

Shine 21 Dorset Down Syndrome Buddy Club

Equality and Diversity Policy

Aims

Shine21 recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.

Shine21 also recognises that where direct or indirect discrimination occurs within the Shine21 Buddy Club it is both morally and legally unacceptable.

The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action Shine21 intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.

In adopting this Equality and Diversity Policy, Shine21 is also making an unequivocal commitment to implementing it, to ensure that equal opportunity becomes a reality.

Code of Practice

Shine21 Buddy Club provides activities, guidance and assistance for children and teens who have Down Syndrome. The Buddy Club will take action to ensure that group activities and events are open and welcoming to everybody entitled to become a member.

We aim to make our meetings and events accessible to people with disabilities -

e.g. meet in accessible premises, provide sign language interpreters when necessary and produce information in large print.

We aim to use local training opportunities to help our members and families better understand how discrimination occurs and how to prevent it.

All members of Shine21 Buddy Club will have the Equality and Diversity Policy explained to them and will undertake to comply with and implement this policy.

Members who have experienced discrimination can make complaints to the Group Leaders. If the Group Leader is unable to resolve the complaint, it will be referred to our link affiliated Downs Syndrome Association for advice.

Code of Conduct

People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/or age.

At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g., sexist or racist jokes or terminology which is derogatory to someone with a disability.

No one will be harassed, abused or intimidated on the ground of his or her race nationality, gender, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

Dealing with Complaints

The Group Leaders will take complaints of discrimination and harassment very seriously.

They will investigate them thoroughly and provide opportunities for the person making the complaint to speak in a safe environment about their experience.

If the complaint is against a particular individual, the Group Leaders will hear their point of view.

The Group Leaders will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.

Any decision to terminate someone’s attendance at the Buddy Club will be made in line with the rules set out in the constitution.

This policy will be reviewed every 2 years Dated November 2022 Review: Nov 2024

Signed: E Chilton

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