

NORTH WEST INSTITUTE OF DYNAMIC PSYCHOTHERAPY

Equal Opportunities Policy

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1. Introduction

- 1.1 The United Kingdom is a multiracial society with many differences of age, class, colour, race, ethnicity, gender, religion, physical disability and sexual orientation, leading to a rich and complex diversity of culture.
- 1.2 Equal opportunities means that no individual should be discriminated against in access to services or training on the grounds of such difference.
- 1.3 The NWIDP is committed to opposing such discrimination against an individual attempting to obtain access to the provision of psychotherapy services and/or courses of training provided by the Institute.
- 1.4 This policy will apply to all the Institute's Codes of Ethics, Conduct and Practice.

2. Clinical Services

All members of NWIDP are bound by this policy to a commitment to working towards an understanding of the meaning of cultural diversity. They should strive to acknowledge the impact of different cultural experiences on themselves, their clients and their work and within society as a whole.

3. Training

- 3.1 The NWIDP will monitor, in accordance with UKCP guidelines, equality of access to training provided by the Institute, on an annual basis.
- 3.2 The NWIDP will work towards ensuring that all training includes intercultural awareness and studies. The curriculum will be examined critically at each point of curriculum review in the context of developments in intercultural and equal opportunities thinking. The course will seek to ensure that staff and trainees develop an understanding and valuing of difference, so that anti-discriminatory principles underpin training and practice.

4. Employment Practice

The NWIDP will pursue equal opportunities policies with regard to its employees.