



## Highlands and Islands Transport Partnership

### Equality & Diversity Policy

#### Implementation

In implementing this policy, HITRANS will:

- Seek and value contributions from individuals and groups of people from diverse backgrounds
- Challenge inequality and less favourable treatment
- Promote an environment where standards of conduct are of the highest level to ensure that no one is harassed, bullied or victimised.
- Whenever possible remove barriers which may limit access to its operations or to or information about its operations.

#### Vision

Highlands and Islands Transport Partnership (HITRANS) is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which discrimination is not tolerated.

HITRANS values the diverse nature of its members, of those who provide services to HITRANS, and those to whom HITRANS provides services. HITRANS will ensure that this vision is reflected in all its practices, policies and activities.

#### Policy Statement

HITRANS has adopted this policy to ensure that equality influences the way it conducts all of its operations and activities.

HITRANS is firmly committed to providing and promoting equality and aims to ensure that:

- Individuals are treated fairly, with dignity and respect regardless of their age, marital status, disability, race, ethnicity, faith, gender, language, social/economic background, sexual orientation, HIV status and any other appropriate distinction;
- It promotes a supportive and inclusive environment for everyone with whom HITRANS interacts in the conduct of its operations and the fulfilment of its statutory obligations. Scope of the policy

This policy applies to all of HITRANS members, substitute members, observers / advisers, contractors, agents, stakeholders, consultees, users of its services, the wider community and to everyone who comes into contact with HITRANS. Employees of HITRANS are covered by a separate policy which is part of HITRANS's suite of human resources documentation.

### **Aims of the policy and underpinning principles**

In conducting its operations and fulfilling its statutory obligations, HITRANS will have due regard to:

- Promoting equality of opportunity across all of its processes and activities
- Promoting good relations between people of a diverse background
- Eliminating discrimination, victimisation and harassment

The policy is guided by the following principles:

- The need for an approach to equalities that is integrated into all activities, plans, policies, services and working practices
- The need to provide equality of access to information about HITRANS's activities, plans, policies, services and working practices
- The need to influence other organisations with which HITRANS interacts through good practice in the promotion of equalities.

### **Responsibilities**

Every person, organisation or other body which comes into contact with HITRANS or acts on behalf of HITRANS is responsible for meeting any legal obligations in respect of legislation relating to equal opportunities.

Operationally, the Partnership Director will be responsible to HITRANS for the implementation and oversight of this policy.

### **Monitoring, evaluation and review**

This Equality and Diversity Policy will be continually monitored and evaluated. Annual reports on the operation and effectiveness of the policy will be submitted by the Partnership Director to the Board of HITRANS and the policy itself will be reviewed every three years.

*For further information about this policy or about HITRANS, please contact:*

Katy Cunningham, Office Manager  
HITRANS, Building 25, Inverness Airport, IV2 7JB  
Telephone: 01667 460 464  
E-mail: [info@hitrans.org.uk](mailto:info@hitrans.org.uk)  
Website: [www.hitrans.org.uk](http://www.hitrans.org.uk)