



Equalities and Diversity Committee Terms of Reference

The Equalities and Diversity Committee is committed to ensuring that diversity and equalities issues are addressed at all levels of UPCA. We are committed to promoting safe and ethical psychotherapy and psychotherapeutic counselling practice throughout the approved training programmes and the membership community. The committee proposes to accomplish this with the following strategies:

- 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 are committed to recruiting students from a wide range of backgrounds.
- 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 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.
- We aim to protect the public, and to enhance and develop public confidence, by promoting safe and ethical psychotherapy and psychotherapeutic counselling practices.

