

# Equality, Diversity and Inclusion Statement

CPSL Mind is committed to encouraging a supportive and inclusive culture across the whole organisation, promoting diversity and inclusion, and eliminating discrimination across the organisation and its services.

As an employer, our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When the organisation selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

As a service provider, our aim is to ensure equality, diversity and inclusivity across all of our services. Our vision is a society in which everyone has positive mental health and feels part of a connected community. We strive to achieve this by making sure people from all sections of the community have fair and equal opportunities to access services.

This statement reinforces our commitment to providing equality and fairness to all. We will not discriminate or provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

## Our Commitment

This organisation will:

- create an environment in which individual differences and the contributions of all are recognised and valued
- create a working environment that promotes dignity and respect for every employee
- not tolerate any form of intimidation, bullying, or harassment
- make training, development, and progression opportunities available to all if appropriate
- encourage anyone who feels they have been subject to discrimination to raise their concerns so that they can be addressed
- ensure employees demonstrate our values and treat everyone with dignity and respect
- regularly review all our practices and procedures to ensure that fairness is maintained at all times

CPSL Mind will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness across the organisation. The policy will also be drawn to the attention of funding agencies, stakeholders and job applicants.

Our policy will be monitored and reviewed regularly to ensure that equality and diversity is continually promoted in the workplace.

