

Equal Opportunity Policy

Introduction

1. The Midlands Institute of Integrative Psychotherapy and Counselling is committed to a policy of equal opportunity in its practices. To ensure that this commitment is put into practice, the MIIPC adopts positive measures, which seek to eliminate direct and indirect discrimination.
2. Although the responsibility for achieving and providing equality of opportunity rests with the management committee, the cooperation of the membership is essential in the successful implementation of the policy.
3. This policy outlines the Institute's position on equal opportunity and its intention to comply with both the requirements and spirit of the law.
4. The policy is intended to ensure that members of the executive committee and are aware of their role and obligations to equal opportunities for all, and provide guidance in implementing the policy.

Equal opportunities policy statement

1. MIIPC is committed to the elimination of unlawful or unfair discrimination on any grounds including sex, marital status, responsibility for dependants, disability-both mental or physical, sexual orientation, race, colour, ethnicity, nationality, religion, social background.
2. Individual will be offered membership on the basis of their relevant merits, abilities and qualifications within the field of psychotherapy and counselling.
3. The code of conduct and constitution of the Institute will be regularly reviewed to ensure that it remains relevant to the policy of equal opportunities

Legislation

The Institute Equal Opportunity has been developed recognising the importance of the existing legislation listed below;

Sex Discrimination act 1975 (amendments, 1986).

Race Relations act 1976.

Disability Discrimination act 1995.

It is understood that where legislation is contravened both the institute and its members will be liable to prosecution, except were the institute can prove that it has taken step to prevent acts of discrimination in such cases the individual member will be deemed responsible.

The nature of discrimination

1. Discrimination – results when a member is treated less favourably in matters of membership or involvement in the work of the institute on the grounds of sex, marital status, responsibility for dependants, disability-both mental or physical, sexual orientation, race, colour, ethnicity, nationality, religion, social background.
2. Victimisation- when a member is given less favourable treatment because they have exercised their rights under this policy or relevant legislation (e.g. made a complaint or provided evidence of discrimination) or relevant legislation.
3. Harassment- behaviour directed at an individual, who is found to offensive by the recipient and predicates their involvement within the institute or other activities connected to the institute.

Responsibilities

1. All members of the executive committee will be responsible for the implementation of the policy.
2. Whilst the primary responsibility to ensure that discrimination does not occur lies with the institute, individual members are bound by the policy and code of conduct to take steps to ensure that no form of discrimination, harassment or victimisation occur.
3. If a member has reason to believe or evidence of discrimination, harassment or victimisation is occurring as a result of actions of members then this should be report to the executive committee of the institute.
4. In the event of information being received that discrimination, harassment or victimisation is occurring the institute will treat this as a complaint and the complaints procedure will be followed.

The institute will review this policy on a yearly basis and ensure that its practice in terms of membership policy and opportunities for involvement in the work of the institute are carried out based on the merit of candidates in a fair and equitable manner.