



# ThinkOut Community (TOC) Equal Opportunities and Inclusion Policy

## 1. Introduction

- 1.1. The aim of *TOC* is to provide benefits to young people with learning disabilities, primarily in West Sussex. These young people are 18 years old and above.
- 1.2. 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 the provision of safe volunteering and work experience placements for the young adults.
- 1.3. We also ensure that our young adults are able to access local community leisure and sporting activities to support their wellbeing and keep healthy.
- 1.4. *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.
- 1.5. We also recognise that, where direct or indirect discrimination occurs within *TOC*, it is both morally and legally unacceptable.
- 1.6. The purpose of the Equal Opportunities Policy is to set out clearly and fully 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.
- 1.7. In adopting this Equal Opportunities Policy, *TOC* is also making an unequivocal commitment to implementing it, ensuring that equal opportunities become a reality.

## 2. Code of Practice

- 2.1. TOC will take action to ensure that its' activities and events are open and welcoming to everybody. Work experience and volunteering placements will be closely matched to individual's needs and interests.
- 2.2. We aim to make our activities accessible to people with disabilities wherever possible– e.g. provide transport, use accessible premises, provide sign language / symbols / visual schedules and produce information in large print, if required.
- 2.3. We will ensure that all members of TOC will have access to the Equal Opportunities Policy and we will provide a differentiated accessible version for them if required.
- 2.4. 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 using the TOC Complaints Form, to the Designated Safeguarding Officer.

## 3. Code of Conduct

- 3.1. People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability and age.
- 3.2. Language or humour that people find offensive will not be used e.g. sexist, sexual orientation, gender identity, or racist jokes or terminology which is derogatory to someone with a disability.
- 3.3. No one will be harassed, abused or intimidated on the ground of his or her race, sex, age, nationality, sexual orientation or gender. Incidents of harassment will be taken seriously.

**This Equal Opportunities and Inclusion Policy was approved on:**

September 2023

**We are committed to reviewing our policy and good practice by:**

September 2025