

# **Boundaries Scotland**

## **Equality Statement**

### **Introduction**

Boundaries Scotland is committed to equality and diversity in its work and is aware of its responsibilities to meet the statutory public sector equality duty.

Secretariat staff and Commissioners are expected to have full regard to this duty in carrying out the functions of Boundaries Scotland, in their dealings with members of the public and in their relations with colleagues.

### **Duty**

The Equality Act 2010 (the Act) establishes a public sector equality duty for organisations carrying out public functions. The duty applies to the characteristics of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

The public sector equality duty places a duty on public authorities to have due regard to the need to:

- eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Boundaries Scotland is not a named body under Schedule 19 of the Equality Act 2010, and therefore is not subject to the specific duties which apply to named bodies. These specific duties are defined by Scottish Ministers, and are expected to include publishing equality outcomes, reporting, consideration of the impact of policies and practices and publishing employment data.

### **Boundaries Scotland's approach**

Boundaries Scotland's duties and powers, including the rules it must adhere to when undertaking boundary reviews, are set out in legislation. Boundaries Scotland will have regard to its statutory equality duty when undertaking its functions.

Examples of how Boundaries Scotland has regard to the equality duty include holding local inquiries in venues that are accessible and scheduling sessions at different times of the day. Where a local inquiry is held, Boundaries Scotland will make any reasonable adjustment necessary to ensure that people with disabilities are able to participate on equal terms such as providing equipment, practical assistance or adjusting the process. Language interpretation will also be provided if requested.

If you are concerned about the impact that Boundaries Scotland's work may have on equality issues, or if you have a suggestion on how it might better promote equality in its work please contact us at:

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