

Diversity, Equality and Inclusion Policy.

1. Introduction

The SEA Executive Committee has developed this document in order to comply with statutory requirement, and in order to be fit for purpose within the organization.

This Policy is developed in order to ensure that the SEA, its officers and members legally comply with its equality obligations.

2. Statement of Intent

2.1 The Diversity , Equality and Inclusion Policy is designed to support SEA's general objectives, including and not limited to its role as an Accrediting Organization for Existential Psychotherapists.

2.2 In performing its role, the SEA is committed to:

2.2.1 providing equality of opportunity and respect for all Officers and Members.

2.2.2 ensuring that all officers and members act in the best possible way to treat all third parties they may be working with in an equitable manner.

2.2.3 ensuring that access to all CPD and other Events organised by the Sea is efficiently and broadly available to allow entry to all those who may be less well resourced and/or less represented in the membership.

3. Scope of this Policy

3.1 This Policy applies to all Officers and members of the SEA.

3.2 Protected characteristics form part of the legal requirements under the Equality Act 2010 (www.equalityhumanrights.com/advice-and-guidance/new-equality-act-guidance/protecte-characteristics-definition) and the SEA's Code of Ethics.

4. Responsibilities of the SEA Executive Committee

The SEA Executive Committee aims to:

4.1. promote understanding that not only respects and values difference and diversity, but also believes that such difference and diversity is of great value to the Society itself, to its aim and to its Members.

4.2 organise, promote and advertise activities and educational events that help counteract discrimination and social injustice.

4.3 help create and promote a culture that values diversity and deals with structural inequalities.

5. Activities

The SEA Executive Committee aims to:

5.1 make sure that all activities and policies respect and promote equality, diversity and inclusion.

5.2 make sure that when electing Executive Committee Officers all procedures are done in such way as to promote and respect equality, diversity and inclusion.

5.3 promote with its Officers and Members high quality therapeutic standard of work and training to all parties concerned, regardless of gender, race, age, culture, ethnicity, religion or sexuality.

5.4 make available support to anybody who may be part of a smaller or marginalised group.

5.5 monitor and ensure that there are systems in place to act in such ways that the requirements expressed in this Policy are met, by gathering data and information on all aspects and activities of its Officers and third parties involved.

6. Responsibilities of the Executive Committee

The SEA Executive Committee is responsible for:

6.1 ensuring that all issues relating to the implementation of this Policy are addressed in the annual report at the AGM.

6.2 actively seeking ways to increase membership in order to represent as much as possible a good cross-section of society, including those members who belong to minority or under-represented groups.

6.2 ensuring that all business carried out by its Officers and Members adheres to this Policy.

6.3 ensuring that SEA members adhere to a high standard of professional therapeutic work, supervision and training to all, regardless of gender, race, age, culture, ethnicity, religion or sexuality and to provide, if requested, evidence of such standards.

7. Complaints and Feedback

if any Officer or Member of the SEA wishes to make a complaint or give feedback about non compliance with this Policy, they should do so through the Complaints Procedure of the SEA by contacting the Executive Committee.

London, November 2019.