



For better
mental health

Sheffield Mind Ltd

Lawton Tonge House
57 Wostenholm Road
Sheffield S7 1LE
T: 0114 258 4489
F: 0114 250 0729
w: www.sheffieldmind.co.uk
e: office@sheffieldmind.co.uk

Sheffield Mind

DIVERSITY POLICY

EQUALITY AND DIVERSITY STATEMENT

Sheffield Mind is a multi-racial, multi-cultural and multi-faith community organisation. We value and celebrate the diversity that exists amongst both the citizens of the areas we work with and our workforce. As an organisation we want to ensure that everyone can fully participate in the social, cultural, political and economic life of the community.

Sheffield Mind opposes all forms of discrimination on the grounds of sex, trans-gender status, sexual orientation, religion or belief, marital status, civil partnership status, age, race, colour, nationality, national origins, ethnic origin or disability. We recognise that discrimination creates barriers to achieving equality for all people.

We are committed to working with our workforce, and with the community, to develop and deliver high quality services that meet the needs of everyone in the city. This policy is central to achieving SWBC's vision, which is:

- To provide the best quality services
- To work in active partnership with the community to create a successful neighbourhood with a good quality of life for all its residents.

Our Commitments

When we make plans and policies we will:

- Design our services to meet the diverse needs of all our communities
- Ensure that plans and policies do not negatively discriminate against particular groups
- Make sure that all staff, customers, contractors and community groups are aware of our equality policy

When we work in partnership we will

- Publicise this equality policy widely and positively
- Encourage the involvement of the area's diverse communities in decision making and developing services through partnerships at local and city-wide level
- Actively consult with all sections of the population of the area

When we deliver services we will:

- Ensure that our services are relevant to the community and take into account different needs
- Provide information about services that is clear, accurate and accessible to all
- Treat all customers positively, regardless of sex, trans-gender status, sexual orientation, religion or belief, marital status, civil partnership status, race, ethnic



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- origin, colour, nationality, national origins, disability, age or on other grounds not prohibited by legislation.
- Respond seriously to, and investigate, complaints of bullying, harassment, discrimination or victimisation.