



Equity and Diversity Policy for all the Active LD Team

The Active LD team are:

LD Advisors, Directors, Staff and Volunteers



Equity: means treating people fairly and understanding that people have different needs.

Diversity: means we understand that people are unique and that it is good to be different.

Policy: A set of rules or guidelines telling the Active LD team how we need to behave.

	We treat everyone fairly No matter who you are, where you come from, or what you look like, you should feel welcome and respected.
	Fair doesn't always mean the same Equality means the same for everyone, but <i>equity</i> means giving people what they need to do well, even if it's different from what others get.
	We don't allow discrimination Nobody should be treated badly because of their age, race, disability, gender, religion, background, or anything else about them.
	We help people join in We work to make sure everyone, including people with learning disabilities, can take part in activities and have the same chances.
	Everyone plays a part The Active LD Team should help make sure these rules are followed.

Equity and Diversity

The Directors recognise that certain groups may suffer discrimination and prejudice on the grounds of age, race, socio-economic background, criminal record, disability, sexuality, sex, gender, ethnic or national origin, physical or mental health, pregnancy or maternity, employment status, political, philosophical or religious beliefs, or responsibility for dependents.

The Directors also recognise the difference between equality and equity. Equality means everyone is treated the same exact way, regardless of differences. Equity means everyone is provided with what they need to succeed.

Active LD values equity and diversity and opposes discrimination in any form and is committed to working towards making equal opportunities an integral part of all the work it carries out. It acknowledges and accepts all existing legislation regarding equity and diversity, equal opportunities and discrimination that currently exists. Active LD also actively works to improve access to opportunities for people with learning disabilities.

This policy aims to ensure, where possible, Active LD enables access to opportunities for everyone involved in and engaged with the organisation, its directors, staff, volunteers, users of its services and other organisations with which it works. Its success will depend on everyone having a full understanding of equity and diversity and co-operating in the policy's implementation.

Adopted on: 7th April 2025

Next review: 7th April 2027