

EMPLOYEE POLICIES

Equality Resources Pack

FACTSHEETS/Useful Information

[Respecting Diversity Aldo Course](#)

An e-learning course available via Aldo which aims to help us reflect on our attitudes towards others, give us an increased understanding of the challenges facing people from different groups and opportunity to think how we might respond to this.

[Workforce Monitoring](#)

An overview of the reasons we monitor the diversity of our workforce, and how this is undertaken.

[Discrimination Examples](#)

Describes scenarios which demonstrate the various types of discrimination in relation to each of the protected characteristics.

USEFUL CONTACTS

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Employee Assistance Programme

An independent counselling support service for employees; sensitively helping individuals to explore what they want, how they want to go forward and what prevents them from doing so.

Citizens Advice

Provides free, independent, confidential and impartial advice to everyone on their rights and responsibilities.

Grampian Regional Equality Council (GREC)

Promotes equality and diversity in the North East of (GREC) Scotland. Their mission is to work with others to ensure everyone is valued for who they are and are able to contribute without fear of discrimination or unfair treatment.

Equality and Human Rights Commission (EHRC)

Promotes and monitors human rights; and protects, (EHRC) enforces and promotes equality across the nine 'protected' characteristics.

Breathing Space

Free, confidential phone and web based service for people in Scotland experiencing low mood, depression or anxiety. Provides a safe and supportive space by listening, offering advice and information.

Soroptimist International Aberdeen

A club which works together to support and transform the lives of women and girls.

Age Scotland

Provides support and advice for older people.

People First Scotland

Works to support people with learning difficulties to have more choice and control over their lives.

Cornerstone

Provides various support and services for people of all ages with disabilities.

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[Support in Mind Scotland](#)

Works to improve the wellbeing and quality of life of people affected by serious mental illness, including those who are family members, carers and supporters.

[Scottish Transgender Alliance](#)

The Scottish Transgender Alliance works to improve gender identity and gender reassignment equality, rights and inclusion in Scotland.

[Stonewall](#)

A charity which provides support, guidance and raises awareness of issues that relate to lesbians, gay men, bisexual and transgender people.

[Inter-faith Aberdeen](#)

Provides a forum for different religions to dialogue with one another on matters of religious, national and civic importance and supports a wider interfaith dialogue with other religion and belief groups.