Catharsis Equality, Diversity and Inclusion Policy Statement

At Catharsis, we are committed to creating a culture where equality, diversity and inclusion are embedded in everything we do. We believe that everyone should be treated with dignity, respect and fairness, and have equal opportunity to access our services, contribute to our work and reach their full potential.

We value and celebrate the diversity of the people we work with and recognise that everyone brings unique experiences, perspectives and strengths. We are committed to providing an inclusive environment that is welcoming, safe and free from discrimination, harassment, bullying and victimisation.

Catharsis fully supports the principles of the Equality Act 2010 and is committed to ensuring that no person is treated less favourably because of a protected characteristic or any other form of unfair discrimination. We recognise that people may experience multiple and intersecting forms of inequality and are committed to responding to individual needs with sensitivity and respect.

Our commitment is to:

- promote equality, diversity and inclusion in all aspects of our work;
- provide a safe, respectful and inclusive environment for our staff, freelance therapists, clients, partners and visitors;
- identify and remove barriers to participation wherever possible;
- regularly review our policies and practices to promote continuous improvement;
- encourage open dialogue, listen to feedback and address concerns promptly and fairly
- ensure that everyone shares responsibility for upholding these values.

Equality, diversity and inclusion are fundamental to our ethos and underpin the therapeutic services we provide and the relationships we build with our clients, colleagues and partners.

Signed



Hannah Robertson
Managing Director

Review

Implementation / Review date	Reviewers
August 2026	Hannah Robertson
Next Review date	Keren Adler
August 2027	