

Oxfordshire Mind

Equity, Diversity, Inclusion and Equality (EDIE) Policy

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Version Control

Policy Owner	CEO	
Policy Author	EDIE Manager	
Policy Status (in development, draft, or approved)	Approved	
Access to policy	Staff, service users, volunteers (including trustees), the public	
Policy application	Everyone who interacts with Oxfordshire Mind	
Policies to which this policy cross-refers	Bullying & Harassment Complaints, Concerns & Compliments Data Protection & Confidentiality Disciplinary Grievance Involvement Pay & Benefits Volunteering & Peer Support Whistleblowing	
Consultation dates	Service users and volunteers	15 th November 2023
	Equality Diversity and Inclusion Action Group	15 th November 2023
Approval date (include all or some of this list as appropriate)	Human Resources Subcommittee	21 st February, 2024
	Service Quality and Performance Subcommittee	29 th January 2024
Version number	2	

Summary of main changes in this version:

- We have added a definition for the word ‘discrimination’.
- Short summaries have been provided at the top of each section to support people to access the policy more easily and find the sections of the policy they’re looking for.
- Our commitment section has been updated to include reference to our organisation’s values.
- Updates to the duties and responsibilities section through formatting and language changes clarify everyone’s responsibilities, including managers’ responsibilities to support their team members to complete their training, rather than to simply ensure employees have completed it.
- More clarity has been provided about the expectations regarding attendance and feedback of the EDIE Action Group and organisational support in attendance.

Information sources used:

- Oxfordshire Mind Policy on Policy Management
- Mind Quality Mark Section 11: Equality & Diversity
- Connecting Minds EDI Policy template
- The Equality Act (2010)

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Vision and goal

Section summary: This policy is relevant to us and our work because discrimination negatively impacts people's mental health. People who access our services, work and volunteer with us, and provide expertise, have kindly helped to shape it.

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

Section summary: Here, we share our definitions of the following key terms used in this policy: discrimination, equality, equity, diversity, inclusion, anti-discriminatory practice, and intersectionality.

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

Discrimination: Treating some people differently than others. Discrimination can sometimes be unlawful.

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

Section summary: Here, we share that this policy is relevant to everyone that interacts with Oxfordshire Mind, and that we all have a responsibility to constructively challenge discriminatory behaviour and our own biases.

This policy applies to everyone who interacts with Oxfordshire Mind, including our staff, volunteers, trustees, people who use our services, 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

Section summary: By law, we must follow the Equality Act (2010), which protects people from nine different types of discrimination (listed below). We have also made the decision to address areas of discrimination that are not included in this law, including socio-economic inequalities and discrimination towards people of all genders.

[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 (2010).

We recognise our responsibilities under the Equality Act (2010), 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

Section summary: We're committed to becoming an anti-discriminatory organisation. We will work towards this commitment by implementing our organisation's EDIE strategy, which is made up of six strategic aims. These aims highlight our approach of honesty and accountability, using evidence to help our understanding and decision making, improving our staff recruitment, retention and pay processes, supporting continued EDIE learning, co-developing services with diverse communities, and promoting our services in inclusive ways. We use an Action Plan with practical steps we can take to achieve our strategic aims and listen to and learn from people with lived experience of inequalities and mental health problems.

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. This resonates with our values of 'striving to make mental health services more human' and 'working alongside people to help them realise their potential'.

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 and accompanied by a report tracking and reflecting on the progress we have made so far. The EDIE manager is responsible for providing the updates and offering guidance and expertise in advancing this work. 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

Section Summary: Matters of EDIE are everyone's business and responsibility. Below, we share detail about what that involves for people in different roles at our organisation including people who use our services, and Oxfordshire Mind staff, volunteers, managers, and trustees.

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

This Policy should be read alongside current Oxfordshire Mind policies and procedures relating to the conduct expected of **people who use our services** (including our Respect statement and ground rules), **staff** including **managers**, and **volunteers** including **trustees**.

Staff and Volunteer Responsibilities

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 Manager, should they feel that Oxfordshire Mind needs to be doing more to challenge or tackle discrimination

Manager Responsibilities

Managers must also:

- support workers to complete mandatory EDIE training and report any further training needs for themselves and their teams to the EDIE Manager 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 Manager for advice and support regarding any EDIE issues
- ensure team members are effectively and appropriately 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 statement 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

Section summary: The EDIE Action Group is a meeting open to all staff and trustees, where all teams should have at least one representative in attendance. These meetings help us to learn about EDIE matters, share our personal and professional experiences, and keep track of EDIE strategy work. Everyone who attends Action Group meetings is expected to share learning with their teams, and should be supported to do this.

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. Whether staff wish to attend to represent their teams because they have the capacity to do so, because they have a personal interest, or for any other reason, all are encouraged and welcome to be part of this space. As an organisation, we will try to make sure people can prioritise attendance wherever possible.

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 service access, experience, and outcomes reflect the needs of the people we are currently serving and those we are yet to serve.

All Action Group attendees are requested to share their learning from the meetings as well as any assigned actions with their teams and be supported by their teams to do this.