

# CHANGE

## Equal Opportunities Policy

Our beliefs  
and how we  
work at  
CHANGE





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**CHANGE** works for equal opportunities for people with a learning disability and a sensory impairment.

**CHANGE** believes everyone should have equal opportunities.

Sometimes people get a rough deal because of who they are. They might be treated badly or their needs may be ignored.

**CHANGE** wants everyone to be respected and have good lives and opportunities.

At CHANGE you will not be treated differently because of your:



**Sex**



**Race or culture**



**Sexuality**



**Religion**



**Age**



**Disability**



**Class or background**



**Marital status**



**Having children**



**Equal opportunities are about making sure that everybody is respected and valued.**



**As an organisation of disabled people, CHANGE values and celebrates difference.**



**We want to involve lots of different people in our work.**



**Equal opportunities are about doing things to include people and make them feel welcome. For example:**



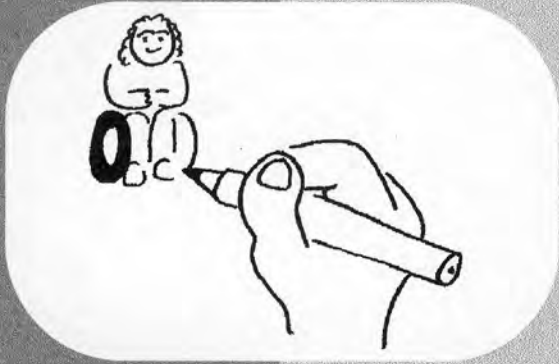
**1) Having good access so that people who use wheelchairs can get into buildings or having interpreters for people whose first language is not English, or making sure that information is accessible.**



**2) Thinking about the needs that people may have. For example arranging meetings at times when parents can come.**



**3) Stopping doing things that are wrong and harm people, for example calling people names that they don't like.**



**4) Making sure that when we draw pictures of people, we draw different people, so that everyone feels that they are represented, welcome and can take part.**



**5) Asking people what they like or want and not making or taking decisions for them.**



**Everyone at CHANGE must be committed to equal opportunities. This includes management committee members, workers, volunteers, trainers and consultants. This includes all the work we do at CHANGE and when we work we work with other people and other organisations.**