

New Road Psychotherapy Equal Opportunities Policy

New Road Psychotherapy recognises that individuals may experience disadvantages on multiple levels. We are committed to promoting equal opportunities within and outside of the centre. We value diversity, and we encourage an ethos of non-harm. We intend to allow people to live free from discrimination, stigma, harm, and prejudice.

As a group of psychotherapists and counsellors, we strive to create an inclusive and non-dogmatic psychotherapeutic learning environment founded on experiential and theoretical understanding and open to imagination and creativity.

To realise this vision, New Road Psychotherapy will:

- To adhere to the Equality Act 2010 - <https://www.gov.uk/guidance/equality-act-2010-guidance>
- Promote opportunity equality for all individuals and actively promote good relations.
- Eliminate any conditions, procedures, and individual behaviours that can lead to harm, even if there was no intent to harm, with special attention to race, gender, disability, sexuality, age, class, religion, belief, and appearance.
- Offer services equitably to everyone, ensuring everyone interacting with the organisation is treated respectfully.
- Comply with all laws about discrimination and promoting equality by the codes of conduct issued to support these laws.
- Ensure that every employment policy, procedure, and guideline reflects and reinforces New Road Psychotherapy's commitment to equality.
- Ensure that mechanisms for responding to discrimination and harassment complaints from therapists, clients, employees, and the public are in place.
- Communicate this policy to all therapists, clients, employees, job applicants, and partner organisations.
- Utilise procurement practises, and partnership agreements that ensure others commissioned to provide services for New Road Psychotherapy have comparable policies regarding equal opportunity.
- Perform periodic reviews of the Equal Opportunity Policy.

Equal Opportunity Policy – Statements in Support

Race Equality is dedicated to fostering social cohesion and eradicating illegal racial discrimination. The group will promote opportunity equality and good relations between people of different racial, national, and ethnic backgrounds.

Disability Equality: New Road Psychotherapy will not treat a person less favourably based on his/her disability, either directly or indirectly, and will promote opportunity equality for people with short-term or long-term mental health issues.

Gender Equality: New Road Psychotherapy will not treat anyone less favourably based on their gender or marital status, either directly or indirectly.

Equality of Membership: New Road Psychotherapy will seek to create a prejudice-free and supportive meeting environment through its policies and ethos. It will also support a membership that reflects the diversity of the local population.

Sexual Orientation: New Road Psychotherapy will not discriminate based on sexual orientation, either directly or indirectly.

Gender Reassignment: New Road Psychotherapy will not discriminate based on gender reassignment, either directly or indirectly.

Religion and Belief: New Road Psychotherapy will not discriminate based on religion or belief, either directly or indirectly.

Age: An individual's age will not result in 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 it remains relevant and effective.

Effective Date: 4 June 2024