

Equality, Diversity and Inclusivity Policy

IPM Equality, Diversity and Inclusivity Statement

The Institute of Psychosexual Medicine is fully committed to the principles of equality of opportunity. It encourages equality and diversity in employment, membership, and representation on committees; and complying with all relevant equality legislation in relation to its public functions.

In so doing, the IPM aims to ensure equality and fairness for all employees, members, trainees, committee members, and any other group the IPM relates to in pursuance of its public functions, and not unlawfully discriminate on the basis of protected characteristics. The protected characteristics as set out in the Equality Act 2010 are age, sex, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation.

The IPM welcomes its duty towards those individuals sharing one or more of the protected characteristics. It is committed to providing an environment that promotes dignity and respect to all employees, members, candidates, trainees, Seminar Leaders, and Examiners and will not tolerate any form of unlawful discrimination, intimidation, bullying or harassment.

Purpose of the Equality, Diversity and Inclusivity Policy

The IPM recognises that inequalities and discrimination still exist in society and that these may limit opportunities to participate equally and fully in the activities of the organisation.

The IPM promotes inclusion and a culture that actively values diversity and recognises the value of each individual.

Legal Requirements

The IPM is required by law not to discriminate against its employees, members, trainees, committee members, candidates, seminar leaders and examiners, and recognises its legal obligations under the Equality Act 2010 and any later amendments to such legislation or subsequent equality related legislation that may be relevant.

Discrimination, Harassment, Victimisation and Bullying

The IPM regards any form of discrimination, harassment, victimisation or bullying as unacceptable.

Discrimination

Direct discrimination is treating someone less favourably than you would treat others for reasons relating to a protected characteristic.

Indirect discrimination is applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular protected

characteristic. Such requirements or conditions should only be applied if they can be objectively justified.

Harassment

Harassment is any form of unwanted or unwelcome behaviour that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

Victimisation

Victimisation is treating someone less favourably because they have in good faith used the organisation's complaints procedure, exercised their legal rights, or has supported colleagues who have done so. The IPM will fully support and protect anyone who exercises his or her legal rights and/or supports anyone who has done so.

Bullying

Bullying is the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

Reasonable Adjustments

The IPM recognises that it has a duty to make reasonable adjustments for disabled persons. It will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled employees, members, trainees, seminar leaders, examiners or candidates to implement any adjustments that will enable them to participate more fully.

Implementation

IPM Council has overall responsibility for the implementation of this policy.

All employees, members, trainees, Seminar Leaders, Examiners or candidates have responsibilities to respect, act in accordance with, and thereby support and promote the aims and intentions of this policy.

Positive Action

The IPM will take positive action to encourage a wider diversity of people to become members of the IPM and join IPM working groups/committees.

IPM Events and Meetings

The IPM arranges a variety of meetings, training and events each year. Notable dates, religious festivals and practices are considered when these are organised. Face to face and online formats are provided to facilitate members' access to training and CPD. Diplomates who are not in training for Membership but need to present their cases for recertification can attend a training seminar per term and the fee for this is included in their subscription. If anyone is having difficulty attending meetings it may be possible to accommodate them at a seminar on a different day. Please contact the Training Committee to discuss this further.

Monitoring and Evaluation

The IPM will set up collecting and monitoring systems to review the protected characteristics of employees, members, committee members, trainees, Seminar Leaders, candidates and Examiners and enhance the diversity of representation.

IPM Council will regularly review anonymised summaries of this data. This work will not only benefit our members and staff, it will also have a positive impact on patient care and the health services members deliver.

Complaints Procedure

To safeguard individual rights under the policy, an employee, member, trainee or candidate who believes that he or she has suffered inequitable treatment within the scope of the policy may raise the matter through IPM Council. Appropriate action will be taken against any employee, member, trainee or candidate who violates the IPM Equality and Diversity Policy. See Complaints Procedure.

Communication

A copy of this policy will be made available to all employees, members, trainees and candidates on the IPM website.

Mandatory Training

Council members, Leaders and Examiners will undertake training in Equality, Diversity and Inclusivity (EDI) either through their NHS work or other training provider. An example of a non-NHS provider is Mandatory Training who offer EDI level 2 training.

<https://www.mandatorytraining.co.uk/products/equality-diversity-and-inclusion-online-course-cpduk-accredited>