

MANCHESTER INSTITUTE FOR PSYCHOTHERAPY

EQUALITY AND DIVERSITY POLICY

The Manchester Institute for Psychotherapy (MIP) promotes an active engagement with difference. We seek to provide a framework that allows for diverse ideas and intersectionality perspectives on what it means to be human, to be considered, respected and valued.

MIP regularly reviews its procedures to ensure that the realities of discrimination, exclusion, oppression and alienation are addressed appropriately. MIP seeks to ensure that the practice of psychotherapy is utilised in the service of the celebration of human difference and diversity, and that at no time is psychotherapy used as a means of coercion or oppression of any group or individual.

Equality and Diversity Statement

MIP is committed to promoting equality, inclusion and diversity and works to ensure that its processes are fair, transparent, objective and free from discrimination. MIP expects that these values are upheld by any person involved with MIP.

Accountability

The Institute Director is responsible for ensuring that this policy is implemented in all aspects of the Institute's operations.

The Quality and Ethics Committee is responsible for the monitoring and review of this policy and for evaluating its effectiveness.

All staff members, trainers and therapists of the Institute have a responsibility for implementing all aspects of this policy within the area they manage, and for ensuring that effective monitoring and review systems are maintained.

This policy is regularly reviewed every 18 months and updated a minimum of every 36 months as necessary.

Revised April 2021

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EQUALITY AND DIVERSITY MONITORING FORM

The Manchester Institute for Psychotherapy wants to meet the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary.

The information you provide will stay confidential.

Please return the completed form in the envelope marked 'Strictly confidential' to the Manchester Institute for Psychotherapy, 454 Barlow Moor Road, Chorlton, Manchester M21 0BQ.

Gender Male includes: trans male Female includes: trans female Non-binary
 Prefer not to say If you prefer to use your own term, please specify here
.....

Are you married or in a civil partnership? Yes No Prefer not to say

Age 16-24 25-29 30-34 35-39 40-44 45-49
50-54 55-59 60-64 65+ Prefer not to say

What is your ethnicity?

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box:

White

English Welsh Scottish Northern Irish Irish
British Gypsy or Irish Traveller Prefer not to say

Any other white background, please write in:

Mixed/multiple ethnic groups

White and Black Caribbean White and Black African White and Asian
Prefer not to say Any other mixed background, please write in:.....

Asian/Asian British

Indian Pakistani Bangladeshi Chinese Prefer not to say
Any other Asian background, please write in:

Black/ African/ Caribbean/ Black British

African Caribbean Prefer not to say
Any other Black/African/Caribbean background, please write in:

Other ethnic group

Arab Prefer not to say
Any other ethnic group, please write in:

Do you consider yourself to have a disability or health condition?

Yes Please specify No
Prefer not to say

What is your sexual orientation?

Heterosexual Gay woman/lesbian Gay man Bisexual
Prefer not to say Questioning unsure Asexual Pan sexual Queer

If you prefer to use your own term, please specify here

.....

What is your religion or belief?

No religion or belief Buddhist Christian Hindu Jewish
Muslim Sikh Prefer not to say

If other religion or belief, please write in:

What is your current working pattern?

Full-time Part-time Prefer not to say

What is your flexible working arrangement?

None Flexi-time Staggered hours Term-time hours
Annualised hours Job-share Flexible shifts Compressed hours
Homeworking Prefer not to say If other, please write in:.....

Do you have caring responsibilities? If yes, please tick all that apply

None Primary carer of a child or minor dependant Primary carer of partner marriage, civil or other Primary carer of disabled adult (18 and over)
Primary carer of elder person or parent
Secondary carer (another person carries out the main caring role)
Primary care of sibling Prefer not to say