

Catharsis Equality and Diversity Policy

Scope and Applicability

This policy applies to all employees, freelance workers, trainees, clients, visitors, and partner organisations working with Catharsis. In addition to meeting all legal requirements, CATHARSIS is committed to fostering a culture where equality, diversity, and inclusion are actively promoted and continually improved. We will regularly review our practices, seek and act on feedback, and address any barriers to full participation. We encourage all members of our team, partners, and collaborators to take shared responsibility for upholding these values. Any concerns can be raised in confidence and will be addressed promptly and without fear of retaliation.

At Catharsis we are committed to providing therapeutic services that are tailored to the needs of a diverse range of clients. Our skilled therapists and versatile approach to creative psychotherapy allows full engagement at all levels.

We are committed to promoting equality of opportunity both within our business and with customers and other organisations that we work with. We recognise that the strength of the business is built on a good understanding of individual strengths and differences, and we seek to respect these. Our aim is to have a business that feels safe and inclusive for all staff and customers.

We recognise that certain groups and individuals in society are disadvantaged because of discrimination experienced. We seek to ensure that our organisation respects and includes everyone and that no customer or prospective customer, supplier or prospective supplier, contractor, student, temporary worker or job applicant receives less favourable treatment on the basis of:

- Age
- Disability and/or medical conditions
- Marital status
- Race / Ethnic or national origins
- Language
- Religious belief
- Responsibilities for care of dependents(including pregnancy)
- Sex (including gender reassignment)
- Sexual orientation
- Trade Union membership and/or political views or affiliations

We recognise that there may be other areas where people experience discrimination, and we will actively work towards an anti-discriminatory environment. We desire that our staff, customers, suppliers, and anyone in contact with Catharsis feel safe to be open about their needs and to celebrate their diversity.

We understand the importance of considering 'intersectionality'; all the intergenerational experiences and lived experiences of the individual, rather than working in a 'one size fits all' way. Catharsis recognises that bias, social inequality, systemic oppression and discrimination exist in all areas of society; we encourage open discussions about this. We further recognise that discrimination can be direct or indirect and take place at both institutional and personal levels. We believe that such discrimination is unacceptable, and we are committed to providing equality of opportunity for all by eliminating unwarranted and inappropriate discrimination, harassment and victimisation.

Catharsis believes that everyone is entitled to a living and working environment that promotes dignity and respect for all. In order to provide equality of opportunity for all, we will ensure that our practices reflect relevant legislation and good practice. Catharsis wholly supports the

Equality Act 2010, which makes it law not to discriminate against anyone on the basis of age, disability, gender reassignment, marriage / civil partnership, pregnancy and maternity, race, religion / belief, sex, sexual orientation.

The success of this policy relies on the support and understanding of all our staff. We all have a responsibility not to be offensive to clients or colleagues and to not participate in, or condone harassment or unlawful behaviour.

Catharsis approach to equality and diversity

- We value and respect all diversity.
- We are a small organisation; we contract all our delivery from qualified and competent therapists who are assessed as being committed to valuing diversity and who are required to adhere to this equality and diversity policy.
- We are committed to taking active steps to identify, address and eliminate unfair or unlawful discrimination or prejudice where these are identified.
- We endeavour to understand the nature of discrimination, its roots and how it affects people at school, work and at home.
- In our efforts to promote Equality and Diversity, we may at times use positive action to encourage people from minority groups to participate in our activities where their participation is disproportionately low.
- We will review all our employment practices and procedures to ensure fairness.
- No form of intimidation, bullying or harassment should be tolerated; breaches of our equality and diversity policy will be regarded as misconduct and could lead to disciplinary proceedings (see Code of Conduct Policy). Concerns / complaints should be reported to the Catharsis Senior Leadership Team at the earliest opportunity (see Complaints Policy).
- Our policies and practices are underpinned by legislation and good practice.
- We endorse the Equality Act 2010, equality duty and the Human Rights Act.
- We support movements and campaigns that raise awareness of oppression and celebrate diversity, such as Black Lives Matter and Gay Pride
- Equality in the workplace is good management practice and makes sound business sense.

Review

Implementation / Review date	Reviewers
August 2025	Hannah Robertson
Next Review date	Keren Adler
August 2026	

