



Equal Opportunities Monitoring Policy

COMMITMENT TO EQUALITY AND DIVERSITY

1. The Equality Act (2010) supersedes all previous acts on equality, and commits everyone to standards concerning people, the workplace, and society. Within the Act, there are nine protected characteristics which are upheld, and the grounds on which equality is protected by law.

2. The nine protected characteristics are;
 - Age
 - Disability
 - Gender Reassignment
 - Marriage and civil partnership
 - Pregnancy and Maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

3. The West Midlands Institute of Psychotherapy is committed to ensuring that the Equality Act is upheld and adhered to across all levels of the institute, and in relation to all individuals who have any engagements with the institute, be it members, volunteers, contractors, students, visitors or others.

4. The West Midlands Institute of Psychotherapy undertakes to promote equality and diversity within the Institute's community in all aspects of its work. Further, it aims to ensure through its admissions policies for students and its selection processes for members that it encourages applications from all groups represented in the wider community at a local, national and international level. The Institute will endeavour not to discriminate unfairly or illegally, directly or indirectly, against members, students or potential members or potential students, or visitors. This commitment applies to all functions of the institute and to all stages of an individual's time at WMIP.

5. What is Discrimination?

The law defines behaviours which constitute unlawful discrimination:

- Direct Discrimination - treating someone less favourably on the basis of a protected characteristic.
- Indirect Discrimination - the application of a provision, criterion or practice which is applied equally to persons of all groups but which puts a person of a particular group at a disadvantage or which cannot be shown to be a proportionate means of achieving a legitimate aim and that there is no less discriminatory alternative.
- Associative Discrimination - when an individual is treated less favourably because they are associated with an individual of a particular group.
- Perceptive Discrimination - when an individual is treated less favourably because they are perceived, correctly or incorrectly, to belong to a particular group.
- Victimisation - treating someone less favourably or retaliating against someone because they have made a complaint or allegation of discrimination.
- Harassment - defined as unwanted conduct (including unwanted conduct of a sexual nature) related to a protected characteristic which has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading or humiliating environment.

6. Equal Opportunities:

An Equal Opportunities Monitoring Form is included within the application form. Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes, enabling the Institute to monitor the effectiveness of its Policy, Codes of Practice and Guidelines on Equal Opportunities. Individuals will not be identified by name.

7. Data Protection:

Your personal data will be processed in compliance with the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679) ("GDPR"). The Institutes Data Protection Policy and Privacy Notices, which can be found at <https://wmip.org/about-us/>

Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the Institute which will be stored in manual and/or electronic files.