

SEND Butterflies South Coast Equality and Diversity Policy



Aims

- SEND Butterflies South Coast aim to treat every person accessing our support or services as well as committee member and group supporter equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- SEND Butterflies South Coast also recognises that where direct or indirect discrimination occurs within our group, 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 that SEND Butterflies South Coast intends to take to combat direct and indirect discrimination in the community group, in the services it provides and in its relationships with other organisations.
- In adopting this Equality and Diversity Policy, SEND Butterflies South Coast is also making an unequivocal commitment to implementing it and actively promoting inclusion.

Code of Practice

- SEND Butterflies South Coast provides support, guidance, assistance and activities for parent carers of individuals with special educational needs and disabilities. The group will take action to ensure that coffee mornings and other activities and events are open and welcoming to everybody entitled to our support and assistance.
- We aim to make our coffee mornings and events inclusive and accessible to all – e.g. meet in accessible premises, provide information in easy read formats, arrange for interpreters to be present, when necessary and make reasonable adjustments.
- All committee and group supporters of SEND Butterflies South Coast will have awareness of the Equality and Diversity Policy, and will undertake to comply with and implement this policy.
- Any group attendee who experiences discrimination can make complaints to a committee member, at least two of the committee are present at all coffee mornings/activities.

Code of Conduct


- People will be treated with dignity and respect regardless of race, nationality, sex, 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, sex, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

Dealing with Complaints

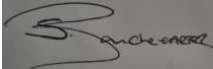
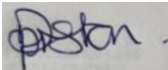
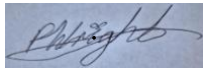
- The Management Committee will take complaints of discrimination and harassment very seriously.
- The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).
- If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.
- The Committee will decide the action to take based on the principle of ensuring the continued inclusion and safety of any group attendee who has experienced discrimination or harassment.
- Any decision to terminate someone's attendance at and access to the group will be made in line with the rules set out in our constitution.

Review

This policy will be reviewed every 2 years

Signed: 

Date: 20/08/24



The SBSC committee