

Conversion Therapy Policy

Purpose

This policy aims to state our counselling service's position on conversion therapy clearly and ensure that our practices are ethical, respectful, and inclusive. Conversion therapy, also known as reparative therapy, aims to change an individual's sexual orientation or gender identity and is widely discredited and considered harmful. This policy affirms our commitment to the well-being of all clients, particularly those from the LGBTQ+ community.

Scope

This policy applies to all staff, volunteers, contractors, and affiliated professionals providing services within our organisation. It covers all forms of counselling, psychotherapy, and other therapeutic interventions our service offers.

Definition of Conversion Therapy

Conversion therapy refers to any practices or treatments that attempt to change, suppress, or eliminate an individual's sexual orientation, gender identity, or gender expression. This includes any psychological, physical, or spiritual interventions aimed at altering these aspects of an individual's identity.

Policy Statement

Our counselling service unequivocally opposes conversion therapy in all its forms. We are committed to providing a safe, supportive, and affirming environment for clients of all sexual orientations and gender identities. Our practices are guided by principles of acceptance, respect, and evidence-based care.

Prohibited Practices

Conversion Therapy: All forms of conversion therapy are strictly prohibited. This includes but is not limited to aversion therapy, behaviour modification, and any other practice aimed at changing an individual's sexual orientation or gender identity.

Referral: Referring clients to external organisations or practitioners who perform conversion therapy is also prohibited.

Affirmative Practices

Affirmation and Support: We provide affirmative care that supports clients in exploring and understanding their sexual orientation and gender identity in a safe and non-judgmental environment.

Training and Education: All staff and volunteers will receive regular training on LGBTQ+ issues, including the harms of conversion therapy and the importance of affirmative care.

Resource Provision: We will offer resources and referrals to reputable organisations and support groups that affirm and support LGBTQ+ identities.

Reporting and Accountability

Reporting Violations: Any staff member, volunteer, or client who becomes aware of a breach of this policy is encouraged to report it to a designated senior staff member or through our confidential reporting system.

Investigation: All reports of violations will be promptly and thoroughly investigated. The investigation process will ensure confidentiality and respect for all parties involved.

Consequences: Violations of this policy will result in disciplinary actions, which may include termination of employment or service agreements for staff and volunteers found to be in breach.

8. Support for Affected Clients

Counselling and Support: Clients who have been affected by conversion therapy will be offered appropriate counselling and support services to address any trauma or harm experienced.

Referral to Specialist Services: Where necessary, clients will be referred to specialist services for additional support and care.

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