EQUALITY, DIVERSITY, AND INCLUSION POLICY
CRANIOSACAL THERAPY ASSOCIATION OF THE UNITED KINGDOM

The Craniosacral Therapy Association of the United Kingdom is committed to encouraging equality, diversity and inclusion within our organisation and eliminating unlawful discrimination. The aim is for our organisation to be truly representative of all sections of society and for each person to feel respected and able to give their best.

Our Policy's Purpose

We are guided by a holistic perspective that celebrates the diversity of our community and values that diversity. Our organisation supports our members, students and colleges and we recognise that our arena of impact extends beyond us to our clients and their bodies.

We aim to provide equality, fairness, and respect for all in our organisation, whether temporary, part time, full time or voluntary.

The purpose of the policy, in line with the Equality Act 2010, is to protect characteristics of age, disability, gender in all expressions, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation from unlawful discrimination.

The policy acts to oppose all forms of unlawful discrimination, including pay, terms and conditions of work within the organisation, dealing with grievances and discipline, dismissal, and developmental opportunities.

The CSTA commits to encouraging equality, diversity, and inclusion in the organisation as our standard of good practice. It is our aim to create an environment free of bullying, harassment, victimisation, and unlawful discrimination. We also aim to promote dignity and respect for all and to recognise and value individual differences and the contributions of everyone.

The CSTA will undertake to investigate complaints of bullying, harassment, victimisation and unlawful discrimination by fellow colleagues, visitors, the public and any others in the course of the organisation's work activities. Serious complaints that could amount to gross misconduct will be dealt with in the appropriate way. Further, sexual harassment is a criminal offence and will be dealt with as such.

So as to utilise and maximise the efficiency of the organisation the CSTA will take opportunities, whenever necessary, for training, development, and progress. In order to develop their full potential these opportunities shall be available to all.

Policies and procedures will be reviewed regularly to ensure fairness and also to update them with any changes.

Disciplinary and/or grievance procedures can be raised with: Secretary, Human Resources, Complaints Officer or Administration Officers.

The Trustees

October 2023
Review due October 2024