



Equality and Diversity Policy

The purpose of this policy is to show that Mindful Mollie is committed to treating everyone equally and will not discriminate against anyone based on the legally protected characteristics of the Equality Act 2010 - age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Mindful Mollie believes that failing to provide equal opportunities for anyone that it encounters would be failing both my professional & personal; values, morals and ethics, and I will make every effort to prevent discrimination.

Mindful Mollie recognises that it has a duty, both moral and legal, to ensure that it does not discriminate unfairly in any employment and management practices, in the work that it provides to its clients and all other service users. As a provider of counselling services, Mindful Mollie will work towards the guidance and ethical framework provided by its membership body. It is a requirement of Mindful Mollie that any counsellor or student counsellor working for Mindful Mollie has their own membership to a recognised UK counselling professional body, so that they can be held accountable independently and abide by not only Mindful Mollie's regulations but also that of their membership body.

Mindful Mollie's aim is to positively promote equality, equity, diversity and inclusivity to all. This policy forms part of any induction training given and any employee, volunteer or student placements will need to understand and agree to these terms before starting and update themselves regularly to ensure that Mindful Mollie is providing a fair and just service to all that they encounter. Mindful Mollie will ensure commitment to equality and diversity is ongoing with regular training and support to any staff, volunteers and student placements that may be working for Mindful Mollie.

Concerns

Any complaints or concerns should be highlighted straightaway to Mollie, at Mindful Mollie, who will address these seriously. Please see my complaints policy for further information on my procedures.



Accessible Formats

Please note, all Mindful Mollie policies can be requested by emailing mindful.mollie@outlook.com, or found on my website:

<https://www.kerryjamestherapy.com> .

If anyone has any difficulties with these formats, then please let me know and I will work with you to provide suitable versions.

Equality and Diversity useful further information:

<https://www.gov.uk/government/organisations/home-office/about/equality-and-diversity>

<https://ncps.com/help/policy/equal-opportunities>

<https://www.bacp.co.uk/events-and-resources/ethics-and-standards/ethical-framework-for-the-counselling-professions/>

<https://nationalcounsellingsociety.org/about-us/code-of-ethics>