



Equality and Diversity Policy 2025-2026

Cambridgeshire Expressive Arts and Counselling Centre C.I.C (CEAACC) is committed to encouraging diversity, equality, and inclusion through its service and employment opportunities.

CEAACC welcomes enquires and referrals from all individuals, and endeavours to provide services within professional capacity (and the individual's needs).

CEAACC aims for each employee to feel respected and able to give their best.

CEAACC is committed to safeguarding individual's wellbeing and aims to act proactively and promptly on all safeguarding concerns.

Our policy's purpose:

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our service provision.
 2. Provide equality, fairness and respect for all in employment, whether full-time, part-time, placement, subcontracted, or volunteer.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
- age
 - disability
 - gender/ gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Our commitments:

The organisation commits to:

1. Encourage equality, diversity and inclusion in professional services provided and employment services provided.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Review employment practices and procedures when necessary to ensure fairness and also update them and the policy to take account of changes in the law.

6. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality,

diversity and inclusion policy.

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

A handwritten signature in black ink, reading 'E. Port-Burke'. The signature is stylized with a large 'E' and a long horizontal line underneath the name.

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