



Equality, Diversity and Inclusion



Aberlour strives to be an employer of choice. We have clear values of Respect, Integrity, Challenge and Innovation. We believe that equality, diversity and inclusion within our workforce strengthens the vital support we give to children and families.

Since 2012 we have been promoting the rights of disabled applicants and workers through the Two Tick Scheme and more recently the Disability Confident Scheme.

Furthermore since 2017 we have been Stonewall Champions promoting the equality and inclusion of Gay, Bi, Lesbian and Trans individuals.

Disability Confident Employer

Disability Confident is a government scheme designed to encourage employers to recruit and retain disabled people and those with health conditions.

It is voluntary and aims to help employers make the most of the opportunities provided by employing disabled people.

For an internal or external applicant, we commit to:

- Interviewing all applicants with a disability who meet the essential criteria on a person specification and consider them on their abilities
- Providing an inclusive and accessible recruitment process
- Being flexible when assessing people, so disabled job applicants have the best opportunity to demonstrate that they can do the job
- Making reasonable adjustments during the recruitment process and during employment

If appointed as a member of staff, we commit to:

- Ensure there is a mechanism in place to discuss, at any time, but at least once a year, what can be done to ensure that you feel supported and able to develop and use your abilities
- Make every effort when an employee becomes disabled to ensure that they stay in employment
- Take action to ensure that all employees develop an appropriate level of disability awareness to make these commitments work
- Review the commitments each year and plan ways to improve the experience for disabled people

Further specific details about the guaranteed interview scheme can be found in the attached document explaining the terms and conditions for this post.

Stonewall Diversity Champion

The Diversity Champions programme is the leading employers' programme for ensuring all LGBT staff are accepted without exception in the workplace.

Aberlour understand that inclusion is not always a given in the world of work. We became a Diversity Champion working with Stonewall to ensure that inclusivity is taken seriously throughout the organisation.

We believe that diversity and inclusion within the organisation creates a positive environment not only with our staff but the children, young people and families we support. We maintain close links with LGBT Youth Scotland to help best support LGBT young people in our care.

Aberlour has a strong zero tolerance approach to homophobic, bi-phobic and transphobic discrimination, bullying and harassment. We have established an Aberlour Pride Network. The network is an active group within the organisation and membership is open to everyone whether they identify as LGBTQ+ or allies.

Our Pride Network offers confidential support, coaching and mentoring to staff who identify as LGBTQ+ and other staff who have queries or questions around LGBTQ+ issues, within the workplace or in their personal life. They help develop operational practices, review policies and contribute to the Stonewall Workplace Equality Index (WEI).

From our last WEI 91% of LGBT employees told us they felt they can be themselves at work while 100% of non-LGBT employees felt confident in supporting LGBT people and understood why Aberlour was committed to LGBT equality.