



## **Equality & Diversity Policy**

This policy outlines Ment4's unwavering commitment to combatting racism and promoting equality and diversity in all aspects of our operations and Ment4 will do our best to play our role to implement equality and diversity to people from all backgrounds. This policy applies to all staff of Ment4 to understand and follow.

### **Rationale**

Ment4 strongly believes in equal opportunities in employment and actively promotes diversity. It recognises that talent is present across all sections of society. Promoting equality is not only morally and socially important but also benefits the organisation by enabling recruitment and development of the most qualified individuals from a diverse talent pool. Embracing diversity enhances the organisation's value and effectiveness.

Ment4 acknowledges that discrimination is unfortunately common in society. Discrimination involves treating a group or individual unfairly, which can manifest in various forms such as as exclusion, verbal insults, belittlement, harassment, victimisation, overlooking needs, or assuming needs without consulting.

It is the responsibility of all staff members to collaborate with Ment4 to uphold this policy, ensuring equal opportunities and preventing discrimination. Staff members should promptly report any suspected discriminatory acts, bullying, or harassment to their line manager for appropriate action.

### **Statement Of Intent**

Ment4 strives to cultivate a culture that embraces and appreciates diversity, fostering dignity, equality, and inclusivity. Our goal is to eliminate any obstacles, prejudices, or discrimination that hinder individuals or groups from reaching their full potential and making meaningful contributions to our organisation. We are committed to developing an organisational environment that celebrates diversity and ensures that every individual is treated equitably in all aspects of their employment.

### **Racial Equality**

Ment4 is firmly against racism and fully embraces the principles of race relations legislation. As both a service provider and employer, we are committed to preventing unlawful discrimination, promoting race equality, fostering positive relations among people of different racial backgrounds, and ensuring equal service delivery to all clients.

Our policies and services are guided by these values, and we pledge to:

- Develop and publish a Race Equality Scheme outlining our approach to race-related issues in detail.
- Cultivate and strengthen relationships with members of minority ethnic communities and their representative groups to foster mutual understanding of needs and responsibilities.
- Document, track, and investigate all reported racist incidents thoroughly.



- Equip our staff with the necessary understanding, skills, and knowledge to handle reports of racist incidents sensitively and effectively.
- Actively encourage individuals from minority ethnic communities, among others, to pursue employment opportunities at Ment4.
- Monitor the employment status of current staff and job applicants to identify and address any potential inequalities, investigating the root causes and rectifying any unfairness or disadvantage.
- Conduct thorough investigations into every complaint lodged against staff members.

This policy is founded on the provisions of:

The Race Relations Act 1976;

The Race Relations (Amendment) Act 2000;

**Signed:** *Luke Peters, Senior Operations Lead, Ment4*

A small, square, grey-tinted image of a handwritten signature, which appears to be "A" or "L", in black ink on a light background.

January 2025