

IPSS Equalities and Diversity Policy (Dec 2019)

*This Policy includes the **UKCP's Diversity and Equalities Statement***

1.0 The IPSS Policy Statement:

Central to the Institute's ethos is to make psychotherapy available to the widest spectrum of potential patients and to accredit and professionally support psychotherapists drawn from all sections of society. It follows from this that the IPSS is committed to the pursuit of equality in accrediting and accepting new members, accepting patients for therapy, and that it is welcoming and supportive of diversity amongst its accreditation candidates, its membership, their patients, and those engaged in paid or voluntary work on behalf of the IPSS.

To this end, the IPSS:

- endorses and adopts in full the diversity and equalities statement of The United Kingdom Council for Psychotherapy (UKCP) set out below in Section 2.0 and further future revisions by UKCP to that policy
- will ensure this policy is at the heart of its organisational practices and underpins the conduct of its members and those volunteering or working on behalf of the IPSS
- will be mindful of its commitment to diversity and equality within the organisation and ensure that the membership, volunteers and paid "staff" are regularly made aware of their commitment and obligations under this policy, as well as to all intrinsic requirements in their adherence to the UKCP Code of Ethics, the IPSS Ethical Code of Practice, and the expectation that they keep up to date on the law governing equalities and diversity - this being an expectation of the Annual IPSS Membership Renewal Process and the 5-Yearly Reaccreditation Process and
- recognises, in particular, the prejudice faced by individuals as a result of mental health difference and strain, political belief, gender and gender identity, sexual preference or orientation, disability, marital or partnership status, race, nationality, ethnic origin, heritage, religious or spiritual identity, age or socio-economic class of both individuals and groups.

2.0 The Policy's Purpose:

1. To provide equality, fairness and respect for all our members, our members' patients, those who approach us from the general public, and for accreditation enquiries and process
2. To not unlawfully discriminate, abiding with the Equality Act 2010, with all its protected characteristics
3. To oppose all forms of unlawful discrimination, including dealing with complaints, grievances, leaves of absence, sabbaticals and reaccreditations

4. To take seriously all complaints of victimisation, bullying, harassment, and sexual exploitation of members and patients
5. To encourage members, committee and council members to make opportunities for training and development on these issues and to start to introduce and encourage this into yearly CPD, e.g. race, gender, sexuality and disability awareness training and intercultural awareness
6. To review practices and procedures, when necessary, to ensure fairness and to update the policy, taking into account changes in the law
7. To monitor the composition of its members, with information such as age, gender, ethnic background, sexual orientation, disability, race, religion or belief
8. In its membership work, accreditation and CPD, to take account of the bigger picture of inequality and oppression across society over time. This includes looking at areas of difference and authority within the analytic dyad. It also also includes looking at the vulnerability of each part of that dyad to socially conforming, excluding or impinging prejudices and
9. To strive to understand and acknowledge the meaning of cultural diversity, difference, and the impact of different cultural experiences on themselves, their patients and their work
 - a) A crucial element of difference is the extent to which it adversely affects access to services and life chances. Many minority groups experience prejudice and discrimination based on, for example, religion, ethnic origin and disability
 - b) Explicit discrimination is now unlawful but discreet forms of prejudice continue to affect many groups and overt hostility is often experienced by minorities
 - c) Psychotherapists should aim to acknowledge, in their practice, the reality of difference, prejudice and the significance of racism and sexism in society as a whole and within the profession
 - d) Psychotherapists should aim to acknowledge the particular historical and current significance of lies and untruths underpinning hatred, prejudice and hostility towards minorities, e.g. LBGTQIA+, Jewish and Muslim Communities.

3.0

UKCP's Diversity and Equalities Statement

The UKCP promotes an active engagement with difference and therefore seeks to provide a framework for the professions of psychotherapy and psychotherapeutic counselling that allows competing and diverse ideas and perspectives on what it means to be human to be considered, respected and valued.

UKCP is committed to addressing issues of prejudice in relation to the mental health difference and strain, political belief, gender and gender identity, sexual preference or orientation, disability, marital or partnership status, race, nationality, ethnic origin, heritage, religious or spiritual identity, age or socio-economic class both of individuals and groups.

UKCP keeps its policies and procedures under review in order to ensure that the realities of prejudice, exclusion, oppression and alienation that may form part of the experience of its registrants as well as of their patients are addressed appropriately. UKCP seeks to ensure that the practice of psychotherapy is utilised in the service of the celebration of human difference and diversity, and that at no time is psychotherapy used as a means of coercion or oppression of individual, group or class.