

## Response ID ANON-CPGM-72CQ-4

Submitted to NHSScotland 'Once for Scotland' managing health at work workforce policies  
Submitted on 2025-03-18 14:42:14

### Work-related Violence and Aggression Policy

1 Do you feel there are any gaps in the policy?

Not Answered

You are invited to provide further comment in the free text box below. Please quote the relevant numbered section from the consultation document.:

2 Do you feel there are any gaps in the proposed list of supporting documents?

Not Answered

The proposed supporting documents will include: Employee Guide, Manager Guide and Work-related Violence and Aggression policy Risk Assessment. Please use the text box below to add further information. :

3 Do you have any other comments to make on the policy?

Not Answered

You are invited to provide further comment in the free text box below. Please quote the relevant numbered section from the consultation document.:

4 Do you have any views on the potential impacts of this policy on equalities groups?

Yes

You are invited to provide further comment in the free text box below. Please quote the relevant numbered line from the consultation document.:

Veganism is a protected belief under the UK Equalities Act 2010, meaning that workplaces have a duty to assess policies and practices with a view to removing disadvantages faced by those with protected characteristics. The Vegan Society's International Rights Network – which advocates for and takes action to defend the legal rights of vegans - has seen extensive examples of vegans experiencing different forms of discrimination in the workplace, including harassment, ostracism and victimisation. This can increase stress levels and reduce employee wellbeing in the workplace.

We therefore ask that the new workforce policy ensures NHS Scotland meets its responsibility to foster a positive work environment that eliminates any unlawful discrimination and less favourable treatment of vegans. The policy should ensure staff at all levels are aware that veganism is a protected belief and that they are acting upon their responsibilities to respect and cater to the needs of vegans. This includes training staff on the principles of the Equality Act 2010 and the organisation's specific Equality and Diversity policy; reassuring employees that complaints will be taken seriously and with appropriate action; creating a positive atmosphere; making use of vegan knowledge; and ensuring a high standard of nutritional quality and availability of vegan meals provided to staff (and patients) across Scotland's public health institutions.

For more detailed information on employer responsibilities regarding vegan staff, please see [https://www.vegansociety.com/sites/default/files/uploads/downloads/Supporting\\_veganism\\_in\\_the\\_workplace.pdf](https://www.vegansociety.com/sites/default/files/uploads/downloads/Supporting_veganism_in_the_workplace.pdf)

### About you

What is your name?

Name:  
Claire Ogle

Are you responding as an individual or an organisation?

Organisation

What is your organisation?

Organisation:  
The Vegan Society

Further information about your organisation's response

Please add any additional context:

The Vegan Society's International Rights Network – which advocates for and takes action to defend the legal rights of vegans - has seen extensive examples of vegans experiencing different forms of discrimination in the workplace, including harassment, ostracism and victimisation.

The Scottish Government would like your permission to publish your consultation response. Please indicate your publishing preference:

Publish response with name

Do you consent to Scottish Government contacting you again in relation to this consultation exercise?

Yes

What is your email address?

Email:  
policy@vegansociety.com

I confirm that I have read the privacy policy and consent to the data I provide being used as set out in the policy.

I consent

Where did you hear about this consultation?

Consultation newsletter

If other, please say where::