Living with mental health CIC (16617113)
66 Harris Avenue, Lowestoft NR32 4BD
M: 07477659906
E: john@livingmentalhealth.com
W: https://www.livingmentalhealth.com

Equality and Diversity Policy

Living with Mental Health CIC

1. Policy Statement

Living with Mental Health CIC is committed to promoting equality, diversity, and inclusion in all aspects of our work. We believe everyone should be treated fairly, with dignity and respect, regardless of their background or circumstances.

We aim to create an environment where differences are valued, and where people feel supported, welcomed, and able to reach their full potential.

2. Purpose

This policy sets out our commitment to ensuring that no one connected to Living with Mental Health CIC—whether as a service user, volunteer, staff member, trustee, or partner—faces discrimination or disadvantage.

3. Our Commitments

Treat all people with respect, dignity, and fairness.

Promote an inclusive environment where everyone feels safe and valued.

Actively challenge discrimination, harassment, and bullying.

Provide equal access to our services, opportunities, and activities.

Encourage and celebrate diversity in all areas of our work.

Regularly review our practices to ensure they remain fair and inclusive.

4. Legal Framework

This policy is guided by the principles of the Equality Act 2010, which protects people from discrimination on the grounds of:

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Age

Disability

Gender reassignment

Marriage and civil partnership

Pregnancy and maternity

Race

Religion or belief

Sex

Sexual orientation

5. Responsibilities

Directors/Trustees: Ensure this policy is implemented and reviewed.

Staff and Volunteers: Treat everyone fairly and respectfully, and challenge discrimination if witnessed.

Service Users and Partners: Expected to uphold these values when engaging with us.

6. Complaints and Concerns

Anyone who feels they have been treated unfairly or discriminated against in connection with Living with Mental Health CIC can raise their concern through our complaint's procedure. All complaints will be taken seriously, handled sensitively, and resolved as quickly as possible.

Policy Review

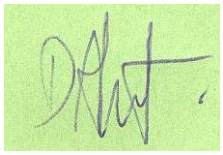
This policy will be reviewed annually, or earlier if changes in legislation or best practice require it.

Adopted on: 30.07.2025

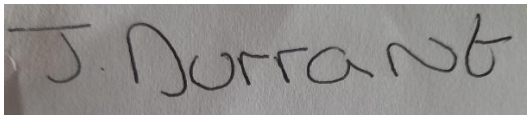
Review due: 30.07.2026

Directors of Living with Mental Health CIC

David Robertson 20.11.2025

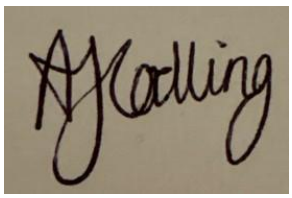


John Durrant 20.11.2025

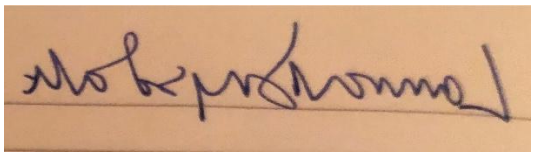


Trustees of Living with Mental Health CIC

Abby Codling 20.11.2025



Laura Drysdale 20.11.2025



Paul Sawyer 20.11.2025

