

EQUAL OPPORTUNITY AND DIVERSITY STATEMENT

UPCA recognises the contribution of all its members and associates, and the diversity and vulnerability of those seeking counselling and psychotherapy, so is therefore committed to eliminating discrimination and to promoting equality and diversity for all. We recognise the adverse effects of exclusion and discrimination and so our aims are to be supportive, fair, just and free from discrimination. We will challenge discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, mental wellbeing, political belief, or socio-economic class.

We oppose all forms of unlawful and unfair discrimination and will endeavour to be pro-active in monitoring progress made towards meeting our objectives:

- We will encourage diversity and attempt to eliminate unfair treatment and discrimination
- We will strive to create an environment in which individual differences and the contributions of all are recognised and valued
- We will endeavour to ensure assessment procedures on all training programmes affiliated to, and accredited by, us are free from discrimination.
- We seek to ensure that the practices of psychotherapy and psychotherapeutic counselling are carried out in the best interests of the clients, and in acknowledgement of human difference and diversity
- We seek to ensure that at no time psychotherapy and psychotherapeutic counselling are used as a means of coercion or oppression of any group or individual

All employees and those in all categories of membership will be asked to complete a form denoting their gender, nationality, ethnic origin, religious beliefs and any disabilities. UPCA guarantees that this form will be used for monitoring the effectiveness of its equal opportunities policy only.

UPCA regularly reviews its policies and procedures, and in doing so we actively work to increase and improve the accessibility of our services and resources.