



# Wendover Dementia Support

Registered Charity no. 1182184

## Equal Opportunities policy

### **Wendover Dementia Support:**

- **accepts** that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

### **WDS welcomes** the statutory requirements laid down in:

- The Equal Pay Act 1970;
- The Rehabilitation of Offenders Act 1974;
- The Sex Discrimination Act 1975;
- The Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000;
- The NHS Community Care Act 1990;
- The Disability Discrimination Act 1995;
- The Asylum & Immigration Act 1996;
- The Human Rights Act Nov 1998;
- The Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003.

**WDS recognises** that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

### **WDS is committed** to taking positive steps to ensure that:

- All people are treated with dignity and respect, valuing the diversity of all;
- Equality of opportunity and diversity is promoted;
- Services are accessible, appropriate and delivered fairly to all;
- The mix of its volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community;
- Traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

*Last reviewed: May 2025*