

## Equal Opportunities statement

Wandsworth and Westminster Mind recognise that individuals and groups are discriminated against on grounds including, but not limited to: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, and sexual orientation. We are actively committed to challenging discrimination and prejudice and ensuring that an equal opportunities policy is implemented.

In committing ourselves to a policy of equal opportunities we shall, through our selection criteria and procedures, ensure that we are not unfairly discriminating in our employment and management practices or in giving access to the services we provide. Within the organisation and in our relationships with other organisations, we shall seek to maintain a climate opposed to all forms of prejudice and discrimination.

Wandsworth and Westminster Mind acknowledge that success in implementing an equal opportunities policy will require relevant training, support, and ongoing systematic arrangements for monitoring its effectiveness.

### Right to work in the UK

It is a criminal offence for employers to employ someone who is not entitled to work in the UK. Thus we are required to ask all prospective employees to produce evidence of their entitlement to work in the UK. There is a wide range of documents that serve this purpose.

We feel it is right to inform all potential applicants of this requirement at the start of the recruitment process and to say that any offer of employment will be conditional on submission of the requisite evidence. Details of what is required will be sent with any such conditional offer.