



SCOTTISH LAND COMMISSION
COIMISEAN FEARAINN NA H-ALBA

Equality and Diversity Statements

Equal Opportunities Policy Statement

All staff should be treated equally irrespective of their sex, marital/civil partnership status, maternity/paternity status, age, race, ethnic origin, sexual orientation, disability, religion or belief, working pattern, employment status, gender identity (transgender), caring responsibility, or trade union membership.

Diversity Policy Statement

The Scottish Land Commission is committed to increasing the diversity of staff within the organisation. We will develop all our staff, ignoring all irrelevant differences in their management and development. Furthermore we will positively value the different perspectives and skills of all staff and make full use of these in our work.

The Scottish Land Commission takes Diversity, Equality and Inclusion of its staff seriously and has several policies and procedures in place in order to meet its commitment of being an exemplar employer and an organisation that is fully reflective of the communities it serves.

Disability

All candidates who consider themselves to be disabled in terms of the Equality Act 2010 and who meet the essential minimum criteria for the post, will be guaranteed an interview. Note: The Equality Act 2010 states that a person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. A 'substantial disadvantage' is a disadvantage which is more than minor or trivial. 'Long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring conditions). Further guidance in relation to the meaning of disability is accessible on the Equality and Human Rights Commission website.

We will also ensure that we consider and implement any reasonable adjustments you may require to attend for interview or during the course of your employment, should you be successful in securing a post.

Working Pattern

The standard working week is a 5 day week of 37 hours, net of lunch breaks. You may have the scope to participate in our flexible working scheme. Consideration will be given to candidates interested in part-time or other non-standard working patterns and in-line with best practice, the Scottish Land Commission has extended to all staff the right to request a flexible working pattern. All requests will be seriously considered.