

## **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 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, 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 are committed to address indirect discrimination in its own organisational practices and has in place procedures to respond appropriately to any reported instances.

*Last Updated: June 2018*