

Equality, Diversity, and Inclusion

The College of Sexual and Relationship Therapists (COSRT) is committed to providing a framework for the professions of Psychosexual and Relationship Therapies that acknowledges, respects and values difference and is free from prejudice and discrimination. We recognise that differing ideas and perspectives on what it means to be human strengthen all aspects of the work of this organisation.

To further these intentions all COSRT Members are expected to have a working familiarity with the Equality Act of 2010. See: <https://www.gov.uk/guidance/equality-act-2010-guidance>.

COSRT fully recognises that it is against the law to discriminate against anyone because of:

- Mental well being
- Political belief
- Gender, gender identity or gender reassignment
- Sexual identity, sexual practices, preference, or orientation
- Consensual sexual variation
- Disability
- Marital or partnership status
- Race, nationality, ethnic origin, heritage identity
- Religious or spiritual identity
- Age or socio-economic class of individuals and groups
- Pregnancy and maternity leave

COSRT upholds these as protected characteristics under the Equality Act 2010.

COSRT recognises that discrimination and prejudice may form part of the experience of its Members and/ or their Service Users or associates. We will regularly review our policies and procedures to ensure that such experiences are addressed appropriately. We will actively promote equality and diversity, as well as education of our members in the same, and ensure that the most current legislation and ethical requirements within COSRT are adhered to.

COSRT seeks to ensure that the practices of Psychosexual and Relationship Therapies celebrate human difference and diversity, and that at no time is therapy used to oppress or coerce or collude with any individual or group.

As signatories to the second Memorandum of Understanding against Conversion Therapy, ethical practice requires practitioners to have adequate knowledge and understanding of gender and sexual diversity, and to be free from any pursuing or promoting any agenda or perspective that favours one gender identity or sexual orientation over others. We expect all Members to make a commitment to ensure that their professional practice is free from discrimination and prejudice.

Our vision for equality, diversity and inclusion goes beyond establishing processes to achieve change. In all interaction with our employees, Members, and providers of training we will endeavour to be proactive and regularly review progress made towards meeting our objectives in relation to equality and diversity. Our objectives are to recognise that employees, Members, and Trustees have individual and collective responsibility to value and respect each other's contribution.

We will endeavour to ensure that the purchase of goods, services and facilities is undertaken in line with our commitment to equality and diversity. We will not discriminate in the allocation of any post, on the basis of and protected characteristic.

We will actively seek ways to increase the diversity of Trustees and workers, particularly focussing on those sections of our communities which are under-represented. This include implementing family-friendly and flexible working practices.

Whilst we respect the rights of individuals to hold their own views and values, we will not allow these to be expressed or manifested in a way that intimidates or humiliates, or is hostile or degrading to others, or that contravenes the Code of Ethics and Practice.

A successful approach to promoting equality, diversity and inclusion requires the active support of the entire organisation. Commitment, involvement and good practice is therefore encouraged and expected from the entire community in the support of this policy.