



CLIMBING OUT OF DEPRESSION

Diversity, Inclusion and Wellbeing Policy

Health, Inclusion & Wellbeing Policy V.3	Approved July 25
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Diversity and Inclusion

Climbing out of Depression is fundamentally opposed to all types of discrimination and has a zero-tolerance approach to any form of prejudice or exclusion. We are committed to acting ethically, with integrity and transparency in all business dealings. We have and continue to work on policies to ensure effective controls are in place to safeguard against prejudice or exclusion within our operations or supply chains.

Climbing out of Depression provides education and support for the benefit of people suffering mental illness. We exist to support anyone who needs our help and it is therefore our purpose that prejudice or exclusion of any nature will not be tolerated in the organisation. We have a substantial and robust safeguarding and anti-bullying policy.

Our aims are to operate a number of internal policies to ensure that we are conducting business in an inclusive manner. These include:

- **COOD is an Equal Opportunity Employer** and will maintain a work environment in which all employees, volunteers and instructors, are treated with respect and dignity. We expect all employees to interact in a professional manner and contribute to a working environment that reflects

the spirit of equal employment opportunity where all employees can thrive free from harassment, discrimination and/or retaliation.

- We recognise that our people have different skills; different ways of thinking and working; different knowledge and experience and the need for us to harness these differences for the benefit of our business and our customers.
- As a charity we rely on a large amount of volunteer work, however where remuneration is required COOD commits to provide equal pay for equal work.
- **Board of Trustees** – We aim to have diverse representation on the Board and to also include people with lived experience of mental health issues.
- **Volunteers and Instructors** – We expect all volunteers to uphold our policies on diversity and inclusion, to be aware of the whistle blowing policy and to be aware of who to approach in the organisation for help in dealing with unacceptable behaviour

Health and Wellbeing Policy

The impact of health and wellbeing

Implementing a health and wellbeing programme offers a wide range of benefits for volunteers, the charity and those accessing the service.

Climbing Out of Depression Mission Statement

COOD recognises the importance of implementing health and wellbeing initiatives to assist with improving mental health and lifestyle related conditions. COOD is committed to creating a culture that supports and encourages healthy lifestyles.

COOD will promote and encourage participation in health and wellbeing initiatives, by:

1. Providing one to one climbing instruction to participants referred to us by GPs, mental health trusts or relevant charities
2. Providing social sessions to encourage engagement with other participants.
3. Promoting regular exercise and relaxation.
4. Encouraging clients and the wider community to attend and participate in fundraising events.

Working with our Climbing Wall partners, ensuring the physical and built environment supports all participants to be healthy and active. This includes:

1. Ensuring all venues are smoke free.
2. Providing showers and changing room facilities (when appropriate).
3. Providing clean, bright areas for physical activity and social interactions.
4. Ensuring venues and equipment are hygienic.

COOD will ensure that all COOD events will have a representative of the charity present who is clearly identifiable and able to assist with any enquiries or questions.

Scope and responsibilities

This policy applies to all staff, instructors, volunteers and clients at Climbing Out of Depression.

Communication

1. All staff, volunteers and instructors will receive a copy of this policy during the induction process.
2. Instructors will have quarterly check-ins with Safeguarding Officer
3. This policy is easily accessible to all members of the organisation.