

## Mind in Harrow Equality & Diversity Statement of Intent

Mind in Harrow will actively promote awareness and respect for equality and diversity in all its work.

Mind in Harrow is committed to encouraging equality and diversity among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

Mind in Harrow is committed to create and maintain a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff, service users, volunteers and Board of Trustees are recognised and valued.

We recognise that discrimination can take place on grounds such as race, gender, ethnicity, religion and belief system, disability, sexuality, class, age, marital status, pregnancy and maternity or responsibility for dependants.

We also recognise that people with mental health problems often face discrimination when seeking access to mainstream services such as advice, housing, support, treatment, education and employment. We will challenge this discrimination in all aspects of our work.

Mind in Harrow is committed to address indirect discrimination in its own organisational practices and has in place procedures to respond appropriately to any reported instances.

*Mind in Harrow has detailed Guidelines and Practice Recommendations and an Annual Action Plan to implement this commitment, all of which are regularly reviewed and updated.*

*January 2021*