



British Association of Play Therapists

Equality, Diversity and inclusion Policy

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Enhancing emotional well-being of children and young people through Play Therapy

British Association of Play Therapists

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Introduction:

British Association of Play Therapists (BAPT) is committed to promoting equality, diversity, and inclusion in our work and practices, recognising our responsibility to eliminate discrimination and foster inclusivity. We believe that no individual should be denied equality based on factors such as race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, or religion/belief.

In line with these principles, we have developed this policy to ensure that our staff, members and service users experience a culture that embraces equality, values diversity, promotes inclusion, and guides our work and practices. This policy outlines our objectives, responsibilities, and methods of implementation to create an inclusive and respectful environment in all aspects of the British Association of Play Therapists.

Our Aims:

British Association of Play Therapists (BAPT) is committed to promoting equality, diversity and inclusion for all and ensuring that no individual or group of individuals is discriminated against in the planning and delivery of any of our activities. We therefore aim to ensure that the values of equality, diversity and inclusion are embedded in everything we do.

British Association of Play Therapists primary aims are:

1. To provide services that are accessible according to need, while upholding the principles of equality, diversity, and inclusion.
2. To promote equality of opportunity, diversity, and inclusion in all aspects of employment, volunteering, and development.
3. To create effective partnerships within the play therapy community that foster inclusivity and align with our values.

About our Policy for Equality, Diversity, and Inclusion:

This policy applies to all staff and members and is intended to demonstrate British Association of Play Therapists' commitment to eliminating discrimination and encouraging and valuing equality, diversity and inclusion among our staff and members, community partnerships, service users and the general public.

British Association of Play Therapists is committed to integrating equality, diversity and inclusion principles and taking positive steps to ensure that:

1. Service Delivery:

- Ensuring that our services are accessible, appropriate, and delivered fairly to meet the diverse needs of our community.
- Promoting inclusivity in service design and implementation, considering the unique requirements of different groups and individuals.

2. Employment, Members, and Development:

- Promoting equality of opportunity in our recruitment, selection, and development processes, ensuring that all individuals are treated with dignity and respect.
- Creating a members and workplace culture that values diversity, fosters inclusion, and supports staff and members in their professional growth.

3. Play Therapy Community Partnerships:

- Establishing and maintaining effective partnerships within the play therapy community that reflect our commitment to equality, diversity, and inclusion.
- Collaborating with external organisations that share our values and commitment to inclusivity.

4. Inclusive Culture:

- Fostering an inclusive culture where all individuals feel respected and welcomed.
- Zero tolerance for bullying, harassment, disrespect, or discriminatory behaviour, particularly concerning the 'protected characteristics' outlined in the Equality Act 2010.

5. Diversity Representation:

- Striving to have a mix of staff and members that reflects the diverse population of our local community.

6. Equal Access:

- Ensuring that all our services, publicity, and events are accessible to all sections of the population, actively addressing any barriers to participation.

7. Accountability:

- Holding ourselves accountable for implementing and upholding this policy.
- Regularly reviewing our practices and policies to assess their impact on equality, diversity, and inclusion.

Our Responsibilities:

This policy covers the behaviour of all staff and members at British Association of Play Therapists. British Association of Play Therapists understands that for equality, diversity and inclusion to be achieved this policy needs to be made understandable and is embraced by staff and members.

1. All staff and members have a responsibility to ensure that their own language and actions are consistent with the charity ethos as well as the contents of this policy.
2. The overall responsibility for ensuring adherence to and implantation of this policy lies with BAPT's Board of Directors.

Our Commitment:

British Association of Play Therapists acknowledges our obligations under the Equality Act 2010 and are committed to meeting them in full.

British Association of Play Therapists is committed to valuing individual diversity, promoting equality and inclusion of opportunity and ensuring that all service users are treated with dignity and respect. Our goal is to work towards tackling social exclusion, inequality, discrimination and disadvantage. For this policy to be successful, it is essential that all staff and members are committed to and are involved in the policy delivery and to embed this practice in their day-to-day practices and external relationships.

British Association of Play Therapists recognises that an Equality, Diversity and Inclusion Policy alone is not enough to ensure that equality, diversity and inclusion are central to everything we do. We seek to create an environment in which equality, diversity and inclusion and the contribution of all staff and members are recognised and valued in all that we do. In this way we hope to provide an example of good practice linked to our [Ethical Basis of Good Practice in Play Therapy](#).

To ensure that we are meeting the spirit of this policy we will

- Discuss and review our practices wherever necessary.
- Assess any significant new or revised policies and procedures for their impact on equality, diversity and inclusion.

Method of Implementation:

British Association of Play Therapists intends to implement this policy by:

1. Ensuring that all staff and members are aware of, understand, agree with, and are willing to implement this policy as part of their induction program and on an ongoing basis whilst they are a BAPT member or are employed by BAPT.
2. Encouraging participation in anti-discriminatory, inclusive, and diversity training and providing the necessary resources for such training.
3. Monitoring our services, publicity, and events to ensure accessibility, representation, and inclusion for all sections of the population, taking active steps to address any issues.

Monitoring and Reviewing:

We are committed to establishing, developing, implementing, and reviewing our equality, diversity, and inclusion policy in all our work and practices. Effective record-keeping, monitoring, and acting on gathered information are crucial to measure effectiveness and plan progress in promoting equality, diversity, and inclusion within our organisation.