

Good Relations Statement

NILGOSC is committed to the promotion of good relations within its workforce and between its stakeholders.

NILGOSC supports the three principles of Good Relations: -

- Equity: providing equality of opportunity to its employees and equal access to services for its stakeholders.
- Diversity: recognising, understanding and tolerating difference.
- Interdependence: recognising commonalities and obligations to others.

NILGOSC wishes to meet the needs of a diverse society which includes people of different gender, race, disability, responsibility for dependants, sexuality, age, religious or political belief and marital status.

NILGOSC has published an Equality Scheme and an Equal Opportunities Policy which together set out its commitment to Equity. This commitment is extended to ensure that the methods used to promote equality have positive effects on good relations.

Diversity and Interdependence within the workforce are recognised with the aim of making the most of everyone's potential. To assist this process: -

- Management provide positive leadership in encouraging greater mutual understanding and respect for the different cultures and traditions in NILGOSC.
- Staff undertake training on Equality and Diversity within the workplace

Opportunities are made available for staff to discuss culturally diverse issues and provide feedback through the biennial Staff Survey.

Diversity and interdependence between stakeholders will be recognised, understood, tolerated and respected by all employees of NILGOSC. NILGOSC provides training for employees to assist the understanding of diversity and interdependence.

NILGOSC reviews its Good Relations Statement in line with its Equality Scheme.

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