



# Our plan to make sure Barnwood Trust is against racism





We are Barnwood Trust. We work alongside disabled people and people with a mental health challenge in Gloucestershire.



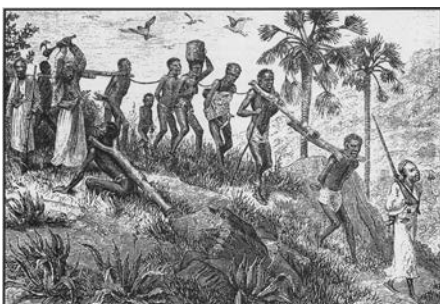
When we started the charity, we were given some money. Some of the money came from people who used to have slaves.



A **slave** is someone who is bought by someone else as property. Slaves had no rights and were treated badly.



Buying and selling slaves was called the **slave trade**.



Slaves were mainly black people who were treated badly over hundreds of years.



We do not think this bit of Barnwood's history is ok.



**Racism** is when people are treated unfairly because of the colour of their skin.

We want Barnwood Trust to be against **racism**.



A **person of colour** is someone who is not white.



We will make sure our work supports disabled people of colour.



We want disabled people of colour to get the same support from Barnwood as white disabled people.



To do this we will:

- work with local disabled people of colour who live in Gloucestershire



- write a plan against racism. The plan says what we will do. Things like:

- make sure all our staff have training on racism



- make a new role to help Barnwood be against racism and support disabled people of colour



- local disabled people of colour can apply for this role





We want disabled people of colour to join our **Board**.



The **Board** is a group of people who are in charge of everything we do. They make sure we stick to the law and do a good job.



We also want people to join our Barnwood Circle Group. This group helps Barnwood Trust decide what is important.



We want to listen to what disabled people of colour have to say. We will work together to make things better.



If you want to, you can speak to our big boss at Barnwood Trust. Her name is Sally Byng.



**You can email Sally at:**  
**[sally.byng@barnwoodtrust.org](mailto:sally.byng@barnwoodtrust.org)**



**Or you can phone Sally on:**  
**0800 4220404**

It is free to call this number.