



UNMASKED MENTAL HEALTH ("the Charity")

Equal Opportunities Policy and Procedure

Introduction

The Charity accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

The Charity welcomes the statutory requirements laid down in the Equalities Act 2010:

- <https://www.legislation.gov.uk/ukpga/2010/15/contents>;
- <https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010>;
- <https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice>.

Note: the Equalities Act replaced the Sex Discrimination Act 1975 and the Race Relations Act 1976 and supplements the Equal Pay Act 1970 (<https://www.legislation.gov.uk/ukpga/1970/41/>).

The Charity is committed to complying with the Equalities Act 2010 and with other such Acts and statutory requirements furthering equality of opportunity for all.

The Charity recognises that it has moral and social responsibilities that go beyond the provisions of the above mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

The Charity is committed to taking positive steps to ensure that:

- all people are treated with dignity and respect, valuing the diversity of all;
- equality of opportunity and diversity is promoted;
- services are accessible, appropriate and delivered fairly to all;
- traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of, the services provided.

Scope

This policy applies to all Trustees, employees, volunteers, clients and the general public. Commitment to Equality and Diversity are central to the work of the Charity.

Why have this policy?

The Charity has this policy because it is a people-led organisation that must always ensure it meets the needs of the community by:

- providing services that are accessible according to need;
- creating effective partnerships with all parts of its community.

The Charity will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The Charity's goal is to work towards a just society free from discrimination, harassment and prejudice by embedding this in all of its policies, procedures, day-to-day practices and external relationships.

Objectives

The Charity's objective is to realise its standards by:

- sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in its performance to meet the needs of individuals and groups;
- working together with the community to provide accessible and relevant service provision that responds to clients' needs;
- recognising and valuing the differences and individual contribution that all people make to the Charity;
- challenging discrimination;
- providing fair resource allocation;
- being accountable.

Procedures

Responsibility for Implementation

This policy covers the behaviour of all people associated with the Charity, including clients and service users and sets out the way they can expect to be treated in turn by the Charity.

Method of Implementation

The Charity intends to implement this policy by:

- ensuring that Trustees, volunteers and clients/service users are made aware, understand, agree with, and are willing to abide this policy and the Charity's principles;

- actively encouraging Trustees, employees and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- monitoring the services, publicity and events provided by the Charity, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative of the surrounding demographic.

Monitoring and Reviewing

The Charity has declared its commitment to establishing, developing, implementing and reviewing a policy of equal opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress.

This policy will be reviewed annually.

Date of Last Review	Role	Name	Date of Next Review
24 th October 2023	Chief Executive	Mel Stead	24 th October 2024
18 th April 2025	NED	Helen Naylor	18 th April 2026
14 th April 2026	NED	Helen Naylor	14 th April 2027