

Djc Counselling

EQUALITY, DIVERSITY AND INCLUSION POLICY

This policy outlines Djc Counselling's commitment to fostering an inclusive, respectful and non-discriminatory environment for all her clients. She strives to ensure that everyone who engages with her practice is treated with dignity, fairness, and respect, irrespective of their background, identity or circumstances.

This policy applies to all clients who engage with her private practice.

Legal Framework

Djc Counselling adheres to the legal requirements outlined in the Equality Act 2010 and other applicable laws. He is committed to upholding his professional body's ethical guidelines currently NCPS.

This prohibits any form of discrimination based on the protected characteristics of this act.

Commitment to Equality, Diversity and Inclusion

Djc Counselling aims to make his private practice as accessible to everyone as possible. This includes making reasonable adjustments when he can for clients with disabilities.

Currently, the premises that he uses are not suitable for a wheelchair. There are three steps to access the building and 2 flights of stairs to the room, and this is communicated to clients when securing their first appointment. Should it be difficult for a client to access the premises he would offer alternative ways to use his services. The most obvious choice would be to work remotely via an online platform.

He will also offer clear, transparent communication to ensure all clients understand their rights and responsibilities. Through good communication with the client at the time of booking, he will aim to minimise potential barriers to counselling, such as cost, location, or accessibility. He offers concessionary rates for clients on low income and has slots available at no cost for two clients at any time.

He recognises and celebrates diversity in all its forms. He values the richness that different life experiences, cultures and perspectives bring to his practice. To this end, he will create a welcoming and safe space for all clients from all backgrounds. He will respect cultural, religious and social differences in the therapeutic work. He will regularly review his practice to ensure that it is inclusive, and will evaluate his marketing materials, physical environment and communication approaches to ensure they reflect diversity.

Djc Counselling strongly believes that inclusion goes beyond non-discrimination. He aims to create an environment where everyone feels they belong. He commits to encouraging open and respectful dialogue within therapy.

recognising the impact that social structures such as race, gender, class etc. may have on a client's experience.

He is committed to continuing to educate himself on issues of power, privilege and oppression and how these factors may play out in the therapeutic relationship. He will provide opportunities for clients to provide feedback about their experience within his private practice and will use that feedback to enhance his inclusivity efforts.

Zero Tolerance of Harassment and Discrimination

Djc Counselling has zero tolerance for any form of harassment, bullying or discrimination. This includes any inappropriate behaviour based on the above protected characteristics listed. Any reporting of complaints regarding discrimination or harassment will be dealt with swiftly and confidentially with appropriate action taken to resolve the matter.

Training, Development & Monitoring

Djc Counselling will engage in ongoing training on equality, diversity and inclusion. He will engage in continuous CPD to keep up to date with best practices in EDI.

He is committed to regularly reviewing this policy to ensure that it remains effective and relevant to the needs of his clients. He will collect and review feedback to see areas where he can improve inclusivity. He will ensure that any updates to legislation or ethical guidelines are reflected in this policy.

Feedback and Complaints

Djc Counselling welcomes feedback from clients who feel they have been subject to discrimination or unfair treatment and are encouraged to raise concerns through his complaints process. He will manage these complaints with sensitivity, and confidentiality. He will ensure that appropriate action is taken where necessary.