

I am committed to encouraging equality and diversity among our workforce, and eliminating unlawful discrimination.

I am also committed against unlawful discrimination of clients.

The policy's purpose is to:

Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of status, age, disability, gender alignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, gender, sex or sexual orientation.

I oppose and avoid all forms of unlawful discrimination. This includes in terms and conditions, dealing with grievances and discipline, commencing and terminating therapy.

Within my profession I want to create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and all contributions are recognised and valued.

Everyone should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

I take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

To regularly review my practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law

Monitoring will include assessing how the equality policy, and any sporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

I am committed to uphold an individual's access to courses of training when providing any CPD.

I am committed to running an ethical nonexploitative and antidiscriminatory practice.

I aim to treat everyone with integrity, impartiality and respect.

They must recognise and work in ways that respect the values and dignity of my clients with due regard to issues such as

I have a responsibility to be aware of my own issues of prejudice and stereotyping and particularly to consider ways in which these may be affecting any relationship. I am committed to working through these issues in my own personal life so they do not effect my professional life.

I need to be alert to any prejudices and assumptions that clients reveal in our work and to raise awareness of these so that the needs of clients may be met with sensitive recognition and appreciation of difference.