



Diversity Statement

Solent Mind has made the following key commitments:

We will promote a culture which is positive about diversity and equality. All our staff and volunteers take full responsibility for this policy.

We will challenge discrimination in our work and use complaints, disciplinary and harassment policies to back up anti-discriminatory action.

We will work supportively with organisations and groups established to promote quality and diversity, including Black & Minority Ethnic groups and anti-stigma initiatives.

We will assess the diverse needs of all those who use and seek to use our services.

We will provide individualised services which respond to those needs.

We will seek to recruit a workforce that reflects the diversity of the communities that we serve, and ensure that prospective and current staff and volunteers are not disadvantaged in recruitment, training or career progression.

We will carry out Equality Impact Assessments on our own policies, plans and service designs and communicate with funders and other stakeholders over our respective Equality Impact Assessments.

We will monitor our performance under this policy in the provision of our services and management of staff and take steps to improve.

We will ensure that our people are trained in diversity management and practice.