



# Working Together Ludlow

*to include people with learning difficulties*

Date Policy Adopted by the Board of Trustees:	<b>February 2019</b>
Policy Review Date:	<b>February 2021</b>

## Equal Opportunities Policy

### 1. Statement of Intent:

Working Together has as its central value a belief in equal opportunities. We recognise that many groups and individuals within society have been and continue to be discriminated against, both directly and indirectly, on the grounds of, for example, their race, nationality, ethnic or cultural origins, gender, age, disability, sexual orientation, gender reassignment, religion, political belief, social class, employment status, low income, mental health, marital/civil partnership status, HIV/AIDS status, appearance, refugee status, caring responsibilities and unrelated criminal conviction. (This list is not in any order of priority.)

We also recognise that passive policies are inadequate as a means of combating discrimination. We are therefore committed to taking positive action to address barriers experienced by people who are discriminated against in the above ways.

We will demonstrate this commitment to equal opportunities by:

- working in an anti-discriminatory manner;
- requiring staff, Board members and volunteers to promote and act on this policy;
- requiring our members, service users, hirers and any other users to respect this policy;
- recognising our responsibilities under all relevant anti-discriminatory legislation, including the Human Rights Act (2001);
- following the requirements and guidance of the Equality Act (2010):
- listening to the voices of users and consumers who are experiencing discrimination;
- encouraging co-operation, networking, consultation, participation and negotiation between voluntary and statutory agencies in a way which promotes equal opportunities.

## **2. Services**

Our services are available to members of the community with learning disabilities and difficulties. We are also committed to prioritising our services and targeting our resources and being responsive to communities and groups in greatest need and/or facing discrimination. Services are designed and publicised to reflect these commitments and are monitored accordingly.

As far as possible and reasonable given its resources, *Working Together (Ludlow) Ltd* will endeavour to provide its services in ways and in premises which are accessible to the communities it seeks to serve.

## **3. Monitoring service provision**

Services and groups worked with will be periodically monitored as required.

## **4. Publicity**

In publicity and information materials, we will try to:

- avoid jargon and use clear, direct language;
- use positive images of a wide range of groups;
- reach all sections of the community by advertising in a wide range of appropriate publications and locations.