



Oxfordshire Mind Equal Opportunities Statement

Oxfordshire Mind recognise that certain groups in society are discriminated against and do not get equal access to resources. We are committed to ensuring that, within the law, we do not discriminate, for example, on grounds of race, gender, ethnicity, religion, disability, sexuality, class, age, marital status, or responsibility for dependants.

Oxfordshire Mind recognise that people with mental health problems often face discrimination when seeking access to advice, housing, support, treatment, education and employment. We seek to redress this balance by actively promoting the involvement of Mind service users and others with experience of mental health problems in the work of the organisation.

We also recognise that statements alone do not bring about change. We are committed to integrating equal opportunities into all areas of our work.

We fully accept the statutory requirements laid down in the Race Relations Act 1976, the Sex Discrimination Act 1975, the Equal Pay Act 1970 and the Disability Discrimination Act 1995 and aim to extend the spirit of these acts to cover other disadvantaged groups not currently protected by law.

It is the responsibility of all employees and trustees to promote the application of this policy and to constructively challenge discriminatory behaviour.

Oxfordshire Mind has an Equal Opportunities Policy that describes in detail the steps the organisation will take with regard to:

- Access to services
- Recruitment of staff
- Marketing
- Involving service users
- Monitoring and review
- Service delivery
- Training
- Partnerships
- Governance
- Implementation

Copies of the Equal Opportunities Policy are available at all Mind Projects and are available on request from the Mind Office.

Oxfordshire Mind are committed to make the Equal Opportunities Policy a reality by:

- Ensuring all employees understand they have a contractual obligation to apply this policy positively in all aspects of their work.
- Ensuring that the Senior Management Team and Board of Trustees understand their responsibilities for the policies implementation and the monitoring of its effectiveness.
- Taking necessary action to ensure that the policy is implemented including, when necessary, use of disciplinary procedures.
- Including all these actions into the annual planning cycles of the organisation.