



Equality Opportunities Policy

Chichester Down Syndrome Support Group – (CDSSG)

1. Introduction

The responsibility for ensuring equality and diversity among potential and actual volunteers and members lies with the CDSSG committee and trustees who are responsible for the implementation of the policy.

The policy consists of the following:

Statement of intent

The Policy

2. Statement of Intent

CDSSG recognises that certain individuals and groups are discriminated against on grounds of disability, race, ethnic origin, culture, socio-economic background, gender, sexuality, religion, creed, marital status and age. CDSSG is committed to working towards eliminating all forms of discrimination both through its own work and through its employment policies and practices.

Recognising that passive policies will not achieve change, CDSSG will, through regular monitoring of policies and practice, take active steps to combat discrimination.

3. The Policy

Service Provision: Members must have easy access to information about the CDSSG's services which will involve making leaflets available where appropriate in a variety of media, e.g. in large print or electronically. In particular, all printed materials will be in a minimum of 10pt type. It is also recognised that the CDSSG may not be able to meet all the demands made upon its services.

Terms and Conditions: CDSSG will endeavour to ensure that volunteers, members and committee members and trustees are not discriminated against through the terms and conditions under which they have been engaged. Furthermore, CDSSG recognises that from time to time family and social circumstances may change and consequently volunteers may need to change the conditions of their role.

Chichester Down Syndrome Support Group

E: chichesterdownsyndrome@gmail.com W: www.chichesterdownsyndromegroup.co.uk



Purchasing: CDSSG will try to ensure that the goods and services it offers at events are accessible to all groups. It will not knowingly receive or purchase goods and services from agencies which practise discrimination.

Monitoring: Regular monitoring and reviews of all procedures will take place from time to time, to check the effectiveness of CDSSG's Equal Opportunity Policy. Such amendments are needed to ensure that the Equal Opportunity Policy is effective at all levels of the organisation.

Signed by: *Shirley Higgins* CDSSG Chair

Dated *11. May 2021.*

Date to be updated: January 2022 (Renewed annually)