



Equality and Diversity Policy

Statement

The purpose of this policy is to show that the Youth Intervention Centre is committed to treating everyone equally and will not discriminate against anyone based on the legally protected characteristics of the Equality Act 2010 - age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The Youth Intervention Centre believes that failing to provide equal opportunities for anyone that it comes into contact with would be failing both our professional and personal values, morals and ethics and we will make every effort to prevent discrimination.

We recognise that we have a duty, both moral and legal, to ensure that we do not discriminate unfairly in our employment and management practices, in the work that we provide to our clients and with all other service users and as providers of counselling, we will work towards the guidance and ethical framework provided by our individual membership bodies. It is a requirement of the Youth Intervention Centre that all counsellors and student counsellors working for the Youth Intervention Centre have their own membership to a recognised UK counselling professional body, so that they can be held accountable independently and abide by not only the Youth Intervention Centre's regulations but also that of their membership body.

Our aim is to positively promote equality, equity, diversity and inclusivity to all. This policy forms part of our induction training and all employees, volunteers and student placements will need to understand and agree to these terms before starting, and update themselves regularly to ensure that we are providing a fair and just service to all that we come into contact with. Management will ensure our commitment to equality and diversity is ongoing with regular training and support to all staff, volunteers and student placements.

Concerns

Any complaints or concerns should be highlighted straightaway to the management of the Youth Intervention Centre, who will address these seriously. Please see our complaints policy for further information of our procedures.

Accessible Formats

Please note, all Youth Intervention Centre policies can be requested by emailing info@youthinterventioncentre.com , or found on our website

<https://www.youthinterventioncentre.com/policies> . If anyone has any difficulties with these formats then please let us know and we will work with you to provide suitable versions.

Equality and Diversity useful further information:

<https://www.gov.uk/government/organisations/home-office/about/equality-and-diversity>

<https://nationalcounsellingsociety.org/about-us/equal-opportunities>

<https://www.bacp.co.uk/events-and-resources/ethics-and-standards/ethical-framework-for-the-counselling-professions/>

<https://nationalcounsellingsociety.org/about-us/code-of-ethics>