



# Mindsia Mental Health Wellbeing Group CIC



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www.mindsia.co.uk



82A James Carter Road, Mildenhall, IP28 7DE

## Equal Opportunities Policy

### 1. Purpose:

- Mindsia is committed to promoting equal opportunities in all aspects of employment and service provision.

We believe in creating an inclusive environment where all individuals are treated fairly, regardless of their background.

### 2. Scope:

- This policy applies to all employees, clients, contractors, and anyone associated with Mindsia. We do not tolerate discrimination based on age, disability, gender, marital status, race, religion, sexual orientation, or any other characteristic protected by law.

### 3. Employment:

- Recruitment, training, promotion, and other employment decisions are based on merit, qualifications, and abilities. We ensure that our practices are free from bias and provide equal opportunities for all.

### 4. Service Provision:

- Mindsia is dedicated to offering services that are accessible and fair to all clients. We strive to understand and accommodate the diverse needs of our clients.

review by: 08/08/2025

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### 5. Reporting and Addressing Issues:

- Any employee or client who feels they have been subjected to discrimination or harassment is encouraged to report it through the established grievance or complaints procedure. All reports will be taken seriously, investigated thoroughly, and handled with confidentiality.

### 6. Responsibility:

- All employees are responsible for upholding this policy. Managers have a particular responsibility to lead by example and ensure that equality and diversity are promoted in their teams.

### 7. Monitoring and Review:

- Mindsia regularly reviews its practices and policies to ensure they remain effective and aligned with legal requirements and best practices in equal opportunities.

This policy reflects Mindsia's commitment to fostering a workplace and service environment that respects and values diversity.

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