

Equality Statement

The Moredun Research Institute is an equal opportunity employer, committed to being a successful, caring and welcoming place for all employees. We strive to create a supportive and inclusive environment where our employees can reach their full potential, without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered, and the diversity of people's backgrounds and circumstances will be positively valued.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our organisation as it seeks to develop the skills and abilities of our people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect.

Through this statement and the training and development of managers and staff, Moredun Research Institute will do all it can to promote good practice in this area in order to eliminate discrimination and harassment as far as is reasonably possible. We will also continue to work towards our dedicated goal of encouraging and promoting equality and diversity within our workforce.

The Moredun Research Institute aims to achieve equality by removing any potential discrimination in the way that our employees are treated by fellow employees or the organisation, including:

- people with disabilities
- people of different sexual orientations
- transgendered and transsexual people
- people of different races
- people on the grounds of their sex
- those of faith and of no faith
- in relation to their age
- in relation to their social class or medical condition
- people who work part-time
- those who are married or in a civil partnership
- women who are pregnant, have recently given birth or are breastfeeding.

Discrimination can be either direct or indirect discrimination. Some of the above are protected characteristics under the Equality Act 2010 and discrimination is prohibited, unless there is a legal exception under the Equality Act.

The personal commitment of every employee to this statement and application of its principles are essential to eliminate discrimination and provide equality throughout the Company.

The Institute is committed to workforce development. It provides internal and external training opportunities throughout the year, staff are encouraged to attend conferences and to undertake Continuing Professional Development. Staff are actively encouraged to discuss their training and development at their annual Personal Performance Development Review meetings, which form part of the Institute's training and development plan.

We host postgraduate students who are registered at universities around the world, and we employ several Modern Apprentices.

The Institute is accredited as Disability Confident, striving to ensure that disabled employees can work and study in an inclusive, accessible and supportive environment. As part of this commitment, the Institute:

- promotes an Inclusive and accessible recruitment process to ensure that information about vacancies and the application process can be provided/carried out in different ways to ensure that we consider how best to promote vacancies to people with disabilities;
- provides reasonable adjustments throughout the recruitment process and on appointment;
- offers an interview to disabled people who meet the essential criteria as well as supporting existing employees.

The Institute works in partnership with the Prospect Union, with common objectives of ensuring the efficiency, effectiveness and sustainability of the Institute whilst promoting the security of employment and advancement of employees. Employee Engagement surveys are carried out annually to encourage employee voice, and action plans are developed from the feedback.

The Moredun Research Institute is based at Pentlands Science Park and employs approximately 90 scientist and support staff. We offer various types of employment ranging from part -time to fixed term as well as compressed working hours. There are no inappropriate zero hours contracts, and all employees receive payment of at least the [Real Living Wage](#).

Institute policies encourage wellbeing, respect and dignity at work whilst enabling employees to have a good work-life balance with flexible working options available to all.

We are proud to have a Gold Award from Healthy Working Lives. In addition, we are also members of the Athena Swan Charter and are committed to creating a positive and inclusive environment, respecting equality and diversity.