



Equality, Diversity and Inclusion (ED&I) Policy

Introduction

The Somerset Counselling Centre (SCC) is committed to opposing all forms of discrimination and promoting Equality, Diversity and Inclusion (ED&I).

As part of our charitable objectives, we are passionate about, and work to cultivate, a philosophy of acceptance, through the services we provide and those that deliver them.

Whilst ED&I is weaved into all that we do, it forms an important part of our strategy and is discussed regularly at all levels of the organisation.

Our Senior Management Team, in conjunction with our Board of Trustees, is responsible for implementing our ED&I strategy and policy within SCC.

All our employees and volunteers have a shared duty to be aware of our ED&I policy and ensure their behavior and actions are supportive and non-discriminatory.

Our Policy Guidelines

1. To strive to develop and promote policies and establish practices that ensure, so far as possible, equality of opportunity is available to all who work within SCC or utilise our services.
2. To provide a blend of online and face to face counselling, and supportive specialist services, that meet the varying requirements of our clients. Along with enabling accessibility to clients who are unable to, or prefer not to, attend in person.
3. To not discriminate on the basis of protected characteristics including gender, marital status, pregnancy, ethnic or national origins, race, colour, nationality, disability, age, sexual orientation, religion or similar belief, fixed or part term status, or trade union membership.
4. To provision affordable counselling places that provide accessibility to counselling, regardless of financial status, in line with our charitable objectives and funding.
5. To oppose all forms of unlawful discrimination and strive to be an equal opportunity employer. This includes through recruitment and selection, progression and promotion, pay and benefits, terms of employment, flexible work arrangements, dealing with discipline and grievances, and training and development. Utilising an external HR provider to support us in our endeavors.
6. To maximize opportunities for those that work with us to develop their skills and efficacy, through training and development, to enable individuals to fulfil their personal goals and full potential, whilst benefiting our clients and SCC.
7. Ensure that all employees and volunteers are aware of their responsibilities, in adhering to ED&I, through regular training, availability of policies and procedures and performance planning and reviews.
8. To take seriously any complaints of unlawful discrimination, bullying, harassment or victimisation by clients, service providers or employees and address these proportionate to the gravity of the discrimination which has taken place.
9. To adhere to the British Association for Counselling and Psychotherapy (BACP) Ethical Framework for Counselling Professions.
10. To complete an annual review of our ED&I strategy and policy on an annual basis.

This policy and the adopted guidelines are for guidance only. They are not intended to be contractually binding or form part of any contract of employment or contract of services.

[This document is also available on our website](#)