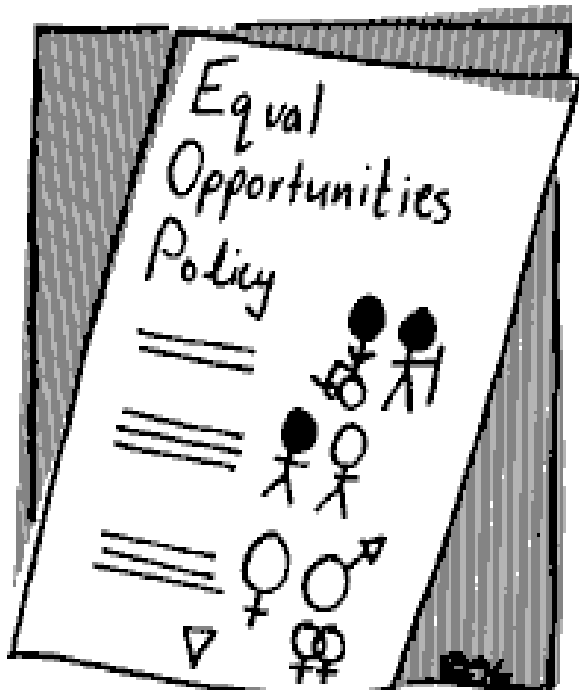




New Forest Mencap

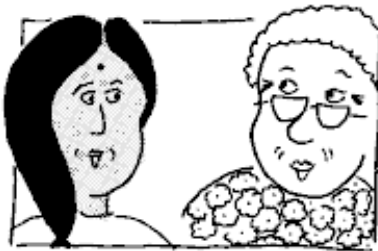
Diversity & Equal Opportunities Policy

Diversity & Equal Opportunities Policy



- We believe that equal opportunities are important for everyone regardless of:
- Age
- Disability
- Gender
- Race or religion

People are different



They may be:

Disabled and non disabled people

- People from black and Asian communities and white people
- Men and women
- Older people and younger people
- People of different religions
- People of different sexual preferences

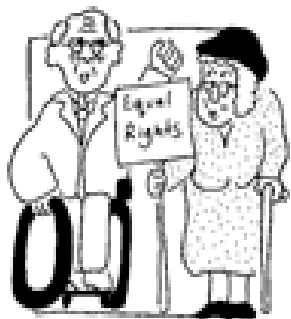
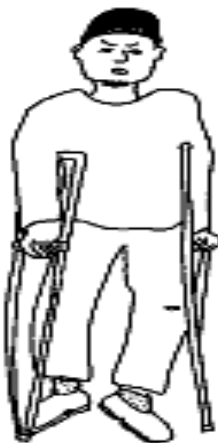


This is called
Diversity





- **All people have different needs**





Staff and Volunteers

- We want our staff and volunteers to come from different backgrounds and mirror their local community.
- This will help us to support people with a learning disability, parents and carers who also come from different backgrounds.

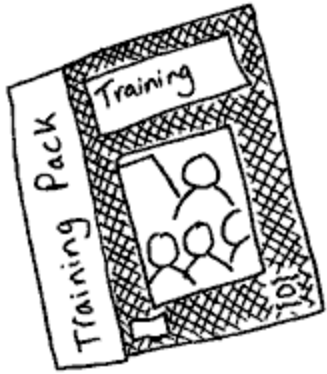
How we will support our staff and volunteers



We will:

- Provide a working environment where all people are treated with dignity and respect.
- Not harass, abuse or intimidate other staff/volunteers, members or visitors.





We will:

Provide training for staff and volunteers.



- Make sure that everyone knows that it is wrong to bully other people.



- Have a named person who is responsible for our policy on equal opportunities.

M

Minutes

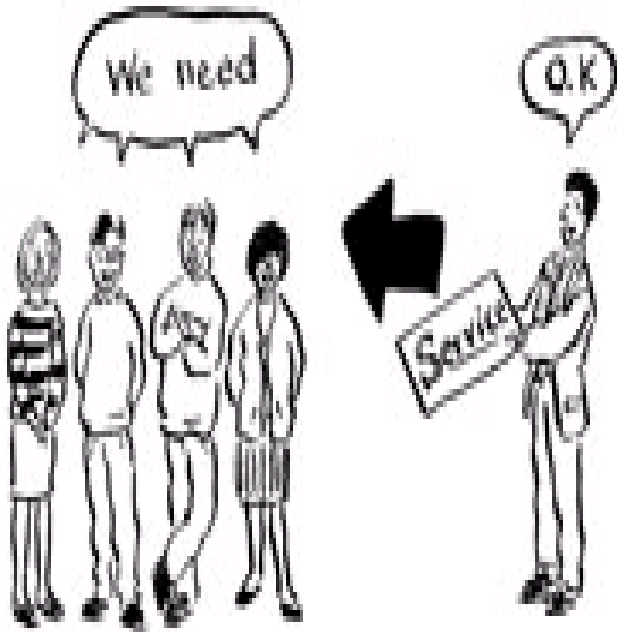


We will:

- Make sure that people can speak up if they think they are being unfairly treated.
- Check our plans are working and keep records of complaints about unfair treatments.
- Keep up to date with equality legislation and good practice

Services

We will:



- Ensure that our services are welcoming to all.
- Provide services which reflect the needs of the community we serve.

How will we achieve this?



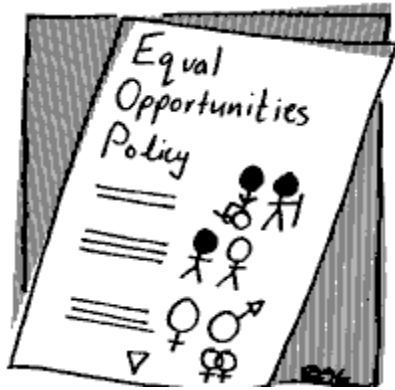
- We will build close links with all sections of the community and encourage those groups to benefit from our services.
- We will talk to people from different communities to tell them about what we do and ask how we can help people with a learning disability in their communities.



- We will hold regular Management/Executive Committee meetings to discuss ways to improve the policy.



- We will ask staff, volunteers and members what the group could do better.



- We promise to treat members, volunteers and staff fairly.
- Respect their human and civil rights.
- We promise to give all members, volunteers and staff the same opportunities.