

## **Annie Ford Counselling, EMDR Therapy and Supervision Services**

### **Equality and Diversity Policy**

#### **Aims**

Annie Ford Therapy Services is committed to making itself as inclusive and welcoming as possible. Annie's guiding principles are centred on dignity, grace and compassion for all clients accessing her services.

It recognises that some people are particularly likely to experience discrimination and harassment and aims to offer all clients, supervisees and students an atmosphere of open, warm and respectful care.

#### **Code of Conduct**

People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, disability, mental health difficulty, age, class, marital status, religion or other belief.

At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used e.g. sexist or racist jokes, or terminology which is derogatory to someone with a disability or vulnerability.

No one will be harassed or intimidated on the grounds of his or her race, nationality, gender, sexual orientation, gender reassignment, disability, mental health, age or religion. Where incidents of harassment are reported these will be taken very seriously, will be investigated, and the Complaints procedure activated where necessary.

#### **Accessibility**

The office I work from is at the end of my garden, access is via a side gate with three steps down, with four further staged steps towards my garden office and three smaller steps into the office. If for any reason you are unable to access my steps, we can review this. I currently work online and via telephone which is helpful for a range of client's needs.

There is a bus stop within a three-minute walk of my home, if driving, it is requested clients park parallel to my white car outside my home for easy access.

#### **Diversity**

Annie Ford Therapy offers a range of counselling, EMDR Therapy and individual retreats as well as group facilitation. All these interventions can be further tailored to meet the needs of a wide range of adult participants.

### **Diversity - continued**

Annie is always open to new ideas and welcomes suggestions from clients on ways to improve the way we work together.

### **Inclusion and respect**

In group and 1:1 work participants/clients will be made to feel equally welcome and included at sessions, training workshops and other events.

Sexist, racist, homophobic, transphobic or other offensive and inflammatory remarks and behaviour are morally and legally unacceptable and will not be tolerated or condoned.

### **Dealing with complaints of discrimination and harassment**

If any participant feels they have been discriminated against during a session they can make a formal complaint to the British Association of Counselling and Psychotherapy, through their Complaints Procedure (full details are on their website). If the complaint is upheld by the BACP, Annie Ford Therapy Services will work hard to ensure that such discrimination is not repeated in the future.

### **Review**

This policy will be reviewed annually.