

# **Oxfordshire Mind**

## **Equity, Diversity, Inclusion and Equality (EDIE) Policy**

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## Version Control

<b>Policy Owner</b>	CEO	
<b>Policy Author</b>	EDIE Lead	
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### Summary of main changes in this version:

- Rewritten to be in line with Oxfordshire Mind’s Equity, Diversity, Inclusion and Equality (EDIE) Strategy, adopted since the last EDIE Policy was approved. This includes removal of some detail which now sits in the EDIE Strategy and Action Plan.
- In line with the Oxfordshire Mind EDIE Strategy and the MQM expectation that this policy should be ambitious, the policy now sets out more explicitly the expectation that the organisation will be proactively anti-discriminatory.
- Language has been changed to make the document more accessible in line with staff, volunteer and service user feedback.
- Rationalised list of organisational functions and of responsibilities at different levels of the organisation – for clarity, and to emphasise that EDIE is everyone’s business at Oxfordshire Mind.

### Information sources used:

- Oxfordshire Mind Policy on Policy Management
- Mind Quality Mark
- Equality Act (2010)

## Vision and goal

Oxfordshire Mind's vision states that 'we won't give up until everyone experiencing a mental health problem gets both support and respect.'

We know that discrimination including bullying, harassment, and other ways of making people feel unwelcome and unsafe, negatively impacts people's mental health. This policy outlines the rights of people who interact with our organisation, our responsibilities, and what we're doing to challenge discrimination at Oxfordshire Mind. It was written with the guidance of people who access, serve, and advise our organisation, and for this, we are truly grateful.

## Definitions

We use the following definitions for key terms in this policy:

**Equality:** Giving everyone the same resources or opportunities regardless of their identity and experiences

**Equity:** Treating everyone fairly by acknowledging that everyone is different, so people will need different support to ensure equal outcomes

**Diversity:** Acknowledging, respecting, and valuing our differences, recognising that everyone is unique and that nobody is a stereotype

**Inclusion:** Creating an environment in which everyone is truly respected, valued, and listened to, where decisions are made as much as possible with the people affected by them, where we can freely be ourselves and where we are equally empowered to participate fully in opportunities at Oxfordshire Mind

**Anti-discriminatory practice:** Actively challenging discrimination when we witness it, maintaining awareness of and challenging our own conscious and unconscious bias, and working with each other to further our learning and understanding of diverse experiences. This is so that we can create a positive, safe, and healthy

environment for everyone.

**Intersectionality:** recognising that there may be several aspects of someone's identity which could lead to them experiencing discrimination, and that we should not overlook one aspect in favour of another. Identity is influenced by many different factors in differing ways. This means that we should never assume that people's identities or experiences are exactly the same, or that people sharing one experience all want the same type of support. Considering intersectionality helps to stop us from stereotyping people.

## **Policy scope**

This policy applies to everyone who interacts with Oxfordshire Mind, including our staff, volunteers, trustees, service users, and the public.

Oxfordshire Mind embraces diversity, opposes discrimination and works to create fair opportunities for everyone to develop their full potential. This policy recognises and builds upon equality legislation and legal requirements.

It is everyone's responsibility to constructively challenge the discriminatory behaviour of others, and to reflect on their own biases to develop an anti-discriminatory approach.

Wherever possible, we will endeavour to address breaches of this policy as opportunities to learn, whilst protecting the safety and rights of anyone being discriminated against. However, breaches of this policy may also lead to formal action, including disciplinary action towards staff, and exercising our right to refuse anyone access to our services in the interests of people's safety and rights not to experience discrimination and harassment.

## Legislative Background

[The Equality Act \(2010\)](#) legally protects people from discrimination (treating people differently based on a particular aspect of their identity) in the workplace and wider society. It is illegal to discriminate against someone because of their age, disability (including mental ill health), gender reassignment, race, religion or belief, sexual orientation, marriage or civil partnership status, or their pregnancy or maternity status. This includes direct discrimination, indirect discrimination (applying a rule to everyone which is unfair to some) and discriminating against someone because of their association with another person who is protected by the Equality Act.

We recognise our responsibilities under the Equality Act, and recognise that discrimination exists in other areas too, so we're working hard to address discrimination in all forms. For example, we're proud to support people experiencing socio-economic inequalities, and to be a gender-inclusive organisation.

## Our commitment

To truly support and respect everyone, we are committed to becoming an anti-discriminatory organisation. This means that we are committed to speaking out and standing against discrimination in all its forms to improve the wellbeing of everyone we encounter, and the wellbeing of society as a whole.

Oxfordshire Mind has an Equity, Diversity, Inclusion, and Equality (EDIE) strategy to achieve this commitment and to bring us closer to our vision.

Our strategic aims are:

1. We will be **open and transparent about our approach to challenging inequity** in access to, experience and outcomes of mental health support, positively inviting challenge to develop our thinking and learning.

2. We will take an **evidence-based approach to setting our priorities** and tracking our progress towards becoming an ever more representative organisation, reflecting the communities we serve through our staff, volunteer, trustee, and service user make up
3. We will develop our Human Resources (HR), Volunteering and Trustee Recruitment processes to **attract and retain more diverse talent**, continuing to **monitor access to pay and progression opportunities** so we can address any inequalities within our organisation.
4. We will **equip our workforce with the skills, capabilities, and support to advance equity, diversity, inclusion and equality**.
5. Our services will be **co-designed, co-developed and monitored to reflect the diversity of communities** we aim to support.
6. We will **offer and promote services in inclusive ways**.

The full EDIE strategy is available to the public [on our website](#).

Accompanying our EDIE strategy is an Action Plan, updated annually. This Action Plan is monitored by the EDIE Action Group (see below). The group holds departments and individuals to account, so that our commitments are meaningfully and practically realised.

We will also regularly review the progress of our EDIE journey by listening to and learning from people with lived experience of mental health problems, those who have worked with and applied to work with us in paid or voluntary roles, expert organisations, and those who are under-represented and under-served at Oxfordshire Mind.

## Duties and Responsibilities

At Oxfordshire Mind, matters of equity, diversity, inclusion, and equality (EDIE) are everyone's business and everyone's responsibility.

All staff and volunteers:

- are personally responsible for their own behaviour and ensuring they comply with the Equality Act (2010)
- must treat everyone with dignity and respect
- must be respectful and supportive of everyone's diverse needs
- must commit to developing their understanding of the impact of discrimination – both in the context of our mental health support work, but also in the context of contributing to a safe and healthy workplace culture for everyone
- are expected to challenge discrimination directly if it is safe to do so, whenever they witness it, or at a later time in a safe space
- should raise breaches of this policy with their line manager, Human Resources, or by using our whistleblowing procedure where appropriate when staff or volunteers witness or experience discrimination
- should be confident and feel safe to challenge the organisation through discussions with line managers, Human Resources, the Volunteering and Peer Support Team or the EDIE Lead, should they feel that Oxfordshire Mind needs to be doing more to challenge or tackle discrimination

## **Manager Responsibilities**

Managers must also:

- ensure workers complete mandatory EDIE training and report any further training needs for themselves and their teams to the EDIE Lead and to Human Resources
- ensure teams work effectively together and be equally supportive of every team member



- ensure all staff are given equitable access to learning and development opportunities
- consult with the EDIE Lead for advice and support regarding any EDIE issues
- ensure team members are effectively supported at work, and that necessary modifications and reasonable adjustments are made to working arrangements to meet each member's needs.
- ensure copies of the Respect poster and Your Right to Equality leaflet are made available at all spaces where Oxfordshire Mind run services

### **Trustee responsibilities**

Trustees must also hold Oxfordshire Mind accountable and consider all work in connection with our EDIE policy, vision, and commitments.

### **The Equity, Diversity, Inclusion and Equality (EDIE) Action Group**

The EDIE Action Group is a regular meeting open to all staff and trustees, with all teams requested to send a member of staff on a permanent or rotational basis, dependent on the team's capacity.

These meetings are a platform for all staff to be able to discuss EDIE matters that affect their work, staff experience, and Oxfordshire Mind's EDIE culture. Action Group meetings also allow us to monitor progress on our organisation's objectives to ensure that access, experience, and outcomes reflect the needs of the people we are currently serving and those we are yet to serve.