



UK Therapy Guild Academy of Integrative Counselling & Hypnotherapy Training

Equal Opportunities and Diversity Policy

Document Owner: Nichola Doyle, Director Effective Date: 05 June 2025 Review Date: 04 June 2028

Equal Opportunities Policy

1. Our Commitment

UK Therapy Guild Ltd is founded on a commitment to fairness, justice, and respect for all individuals. We believe that a diverse and inclusive learning environment enriches the training experience and is essential for developing competent and compassionate therapists who can serve a diverse society.

We are unequivocally committed to the principle of equal opportunities and to providing an environment free from discrimination, harassment, victimisation, and bullying. We will take all reasonable steps to ensure that every individual—including students, applicants, staff, and associates—is treated with dignity and respect.

This policy is guided by our ethical principles and our legal duties under the Equality Act 2010.

2. Scope of the Policy

This policy applies to all aspects of UK Therapy Guild Ltd's operations, including but not limited to:

- Student admissions and selection processes.
- The design and delivery of all training curricula and materials.
- Assessment and feedback procedures.
- Student support services.
- The professional conduct of all staff, associates, and students.
- Advertising and promotion of our services.

3. Protected Characteristics

UK Therapy Guild Ltd will not discriminate on the basis of any of the protected characteristics as defined by the Equality Act 2010. These are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership

- Pregnancy and Maternity
- Race (including colour, nationality, and ethnic or national origins)
- Religion or Belief (including lack of belief)
- Sex
- Sexual Orientation

We oppose all forms of unlawful and unfair discrimination, whether direct, indirect, by association, or by perception.

4. Application to Digital and Social Media

4.1 The principles of this Equal Opportunities Policy apply to all forms of digital communication related to the Academy. This includes, but is not limited to, the student website forum, official WhatsApp groups, and any other social media platforms used for student interaction.

4.2 All students are expected to adhere to these principles in their online conduct as part of the Academy's required Student Code of Conduct. This expectation applies to all enrolled students, irrespective of which version of the student contract they have signed.

4.3 Any communication that is discriminatory, harassing, or contravenes the principles of this policy will be considered a breach of the Student Code of Conduct and may be subject to disciplinary action.

5. Our Responsibilities

UK Therapy Guild Ltd will:

- **Promote Inclusion:** Actively foster a culture where diversity is valued and celebrated.
- **Ensure Fair Access:** Strive to make our courses accessible to all, and ensure that our admissions procedures are fair, objective, and transparent.
- **Make Reasonable Adjustments:** Take positive steps to make reasonable adjustments for students with disabilities to ensure they are not placed at a substantial disadvantage. We encourage applicants and students to disclose any disabilities or additional needs so we can provide appropriate support.
- **Challenge Discrimination:** Take all allegations of discrimination, harassment, and bullying seriously, and address them promptly through our internal procedures.
- **Provide Training:** Ensure that staff are aware of their responsibilities under this policy and the Equality Act 2010.
- **Inclusive Curriculum:** Endeavour to ensure that our training materials and teaching practices are inclusive and reflect the diversity of society and client experiences.
- **Regularly Review:** Review this policy and our practices periodically to ensure they remain effective and compliant with the law.

6. Student and Staff Responsibilities

Every person associated with UK Therapy Guild Ltd has a personal responsibility to uphold this policy. We expect all students and staff to:

- Treat everyone with dignity and respect.
- Refrain from any form of discriminatory, harassing, or bullying behaviour.
- Actively challenge and report any instances of such behaviour that they witness.
- Cooperate with any measures introduced to ensure equal opportunity and inclusion.

A breach of this policy by a student may be considered misconduct and may lead to disciplinary action under our Fitness to Practice Policy.

7. Reporting and Addressing Breaches

We are committed to providing a clear process for addressing any concerns related to discrimination or harassment.

1. If you believe you have been subjected to discrimination or have witnessed a breach of this policy, you are encouraged to raise the matter informally with your tutor or the Director, Nichola Doyle, if you feel comfortable doing so.
2. If an informal approach is not appropriate, or if it does not resolve the issue, you should raise a formal complaint using our Complaints and Appeals Procedure.
3. All complaints will be treated with the utmost seriousness and confidentiality. We will investigate them thoroughly and impartially. No individual will be penalised for raising a genuine concern in good faith.

The overall responsibility for the implementation and effectiveness of this policy lies with the **Director, Nichola Doyle**.