# Equality, Diversity, Inclusion and Human Rights Policy

**Policy and procedure**

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| **Organisation** | Moment of Truth Well-being Group Ltd |
| **Owner** | Sharon Boyd, Director |
| **Status** | Version 1.0 \| September 2026 \| Review September 2027 |
| **Approval** | Approved by: Sharon Boyd Date: 01/09/26 |
| **Complete before issue** | Registered office, named deputies, contact routes and role-specific details |

## Purpose and scope

MOT will provide fair employment and accessible, culturally responsive services. Equality means removing barriers and making lawful adjustments; identical treatment is not always equitable.

## Commitments

- Prevent discrimination, harassment and victimisation relating to protected characteristics.
- Anticipate and make reasonable adjustments for disabled people, including neurodivergent people.
- Use inclusive communication and offer accessible formats, interpreters or communication support where appropriate.
- Monitor access, outcomes, complaints and workforce decisions for inequality without collecting unnecessary data.
- Respect religion, belief, sex, sexual orientation, gender reassignment and other rights while managing any competing rights lawfully and case by case.

## Service delivery

- Do not exclude a person because communication, behaviour or presentation differs.
- Adapt assessment, consent, appointment and feedback processes for disability, age and language.
- For children, consider developmental level, SEND, voice, best interests and parental responsibility.
- Address discriminatory abuse through safeguarding and complaints procedures.

## Employment

- Use objective role criteria and structured selection.
- Ask about adjustments at recruitment and throughout employment.
- Make pay, training, promotion, capability, absence and redundancy decisions consistently and evidence them.
- Publish equality information only where law or contract requires and statistical disclosure is safe.

## Responsibility and review

All workers must challenge and report discrimination appropriately. Directors review equality evidence annually and record actions, owners and deadlines.

## Legal and professional reference points

- Equality Act 2010
- Human Rights Act 1998
- Employment Rights Act 1996 as amended
- Children and Families Act 2014
- Public Sector Equality Duty where MOT exercises relevant contracted functions
- EHRC statutory Codes and current guidance

Legal and guidance check completed September 2026. Review sooner if law, guidance, contracts, services or organisational arrangements change.