



Equality and diversity policy



Equality means treating everyone fairly, not treating everyone the same.



Diversity means people are different from each other.




Discrimination means

- treating some people differently than others. This can mean positive or negative discrimination. Or
- making it hard for some groups of people to belong to our organisation.





Our organisation will treat everyone fairly.



Our organisation thinks we are stronger when different people work together.

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:



- age



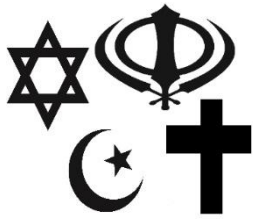
- gender



- sexuality



- ethnicity or skin colour



- religion or beliefs



- language or communication method



- income



- 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



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:



- members



- staff



- board members



- people who come to our activities



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.



Members



We will think about all our members when we plan activities.



We will make sure information is easy for them to understand.



We will encourage members to talk about equality, diversity and discrimination.



We will encourage members to help our organisation find new and better ways to treat people fairly.



Board



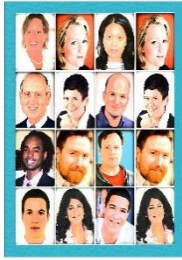
We will think about all our Board members when we plan Board meetings.



We will make sure information is easy for them to understand.



We will encourage Board members to talk about equality, diversity and discrimination.



Staff



The law protects people who apply for jobs and staff from discrimination.



We will think carefully about how we advertise, recruit, train and support staff.



We will find out what makes it harder or easier for some groups of people to get and keep jobs.



Other organisations



We will look for opportunities to help other organisations to include people with learning disabilities.

Culture and Religion

A culture is a way of life of a group of people. This could include how they dress, what food they eat, or the activities they like to do.

Religion is belief in a god or gods and the activities that are connected with this belief, such celebrating special events such as Christmas, Hannukah or Ramadan.

We want people to be able to fit their work around their culture and religion whenever possible.

We will try to provide a quiet space or prayer room for people attending meetings or events held by All Wales People First if requested.

If staff want to take their holidays on certain days so that they can celebrate special events, we will always try to allow this.

If staff don't want to work on certain days of the week as part of their regular pattern of work, they can make a flexible working request, and we will see whether it is possible.