

EDI Policy Summary Statement

Welcome to Mind in Bradford, where Equity, Diversity, and Inclusion (EDI) is everyone's business!

Our Mission: We're on a mission to champion equity, diversity, inclusivity, and anti-discrimination in every nook and cranny of our organisation and beyond.

Understanding EDI

Equity

Equity is about making sure everyone gets the support that fits them best. It's about giving each person what they need to be on a level playing field, recognising and addressing the unique challenges they may face.

Diversity

Diversity is all about respecting and celebrating our differences. Just like a mix of your favourite ingredients makes a great dish, a mix of unique experiences makes the world interesting and vibrant.

Inclusion

Inclusion is about making sure everyone gets a seat at the table. It's about creating a welcoming space where everyone feels valued and a sense of belonging, no matter who they are or what they need.

EDI policy and action plan

Our EDI approach covers staff, volunteers and clients, including all the Equality Act (2010) protected characteristics.

But it doesn't stop there; we extend our embrace to identity markers not protected by legislation, like socioeconomic status and deprivation, vulnerabilities and the places where people live.

In our EDI policy we've set 17 bold ambitions across five key themes:

1. Public profile
2. Accessibility
3. Workforce diversity
4. Confidence and competence
5. Leadership and governance

We've developed a comprehensive EDI action plan to bring these ambitions to life. You can view our Ambitions and Action Plan on our EDI page on the website.

Amplify your voice

Your feedback is vital to our progress! To make your voice heard, please leave your feedback via the online form at:

www.mindinbradford.org.uk/contact-us/

Or you can use the contact details below to give us your feedback by post, in person or over the phone.

Talk to us

Got worries about EDI? We're here and ready to listen! Chat with any Mind in Bradford member of staff or volunteer, or reach out using the contact details below. Your concerns are important to us and we're committed to addressing them head-on.

Call us on 01274 730815

Email us at admin@mindinbradford.org.uk

Write to us at Mind in Bradford, Kenburgh House, 28 Manor Row, Bradford, BD1 4QU