



PROVIDING
PSYCHOTHERAPY
IN LONDON

CPU London
Equal Opportunities
Policy

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Registered charity 1112967
Registered in England No. 3830244
Company Limited by Guarantee

The purpose of this policy is to promote equal treatment for all employees or potential employees, trustees and users of Camden Psychotherapy Unit (CPU London), and users of the service provided by CPU London and to ensure that CPU London complies with the Equal Opportunities legislation and Codes of Practice.

CPU London is committed to equality of opportunity within the framework of the law, in all its employment practices, policies and procedures.

CPU London accepts that our society is diverse in race, culture, religion or beliefs, sexuality, abilities, gender and age.

CPU London is committed to challenging discrimination and aims to promote diversity and full access to opportunity in all areas of its work and structures.

CPU London aims to develop equal opportunities in all areas of its work and structures and in particular, will take positive action in the area of employment. In achieving this aim, CPU London will:

- ❖ Work to make its trustees, staff, and volunteers more aware of inequalities and the problems they may cause, how they affect us, and the implications for its work.
- ❖ Work to ensure that all our services are provided in ways which promote awareness of the rights and needs of those who access them.
- ❖ Work to ensure that, as far as practical, all premises and equipment are fully accessible to all employees, potential employees, trustees, and users of the service who suffer from discrimination.

- ❖ Work to ensure that as far as possible CPU London's Board of Trustees, committees, staff, and volunteers reflect the diversity of the London Borough of Camden and of the society as a whole.
- ❖ Aim to ensure, as far as possible, a culture and environment, which are positive and inclusive, and to regularly review recruitment, employment, and work practices to ensure that CPU meets the needs of all its current and future staff, volunteers and trustees especially those from groups that suffer discrimination.

CPU London strives to be an equal opportunities employer and seeks to ensure that no job applicant or employee receives less favourable treatment than another on grounds of gender, age, colour, race, nationality, ethnic, regional or national origins, marital status, trade union activity, political or religious beliefs, social class or sexual orientation, dependents or disability.

CPU London will work to ensure that no job applicant or employee receives less favourable treatment than another on grounds of having dependents or disability except when this can be shown to be justifiable.

This policy has been adopted by the Board of Trustees of Camden Psychotherapy Unit (CPU London) on 10 October 2006.



Cover art: Howard Hodgkin, *Ice*, 2013
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