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| C:\Users\Barod laptop\AppData\Local\Microsoft\Windows\INetCache\Content.Word\Policy (1).jpg | **Equality and diversity policy** |
| Agreed by: The Board on 12/11/19  Date for next check: 12/11/21 | |
| C:\Users\Barod laptop\AppData\Local\Microsoft\Windows\INetCache\Content.Word\disability equality training.jpg | **Equality** means treating everyone fairly, not treating everyone the same. |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\school adult divide.jpg | **Diversity** means people are different from each other. |

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| C:\Users\Barod laptop\Google Drive\work\photosymbols\man yes woman no.jpg | **Discrimination** means |
| C:\Users\Barod laptop\AppData\Local\Microsoft\Windows\INetCache\Content.Word\training stay safe.jpg | * treating some people differently than others. This can mean positive or negative discrimination. Or |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\user group no.jpg | * making it hard for some groups of people to belong to our organisation. |
|  | Our organisation will treat everyone fairly. |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\working together cym.jpg | Our organisation thinks we are stronger when different people work together. |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\Group-17_1024x1024.png | Our organisation is for people with learning disabilities and Autism Spectrum Conditions (ASCs).  We want anyone with learning disabilities and ASCs to be able to join our organisation, feel safe and be treated fairly. |
|  | We want to welcome people with learning disabilities and ASCs whatever their: |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\Age.jpg | * age |
|  | * gender |
|  | * sexuality |
|  | * ethnicity or skin colour |
|  | * religion or beliefs |
|  | * language or communication method |
|  | * income |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\Group-17_1024x1024.png | * disability |
|  | We want to welcome people whether or not: |
|  | * they have a partner |
|  | * they have children |
|  | * they change whether they live as a man or woman |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\Age.jpg | We will look at the list of ways people can be different from each other. |
|  | At least once a year, we will check if we have different types of people as: |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\group disabled.jpg | * members |
|  | * staff |
|  | * board members |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\Activities.jpg | * people who come to our activities |
| s | We will check if some people are missing from our organisation. |
|  | If some people are missing, we will try to find out why. We will see how we can change so they feel welcome. |
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| C:\Users\Barod laptop\Google Drive\work\photosymbols\group disabled.jpg | **Members** |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\meeting talk idea.png | We will think about all our members when we plan activities. |
|  | We will make sure information is easy for them to understand. |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\meeting equal.jpg | We will encourage members to talk about equality, diversity and discrimination. |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\disability equality training.jpg | We will encourage members to help our organisation find new and better ways to treat people fairly. |

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|  | **Board** |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\meeting talk idea.png | We will think about all our Board members when we plan Board meetings. |
|  | We will make sure information is easy for them to understand. |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\meeting equal.jpg | We will encourage Board members to talk about equality, diversity and discrimination. |

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|  | **Staff** |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\law wales.jpg | The law protects people who apply for jobs and staff from discrimination. |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\meeting talk idea.png | We will think carefully about how we advertise, recruit, train and support staff. |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\Thinking-Right-Wrong-Tony.jpg | We will find out what makes it harder or easier for some groups of people to get and keep jobs. |
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| C:\Users\Barod laptop\Google Drive\work\photosymbols\Place_Organisation.jpg | **Other organisations** |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\group disabled.jpg | We will look for opportunities to help other organisations to include people with learning disabilities. |