



## **Mental Health & Wellbeing Academy (MHWA) Equality and Diversity Policy Statement**

MHWA is committed to providing services which embrace diversity and that promote equality of opportunity. As an employer and training provider, MHWA is committed to equality and valuing diversity within its workforce. Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our customers and learners.

We develop and promote an understanding of diversity throughout all products and activities relating to our courses and qualifications.

We will provide equality of opportunity and will not tolerate discrimination on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation – or any other grounds.

Every person working for or with MHWA has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with everyone – including members of the public, other staff and employers. Inappropriate behaviour is not acceptable.

We think it is important that all our people can contribute to the achievement of the company objectives. Courses will be accessible to all learners and any learner who wishes to discuss any requirements that they may need to have in place are encouraged to notify our team prior to the course taking place so that arrangements can be made.

We comply with the Equality Act 2010 and any subsequent legislation and requirements from regulators on diversity and inclusion.

Please feel free to contact Dr Matt Parkyn the Director/Head of Centre by email: [contact@mhwa.uk](mailto:contact@mhwa.uk)

<b>Approved by</b>	<b>Date</b>	<b>Next review due</b>
Dr Matt Parkyn - Director/Head of Centre	12 March 2025	12 March 2026
		Page no.: 1 of 1