



# Strength In Mind

Therapeutic Services CIC

## Equality Policy

**April 2023**

### **Arrangements for Review:**

**Lesley Cole** is responsible for the implementation of this policy and conducting regular reviews. This policy was adopted in January 2022 and will be reviewed in:

**Next review date: January 2023**

## **Strength in Mind Therapeutic Services CIC**

### **Purpose**

This policy is required to ensure that the organisation complies with equality legislation (Equality Act 2010). The organisation recognises that it has to make special efforts to ensure that all groups prosper, irrespective of age, marital status, being pregnant or having a child, disability, race, culture, religion/belief or lack of, gender, sexual orientation and transitioning gender including: those with special educational needs; who have difficulties in accessing the organisation's facilities or services; who speak English as an additional language; who have frequent moves and lack stability leading to time out of school (e.g. children in care); who as children are caring for others; who come from homes with low income and/or inadequate home study space; who experience bullying, harassment or social exclusion; with low parental support or different parental expectations; with emotional, mental and physical well-being needs; who exhibit challenging behaviour; who come from minority ethnic groups including travellers, refugees and asylum seekers.

### **Main ECM outcomes**

Be healthy; Stay safe; Enjoy and achieve; Make a positive contribution

### **Who was consulted?**

The policy was developed through consultation with all sections of the community, and with representatives of the wider community, in particular with professional partners, who work with the organisation to support its children.

### **Relationship to other policies**

This policy relates to race equality, health and safety, SEN, child protection, recruitment, selection and retention of staff and disciplinary policies.

### **Roles and responsibilities of Directors**

The **Directors** will ensure that an organisation culture and ethos is established, maintained and developed which:

- celebrates diversity/equality and achievement
- promotes high expectations, positive attitudes towards disabled people and those of different ethnic groups/religions
- listens to and involves pupils, parents, adults, carers and staff
- communicates behaviour expectations
- gives equal access to services and employment
- prevents harassment and ensures everyone is treated equally
- deals with complaints fairly
- ensures that it welcomes applications for referrals and jobs from all sections
- ensures that incidents are reported, analysed, addressed swiftly and effectively, and reported on and that all reports on racial incidents and anti-bullying are accurate and submitted to the appropriate authorities.

The Directors will also prepare an equalities plan to describe what the organisation will do to ensure that organisation policies and practice do not discriminate, directly or indirectly, against adults or children/young people in the organisation, that the organisation is accessible to all and that positive role models and a wider perspective will strengthen the organisation.

The **staff and volunteers** will actively implement this policy and the equalities plan, and support the monitoring of impact.

**Contractors** will be made aware of the policy through relevant information and clauses in contracts.

The **Directors** will:

- incorporate equality targets into all funding bids and projects
- designate a lead for equality issues if appropriate
- apply the principles of best value without discrimination when purchasing goods and services
- monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans

Strength in Mind expects all members to be committed to this policy, and that all will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of business. If there is a breach of the policy, the organisation will take appropriate action.

#### **Arrangements for monitoring and evaluation**

The Director will monitor the pattern and frequency of equality related incidents. It will receive reports from the staff that enable evaluation of the relevance of provision for dealing with equality related incidents – defined as any incident which is perceived by the victim or any other person to contravene this policy. Serious breaches constitute criminal offences.

Signed:



Date: 1.2.23

Name: Lesley Ann Cole

Position: Director

**Ratified:** 2nd February 2023

(Director of Strength in Mind Therapeutic Services CIC )