



Dedicated to giving practical and emotional support to all in the Debenham area who care for those with dementia.

Equal Opportunities and Discrimination Policy

The policy and system are needed in order to meet the requirements of UK employment and discrimination law, and for the recruitment, management and supervision of any future volunteers and employees of the Debenham Project or any enterprise which is considered to be an essential contributor to the aims of the Trust.

It is the Equal Opportunities Policy of the project that:

- a) The project will conform to all current and relevant UK employment legislation in respect of equal opportunities and freedom from discrimination in terms of its volunteer and employee recruitment, management and supervision.
- b) Whilst the project will in no way be concerned with the race, gender, disability, ethnicity, religious beliefs, sexual orientation, age, and other aspects defined within the act, the project maintains its position in giving preference to those who reside within the catchment area (4 miles distance from the centre of Debenham and/or the catchment area of the Debenham Group GP Practice).
- c) The project will, in the selection of volunteers, follow the general principles embodied in employment law relating to equal opportunities.
- d) In the provision of services to clients there will be no discrimination in respect of race, gender, disability, ethnicity, religious beliefs, sexual orientation, and other aspects defined within the act. However, at this time the project maintains the right to give preference to carers of those who have symptoms of dementia, and those they care for, who are resident within the catchment area (within 4 miles distance of the centre of Debenham and/or the catchment area of the Debenham Group GP Practice). In the longer term this policy may be broadened to replace the term "dementia" with that of "elderly frailty".

The system for implementing the policy is as follows:

- a) The Chairman and trustees will be responsible for ensuring the policy is followed.
- b) If and when the project employs staff on a regular basis, a trustee will be assigned to ensure compliance with this policy and with UK law.

Both the policy and the system have been reviewed by the Trustees (May 2021) and agreed (15th May 2021) in the light of experience of use.

David Jackson.

(Chairman) 15th May 2021