

# DAVIDS TABLE TRUST



## The Dovetail Project

### EQUALITY STATEMENT

This policy applies to all Trustees, staff, volunteers, management committee members, users and the general public.

#### Aims

- The David's Table Trust 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.
- The David's Table Trust also recognises that where direct or indirect discrimination occurs within The David's Table Trust, 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 The David's Table Trust 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, The David's Table Trust is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

#### Code of Practice

- The David's Table Trust provides activities and guidance for adults with varying degrees of learning disability, who profess a Christian faith, in the Trowbridge area. The group 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, welcome support workers, provide sign language interpreters when necessary and produce information in large print.
- We aim to use local training opportunities to help our committee and members better understand how discrimination occurs and how to prevent it.
- All members of The David's Table Trust 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 co-ordinator, who is present at all weekly meetings. If the co-ordinator is unable to resolve the complaint, it will be referred to the Management Committee.

## 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 Trustees 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 committee will hear their point of view.
- The Trustees 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 membership will be made in line with the rules set out in the constitution.

Ratified on .....16/01/19.....

Signed: .....Trustees.....

To be reviewed: .....01/20..... or as legislation changes.

### CHANGE RECORD

Date of Change:	Changed By:	Comments:
14/11/18	EO	Policy to be approved by the Trustees (tbc)
16/01/19		Approved by Trustees