

# Family Mental Fitness North East

## Equal Opportunities Policy



### 1. Purpose

FMFNE is committed to creating an environment where everyone is treated fairly, with respect, and without discrimination. We welcome people from all backgrounds and value the diversity they bring.

### 2. Our Commitment

We will not discriminate against anyone because of:

- Age
- Disability
- Gender or gender identity
- Marital or civil partnership status
- Pregnancy or maternity
- Race, colour, nationality, or ethnic origin
- Religion or belief
- Sexual orientation

We also recognise and respect socio-economic background and lived experience.

### 3. What This Means for Our Work

- We provide services that are accessible to everyone who needs them.
- We listen to and respect each person's voice.
- We make reasonable adjustments for people with disabilities or additional needs.
- We challenge discrimination or harassment if it occurs.

### 4. For Advisory Panel Members

Our panel members, you agree to:

- Treat everyone they meet through FMFNE with dignity and respect.
- Avoid language or behaviour that could be seen as discriminatory or offensive.
- Support FMFNE's efforts to be inclusive and welcoming.

**Date:** July 2025

**Revisions:**

**Review:** Annually

