

Equal Opportunities Policy

The British Psychoanalytic Council (BPC) acknowledges it has both a legal and a moral responsibility to ensure anti-discriminatory practice throughout its work and service provision. In line with the Equality Act 2010 we want to find better ways to meet our obligations to promote equal opportunities and challenge discrimination, harassment and victimisation.

We recognise

- i) that the majority of our registrants are white, middle class, heterosexual, and able-bodied – we want to broaden this base where we can;
- ii) that oppression, disadvantage and discrimination exist in society in complex ways (direct, indirect, conscious and unconscious) including at an institutional level;
- iii) that individuals and groups can often face different kinds of discrimination at the same time because of age, race, ethnic background, religion, belief, gender, transgender, sexual orientation, pregnancy, marital status, economic background, social background, disability, health status including mental illness, HIV and other factors;
- iv) that all staff and registrants in the BPC need, both to be protected from discrimination in all its forms, and assisted not to be discriminatory;
- v) that highest level of concern should be given to safeguarding patients and potential patients from discrimination given their likely vulnerability;
- vi) and that whilst not every specific need can be met, this policy will use the principle of 'reasonable adjustment' as defined by the Equality Act 2010.

This policy will be circulated to all BPC, trustees, staff, registrants and committee members, and also put on the BPC website. It should be referenced in written information wherever appropriate.

If BPC receives a complaint relating to discrimination or harassment this will be processed without undue delay through the complaints or grievance procedures.



The policy will be reviewed every three years by the board. BPC encourages all those involved in the organisation to think about what they might do to promote equal opportunities and address discrimination, to make suggestions and proposals to the relevant staff and committees. The following is a list of examples of how different facets of the organisation may contribute to the development of equal opportunities.

Trustees

The Board of Trustees holds the highest level of oversight of how BPC meets its charitable objectives and this includes monitoring of policy to ensure it is a meaningful exercise. The Board may seek to elect or co-opt members, who have special knowledge in these areas, and to increase the diversity of the Board wherever possible.

Staff and Committee Members

Responsibilities for the day-to-day running of BPC are delegated by the Board to staff and committee members. Individuals should consider the equality and discrimination issues that are relevant to the role they occupy and seek support in developing understanding and good practice.

Staff involved in recruitment and setting rates of pay need, in particular, to be aware of the meaning of 'protected characteristics' and of 'unlawful discrimination' under the Equalities Act 2000. Further guidance is available at https://www.equalityhumanrights.com/sites/default/files/what_equality_law_means_for_you_as_an_employer_-_recruitment.pdf

Employment contracts should include knowledge of the current BPC Equal Opportunities policy within the list of roles and responsibilities. Relevant training opportunities should be made available.

Registrants

Registrants should address these issues in their clinical practice. The following are examples of things a registrant may be expected to do at least once a year to help develop understanding and good practice for their clinical work.

- i) Attend a training event connected to equality issues.
- ii) Read a paper on one of these topics. A reading list is available at <https://www.bpc.org.uk/professionals/diversity/>



- iii) Join or form a group to read and learn how these issues enter into our work
- iv) Feed back relevant ideas, experiences and examples to the Executive Committee.
- v) Reflect upon and present in supervision issues related to racism or discrimination.