

# Equal Opportunities

## Kettering Mind



### POLICY STATEMENT

Kettering Mind is a voluntary organisation concerned with improving and providing services for people in mental distress, their families and carers and with the promotion of increased understanding of mental health issues.

### GENERAL STATEMENT

- 1 We recognise that society treats groups and individuals differently, particularly those who may have used Mental Health Services or experienced mental distress.
- 2 Kettering Mind is committed to ensuring equality of opportunity for people who use its services and for its staff and volunteers.
- 3 We believe that everyone has a contribution to make to our society and a right to equal treatment. The work of Mind is enriched by the distinctive contribution which can be made by people of different backgrounds and experiences, especially users of Mental Health Service.
- 4 Mind aims to ensure that no job applicant, staff member, volunteer or organisation or person to whom we provide services will be discriminated against by us on the grounds of:

Age	Race
Disability	Religion and belief
Gender reassignment	Sex
Marriage and civil partnership	Sexual orientation
Pregnancy and maternity	Employment status
Remuneration	Trade union membership.
Unrelated Criminal Conviction	Caring responsibilities

### EQUALITY OF OPPORTUNITY FOR PEOPLE WHO USE OUR SERVICE

**We will strive for equal opportunities for all users of our services through:**

- 1) The removal of organisational, attitudinal and whenever possible physical barriers that prevent access to services.
- 2) The provision of information in an accessible way and the use of plain language.
- 3) Sensitivity towards individual needs, backgrounds and hopes.
- 4) Support for each person's right to control his or her own life.
- 5) Policies and procedures that are fair and applied fairly in practice.
- 6) Access to information through advocacy and training leading to empowerment and informed choice.
- 7) Opportunities for full participation in decision making throughout the organisation.
- 8) Zero tolerance of racial, sexual or any other harassment or bullying.
- 9) An expectation that it is everyone's responsibility to adhere to the policy, whether they be service users, volunteers, staff or committee members.
- 10) Encouragement of the use of the Complaints and Grievance Procedure by anyone who feels he or she has not received fair and equal treatment.

## EQUALITY OF OPPORTUNITY AT WORK

**We will strive to establish equality of opportunity for all and to the professional development of our staff and volunteers through:**

- 1) Selection and promotion being based solely on the ability to meet the requirements of the position.
- 2) Encouraging the proportional recruitment and promotion of people from under-represented groups.
- 3) Giving fair and equal consideration for training for both full and part time workers.
- 4) Ensuring any new buildings are accessible to all and continuing to adapt existing premises wherever possible.
- 5) Encouraging flexible working arrangements.
- 6) All staff and volunteers adhering to the Policy.

### RELEVANT LEGISLATION

Kettering Mind will comply with all relevant legislation relating to equal opportunities.

Disabled Persons Employment Act 1944, 1958, 1988, 1998

Employment Act 1989, Employment Act 2002 (Flexible Working Regulations)

Employment Relations Act 1999

Employment Rights Act 1996

Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996

Health & Safety at Work Act 1974

Human Rights Act 1998

Management of Health & Safety at Work Regulations 1999

Maternity & Parental Leave Regulations

National Minimum Wage Act 1998, National Minimum Wage Regulations 1999

Occupational Pension Schemes (Equal Treatment) Regulations 1995

Part-time Workers Regulations 2000

Pension Acts 1995

Protection from Harassment Act 1997

Social Security Contributions and Benefits Act 1992

Statutory Maternity Pay (general) Regulations 1986

Statutory Maternity Pay (general) (Modification of Amendment) Regulations 2000

Working Time Regulations 1998

Data Protection Act 2018

Rehabilitation of Offenders Act 1974

Equality Act October 2010 (now supersedes the following)

- Sex Discrimination Act 1975
- Race Relation Act 1976
- Disability Discrimination Act 1995
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003

Please also refer to 21a Bullying and Harassment Policy, 3f Whistle Blowing Policy and 35a Anti-discrimination policy

Failure to comply with this policy/procedure could result in disciplinary action.

Kettering Mind is committed to Mind's Quality Mark

February 2004 Reviewed May 2005 updated July 2005 Reviewed July 2006 Reviewed October 2007 Reviewed May 2008 Reviewed March 2010 / Reviewed February 2011 Updated July 2011 reviewed March 2012 Updated January 2013 Reviewed June 2013, reviewed January 2014 / reviewed September 2014 reviewed February 2016, reviewed January 2017, reviewed April 2018, updated January 2019