

Equal Opportunities Policy

Last updated: 20:49 11/02/2026



Policy Statement

ScoutSwap is committed to providing equal opportunities to all individuals involved in our services. We aim to ensure that all volunteers are treated fairly, with dignity and respect, and without discrimination or unfair advantage.

This policy applies to all applicants, volunteers, and individuals involved in volunteer recruitment, selection, and management within ScoutSwap.

Equal Treatment and Non-Discrimination

Volunteers and applicants will not be discriminated against, harassed, or disadvantaged on the basis of any personal characteristic, including but not limited to:

- Age
- Disability
- Gender identity or expression
- Sex
- Sexual orientation
- Race, ethnicity, colour, or nationality
- Religion or belief
- Marital or family status
- Socio-economic background

All decisions relating to volunteering opportunities, including selection, placement, training, and progression, will be made fairly and consistently.

Recruitment and Selection

Selection of volunteers will be based solely on the information provided in their application and their suitability for the role. No applicant will be favoured or disadvantaged for any reason unrelated to their application, experience, skills, or ability to meet the requirements of the role.

We are committed to ensuring that our recruitment processes are transparent, objective, and accessible.

Age-Restricted Roles

Some volunteer roles within ScoutSwap are legally or operationally restricted to individuals aged 18 or over. Where this applies, the age requirement will be clearly stated in the role description.

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Age-Restricted Roles

For such roles, applications from individuals under the age of 18 will not be considered. This restriction is applied solely to comply with legal obligations and safeguarding requirements and does not constitute discrimination.

Responsibilities

- ScoutSwap is responsible for promoting equal opportunities and ensuring this policy is implemented effectively.
- Individuals involved in recruitment and volunteer management are responsible for applying this policy fairly and consistently.
- Volunteers are expected to treat others with respect and to support an inclusive environment.

Concerns and Complaints

Any volunteer or applicant who believes they have been treated unfairly or in breach of this policy is encouraged to raise their concern with ScoutSwap through the appropriate reporting or complaints process. All concerns will be taken seriously and handled appropriately.

Review

This policy will be reviewed periodically to ensure it remains effective, relevant, and compliant with applicable laws and best practice.

Last review: Feb 2026

Next review: Feb 2027

Approval

Approved by the directors on 11/02/2026.

Joe Biondani
Director

Oscar Grothusen
Director