



EQUAL OPPORTUNITIES and Equalities & Diversity POLICY DSDT

	Date	Name/signature
Last updated	2/6/2023	MR
Reviewed by Managing Director on behalf of the trustees		
Date for next review		

Equal Opportunities Statement of Down Syndrome Development Trust

Down Syndrome Development Trust accepts that in society, certain groups of people and individuals suffer discrimination. We are positively committed to opposing discrimination against people on the grounds of race, colour, religion, class, age, disability, marital status, sexual orientation, their trade union activities, or because they are lesbian or gay, or because they have dependants, or because they have a history of mental health.

As an employer Down Syndrome Development Trust is committed to ensuring that no job applicant, employee, or volunteer is treated less favourably because of their gender, race, age, marital status, being a lesbian or gay man, religion, disability, being HIV positive or having AIDS or on any other unjustifiable grounds. We are also committed to ensuring that our recruitment practices are easily accessible to all sectors of the community. We have a positive attitude towards training and development for all our employees regardless of their status within the organisation.

As a service provider, the organisation endeavours to provide quality services which meet the needs of the community which it serves. Whenever possible we will try to respond to current and changing needs. This will include seeking the views

of both existing and potential users on ways of improving the quality and relevance of our services. No individual or group will be treated less favourably because of their race, gender, age, marital status, being a lesbian or gay man, being HIV positive or having AIDS or on any other grounds that are unjustifiable. We will regularly monitor the effectiveness of this equal opportunities policy and the results will be available to all users, volunteers, employees, and members

The organisation will challenge discriminatory actions and language

Implementation of Our Policy

Our charity will promote equality of access to its services by the following means: Ensuring that publicity and information material (e.g. leaflets, posters, newsletters, reports) reflect that in many areas within the UK and that the Trust may work that there are multi-racial communities by providing information and publicity in appropriate languages and styles

- Liaising closely with organisations working with ethnic minority groups and people with disabilities to bring about a greater understanding of issues and sharing of resources
- Designing its services so that people living with Down Syndrome can benefit from them and positively encouraging them to do so
- Provide training for all who provide services within Down Syndrome Development Trust in equal opportunities (including staff, volunteers, Management Committee) and using established procedures to deal with offensive behaviour
- Using co-opted places on the Management Committee, where necessary, to ensure that the membership of the Committee reflects the commitment Down Syndrome Development Trust has to Equal Opportunities
- Holding services and meetings in places that are accessible to people with disabilities

Volunteers

Our policy is that volunteers shall not suffer discrimination in recruitment, support, and training opportunities on the ground of sex, race, (age - except on the basis of insurance cover), colour, nationality, ethnic or national origins, marital status, sexual orientation, disability, trade union activities, politics or religious beliefs

To carry out this policy Down Syndrome Development Trust shall:

- Monitor applicants for voluntary work in terms of sex, race and disability.
- Provide training opportunities to volunteers including Equal Opportunities and how to deal with offensive behaviour.
- Translate volunteer recruitment/support literature into appropriate languages
- The monitoring of equal opportunities for Down Syndrome Development Trust will be done on an annual basis. Down Syndrome Development Trust will maintain a record of the composition of current staff, volunteers, clients and management members, and seek information for the following procedures:
- Disciplinary, grievance, dismissals, reasons for leaving

Down Syndrome Development Trust will also hold regular meetings for its clients and use these as a forum to feed back any discriminating practices/grievances to its staff and managers.

Training

Down Syndrome Development Trust will take responsibility for the training needs of staff and management in relation to the equal opportunities policy. All existing staff and management should undertake some form of training to make them aware of the realities of discrimination on the ground of gender, race, disability, and discrimination faced by lesbian and gay men. All new members should undertake similar training preferably within 12 months.

New staff should be made aware of the training opportunities available and should be positively encouraged to take these up. This applies to all staff in the organisation.

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