

Equality, Diversity, and Inclusion (EDI) Strategy - 2024-26

Community Justice Scotland is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating unlawful discrimination.

What do we mean by Diversity, Equality, and Inclusion

Equality means making sure that everyone has access to the same opportunities.

Diversity at work means taking into account the differences between people and placing value on those differences.

Inclusion is as an environment where everyone feels welcome, of value, with the ability to contribute.

Culture

We will strive for an inclusive culture and to remove barriers for current employees and future colleagues and those that we work alongside. CJS aims to be a true representative of all sections of society and for each employee to feel respected and able to give their best.

To create this culture, it can only be by treating people equitably and without discrimination. An inclusive culture supports staff retention, helps CJS grow as a workforce and helps us deliver on our outcomes. To achieve this will mean commitment from us all and to take responsibility for ensuring equality and building on the strengths of diversity.

The actions and outcomes within this strategy will impact on us all, what we do and how we do it. CJS already has a number of good practices and awareness of EDI, and we need to continue to build on these. We will need to be cognisant of the information we have and how we use it, we must challenge ourselves to make good decisions. We must encourage each other, value and reward contributions from different staff and evaluate the impact we have.

Our commitments:

Community Justice Scotland is committed to:

- 1 Embedding equality, diversity, and inclusion in the workplace through our leadership, policies, system, and governance
- 2 Grow the diversity of our staff at all levels, building on skills for all staff to reach their potential, ensuring equality in how we manage performance, promote and reward colleague.
- 3 Embedding a culture that promotes wellbeing and mental health and provides support to enable all our colleagues to thrive.

- 4 Ensuring we meet the needs of our stakeholders and partners with an EDI environment.

Our equality objectives (2024-25):

- 1 Building a diverse and inclusive workforce and where staff feel staff, valued, and empowered.
- 2 Engaged with, and respond, to our different customers (internal and external) and stakeholders' interests and needs.
- 3 Meet our legal responsibilities under the Public Sector General and Specific duties of the Equality Act 2010 and continue each year.
- 4 Build shared responsibility and accountability for achieving improvements.

Our equality objectives (2025-26):

- 1 To continue to develop our workforce with a team of people from wide ranging backgrounds, perspectives, and experiences and who are valued.
- 2 Develop our use of Equality Impact Assessments as this will inform our policies and practice and help reduce negative impact and barriers.
- 3 We will continue to align wellbeing and inclusion across the organisation.
- 4 Become an inclusive communicator through ensuring our processes and systems are easy to understand by all.