
Child in Time Equal Opportunities Policy

Child in Time is committed to upholding and promoting equality and inclusion in all that we do. This policy sets our values and how we put these into place consistently throughout our practices and communication.

Value statement

Child in Time believes that inclusion and equality is not about 'treating everyone the same' but recognising that everyone is different and that people's needs are met in different ways. Diversity is about understanding that each individual is unique, recognising, respecting and celebrating the added value those differences bring.

Child in Time will aim to influence, promote and maintain the equal treatment of all its therapists, clients and school staff colleagues. Child in Time will not tolerate processes, attitudes and behaviours that amount to discrimination, including harassment, victimisation and bullying through prejudice, ignorance, thoughtlessness and stereotyping. Child in Time strives to be proactively anti-racist, and our anti-racism statement can be found at the end of this document.

Definitions:

Diversity

Diversity recognises that, although people have things in common with each other, they are also different and unique in many ways. Diversity is about recognising and valuing those differences. Diversity therefore consists of visible and non-visible factors, which include personal characteristics such as background, culture, personality and work-style in addition to the characteristics that are protected under discrimination legislation in terms of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. By recognising and understanding our individual differences and embracing them, and moving beyond simple tolerance, we can create a productive environment in which everybody feels valued.

Equality

Equality is ensuring individuals or groups of individuals are treated fairly and equally and no less favourably, specific to their needs, including areas of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

Inclusion

Inclusion is about positively striving to meet the needs of different people and taking deliberate action to create environments where everyone feels respected and able to achieve their full potential.

Discrimination

Child in Time recognises that discrimination can take different forms, all of which are unacceptable. The following forms of discrimination are prohibited under this policy:

Direct discrimination – direct discrimination occurs when someone is treated less favourably than another person because of their age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex and sexual orientation.

Indirect discrimination – indirect discrimination can occur when you have a condition, rule, policy or even a practice that applies to everyone but particularly disadvantages people who share one of the following protected characteristics: age, race, religion or belief, sex, sexual orientation, marriage and civil partnership, disability and gender reassignment.

Harassment – harassment is unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual

Victimisation – victimisation occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act 2010 or because they are suspected of doing so.

Disability discrimination - this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Recruitment

All efforts are made to make new therapy positions available to a diverse range of applicants, reflecting the diverse client group that Child in Time serves. Posts are advertised on the Black African and Asian Therapy Network, as well as other social media outlets with a view to reaching a broad base of applicants.

Applicants will be selected solely on the basis of the objective selection criteria to avoid discrimination.

Job applicants will not be asked questions which might suggest an intention to discriminate on grounds of a Protected Characteristic. For example, applicants will not be asked whether they are pregnant or planning to have children, or whether they have health problem or a disability, except in very limited circumstances allowed by law; for example, to check that the applicant could perform an intrinsic part of the job (taking into account reasonable adjustments) or to see if any adjustments might be made conditional on a satisfactory medical check.

Pay

Employees' pay will not be affected by any aspects of their protected characteristics.

Adaptations for therapists and clients with disabilities

Child in Time will endeavour to achieve equality of opportunity for all to ensure equal access to our services.

If a member of staff becomes disabled, they are encouraged to tell us about the condition so that we can consider what reasonable adjustments or support may be appropriate.

The Director is responsible for

Developing this policy, and its annual review.

Promoting this policy and ensuring its effectiveness by regularly reviewing, monitoring and evaluating all policies, procedures and practices regarding service delivery, employment and resource allocation to ensure that they conform to this policy.

Consulting self-employed clinicians annually in order to continually reflect on how we can improve our equality and diversity practice.

Responding to reports from School links (or any other source of information) that this policy has not been adhered to, and following the necessary procedures.

Ensuring a culture across the whole service which embraces principles of equality, diversity and inclusion.

Ensuring that individuals who do raise concerns and complaints about non-compliance with this policy are not victimised.

Freelance clinicians are responsible for

Ensuring that they read and understand this policy, and that they comply with it at all times.

Not unlawfully discriminating against or harassing other people including therapy colleagues, Child in Time staff, School staff or clients. This applies in the workplace, outside the workplace and on work-related events, including social events.

Acting fairly, compassionately and respectfully to all individuals they work with, and provide services to.

Adapting their communication style to suit the needs of the individual with whom they are communicating, taking into consideration their specific needs.

Informing the Child in Time Director immediately if they become aware of any practice that undermines equality and diversity. Child in Time will treat all information received in the strictest confidence and in accordance with our Privacy Standard.

If they believe that they have suffered discrimination they can raise the matter through the Grievance Procedure. Complaints will be treated in confidence and investigated as appropriate.

Contracting schools are responsible for

Informing the Child in Time Director immediately if they become aware of any practice by Child in Time clinicians that undermines equality and diversity. Child in Time will treat all information received in the strictest confidence and in accordance with our Privacy Standard.

Ensuring that freelance therapists are inducted into the equality and diversity framework of their school, including the process for raising grievances.

Providing an inclusive and equal workplace for Child in Time clinicians and for the children and families that they serve.

Sharing

This policy is sent to all newly recruited therapists prior to their induction and discussed during the onboarding meeting. It is available on our website for therapists to refamiliarize themselves with it and for school colleagues and clients to access.

Anti-Racism Statement

Child in Time is committed to becoming an anti-racist organisation. We recognise that structural racism exists and is harmful both at an individual and societal level. We recognise that all members are responsible for working to reduce it's injustices in our work, not just those who experience it's injustices most. We advocate for race equality, encouraging our team and clients to speak out about injustices with the confidence that issues will be heard and acted on when they are raised.