

## **MenoHealth Equality and Diversity Policy**

### **1. The Vision:**

*We aim to be a place where:*

- *diversity is actively and visibly celebrated*
- *each of us is respected by and shows respect for others*
- *there is no discrimination, prejudice, harassment, bullying or victimisation*
- *we all feel valued and supported*
- *we are confident and committed to success*

### **2. Policy Statement**

We are working to create an inclusive, supportive and welcoming environment where everyone is treated equally and with respect

### **3. In support of our Equality and Diversity Policy we will:**

- a. Ensure that:
  - i. Everyone who enrolls with MenoHealth knows about the policy.
  - ii. We all understand what the policy means.
  - iii. We all know how we can help to put the policy into practice.
- b. Promote our Equality and Diversity message through events and activities involving students and staff and members of the wider community
- c. Regularly review and refresh our Equality and Diversity Policy to ensure that:
  - i. it is up to date and addresses all legal requirements
  - ii. it meets the needs of our students and staff
  - iii. it says what we mean
- d. Tell the people and organisations we work with about our policy and what it means
- e. Take steps to ensure that our visitors are aware of our approach to Equality and Diversity

### **4. Responsibility for Implementing the Policy**

The owners and Directors of MenoHealth will be responsible for the biennial review and revision of the Equality and Diversity Policy.

- a. All members of staff must observe and promote the Equality and Diversity policy
- b. All students and other users of MenoHealth facilities must observe the Equality and Diversity Policy and behave in accordance with its principles
- c. Provided that it is safe for them to do so, staff and students must challenge discriminatory practice when and where it occurs
- d. Staff and students must report to the staff of MenoHealth any breaches of the policy committed by third parties, including contractors, work placement providers and other individuals or organisations working with and for MenoHealth, where these cannot be dealt with directly.