



Together Our Community (TOC)

Equal Opportunities and Inclusion Policy

Last updated: May 2026

Applies to: all staff, volunteers, and young people connected with TOC

Introduction

The aim of TOC is to provide benefits to young people with learning disabilities, primarily in Chichester and the surrounding areas. These young people are 18 years and older.

We are dedicated to enabling young adults with learning disabilities to live, learn, and work in their local communities. We do this by exploring, creating, and providing opportunities for safe volunteering and work experience placements, alongside activities that support ongoing learning and development.

We also ensure that our young adults can access local community leisure and sporting activities to support their wellbeing and keep healthy.

TOC 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.

We also recognise that, where direct or indirect discrimination occurs within TOC, it is both morally and legally unacceptable and we will take direct action to respond to this.

The purpose of this policy is to set out clearly the positive action TOC intends to take to combat direct and indirect discrimination within the services it provides and in its relationships with other bodies.

In adopting this Equal Opportunities and Inclusion Policy, TOC is making an unequivocal commitment to implementing it, ensuring that equal opportunities become a reality.

Code of Practice

TOC will take action to ensure that its activities and events are open and welcoming to all young people. Work experience and volunteering placements will be closely matched to individual needs and interests.

We aim to make our activities accessible to people with disabilities wherever possible and as funding allows, for example by providing transport, using accessible premises, providing sign language, symbols, or visual schedules, and producing information in large print if required.

We will ensure that all members of TOC have access to this Equal Opportunities Policy, and we will provide a differentiated accessible version if required.

Members who have experienced discrimination can make complaints to the activity leader. If the activity leader is unable to resolve the complaint, it will be referred in writing to the Designated Safeguarding Officers, Hilary Freeborough and Louise Collins, via contact@tocommunity.org.uk.

Code of Conduct

People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability, or age.

Language or humour that people find offensive will not be used, for example sexist, homophobic, or racist jokes, or terminology that is derogatory to someone with a disability.

No one will be harassed, abused, or intimidated on the grounds of their race, sex, age, nationality, sexual orientation, or gender. Incidents of harassment will be taken seriously.

Contact

If you have any questions about this policy, please contact: contact@tocommunity.org.uk