



EQUALITY AND DIVERSITY POLICY FOR MEMBERS

1.0 GENERAL STATEMENT

- 1.1 The Chartered Society of Physiotherapy (CSP) is committed to equality of opportunity. 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 CSP members.
- 1.2 All members, applicants for employment and employees and others with whom contact is made on CSP business will receive equality of treatment. The CSP 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.
- 1.3 The CSP is committed to the principles and guidelines given below. These are also reflected in the policies and practices which it implements as an employer which are subject to separate agreements negotiated with the recognised workplace trade union, Association of Clerical, Technical and Supervisory Staff (ACTS).
- 1.4 The CSP will promote equality for all including through:
 - (i) collective bargaining, publicity material and campaigning, representation, union organisation and structures, education and training, organising and recruitment, the provision of all other services and benefits and all other activities;
 - (ii) the CSP's own employment practices.
- 1.5 The CSP is committed in its view that the principle of equality of opportunity in employment and the professional business of the Society must be adhered to by all members of the CSP. The CSP

recognises its responsibilities to ensure that all members are treated fairly. The Society pledges to support, defend and assist any member facing discrimination whether by their employer, workplace colleague, patient or other member of the Society.

- 1.6 It is the responsibility of all members and officers to meet the requirements of all relevant legislation, the CSP Rules of Professional Conduct, CSP Standards of Physiotherapy Practice and the statements made in this policy/statement and to ensure that no person is discriminated against. All members will receive treatment which is fair, and consistent. The Society 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 Council and standing committees and all other committees and working parties; boards, English regional networks and branches and professional networks; stewards and safety representatives' networks.
- 1.7 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/statement by any CSP member or officer may result in formal action. The Society 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 CSP business.

2.0 FORMS OF DISCRIMINATION & HARASSMENT

- 2.1 The following are definitions of discrimination and harassment used by the CSP:
 - 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, 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 (eg 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 which is not essential to the job description which might exclude a disabled person (such as the requirement for a driving licence 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
- Creates an intimidating, hostile, degrading, humiliating or offensive environment for a person.

3.0 PARTICIPATION IN CSP BUSINESS

3.1 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 CSP.

3.2 The CSP 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.

3.3 The CSP will regularly review how arrangements for the conduct of its business can be adapted to meet the needs of those with obligations as carers. Support for additional carer costs incurred by members when officially representing the Society in its business is available..

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

4.0 RECRUITMENT TO THE PROFESSION

4.1 The principles set out in this policy will guide the Society's work in promoting entry to the profession among under represented

groups. The CSP will review the information provided by any monitoring exercises covering applicants to physiotherapy programmes and take such action as may be appropriate in the light of this. Decisions on admissions to physiotherapy programmes are however, matters for the relevant college/university and their own codes in relation to widening participation.

- 4.2 As part of the CSP approval of physiotherapy qualifying programmes specific requirements relating to equality of opportunity are now included as part of the approval process.

5.0 CONTENT OF LEARNING & DEVELOPMENT PROGRAMMES

- 5.1 In order not to discriminate under Rule 2 of the Rules of Professional Conduct the CSP expects that education providers will include appropriate material in pre- and post-registration programmes to enable members to understand and comply with their professional obligations.
- 5.2 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 CSP 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 Society to judge its effectiveness. In particular it 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 an annual Equality and Diversity Report. The policy will also be subject to regular review by the CSP Equality and Diversity Group every two years to ensure it remains relevant and effective

Approved by CSP Council March 2009