

Anti-Racist Policy

Introduction

New Road Psychotherapy fosters an inclusive and equitable environment where everyone feels valued and respected. This anti-racist policy outlines our commitment to addressing and combating racism within our organisation and in our interactions with clients, colleagues, and the broader community.

Racism

Racism is a belief system or set of practices that assert the inherent superiority of one race over another, leading to discrimination, prejudice, and antagonism based on an individual's race or ethnicity. It manifests through systemic inequalities, social exclusion, and harmful stereotypes that disadvantage people from certain racial or ethnic groups. Racism can be both overt, such as verbal abuse or physical violence, and covert, such as institutional biases and microaggressions. Ultimately, racism perpetuates inequality, infringes on human rights, and undermines social cohesion and justice.

Statement of Commitment

We unequivocally condemn racism in all its forms. We are dedicated to creating a safe and welcoming space for individuals of all races and ethnicities. We acknowledge the existence of systemic racism and are committed to actively working towards its eradication within our organisation and beyond.

Objectives

Promote Awareness and Understanding:

- Bring awareness to staff and clients about the impacts of racism and the importance of anti-racist practices.
- Support ongoing training and resources to ensure a deep understanding of racial issues and cultural competency.

Ensure Equitable Access:

- Guarantee that our services are accessible and welcoming to all, regardless of race or ethnicity.
- Actively reach out to and support underserved communities to ensure they receive the care they need.

Foster an Inclusive Environment:

- Cultivate a workplace culture that values diversity, inclusivity, and respect.
- Encourage open dialogue about race and racism, ensuring everyone feels heard and valued.

Commit to Continuous Improvement:

- Regularly review and update our policies and practices to reflect our commitment to anti-racism.
- Seek feedback from clients and staff to identify areas for improvement and implement necessary changes.

Actions

Training and Development:

- Mandatory anti-racism training for all staff members.
- Regular workshops and seminars on cultural competency and inclusive practices.
- Access to resources such as books, articles, and online courses on anti-racism.

Client Support:

- Provide a welcoming and supportive environment for clients of all racial backgrounds.
- Offer counselling services that are culturally sensitive and tailored to the needs of diverse communities.
- Ensure that any complaints related to racism are taken seriously and addressed promptly.

Recruitment and Hiring:

- Implement fair hiring practices that promote diversity within our team.
- Encourage applications from individuals of diverse racial and ethnic backgrounds.
- Ensure that our recruitment materials and processes are free from bias.

Community Engagement:

- Partner with local organisations to promote racial equity and support marginalised communities.
- Participate in community events and initiatives that promote diversity and inclusion.
- Advocate for policies and practices that address systemic racism at local, regional, and national levels.

Accountability

Monitoring and Evaluation:

- Regularly assess the effectiveness of our anti-racist policies and practices.
- Use feedback from staff and clients to inform improvements.
- Report on our progress towards achieving our anti-racist goals.

Transparent Reporting:

- Provide regular updates on our anti-racism efforts to staff, clients, and the community.
- Maintain an open-door policy for discussing concerns related to racism and discrimination.

Conclusion

At New Road Psychotherapy, we are dedicated to creating a just and equitable society where everyone is treated with dignity and respect. We recognise that this requires ongoing commitment, effort, and steadfast resolve to be an actively inclusive organisation.

Contact Information: If you have any questions or concerns about this policy, please email the centre manager at admin@newroadpsychotherapy.com.

Review and Revision: This policy will be reviewed annually and updated as necessary to ensure its relevance and effectiveness.

Effective Date: 4 June 2024