



**The Link Centre
Diversity and Social Responsibility Policy**

Introduction

The aim of this document is to clarify the position of TLC in regard to Diversity and Social Responsibility. It aims to provide a guide for the membership to help in the implementation of any TLC Policy and the development of awareness, ethical and sensitive intercultural practice. This policy was devised by TLC Inclusion and Social Responsibility Committee and informed overall by the position from UKCP and the Equality Act 2010.

Policy

TLC seeks to foster an active engagement with difference. TLC seeks to provide a framework that allows for diverse ideas and perspectives on what it means to be human, to be considered, respected and valued.

TLC is committed to addressing issues of prejudice and discrimination in all its forms. These include mental wellbeing, political belief, gender and gender identity, sexual preference or orientation, disability, marital or partnership status, maternity and pregnancy, race, nationality, ethnic origin, heritage identity, religious or spiritual identity, age or socio-economic class of individuals or groups, and neurodiversity.

TLC keeps its policies and procedures under review in order to ensure that the realities of discrimination, exclusion, oppression and alienation that may form part of its members, as well as of their clients, are addressed appropriately. It is the role of the Inclusion and Social Responsibility Committee to actively engage with members and staff in order to enable compliance. Additionally, TLC sees it as the personal responsibility of staff and members to engage with issues of diversity and social responsibility.

TLC is committed to the encouragement of equality, diversity and inclusion among our staff and how we educate and train our students. This training occurs at three levels; at a theoretical level in terms of how ideas are taught around diversity, at a practical level in terms of how students engage with issues of diversity in their professional practice and at TLC organisational level in terms of our processes and ways of working.

We are also committed to the elimination of any form of discrimination, including harassment or bullying. Every individual has the right to be treated fairly and with dignity and respect. Any member of TLC community who believes they have been unfairly treated has access to the Inclusion and Social Responsibility Committee and they will be listened to, respected, and action explored to meet individual needs, alongside the legal obligations of the Equality Act 2010.

In addition to overt discrimination, there is the dynamic of non-conscious and unconscious discrimination that affects the quality of relationships between colleagues and service givers/receivers. TLC is committed to raising awareness of these dynamics in professional practice.

TLC will make reasonable adjustments to the service provision for staff and members to promote inclusivity. Depending on specific circumstances reasonable adjustments could include; the provision of information in alternative accessible formats, a range of assessment options, the provision of accessible venues, full access for disabled people, accessible training.

TLC is also committed to increasing awareness of neurodiversity for staff and members, to develop a greater understanding of neurodiversity in the context of therapeutic services and training. (Neurodiversity includes for example those with a diagnosis of Dyspraxia, Dyslexia, ADHD, Autism Spectrum Disorder, Tourette Syndrome).

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