



Equality, Diversity and Inclusion Policy

Brighter Foundations
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Introduction

I am committed to meeting the needs of all children and delivering a service that offers equality, diversity and inclusion to eliminate unlawful discrimination. All children have the right to an equal service and to feel equal. It is my responsibility to stay up to date with any training and updates in the law regarding equality, diversity and inclusion.

Scope

The aim of this policy is to promote equality within the work and services I offer. I Respect clients, parents, stakeholders and hold myself to a proficient level of practice.

This policy's purpose is to:

1. Provide equality, fairness and respect for all those who engage with my services.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership

- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

My commitment

1. Providing equal opportunities to clients regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all clients, service users and stakeholders are recognised and valued.
3. As a therapist I follow PTUK Ethical Framework and will uphold the Ethical Principles within my work.
4. Review and update my practice and procedures when necessary to ensure fairness – and to ensure my policies consider changes in the law.
5. I will challenge discrimination to ensure the best outcomes for children, parents and stakeholders.
6. I will undertake regular clinical supervision and Continued Professional Development (CPD) to ensure my practice promotes equality, diversity and inclusion.
7. Any complaints will be taken seriously, if you feel a complaint has not been addressed effectively and you feel there are unresolved issues you can contact my registering body complaints team. Registering body contact details pco@ptukorg.com