

HEALTHY MINDS, HEALTHY BODS

DIVERSITY POLICY



We at Healthy Minds, Healthy Bods (HMHB) provide an independent service for those all our service users. HMHB must act fairly at all times in the interests of our clients. To be trusted to provide the best possible advice, we realise that our workforce needs to reflect the population we serve and to treat all employees with respect. For both the public and for us, equality and diversity – and by this we mean treating people fairly, providing equal chances while respecting people's differences – in employment and in the work we provide, are firmly linked.

HMHB is committed to taking account of the diversity of the population we serve and the staff we employ, promoting equal opportunities for everyone. HMHB recognise the challenge of institutional discrimination (the ways in which services like ours can fail to respond appropriately to people from different backgrounds because we may not have taken their needs into account when developing and delivering our services) and we will work to get rid of it.

HMHB are independent but work with a range of agencies. In working with partners in Islington and beyond, HMHB will make equality and diversity central to what we do. In our work with other agencies, HMHB will look at the experiences of the many different communities we serve.

Broad outcomes HMHB are trying to achieve include:

- ◆ increased levels of satisfaction with our services for clients and partners across all communities
- ◆ increased employee satisfaction
- ◆ a workforce which represents communities at all levels
- ◆ a workforce where there are no differences in employees' experiences which we cannot justify
- ◆ creating a service that involves communities and staff and uses this involvement to improve how we work

In all of these activities, HMHB aim to get rid of discrimination and value people's differences, including their age, disability, colour, ethnic origin, sex, marital status, sexuality, religion or belief, responsibility for dependents or gender reassignment.

This policy, monitored by the Chief Executive, will be consistently re-examined, and made available to all members of staff, our partners, and suppliers upon request.

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*Lawrence Curtis: Chief Executive
Summer 2018*

