



# Ed Elf Child Therapy Ltd.

## Diversity & Inclusion Policy 2022

This policy demonstrates our overall commitment to create a safe and happy environment and experience and protect our clients, trainees, radio guests, listeners and therapists from offensive and harmful behaviours.

Ed Elf does not tolerate any kind of discrimination. It creates a hostile and unpleasant environment for clients, trainees, radio guests, listeners and therapists, is unethical and illegal. Therapists undertake Equalities training.

Please refer to the CNHC Code of Conduct, Ethics and Practice for further information.

Discrimination is any negative action or attitude directed toward someone because of protected characteristics, like race and gender. Other protected characteristics are:

- Age
- Religion
- Ethnicity/ nationality
- Disability/ medical history
- Marriage / civil partnership
- Pregnancy / maternity/ paternity
- Gender identity/ sexual orientation

***If you are the victim*** of discriminatory behavior (or if you suspect that others are being discriminated against,) please talk to us as soon as possible. Ed Elf is responsible for hearing your claim, investigating the issue and determining the outcome.

You might want to report discrimination directly to the CNHC which you can via their website:

[Concerns about practitioners | CNHC](#)

Should a therapist experience assault, sexual harassment or violence, whether physical or psychological, from a client or related person we will assess and hold the right to terminate with immediate effect any contract between a client and therapist and may report any incidents to the police.

If you would like to discuss anything in this policy, please contact Evalynne Charmer, Director of Ed Elf Child Therapy Ltd.

[Evalynne@childhypnotherapyinstitute.com](mailto:Evalynne@childhypnotherapyinstitute.com)

Tel 01482 873371 / mobile 07496 588319



## RADIO SPECIFIC

Ed Elf Child Therapy Ltd. and our radio production show *Autistic Voices* recognises that diversity and inclusion help to support creativity and innovation: they are an essential ingredient in a successful television / media company. We are committed to encouraging diversity and inclusion and ensuring there is no discrimination in our company. We want our workforce to be truly representative of all sections of society. We want our company to be one in which every employee and freelancer feels respected and able to give their best.

To that end, this policy provides a framework of equality and fairness for all in our employment. It expresses our commitment not to discriminate on the grounds of age, disability, gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, religion or belief, or sexual orientation.

This policy applies to employed and freelance staff and to people working on and off-screen.

All freelancers and employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, whether as a member of staff or on a freelance basis, will be on the basis of aptitude and ability. Access to opportunities for promotion, training or any other benefit will also be on the basis of aptitude and ability. All employees will be encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the creativity and success of the company.

We will:

- Actively seek to increase the number of people we work with who are from groups/communities that are under-represented in the television industry as a whole, or in particular job roles in the industry.
- Review all our formal and informal employment/hiring practices and procedures to ensure they are fair and help us to identify the best talent.
- Identify and take opportunities to increase the diversity of casting decisions
- Ensure reasonable adjustments are made to enable disabled people to work in or with our company, both on and off-screen.
- Actively seek to increase the diversity of our talent networks.
- Create an environment in which individual differences and the contributions of all our staff and freelancers are recognised and valued.
- Ensure every employee and freelancer is able to work in an environment that promotes dignity and respect for all. We will not tolerate any form of intimidation, bullying or harassment.
- Ensure training, development and progression opportunities are available to all staff.
- We have set ourselves the following diversity targets/goals [delete as applicable]. We will [if you have set diversity targets and/or goals, add them here. If you are setting specific goals or targets it is good practice to set timescales for achieving them].

We will monitor the success of this policy regularly and our review our progress at least once a year. We have developed an action plan to help us implement this policy and achieve our specific diversity goals. The person who is responsible for ensuring this action plan is implemented is Evalynne Charmer.

This policy is fully supported by the senior management of the company. Breaches of the policy may be regarded as misconduct and could lead to disciplinary proceedings.