

BRITISH ASSOCIATION OF ART THERAPISTS

EQUALITY, EQUITY, DIVERSITY AND INCLUSION POLICY FOR MEMBERS

1.0 GENERAL STATEMENT

1.1 The British Association of Art Therapists (BAAT) is committed to equality of opportunity and to supporting the creation of a fair, inclusive and diverse community, where all are free from prejudice and discrimination and have the support they need to achieve their full potential. It will ensure that this commitment is adhered to as an employer; as a membership organisation; and in its promotion of the profession. This policy has been produced to provide the necessary encouragement and guidance to all members to implement its provisions. It is intended to apply to all BAAT members as such, it has been informed by the different legislative contexts in England, Wales, Scotland and Northern Ireland.

1.2 All members, applicants for employment and employees, and others with whom contact is made on BAAT business will receive equality of treatment. The BAAT is actively opposed to all forms of harassment, prejudice and discrimination whether on the grounds of gender, sex, race, ethnic or national origin, religion or belief, colour, class, caring responsibilities, marital status, sexuality, gender reassignment, disability, age or other status or personal characteristics. The BAAT also acknowledges the impact of historic disadvantage and the current inequity in opportunity and resources between different communities and geographic regions of the UK.

1.3 The BAAT recognises that there are processes inherent in any organisation, including our own, which can operate against these intentions. We acknowledge that we need to continually re-examine our policies and practices to ensure that our best intentions are realised. We also understand that members need a safe space to reflect on these issues, in order to ensure that this policy is fully understood and used across the profession. This includes providing opportunities for all members to talk deeply and openly about power relationships and about difference, to engage with unconscious bias, racism and discrimination of any kind, to accept that we will inevitably make mistakes and to be open to constructive critical dialogue, so that we can all learn.

1.4 The BAAT is committed to the principles and guidelines given below. These are also reflected in the policies and practices, which it implements as an employer.

1.5 The BAAT will work with other bodies, including regulators and trade unions where appropriate, to promote equality and equity for all through:

- i. publicity material and campaigning, representation, education and training, organising and recruitment, the provision of all other services and benefits and all other activities;
- ii. the BAATs own employment practices;
- iii. the BAATs procurement policies;
- iv. our role as an influencer of the healthcare, education and other systems.

1.6 The BAAT is committed in its view that the principle of equality of opportunity in employment and the professional business of the body must be adhered to by all members of the BAAT. The BAAT recognises its responsibilities to ensure that all members are treated fairly and pledges to support, defend and assist any member facing discrimination, whether by their employer, colleague, client, or other member of BAAT.

1.7 It is the responsibility of all members and officers to meet the requirements of all relevant legislation, the BAAT Code of Ethics, and the statements made in this policy and to ensure that no person is discriminated against. All members will receive treatment that is fair, and consistent. The BAAT will ensure that all members and officers comply with these principles and practices and will take appropriate action if non-compliance is identified. This includes the conduct of its business at all levels, including on Council, other committees and working groups, and across our BAAT Special Interest and Regional Groups.

1.8 Acts of discrimination, harassment or bullying on any of the grounds set out in paragraph 1.2 above

or failure to comply with this policy by any BAAT member or officer may result in formal action, in line with our complaints or grievance policies. The BAAT will treat seriously and take action on any such grievance or complaint by an employee, or member or any other individual(s) with whom contact is made on BAAT business.

2.0 FORMS OF DISCRIMINATION & HARASSMENT

2.1 The following are definitions of discrimination and harassment used by the BAAT:

2.1.1 Direct discrimination - where one person is treated less favourably than another is, has been or would be treated in a comparable situation on any of the grounds of discrimination set out in paragraph 1.2 above. In other words it means a difference of treatment simply because of a person's sex, race, sexual orientation, gender reassignment, religion or belief, class, disability or age rather than (for example) a person's competence to do a particular job.

2.1.2 Indirect discrimination – occurs where an apparently neutral provision, criterion or practice would put persons of a given group (e.g. members of a racial or religious group) at a particular disadvantage compared with other persons unless the provision, criterion or practice can be objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary. Examples of such discrimination include a requirement that is not essential to the job description, which might exclude a disabled person (such as the requirement for a driving license for a job which is mainly office-based); restriction of recruitment to areas where there are few people from minority ethnic backgrounds.

2.1.3 Harassment is unwanted behaviour that violates a person's dignity and creates an intimidating, hostile, degrading, humiliating or offensive environment for a person.

3.0 PARTICIPATION IN BAAT BUSINESS

3.1 The BAAT believes that every person has the right to live a life free from discrimination, harassment, bullying and disadvantage regardless of their age, class, disability, gender or gender choice, pregnancy and parental responsibilities, race, relationship status, religion or belief, sexual orientation or other status or personal characteristics. The BAAT appreciates and values the contributions of every member, associate and all others who work with BAAT to achieve its aims, as the professional body representing art therapy across the UK.

3.2 The BAAT will constantly question its attitudes, practices and objectives to ensure that it contests discrimination at every level and on every plane whilst seeking to provide an inclusive environment that offers equality and equity to all. Certain types of positive action to enable greater representation of under-represented groups, in membership or in employment are permitted by law and are encouraged by the BAAT.

3.3 The BAAT will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, members, suppliers, the public and any others in the course of the professional body's work activities.

3.4 Our staff:

- i. BAAT is an equal opportunities employer and the aim of this policy is to ensure that no job applicant or employee receives a less favourable treatment on the grounds of sex, age, race, colour, class, nationality, ethnic or national origins, marital status, sexual orientation, family responsibility, trade union activity, political or religious belief.
- ii. Selection criteria and procedures will be kept under review to ensure that individuals are selected, promoted, and treated on the basis of the relevant merits and abilities.
- iii. Applications from persons with disabilities, who have the necessary attributes for a post, are welcomed.
- iv. BAAT is committed to provide action to make this policy fully effective.

3.5 Our volunteers:

- i. The BAAT relies on the support of a range of volunteers who are described in a variety of ways, which includes volunteers, honoraries, and pro bono consultants. We apply our equalities and diversity principles, practices and relevant policies also to our relationships with them. This means that we aim to recruit a diverse range of volunteers, and to apply equalities principles consistently in the way we organise their time and activity and listen to and respond to their needs and preferences.
- ii. We expect any volunteers who undertake tasks on behalf of BAAT to follow this policy and to heed to the Nolan principles in their work, demonstrating selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

3.6 The BAAT will ensure that members with disabilities are enabled to participate fully in its affairs and benefit from its services by means of reasonable adjustments to its premises or any premises used for the conduct of its business and by the provision of accessible and timely information and services.

3.7 The BAAT will encourage its members from under-represented groups to stand for election to BAAT offices and will actively seek their participation in non-elected office.

4.0 RECRUITMENT TO THE PROFESSION

4.1 The BAAT is working towards the provision of a professional body that attracts and retains a diverse and inclusive community, which can enrich the common wealth of knowledge and practice that can be harnessed to provide art therapy practice that benefits our whole society. The BAAT aims to review what it can do to encourage a varied population to train and practise as art therapists, acknowledging and seeking to address barriers (including financial and socioeconomic) to training. The professional body will learn from the best practice of others, to ensure that no-one is discouraged from pursuing the goal of training and practising as an art therapist.

4.2 The principles set out in this policy will guide the professional body's work in promoting entry to the profession among under-represented groups. The BAAT will review the information provided by any monitoring exercises covering applicants to art therapy programmes. Decisions on admissions to art therapy programmes are however, matters for the relevant college/university and their own codes in relation to widening participation.

5.0 CONTENT OF LEARNING & DEVELOPMENT PROGRAMMES

5.1 The BAAT will include appropriate material in all of its courses, conferences, workshops and CPD programmes about relevant issues that relate to equality, equity, diversity and inclusion. The BAAT will ensure that reasonable steps are taken to ensure that materials, venues and equipment used are accessible.

5.2 The BAAT expects that education providers will include appropriate material in pre- and post-registration programmes to enable members to understand and work with issues relating to equality, equity, diversity and inclusion and to be able to comply with their professional obligations.

5.3 Any member responsible for the organisation of pre- and post-registration programmes and workshops should ensure that reasonable steps are taken to ensure that materials, venues and equipment used are accessible. The BAAT can be contacted for further information about the means by which this may be achieved.

6.0 MONITORING AND REVIEW

6.1 This policy will be monitored by the BAAT to judge its effectiveness. The BAAT will monitor the composition of its membership and staff in terms of gender, ethnic origin, disability, grade and other appropriate criteria on an annual basis. This information will be published in the AGM Report each year.

6.2 Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting strategy or action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

6.3 The policy will also be subject to regular review by BAAT Council every two years to ensure it remains relevant and effective.

This equality, equity, diversity and inclusion policy is fully supported by BAAT Council, senior management and has been developed in consultation with employee representatives and BAAT members. The policy was adopted by BAAT Council on 16 October 2021 and will be reviewed in October 2023.