



Birmingham Mind Equality Statement

Birmingham Mind is committed to ensuring that all our service users, employees, stakeholders and contractors can enjoy an experience that is fair, equitable and free from discrimination in their dealings with us.

We are committed to providing equal opportunities to all current and prospective employees regardless of age, physical or mental disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity or marriage and civil partnership. We are also committed to providing equal opportunities for those with an offending background.

We aspire to have a diverse workforce because we strongly believe that diversity enables better organisational outcomes. We also believe that a more inclusive workplace, where people of different backgrounds work together, ensures better outcomes for our service users who are the heart of everything that we do.

In particular, we strongly encourage suitably qualified applicants from a wide range of backgrounds to apply for our vacancies and join Birmingham Mind. We welcome and encourage those with lived experience of mental health difficulties to come and work for us.

We have made a commitment to ensure greater diversity across our management group and trustees.

We acknowledge the historical and current institutional discrimination that is prevalent and how this impacts on people's mental health as well as their treatment in mental health services. We acknowledge the impact of being subjected to multiple layers of discrimination, often referred to as intersectionality.

We will work with local communities to ensure our services are truly accessible to all and meets the varied and individual needs of all people. We will always strive to make improvements in this area and to do better.