

Case Study

EQUITY, DIVERSITY, INCLUSION AND EQUALITY (EDIE) POLICY

In 2023 a group of people who had previously accessed Oxfordshire Mind Services were invited to form a working group with the EDIE Lead and the Involvement Co-ordinator to co-produce the new EDIE policy. Working over several sessions via teams the group discussed what EDIE meant to them, what the content of the policy should be and how that should be condensed down in an accompanying leaflet. The result is a leaflet that represents the views of our service users in a meaningful way that is easy to read and covers the areas that our service users and EDIE lead felt was important.

Working co-productively can take you outside of the parameters of how you initially thought a project would go. You have to begin the work with an open mind and be prepared to explain the rationale behind decisions and expect to be challenged on that rationale. In this instance the team felt that we needed to create a resource that is accessible from every point of view, even reaching those that don't share the organisation's principles, clearly stating how people can challenge ideas and perspectives. They wanted it made clear that if we are about providing mental health provision for everyone then that includes those whose ethics differ from ours and our policy should include them whilst protecting others. The policy itself had to meet Oxfordshire Mind and Mind Quality Mark guidelines, but the leaflet was an additional resource which was created in to address some of the particular issues raised by service users, including accessibility.



“I learn more than I ever could through books and articles by speaking to and listening to people directly. I am proud to say I work co-productively” EDIE Manager