



SOLIHULL DOWN SYNDROME SUPPORT GROUP

Registered Charity Number : 1110239

Equal Opportunities Policy & Procedures

Introduction

Solihull Down Syndrome Support Group:

ACCEPTS that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief, or any other factor irrelevant to the purpose in view.

WELCOMES the statutory requirements laid down in the Equalities Act 2010;

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

<https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010>

<https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice>

Note: the Equalities Act replaced the Sex Discrimination Act 1975 and the Race Relations Act 1976 and supplements the Equal Pay Act 1970

<https://www.legislation.gov.uk/ukpga/1970/41/enacted> and is committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its charitable activities.

RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

IS COMMITTED to taking positive steps to ensure that:

- ✓ all people are treated with dignity and respect, valuing the diversity of all;
- ✓ equality of opportunity and diversity is promoted;
- ✓ services are accessible, appropriate, and delivered fairly to all;
- ✓ the mix of its employees, volunteers, and management committees reflects, as far as possible, the broad mix of the population of its local community;
- ✓ traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

POLICY

This policy applies to all Trustees, staff, volunteers, members, and the general public.

Commitment

Equality and diversity are central to the work of Solihull Down Syndrome Support Group.

Solihull Down Syndrome will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background, or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination, and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its Delivery. Solihull Down Syndrome Support Groups' goal is to work toward a society free from discrimination, harassment, and prejudice. Solihull Down Syndrome Support Group aims to embed this in all its policies, procedures, day-to-day practices, and external relationships.

Aims

Solihull Down Syndrome aims to:

- ✓ Provide services that are accessible according to need;
- ✓ Promote equality of opportunity and diversity in volunteering, employment, and development;
- ✓ Create effective partnerships with all parts of our community.

Objectives

Solihull Down Syndrome Support Groups' objective is to realize its standards by:

- ✓ Sustaining, regularly evaluating, and continually improving its services to ensure equality and diversity principles and best practices are embedded in our performance to meet the needs of individuals and groups;
- ✓ Working together with the community to provide accessible and relevant service providers that responds to member's needs;
- ✓ Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust;
- ✓ Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery;
- ✓ Recognising and valuing the differences and individual contributions that all people make to Solihull Down Syndrome Support Group.
- ✓ Challenging discrimination;
- ✓ Providing fair resource allocation;
- ✓ Being accountable.

If have any concerns or wish to discuss the policy please email Lucy Cotton @
sdssgsolihull@gmail.com

Policy 07/22.

Review due 07/23.