



ACAT Equality and Diversity Policy

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Introduction

CAT promotes active engagement with difference. It therefore seeks to provide a framework for the profession of psychological therapy that allows competing and diverse ideas and perspectives on what it means to be human to be considered, respected and valued.

ACAT is committed to the achievement of equality of opportunity as an employer and in its dealings with members. It is also committed to ensuring equality of opportunity in professional training and to users of psychotherapy services. The Association aims to ensure that no job applicant or employee of the Association, member, or user of psychotherapy services receives less favourable treatment due to discrimination on any grounds or is disadvantaged by terms or requirements which cannot be shown to be justified.

In psychotherapy, Equal Opportunity applies:

1. to an individual's access to the provision of psychotherapy services

Psychotherapists should be committed to working towards an understanding of the meaning of cultural diversity and they should strive to acknowledge the impact of different cultural experiences on themselves, their clients, and their work.

A crucial element of difference is the extent to which it adversely affects access to services and life chances. Many minority groups experience prejudices and discrimination based on, for example, religion, ethnic origin, social status, disability.

Explicit discrimination is now unlawful but more subtle forms of prejudice continue to affect many groups, and overt hostility is often experienced by minorities.

Psychotherapists must aim to acknowledge, in their practice, the reality of difference and of discrimination and prejudice in society as a whole and within the profession.

2. to an individual's access to courses of training

2.1. Equality of opportunity in professional training with attention to issues of diversity

2.2. 'All trainings conduct themselves with an awareness of the importance of the respect for difference in society without discrimination on any grounds. This is not simply because it is a moral requirement to address the complex issues of equal opportunities but also in order that a lively, inclusive, and open atmosphere can be promoted within ACAT'. ACAT as a member of organisation of the UKCP adheres to UKCP/HIPC Equality and Diversity Guidelines.

2.3. Non-exploitative and anti-discriminatory practice

Trainers/supervisors/therapists are expected to treat trainees/supervisees/clients with integrity, impartiality, and respect. They must recognise and work in ways that respect the values, differences, and dignity of supervisees and their clients, and aim to practice without discrimination on any grounds. *Please refer to ACAT Code of Ethics and Practice for further information.*

- a. The trainer/supervisor/ trainee/ supervisee has a responsibility to be aware of their own issues of prejudice and stereotyping and particularly to consider ways in which these may be affecting their relationship. The trainer/supervisor/ trainee/ supervisee has a responsibility to make such issues explicit where appropriate.
- b. The trainer/supervisor/ trainee/ supervisee needs to be alert to any prejudices and assumptions that supervisees reveal in their work and to raise awareness of these so that the needs of clients may be met with sensitive recognition and appreciation of difference.
- c. The supervisor must not exploit their supervisee sexually, financially, emotionally or in any other way.

3. to an individual's access to employment and to positions of responsibility within ACAT

ACAT strives to be an equal opportunity organisation in every way we can. We do not discriminate on any grounds.

Conversion Therapy

Guidance on Conversion Therapy has been issued by UKCP (the United Kingdom Council for Psychotherapy) and is supported by ACAT:

Ethical Principles and Codes of Professional Conduct: Guidance on the Practice of Psychological Therapies that Pathologise and/or Seek to Eliminate or Reduce Same Sex Attraction

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ACAT remains committed to the belief that conversion therapy should not be practiced and members should continue to adhere to this. Conversion therapy means conduct or activity with the predetermined purpose and intent to coercively change someone's sexual orientation and/or gender identity and/or to coercively suppress the expression of that sexual orientation or gender identity.