



MHW Foundation CIO

Equality, Diversity and Inclusion (EDI) Policy

MHW Foundation CIO is built on the belief that every individual deserves to be treated with fairness, respect, and dignity. We are committed to creating a culture where equality, diversity, and inclusion are at the heart of everything we do from the way we deliver our services to how we engage with staff, volunteers, and the communities we serve. By valuing people's differences and ensuring equal access to opportunities, we aim to create a safe, welcoming, and empowering environment that reflects the diversity of the United Kingdom and promotes genuine social inclusion.

MHW Foundation CIO

Date Adopted: 12/10/2025

1. Purpose and Scope

This policy outlines MHW Foundation CIO's commitment to promoting equality, diversity, and inclusion in all areas of its work. It applies to trustees, staff, volunteers, service users, and anyone working with or on behalf of the charity. The policy ensures compliance with the Equality Act 2010 and supports fair and respectful treatment for all individuals.

2. Policy Statement

MHW Foundation CIO is committed to providing an inclusive environment that celebrates diversity, ensures equal opportunity, and eliminates discrimination, harassment, and victimisation. We value the unique contribution of every individual and recognise that diversity strengthens our organisation and the communities we serve.

3. Legal Framework

This policy is guided by the following legislation and frameworks:

- Equality Act 2010
- Human Rights Act 1998
- Rehabilitation of Offenders Act 1974
- Employment Rights Act 1996



- Public Sector Equality Duty (s.149 Equality Act 2010)
- Charity Commission guidance: 'Equality, Diversity and Inclusion for Charities' (CC30b)

4. Our Commitment to Equality, Diversity and Inclusion

MHW Foundation CIO will:

- Treat all individuals with dignity and respect.
- Promote equal access to opportunities, services, and participation.
- Recognise and value the diversity of backgrounds, experiences, and perspectives.
- Actively challenge discrimination and prejudice.
- Ensure that our services reflect and respond to the diverse needs of our communities.

5. Protected Characteristics

Under the Equality Act 2010, individuals are protected from discrimination on the basis of the following characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including colour, nationality, and ethnic or national origin)
7. Religion or belief
8. Sex
9. Sexual orientation

6. Responsibilities

All trustees, staff, and volunteers are responsible for promoting equality, valuing diversity, and ensuring inclusion in their work. The Board of Trustees holds overall responsibility for implementing this policy and ensuring compliance with equality legislation.

Equality and Inclusion Lead: Anthony Young (Chair of Trustees)

7. Recruitment, Selection and Volunteering

MHW Foundation CIO ensures that recruitment and selection processes are based on merit, skills, and experience. We actively encourage applications from underrepresented groups and ensure reasonable adjustments are made for applicants with disabilities. All volunteers are selected and supported in accordance with this policy.

8. Training, Development and Awareness

All staff, trustees, and volunteers receive training on equality, diversity, and inclusion as part of their induction and ongoing development. This ensures awareness of rights and responsibilities, unconscious bias, and inclusive practice in service delivery.



9. Behaviour and Respect

Everyone representing MHW Foundation CIO must behave respectfully and professionally towards others. Discriminatory, harassing, or bullying behaviour will not be tolerated under any circumstances. Breaches of this policy may result in disciplinary action or removal from the organisation.

10. Accessibility and Reasonable Adjustments

The Charity will take all reasonable steps to ensure that services, events, and premises are accessible to all individuals, including those with disabilities. Adjustments will be made wherever practicable to remove barriers to participation or inclusion.

We will ensure that information is available in accessible formats upon request, such as large print or translated versions.

11. Addressing Discrimination, Harassment and Bullying

MHW Foundation CIO takes all complaints of discrimination or harassment seriously. Any concerns should be reported to a line manager, the Equality and Inclusion Lead, or through the Whistleblowing or Complaints Policy. All reports will be handled sensitively, investigated promptly, and appropriate action taken.

12. Monitoring and Evaluation

The Charity will collect and review equality data (e.g. trustee, staff, and volunteer diversity statistics) to identify underrepresentation and measure the effectiveness of inclusion initiatives. Findings will be used to improve practice and ensure accountability.

13. Implementation and Communication

This policy will be communicated to all trustees, staff, and volunteers and made available on the Charity's website. It will be incorporated into induction materials and referenced in all key governance documents.

14. Links to Other Policies

This policy should be read alongside the following MHW Foundation CIO documents:

- Safeguarding Policy
- Code of Conduct
- Whistleblowing Policy
- Complaints Policy



15. Review and Approval

This policy will be reviewed annually by the Board of Trustees or earlier if required by changes in legislation or practice. Any amendments must be approved by the trustees.

16. Trustee Sign Off

This Equality, Diversity and Inclusion (EDI) Policy was approved and adopted by the Trustees of MHW Foundation CIO on 12 October 2025.

Signed: *A Young* (Anthony Young, Chair of Trustees)

Dated: 12 October 2025