

Equality and Diversity Policy

Tavistock Relationships positively welcomes and seeks to support the growing diversity of the community we serve and the people we employ. Our diversity is our strength and we are committed to providing services to all communities, with a workforce that reflects the diversity of society.

We also acknowledge that we live in an unequal society in which many people face discrimination. Tavistock Relationships, as an organisation, believes that equality of opportunity and freedom from discrimination are fundamental human rights. We actively oppose all forms of discrimination and are committed to the principle that no person shall face discrimination by being treated unfairly or being denied access to services or employment opportunities.

We are aware that discrimination may be direct, indirect or institutional and at Tavistock Relationships we aim to ensure that people are not discriminated against or harassed because of age, sex, disability, gender, race, religion or belief, sexual orientation, marriage & civil partnership, pregnancy & maternity. We do however reserve the right to evaluate whether our services are helpful and appropriate for each person who approaches us.

Our services are provided according to need not ability to pay, and, as such, we will strive to ensure we generate continuing funding to allow people living in poverty fair and equal access to our services.

Discrimination, harassment and victimisation are unacceptable and contrary to our explicit aim of providing therapeutic services and training together with recruiting and retaining diverse staff.

Tavistock Relationships takes cognizance of the following equalities legislation and related Codes of Practice (and that equality and diversity concerns everyone).

- Equality Act 2010
- The Public Sector Equality Duty
- The Human Rights Act 1998
- All European Regulations and Directives

Quality means equality in the services we plan and provide, and in the staff we choose to employ to provide those services. We cannot achieve our aim of providing good quality well managed services unless we actively consider the diverse needs of all sections of the community we serve. We will strive to become an organisation with a well-developed workforce, able to respond to those diverse needs sensitively and effectively.

We will continue to learn about the strengths of diversity and communicate with staff and volunteers to capture information to use in our services and training, both from our work in central London or projects based elsewhere in the UK (e.g., Bristol).

We are committed to promoting equality, valuing diversity and preventing discrimination through our roles as a:

- Training institution;
- Clinical services provider and;
- An employer of paid staff and volunteers.

Our equality and diversity strategy demonstrates our commitment to achieving this through a programme of ongoing audit, review and action.

Our commitments:

- We are aware that discrimination may be direct, indirect or institutional and at Tavistock Relationships we aim to ensure that people are not discriminated against or harassed because of their age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage & civil partnership, pregnancy & maternity.
- We will promote equality of opportunity and fair treatment for all staff, volunteers, associates, service users and trainees.
- We will monitor and evaluate all aspects of service delivery and training to inform our progress and help us in the review of organisational outcomes. As a consequence, we will use this feedback to make the necessary changes to the work of our organisation as a whole. What we do, where and when we do it, whenever necessary.
- We will develop consultation and review mechanisms as part of our commitment to on-going consultation with service users, trainees, statutory partners and community/voluntary groups.
- We will ensure that all staff and Trustees are clear about their roles and responsibilities under equalities legislation embodied within this policy.

Our general commitments will also be translated through our particular responsibilities in relation to service delivery, training and employment areas.

Counselling and Psychotherapy Services

- One of Tavistock Relationships' central duties is to provide appropriate, effective, responsive and sensitive therapeutic services. We will promote equal access to all of our services and will provide accessible information about the services we offer.
- We remain committed to providing therapeutic help according to need not ability to pay and, where we have the necessary funding, we will provide services free of charge.
- We work in partnership with staff, our associates and trainees, community/voluntary groups, and others, in order to translate statutory requirements and local needs into meaningful and achievable equality and diversity objectives and outcomes.
- We seek to become an organisation where thinking about equality and diversity issues and objectives is integral to service delivery and review.
- We will produce good quality data in relation to all diversity aspects of service user provision, so that we can be confident that we are reaching diverse communities.
- We will work towards identifying, understanding and eliminating barriers to equality of access, equality of treatment and equality of outcome in the services we plan and provide and the staff we employ to deliver them.

Training

Tavistock Relationships will make information on its overall training programme and courses, available and accessible to all.

- All potential trainees will be encouraged to apply and will be asked to attend to diversity issues within their applications and interviews.
- Tavistock Relationships will develop its bursary and subsidy scheme to support potential applicants who are financially disadvantaged and may choose to target its schemes on particular sections of the community who are under-represented in the counselling and therapy professions.
- As a significant provider of couple psychotherapy and counselling training Tavistock Relationships recognises its particular duty to offer a curriculum that has diversity and equality embedded into its teaching, as this will equip students to develop the skills that are necessary when working with diverse communities.
- Training will have specific teaching time devoted to age, disability, gender and trans-gender, race, religion or belief and sexuality issues so that we can be confident that all trainees will offer excellent clinical practice in whatever settings they find themselves. The courses we offer will reflect Tavistock Relationships' commitment to equality and diversity so that all of our trainees can then offer appropriate and effective clinical skills that are transferable to a range of clinical settings.

Employment

- We will strive to achieve a representative and well-equipped workforce at all levels, to reflect and provide services for the diverse local communities we serve.
- We seek to become a fully inclusive organisation, where diversity is valued, respected and built upon, so that we are able to recruit and retain the best staff to meet diverse needs.
- Tavistock Relationships seeks to achieve a change in its own organisation and work culture and create an ethos of diversity and equality by reviewing working practices and procedures to ensure that they do not discriminate against any particular sections of the workforce, Tavistock Relationships is committed to changing its own organisation and work culture in regard to diversity and equality.
- Tavistock Relationships will not tolerate harassment, victimisation or bullying of employees by other employees at whatever level within the organisation and will take action in accordance with its Dignity at Work policy.
- Where appropriate and allowed in law, Tavistock Relationships will implement Positive Action initiatives as defined by the Equality Act. Examples of Positive Action include staff training and development schemes, the use of specialist press for job advertising and encouraging applications for jobs from those who may be under-represented within Tavistock Relationships' workforce or student body, (i.e., on grounds of race, gender, disability, etc.).

Roles and responsibilities for implementation, monitoring & review

- Senior Staff and Trustees will fulfil their statutory responsibilities under equalities legislation and aim to promote good community relations in all aspects of their work.
- Directors and Heads of Departments will maintain an overview of their

department's work and report on a quarterly basis, or more often if required, to ensure the effective development, implementation and monitoring of Tavistock Relationships' Equality and Diversity Policy.

- Quarterly service user reports will be presented to and reported annually to the Trustee Board with actions taken in response to the information. This information will also be published in the Tavistock Relationships' Annual Review and Report.