

Downright Perfect (1200893)
Equality, Diversity and Equal Opportunities Policy

Our contact details

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1. Introduction

Every trustee, volunteer, beneficiary and user of Downright Perfect's services has the right to fair and equal treatment. Downright Perfect recognises that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view. Downright Perfect values everyone as an individual and strives to move beyond simple tolerance to recognising and respecting individual differences.

We are committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to our charitable activities. We recognise that we have moral and social responsibilities that go beyond the provisions of the relevant legislation and regulations and that we should support and contribute to the wider process of change through all aspects of our work and practices in order to eliminate discrimination and promote equality and diversity.

We are committed to taking positive steps to ensure that all people are treated with dignity and respect, valuing the diversity of all and that equality of opportunity and diversity is promoted. Downright Perfect will not tolerate direct or indirect discrimination against any person on grounds of age, race, ethnic or national origin, religion, gender, sexual orientation, marital status or disability in the appointment, selection, training, promotion or treatment of trustees, volunteers, or in the delivery of its' support services.

Downright Perfect aims to provide information, advice and support to people whose lives are affected by Down's syndrome, regardless of disability age, gender, ethnic background, religion, family status, sexual orientation and social status. Downright Perfect is committed to making all of its services accessible to anyone who might need them.

This policy applies to all Trustees, volunteers, users and the general public.

2. Commitment

- Equality and diversity are central to the work of Downright Perfect.
- We will treat all people with dignity and respect, valuing the diversity of all. We will promote, encourage and embrace equality of opportunity and diversity throughout the organisation.
- We will comply with legislation promoting diversity across different countries and cultures.
- Downright Perfect is committed to improving and implementing its services for those who may find them harder to access, either through language or sensory and learning disabilities.
- Downright Perfect will ensure that language and images relating to different societal groups will be used in a positive and non-discriminatory way.
- We will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/belief, irrelevant offending background or any other factor irrelevant to the purpose in view.
- Downright Perfect will provide cross cultural learning opportunities where necessary.
- Downright Perfect will listen to the views of individuals who have Down's syndrome.
- All Trustees and volunteers will have access to this policy and will be expected to follow it.
- Downright Perfect will embrace appropriate local country disability initiatives and quality standards and comply with legislation promoting diversity across different countries and cultures.
- Downright Perfect will continually improve our understanding and application of diversity by identifying and promoting best practise and reviewing our policy regularly.

- Downright Perfect will not tolerate acts that breach policy and all such breaches or alleged breaches will be taken seriously and will be fully investigated.

3. Aims

Downright Perfect aims to:

- Provide services that are accessible according to need
- Promote equality of opportunity and diversity in volunteering and development
- Create effective partnerships with all parts of our community.

4. Objectives

Downright Perfect's objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs
- Ensuring volunteers and trustees are representative of the community served and our policies are fair and robust
- Responding to volunteer's needs and encouraging their development to increase their contribution to effective service delivery
- Recognising and valuing the differences and individual contribution that all people make to Downright Perfect.
- Challenging discrimination
- Providing fair resource allocation
- Being accountable.

5. Equal Opportunities in Recruitment and Selection

When recruiting trustees/volunteers, Downright Perfect will not discriminate on the grounds of race, ethnic or national origin, religion, gender, sexual orientation, marital status or disability. To avoid discriminatory practices in recruitment or selection, attention must be given to the following areas:

- Advertising should not be unjustifiably confined to those publications which would exclude or disproportionately reduce the numbers of applicants from a particular group and records should be kept of where and how an opportunity was announced.
- The wording of advertisements must not exclude or imply the exclusion or discouragement of particular groups. They should be designed to appeal to as wide a spectrum as possible and be published as widely as possible.
- The short-listing and selection of applicants should be based on objective criteria drawn from role descriptions and person specifications. The criteria for selection should apply equally and consistently to each applicant.

6. Harassment

Trustees/ volunteers should feel able to bring their complaints forward without fear of reprimand or victimisation. Downright Perfect will treat such complaints seriously and with sensitivity. Complaints should be investigated thoroughly in accordance with the Complaints Policy.

7. Communications

Downright Perfect commits:

- To provide a safe and accessible environment so that all trustees/ volunteers feel involved in the activities of Downright Perfect and are at liberty to speak constructively on any matter relating to Downright Perfect or to themselves.
- To ensure the culture is free from discrimination, harassment and victimisation and to maintain suitable procedures by which the views and opinions of staff may be obtained.
- To provide relevant information and adequate means of communication to all Trustees/ volunteers in order that they are aware of Downright Perfect's activities, practices and policies which may affect them either directly or indirectly

8. Implementation

This policy covers the behaviour of all people volunteering for Downright Perfect or using the services and sets out the way they can expect to be treated in turn by Downright Perfect. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees.

We intend to implement this policy by:

- Ensuring that Trustees, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy.
- Actively encouraging Trustees and volunteers to participate in available training where considered appropriate
- Monitoring the services, publicity and events provided by Downright Perfect, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

This policy will be reviewed every two years

Date 04/11/2024

Signature



Emma Cross

Chair of Trustees