



## **EMPOWERED MIND SERVICES** **EQUALITY, DIVERSITY AND INCLUSION POLICY**

### **INTRODUCTION**

Empowered Mind Services (EMS) is committed to promoting equality, diversity, and inclusion within our organisation. We believe that fostering a diverse and inclusive environment contributes to the well-being and mental health of our clients, staff, and the community we serve. This policy outlines our commitment to upholding these principles and complying with relevant UK legislation.

### **Policy Statement**

EMS is dedicated to creating an inclusive culture that respects and values the diversity of our clients, employees, and stakeholders. We aim to provide a safe and supportive environment that recognizes and celebrates differences, and actively opposes discrimination and prejudice in all its forms.

### **Legislative Compliance**

We are committed to complying with all relevant UK legislation, including but not limited to:

- **Equality Act 2010:** Ensuring that individuals are treated fairly and equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- **Human Rights Act 1998:** Upholding the fundamental human rights of all individuals and ensuring that our policies and practices are aligned with these principles.
- **Data Protection Act 2018:** Safeguarding the privacy and confidentiality of personal information, and ensuring that data is handled in accordance with the law.

### **How we work**

At EMS we are proactive in ensuring that we continually reflect on and monitor our progress towards achieving our objectives around equality, diversity and inclusion.

We are continuously working towards:

- Promoting diversity and removing unfair treatment and discrimination through our policies and procedures, regardless of the role held within EMS.
- Ensuring our workplace is a safe, supportive and harassment-free environment.
- Supporting individuals and taking collective responsibility to respect each other's contributions to the running of the organisation.

- Ensuring we have a working environment where all have equal, dignified and ease of access to goods, services and facilities. Where this may not be possible, we will provide well-considered, fit-for-purpose alternatives.

### **Responsibilities**

EMS recognizes that promoting equality, diversity, and inclusion is the responsibility of everyone within the organisation. The following responsibilities have been established:

- **Leadership:** Senior management will lead by example, championing equality, diversity, and inclusion in all aspects of our operations.
- **Employees:** All employees are expected to adhere to this policy, treat each other with respect, and actively contribute to an inclusive workplace culture, that is, a safe, supportive and harassment-free environment.
- **Clients and Service Users:** We are committed to providing services that are accessible, respectful, and responsive to the diverse needs of our clients.

### **Commitment**

We are committed to providing equal opportunities to all current and prospective employees regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, neurodiversity, race, religion or belief, sex, or sexual orientation.

To help us achieve our goal of a diverse and inclusive workplace we commit to the following:

- Taking seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by fellow stakeholders – who include employees, contractors, therapists, volunteers/trainees, clients and any others – in the course of the organisation’s activities. Such acts will be dealt with as misconduct under our grievance and/or disciplinary procedures, and any appropriate action will be taken.
- Creating and offering opportunities for training, development and progress to all employees, contractors and students, assisting and encouraging them to reach their full potential so talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Reviewing and updating our practices and procedures when necessary to ensure fairness and that our policies take into account changes in the law.
- Working with partners who share our values on equal opportunities and diversity.
- Making decisions concerning staff and volunteers on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act 2010).
- Monitoring the make-up of the workforce – regarding information relating to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation – in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the Equality, Diversity and Inclusion Policy

**Recruitment and Selection**

EMS is dedicated to employing candidates based on their skills, qualifications, and experience, without discrimination.

**Training and Development**

We will provide training and development opportunities to all employees to raise awareness of equality, diversity, and inclusion issues, fostering a culture of continuous learning.

**Reporting and Monitoring**

EMS will regularly review and monitor our equality, diversity, and inclusion practices to identify areas for improvement. Incidents of discrimination, harassment, or unfair treatment will be promptly investigated, and appropriate action taken.

**Conclusion**

This Equality, Diversity, and Inclusion Policy reflects our commitment to promoting a culture that values and respects the uniqueness of each individual. By adhering to this policy, Empowered Mind Services aims to contribute positively to the mental health and well-being of our staff, clients, and the wider community.