

Derbyshire

Statement of Intent

Derbyshire Mind aims to achieve equality in both employment and service delivery. To value and respect our staff, service users and the diverse communities we serve to ensure that every person using our services, or working for the organisation, feel that they have been treated fairly and with dignity and respect.

Derbyshire Mind recognises the importance of equality, diversity and respect in regard to its responsibilities as an employer and as a provider of services in Derbyshire. We are committed to ensuring that this informs all aspects of the work carried out within the organisation, being an inclusive organisation which values, respects and builds upon diversity. Derbyshire Mind will work to challenge stigma, discrimination and the social exclusion of marginalised people within the community.

Aim

The aim of this policy is to serve as the foundation for the development of Derbyshire Mind's services and to the employment and development of staff. Policies and practices within Derbyshire Mind will incorporate the spirit of this policy to ensure that service delivery, recruitment and employment practices are designed and carried out fairly and in accordance with the relevant equality legislation, the Equality Act 2010 and associated legislation.

Purpose

Derbyshire Mind is committed to providing a positive environment in which people are treated with dignity, respect and courtesy and where discrimination, bullying, harassment and intimidation, are acknowledged as unacceptable and will not be tolerated.

We will work to ensure no volunteer, job applicant or person using our services receives less favourable treatment than another. This means that individuals should not be disadvantaged by reason of their disability, gender or gender reassignment, marital status, sexual orientation, religion or belief (or non-belief), race, colour, nationality, language, age, responsibility for dependents, or hours of work.

The Equality Act defines the areas of unlawful discrimination, known as protected characteristics. Details of this can be found at the end of this policy in Appendix 1.

It is important that people feel able to recognise, challenge, and where necessary, complain about discrimination, bullying and harassment should it arise. They should be able to do this with confidence their concerns will be investigated fairly and appropriately.

Responsibility

The Trustees of Derbyshire Mind have overall responsibility for this policy. However, all volunteers, employees, contractors, people using our services or interacting with the organisation have a responsibility as part of their involvement with the organisation to ensure they do all they can to ensure that it works in practice.

Application and implementation of the Policy

Derbyshire Mind has a range of policies and procedures in place that support and uphold this policy and these are regularly reviewed. These are communicated to all employees, volunteers and all other appropriate stakeholders. We will ensure that we continue to develop and implement systems to ensure all members of staff have the appropriate knowledge and training to fulfil their responsibilities under this and associated policies.

Involvement with stakeholders will be essential to ensure practice of this policy is effective and inform the monitoring and evaluation of it.

a) Service Provision and procurement

Staff are expected to treat all clients and individuals they come into contact with during their work with Derbyshire Mind with courtesy and respect, maintaining people's dignity at all times. Staff should ensure that in the course of their work they that they promote and support the spirit of this policy and behave at all times in a manner which embodies equality, diversity and treats people as individuals and with respect.

All services maintained, developed and co-ordinated by Derbyshire Mind will be provided in accordance with our commitment to this policy.

Derbyshire Mind strives to create an environment, within the limitations of the buildings/accommodations we operate from, in which all individuals can feel welcome as a whole person in their own right and treated with respect and fairness.

Derbyshire Mind will promote equality of opportunity in access to its services and is committed to ensuring services are accessible and appropriate to meet the diverse needs of all sections of the community. We will take steps to ensure under represented or disadvantaged groups are able to make use of services we deliver and be involved in the ongoing development of Derbyshire Mind.

Derbyshire Mind will make every effort to ensure that premises used in relation to its work are accessible and comfortable for all members of the community. Where feasible, our services will be provided in accessible spaces and we will endeavour to ensure a person is not excluded from using our services because of any disability or disadvantage they have. We will ensure that we take into account any specific needs people may have and accommodate them where we can.

Derbyshire Mind will continue to develop partnerships and work with other individuals and organisations to assist in and improve on equality of access. In particular we will work with people who can help us to connect better with hard to reach communities and use specialist support services, such as translators, where possible.

Services will be reviewed and monitored at regular intervals to identify areas for improvement. This will enable us to evaluate and make appropriate changes to ensure no one is discriminated against.

Derbyshire Mind will not knowingly purchase goods and services from agencies whose activities are contrary to the principles outlined in this policy.

b) Recruitment and Selection

Derbyshire Mind is committed to fair and open recruitment and selection procedures in line with its commitment to equal opportunities and accountability. The Derbyshire Mind Recruitment and Selection Policy and Procedures outline how we will achieve this.

Derbyshire Mind acknowledges its responsibility under the Equality Act and associated legislation to ensure that it does not discriminate against any individuals or group within society and also commits itself to implement best practice when recruiting to vacancies within the organisation.

Derbyshire Mind believes in the value of recruiting appropriately qualified, experienced and skilled staff and that procedures should enable the right choice of applicant to be made for the benefit of the organisation and the people using our services.

c) Employment practices

Derbyshire Mind has a range of support systems in place to ensure that staff and volunteers are able to deliver and promote the principles of equal opportunities, dignity and respect within the workplace and in their practice. In addition to supervision and peer support, specific training and information relating to equality and diversity, stigma and discrimination will be provided.

All employees will be issued with a written statement of terms and conditions together with a staff handbook which contains a specific Equal Opportunities policy in relation to their employment. The staff handbook takes particular care to outline how we will deal effectively with any complaints of discrimination, victimisation, bullying, harassment or abuse. Within the Staff Handbook policies and procedures detail how employees can raise a grievance or complaint

Volunteers and trustees are provided with their own handbook, agreements and procedures to support them in relation equal opportunities and for dealing with any concerns or challenges they may face. As with staff, we expect volunteers to affirm their commitment to the Equal Opportunities Policy.

Concerns or complaints

If anyone feels that they have been discriminated in any way by Derbyshire Mind they are entitled to pursue the matter as a formal complaint. All instances or complaints of a discriminatory nature will be treated seriously. The Derbyshire Mind Complaints Policy and Procedures outline the process for this.

Monitoring

The monitoring of this policy and its implementation is the responsibility of the Operational Management Team.

The Operational Management Team will ensure the policy is reviewed on an annual basis and will provide briefings for Trustees, paid staff and volunteers as necessary so that they understand the implications of the policy for their work.

Appendix 1: Source www.gov.uk

Equalities Act 2010 Who is Protected from Discrimination?

1. 1. Types of discrimination

It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being [pregnant](#) or having a child
- [disability](#)
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

These are called 'protected characteristics'.

You're protected from discrimination in these situations:

- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association

You are legally protected from discrimination by the [Equality Act 2010](#).

You're also protected from discrimination if:

- you're associated with someone who has a protected characteristic, eg a family member or friend
- you've complained about discrimination or supported someone else's claim