



Mind The Gap Equal Opportunities & Diversity Policy

POLICY STATEMENT

Mind The Gap is a charitable organisation which promotes wellbeing for adults with mental health issues through music.

1) We recognise that society treats groups and individuals differently, particularly those who may have used mental health services or experienced mental distress.

2) Mind The Gap is committed to ensuring equality of opportunity for people who use its services (members), for its freelance workers, and volunteers.

3) We believe that everyone has a contribution to make to our society and a right to equal treatment. The work of Mind The Gap is enriched by the distinctive contribution which can be made by people of different backgrounds and experiences, especially users of Mental Health Services.

4) Mind The Gap aims to ensure that member, freelance worker, volunteer, or person to whom we provide services, will not be discriminated against by us on the grounds of

- race, colour, nationality, ethnic origin
- gender, marital status, caring responsibility
sexuality
- age
- physical or mental disability
- political belief, religion
- class, employment status
- unrelated criminal conviction

EQUALITY OF OPPORTUNITY FOR PEOPLE WHO USE OUR SERVICE

We will strive for equal opportunities for all participants through:

- 1) The removal of organisational, attitudinal and whenever possible physical barriers that prevent access to services.
- 2) The provision of information in an accessible way and the use of plain language.
- 3) Sensitivity towards individual needs, backgrounds, and hopes.
- 4) Support for each person's right to control his or her own life.
- 5) Policies and procedures that are fair and applied fairly in practice.

- 6) Access to information through advocacy and training leading to empowerment and informed choice.
- 7) Opportunities for full participation in decision making throughout the organisation.
- 8) Zero tolerance of racial, sexual or any other harassment or bullying.
- 9) An expectation that it is everyone's responsibility to adhere to the policy, whether they be participants, volunteers, freelance workers, or trustees.

EQUALITY OF OPPORTUNITY AT WORK

We will strive to establish equality of opportunity for all and to the professional development of our freelance workers and volunteers through:

- 1) Selection based solely on the ability to meet the requirements of the position.
- 2) Encouraging the proportional recruitment and promotion of people from historically under-represented groups.
- 3) Giving fair and equal consideration for training for both full- and part-time workers.
- 4) Ensuring workshop and performance venues are accessible to all.
- 5) Encouraging flexible working arrangements.
- 6) All staff and volunteers adhering to the Policy.

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