

Equal Opportunities & Intercultural Practice in Psychotherapy



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The aim of this statement is to clarify the position of UKCP in regard to Equal Opportunities and provide a guide for the Sections, Member Organisations and individual Registrants to help in the implementation of an Equal Opportunities policy and the development of ethical and sensitive intercultural practice.

The leaflet was devised by the Intercultural and Equal Opportunities Committee of UKCP and endorsed by the AGM in January 1999

1. INTRODUCTION

1.1 Equal opportunities means that no individual should be discriminated against in access to services or training by reason of their race, age, religion, gender, culture, class, sexual orientation or disability.

1.2 In psychotherapy equal opportunities applies:

- to an individual's access to the provision of psychotherapy services.
- to an individual's access to courses of training, particularly those leading to qualifications which entitle the individual to Registration with UKCP.
- to an individual's access to employment within UKCP and to positions of responsibility within the Council and its member organisations.

2. CODES OF ETHICS

All member organisations of UKCP are required to have a Code of Ethics and Practice consistent with the principles set out by the Ethics Committee of UKCP.

The Ethics Committee has made explicit its commitment to a policy of equal opportunities in psychotherapy.

3. TRAINING REQUIREMENTS

UKCP has published general training requirements to be interpreted and implemented by Sections. The implementation of these requirements is to be within an Equal Opportunities framework.

4. INTERCULTURAL PSYCHOTHERAPY

4.1 The United Kingdom is a multicultural society with many differences of race, class and religion as well as the fundamental differences of age,

gender, sexual orientation and abilities, leading to a rich and complex diversity of culture.

4.2 Psychotherapists should be committed to working towards an understanding of the meaning of cultural diversity and they should strive to acknowledge the impact of different cultural experiences on themselves, their clients and their work.

4.3 A crucial element of difference is the extent to which it adversely effects access to services and life chances. Many minority groups experience prejudice and discrimination on the basis of their religion, ethnic origin, disability, etc.

4.4 Explicit discrimination is now unlawful but more subtle forms of prejudice continue to affect many groups and overt hostility is often experienced by minorities.

4.5 Psychotherapists must aim to acknowledge, in their practice, the reality of difference and of discrimination and prejudice in society as a whole and within the profession.

4.5 Without the understanding of intercultural issues equal opportunities

policies become empty and meaningless. Without a vigorous commitment to equal opportunities intercultural psychotherapy remains an unfulfilled promise.

Equal Opportunities: Action

5. UKCP HAS:

5.1 committed itself to the principle of equal opportunities for all

4.6 undertaken to be an equal opportunities employer

4.7 encouraged all member organisations to have regard to equal opportunities, particularly in their training programmes

4.8 accepted, through Sections, member organisations that cater specifically for the needs of minority groups

4.9 established a Committee to provide a focus for discussion of all matters relating to Intercultural Psychotherapy and Equal Opportunities.

6. THE UKCP INTERCULTURAL AND EQUAL OPPORTUNITIES COMMITTEE HAS:

6.1 developed selected bibliographies with notes on work relating to race and culture, class, gender, age, sexual orientation and disability to be made

available to member organisations, individual registrants, and members of the public.

6.2 piloted equal opportunities monitoring of access to training programmes

with a view to Council adopting centralised monitoring through Sections and member organisations.

6.3 The Committee aims to:

- survey the membership for examples of good practice and work towards the provision of training packs for members;
- establish guidelines for practice.

6.4 The Committee provides advice and support to member organisations on equal opportunities practice.

7. MEMBER ORGANISATIONS CAN:

7.1 Implement and publicise their Equal Opportunities policy in terms of access to services, trainings and employment practices.

7.2 Ensure that their training includes intercultural awareness and studies.

7.3 Critically examine their overall curricula in the context of current intercultural and equal opportunities thinking.

7.3 Monitor access to their services, trainings and facilities