

Equality and Diversity Policy

Introduction

MHFA England CIC is committed to eliminating discrimination and encouraging diversity and inclusion. Our aim is we will be truly representative of all sections of society and everyone feels respected and able to give of their best. This policy is fully supported by senior management. We oppose all forms of unlawful and unfair discrimination.

Purpose

To that end the purpose of this policy is to provide equality and fairness for all and not to discriminate on grounds of any of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Everyone will be treated fairly and with respect.

Our commitment

Our commitment is to create an environment in which individual differences are recognised and valued. We regard breaches of our equality policy as misconduct which could lead to disciplinary proceedings.

Complaints

If anyone feels they have reason to raise a complaint, they can do so under the MHFA Complaints Policy and Procedure

Reviewed January 2017