



Diversity and Social Responsibility

The policy of the

United Kingdom Association for Transactional Analysis

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The aim of this document is to clarify the position of the UKATA in regard to Diversity and Social Responsibility. It aims to provide a guide for the membership to help in the implementation of a Policy and the development of awareness, ethical and sensitive inter-cultural practice. This policy was devised by the UKATA Diversity and Responsibility Committee, endorsed by the UKATA, EATA and informed overall by the position from UKCP.

1. Introduction

1.1 Social Groups: UKATA acknowledges that currently some sectors of our population are under-represented by members, especially qualified members. UKATA is positively committed to promoting greater access to services, supervision and training so that we move towards a fairer representation of race, ethnicity, culture, age, religion, gender, class, sexual orientation, disability, health, status and people living with challenges in their personal and social lives.

1.2 Individuals from all social groups are welcome to all fields of application, i.e.: Organisations, Education, Psychotherapy and Counselling.

Fairness of Opportunity and Diversity, applies:

- To an individual's access to courses of training, particularly those leading to qualifications which entitle the individual to register with the UKATA as a TA practitioner.
- To an individual's access to provision of appropriate supervision.
- To an individual's access to the provision of services.
- To an individual's access to employment within the UKATA and to positions of responsibility within the Council and its membership including employees.
- UKATA has a duty for individuals with disabilities seeking psychotherapy services delivered by UKATA (whether as a trainee, client or in any other role). There is a legal responsibility vested in the service provider to make reasonable adjustments to the service for clients, employees, including tutors, supervisors, admin staff etc.

Depending on specific circumstances reasonable adjustments could include:

- The provision of information in alternative accessible formats (e.g.: Braille, large print, on audio and word rather than PDF)
- The provision of an interpreter, including BSL for those who have issues with hearing, during training/counselling sessions. Additional costs arising from this, would need to be charged across the customer base and not simply be passed on to the disabled person.
- Free participation for support workers.
- The provision of accessible venues (full physical access has been a legal requirement by 2004) or the use of suitable alternative venues.
- The use of conference meeting facilities with full access for disabled people e.g.: wheelchair access, availability of loop induction, provision of interpreters, etc.

2. Codes of Ethics

All Practitioners (Consultants, Educators, Trainers, Supervisors, Psychotherapists, Counsellors, Trainees and Corporate Members) of UKATA are required to work within a Code of Ethics and Practice which will make explicit their commitment to this policy of Fairness of Opportunity in all their professional remits.

2.1 All practitioners, Trainers and Supervisors should inform their service users of their membership relationship with UKATA and that they subscribe to the UKATA's Diversity and Social Responsibility Policy and the Code of Ethics and Professional Practice.

2.2 These documents are available on the website:

<https://www.uktransactionalanalysis.co.uk/council-committees/policies-procedures>)

Hard copies, in the desired format, may be made available to the service users on request.

3. Training Requirements

UKATA shall include the interpretation and implementation of this Diversity and Social Responsibility Policy by its Training and Supervision Members in its general training and supervision requirements.

4. Diversity and Anti Oppressive Practice

4.1 The United Kingdom is a multi-cultural society with many differences of race, ethnicity, class and religion as well as differences of age, gender, sexual orientation and disabilities, leading to a rich and complex diversity of culture.

4.2 Transactional Analysis practitioners and corporate members are required to commit themselves to an understanding of the meaning of diversity and acknowledge the impact of different social and cultural experiences on themselves, their clients and their work.

4.3 UKATA acknowledges that discrimination exists and adversely affects access to services and life opportunities. Many people experience prejudice and discrimination on the basis of their race, ethnicity, culture, age, class, religion, gender, sexual orientation, disability, health status and having dependants. 'Discrimination' manifests itself in many forms, from the overt discrimination experienced by many. For example, disabled people when faced with physical obstacles, which exclude them from accessing services, to the more subtle attitudinal barriers. Discrimination may exclude a variety of groups of people from employment and impact on the quality of service received.

4.4 Discrimination i.e. direct explicit, institutional and indirect discrimination is unlawful with regards to race, gender and disability. The relevant legislation is:

❖ The Equality Act 2010 (full version)

<https://www.legislation.gov.uk/ukpga/2010/15/notes/contents>

Further information on this can be found in:

- ❖ The Equality Act 2010 Summary <https://www.moorepay.co.uk/blog/the-equality-act-a-brief-summary/>
- ❖ The Equality Act 2010 Guidance <https://www.gov.uk/guidance/equality-act-2010-guidance>

4.5 In addition to overt discrimination, there is the dynamic of non-conscious and unconscious discrimination that affects the quality of relationships between colleagues and service givers/receivers. UKATA is committed to raising awareness of these dynamics in professional practice.

UKATA believe that the ongoing communication of these dynamics via articles, workshops and dialogue are key in the consciousness raising endeavour.

Transactional Analysis Practitioners are in a position of responsibility with regard to those with whom they work. Practitioners have a responsibility to recognise the reality of difference, discrimination and prejudice in society and within the profession. Practitioners have responsibility for addressing and challenging discrimination. It is expected that all relationships arising out of Transactional Analysis practice will develop on a professional, caring and anti-oppressive basis. In this respect, this policy needs to be read in conjunction with our Ethics and Professional Practice Code.

4.6 UKATA is committed to the understanding of Access and fairness and to the implementation of the Diversity and Social Responsibility Policy.

5. Fairness of Opportunity Action Implemented

The UKATA has:

5.1 Committed itself to the principle of Fairness of Opportunity and Diversity for all. It has established a Committee to provide a focus for discussion of matters relating to Intercultural and Anti Oppressive Transactional Analysis Practice and Access to Services, Training and Qualifying.

5.2 Subscribed to the Fairness of Opportunity and Diversity in all its activities including employment.

5.3 Encouraged all Consultants, Educators, Trainers, Supervisors, Practitioners, Associate Members and Corporate Members to implement the Fairness of Opportunity and Diversity Policy, by engaging in consciousness raising activities. These include publishing issues relating to social responsibility, writing a resource manual for RTE's and delivering workshops to members.

6. Fairness of Opportunity Future Action

The UKATA will:

Date of Policy: 13-1-2020

Ratified by Council: 8-2-2020

Date to be reviewed: Feb 2023

6.1 Create and continue to update a reading list with notes on race, ethnicity, culture, gender, age, sexual orientation and disability and make it available to individual registrants, corporate members and members of the public which will be available on the website

6.2 Inform committees, Council and membership of updates in terminology and the law

6.3 Carry out monitoring of the UKATA membership's access to Fairness of Opportunity and inform Council of the results on a regular basis.

6.4 Establish best practice through its conferences, meetings workshops and publications accounting in these the need for reasonable adjustments and develop information and guidelines regarding reasonable adjustments e.g. having the magazine available in a variety of formats

6.5 Establish new guidelines for practice and training. Provide materials which outline the ethical as well as legal responsibilities of practitioners with regard to the protected characteristics and the need for reasonable adjustments for those who are physically and/or neurologically diverse. In particular members of the UKATA will receive training to raise their awareness of this policy and assist them to challenge discrimination in its widest sense.

6.6 Have a committee who will continue to empower the membership on the UKATA's Fairness of Opportunity and Diversity Policy and Practice.

7. Consultants, Educators, Trainers, Supervisors and Corporate Members are required to:

7.1 Implement and publicise this Diversity and Social Responsibility Policy in terms of access to services, training and employment practices.

7.2 Ensure that their training includes awareness and implementation, of Diversity and Social Responsibility Policy and current Social/Cultural issues.

7.3 Critically examine their overall curricula in the context of diversity and current inter-cultural and Fairness of Opportunity thinking.

7.4 Monitor access to their services, training and facilities.

7.5 Share good practice with the wider UKATA community.

7.6 Ensure access for all

8. The UKATA Fairness of Opportunities Policy Commitment

8.1 The UKATA commits itself to implementing an Action Plan to promote this Policy.

8.2 The effectiveness of this Policy will be reviewed every three years.

Addendum.

As proponents of Transactional Analysis, we, the UKATA recognise that much of the early literature was written in the 1950's and 1960's at a time when there was little awareness of the impact of discriminatory language. Berne the founder of Transactional Analysis used many terms, which would be unacceptable if he were writing today.

It is of course impossible to study Transactional Analysis without becoming familiar with the writings of the founder and other authors of that era. We emphasise that Transactional Analysis has moved on since then and that the UKATA is committed to developing a TA community that embraces Diversity and Social Responsibility Policy.

In line with this commitment, we note that much early Transactional Analysis literature used discriminatory labels and concepts. Such literature if used sensitively provides a valuable resource for training to explore and challenge discriminatory labels and concepts and move to best practice.

Appendix 1

Equality Act 2010

An Act to make provision to require Ministers of the Crown and others when making strategic decisions about the exercise of their functions to have regard to the desirability of reducing socio-economic inequalities; to reform and harmonise equality law and restate the greater part of the enactments relating to discrimination and harassment related to certain personal characteristics; to enable certain employers to be required to publish information about the differences in pay between male and female employees; to prohibit victimisation in certain circumstances; to require the exercise of certain functions to be with regard to the need to eliminate discrimination and other prohibited conduct; to enable duties to be imposed in relation to the exercise of public procurement functions; to increase equality of opportunity; to amend the law relating to rights and responsibilities in family relationships; and for connected purposes. [8th April 2010]

PART 1 SOCIO-ECONOMIC INEQUALITIES

Public sector duty regarding socio-economic inequalities

PART 2 EQUALITY: KEY CONCEPTS PROTECTED CHARACTERISTICS

The protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Race
6. Religion or belief
7. Sex
8. Sexual orientation

PROHIBITED CONDUCT

Discrimination

- ▶ Direct discrimination
- ▶ Combined discrimination: dual characteristics
- ▶ Discrimination arising from disability
- ▶ Gender reassignment discrimination: cases of absence from work
- ▶ Pregnancy and maternity discrimination: non-work cases
- ▶ Pregnancy and maternity discrimination: work cases
- ▶ Indirect discrimination

Adjustments for disabled persons

- ▶ Duty to make adjustments
- ▶ Failure to comply with duty
- ▶ Regulations

Other prohibited conduct

- ▶ Harassment
- ▶ Victimisation

PART 3	SERVICES AND PUBLIC FUNCTIONS
PART 4	PREMISES
PART 5	WORK
PART 6	EDUCATION
PART 7	ASSOCIATIONS
PART 8	PROHIBITED CONDUCT
PART 9	ENFORCEMENT
PART 10	CONTRACTS, ETC.
PART 11	ADVANCEMENT OF EQUALITY
PART 12	DISABLED PERSONS: TRANSPORT
PART 13	DISABILITY: MISCELLANEOUS
PART 14	GENERAL EXCEPTIONS
PART 15	FAMILY PROPERTY
PART 16	GENERAL AND MISCELLANEOUS

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

Equality Act and Reasonable Adjustments:

<https://www.equalityhumanrights.com/en/advice-and-guidance/what-are-reasonable-adjustments>

<https://equalityhumanrights.com/en/search?text=reasonable+adjustments>

<https://www.citizensadvice.org.uk/law-and-courts/discrimination/what-are-the-different-types-of-discrimination/duty-to-make-reasonable-adjustments-for-disabled-people/>

<https://www.disabilityrightsuk.org/how-we-can-help/benefits-information/factsheets/independent-living-factsheets/equality-and-human>

<https://righttoparticipate.org/>

<https://www.disabilityrightsuk.org/understanding-equality-act-information-disabled-students>

Appendix 2

Equality and Human Rights Commission:

“Our work

We’re here to stand up for freedom, compassion and justice in our changing times. Our work is driven by a simple belief; if everyone gets a fair chance in life, we all thrive.”

<https://www.equalityhumanrights.com/en>

Equality Advisory and Support Service:

“What do we do?

The Helpline advises and assists individuals on issues relating to equality and human rights, across England, Scotland and Wales. We can also accept referrals from organisations which, due to capacity or funding issues, are unable to provide face to face advice to local users of their services.”

<https://www.equalityadvisoryservice.com/app/home>

Phone: 0808 800 0082

Human Rights:

<https://www.equalityhumanrights.com/en/human-rights/what-are-human-rights>

Equality Act 2010:

<https://www.equalityhumanrights.com/en/equality-act/equality-act-2010>

<https://www.equalityhumanrights.com/en/equality-act/equality-act-faqs>

<https://www.gov.uk/guidance/equality-act-2010-guidance>

<http://www.legislation.gov.uk/ukpga/2010/15/contents>

Protected characteristics:

<https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Disability:

Disability Rights UK:

<https://www.disabilityrightsuk.org/>

Disabled Students:

<https://www.disabilityrightsuk.org/how-we-can-help/helplines/disabled-students-helpline>

<https://www.disabilityrightsuk.org/how-we-can-help/benefits-information/factsheets/education-factsheets>

Disabled Students Helpline:

Telephone: 0330 995 0414

Opening hours: 11am-1pm on Tuesdays and Thursdays.

Email: students@disabilityrightsuk.org

Reasonable Adjustments

1. <https://www.equalityhumanrights.com/en/multipage-guide/using-service-reasonable-adjustments-disabled-people>

2. <https://www.equalityhumanrights.com/en/multipage-guide/are-disabled-people-substantial-disadvantage>
3. <https://www.equalityhumanrights.com/en/multipage-guide/continuing-duty-organisations>
4. <https://www.equalityhumanrights.com/en/multipage-guide/three-requirements-duty>
5. <https://www.equalityhumanrights.com/en/multipage-guide/transport-and-reasonable-adjustments>
6. <https://www.equalityhumanrights.com/en/multipage-guide/how-do-we-define-reasonable>
7. <https://www.equalityhumanrights.com/en/multipage-guide/what-you-can-do-if-you-think-organisation-has-not-made-reasonable-adjustments>
8. <https://www.equalityhumanrights.com/en/multipage-guide/when-duty-different>
9. <https://www.equalityhumanrights.com/en/multipage-guide/who-pays-adjustment>

Carers:

<https://www.equalityadvisoryservice.com/ci/fattach/get/585/1354033248/redirect/1/filename/carers.pdf>

Youtube

Social Model Animation <https://youtu.be/9s3NZaLhcc4>

Corto Ian (2018) <https://youtu.be/6dLEO8mwYWQ>

Appendix 3

Other Useful Organizations and websites

www.gov.uk/government/organisations/home-office/equality-and-diversity

www.womanstrust.org.uk/blogs, articles and pieces written by clients · From The Archers To X Factor, Mental Health Support Is Key For **Domestic Abuse Survivors**

www.nspcc.org.uk/Donate

Help Us Be There For Every Child Who Needs Us

<https://www.baatn.org.uk/>

We are the UK's largest independent organization to specialize in working psychologically with Black, African, Asian and Caribbean people.

<https://pinktherapy.mobi/>

We are the UK's largest independent **therapy** organization working with gender and sexual diversity clients.

www.tht.org.uk

Terrence Higgins Trust

<https://www.thedtgroup.org>

We are a leading charity providing specialist care, rehabilitation and support for people with profound physical **disabilities**, acquired brain injury and autism.

<http://www.movertongue.org.uk/>

Movertongue is a culturally sensitive, professional counselling and listening service where people are heard with respect in their chosen language. The charity offers holistic support to people and professional development to staff and volunteers from black and minority ethnic (BME) communities.

<https://www.nhs.uk/conditions/gender-dysphoria/>

If the results of an assessment suggest that you or your child have gender dysphoria, staff at the GIC will work with you to come up with an individual treatment plan.

www.rnib.org.uk/sites/default/files/grants_information_guide_may_2013.docx

The following is a selective list of charities, from which it may be possible for blind and **partially sighted** students to obtain financial assistance in addition to that available from statutory sources.

<https://www.actiononhearingloss.org.uk/you-can-help/trusts-and-foundations/>

At Action on Hearing Loss we work with charitable **trusts** and foundations to break down the barriers faced by people who are **deaf** or have hearing loss.

<https://www.disability-grants.org> › Grants for Individual Conditions

Birkdale **Trust** for the Hearing Impaired Ltd. The **Trust** provides grants to children with a hearing impairment and organizations supporting **deaf** children. It will provide funding towards projects such as equipment for the hearing impaired, specialist tuition, professional advice and support for appeals

<https://aginginplace.org/hearing-aids/statistics-about-hearing-loss-and-hearing-aids/>

This link provides useful statistics about hearing loss.