

SWINDON COUNSELLORS & PSYCHOTHERAPISTS NETWORK

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

We live in a wide-ranging society where people are discriminated against both intentionally and unintentionally because of their race, skin colour, ethnic origin, religion, cultural beliefs, nationality, national origin, gender, sexuality, age, HIV status or disability.

We recognise that any of the above group of people may experience discrimination and as we are opposed to such discrimination, we will take steps to challenge it.

The Swindon Counsellors & Psychotherapists Network states its intention to work for the furtherance of equal treatment in committee structure and membership.

The aim of our policy is to ensure that no-one receives less favourable treatment on the grounds of race, skin colour, ethnic origin, religion, cultural beliefs, nationality, national origin, gender, sexuality, age, HIV status or disability, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

1. We recognise that our work exists within a multi-cultural, multi-faith society and we work proactively to reflect this context.
2. We value and respect all individuals, regardless of age, race, skin colour, ethnic origin, religion, cultural beliefs, nationality, national origin, gender, sexuality, HIV status or disability.
3. We will aim to ensure that SCPN is appropriate, relevant and accessible to all groups of people represented in the community.
4. We will ensure that no member of SCPN experiences unfair or unlawful discrimination.
5. Within the limits of the accommodation provided at venues used for meetings and training events, no member of SCPN with physical disabilities will be denied access.
6. Members of the Network will exercise thoughtfulness and care to avoid stereotyping of individuals and groups.
7. Any racist or other offensive remarks or behaviour will not be tolerated and will always be challenged. The person making such remarks will be asked to stop. If they persist they will be asked to leave the Network.

8. If you feel you have been discriminated against, please use SCPN's Complaints Procedure.
9. We will ensure that all members of SCPN are aware that we have an equal opportunities and diversity policy, which they can see upon request.
10. This policy will be regularly reviewed and updated.

This policy was approved by the SCPN Committee in September 2012