



## Connective Strength Equality Policy

### Introduction

Connective Strength is committed to promoting equality, diversity, and inclusion across all aspects of our work, including the provision of therapeutic services and the delivery of training programs. We believe that every individual, whether a client, trainee, or staff member, deserves to be treated with respect, dignity, and fairness.

### Scope

This policy applies to all employees, volunteers, clients, trainees, and stakeholders engaged with Connective Strength. It governs our interactions, service and training delivery, recruitment, and organisational culture.

### Principles

1. **Equal Access:** We ensure that both our services and training programs are accessible to all individuals, including those from marginalised or underrepresented communities. We are committed to identifying and removing barriers that may prevent access to our services and training opportunities.
2. **Non-Discrimination:** Connective Strength strictly prohibits discrimination on the basis of age, gender, race, ethnicity, disability, sexual orientation, religion, or socio-economic status. We operate under the principle that all individuals should have equal opportunities to benefit from our interventions and training programs.
3. **Cultural Competency:** We recognise and value the diversity of our clients, trainees, and their families. Our practitioners and trainers are equipped to deliver culturally sensitive services and training, taking into account the unique needs and perspectives of each individual.
4. **Inclusive Environment:** We strive to create an inclusive environment where everyone feels welcomed and valued. This includes fostering a workplace and learning environment that embraces diversity and encourages open dialogue on equality issues.
5. **Continuous Improvement:** We are committed to regularly reviewing and improving our equality practices. This includes ongoing training for our staff and trainers on equality, diversity, and inclusion, and seeking

feedback from clients and trainees to ensure our services and training meet their diverse needs.

### **Implementation**

- **Service and Training Delivery:** All therapeutic interventions, including NVR (Non-Violent Resistance) and Re-Attach, as well as training sessions, will be delivered with an awareness of and respect for the cultural, social, and personal contexts of our clients and trainees.
- **Recruitment and Employment:** We will implement fair recruitment practices to ensure that all candidates have equal opportunities, and our workforce reflects the diversity of the communities we serve. This applies equally to our recruitment of trainees for our training programs.
- **Monitoring and Review:** This policy will be reviewed annually to ensure it remains effective and relevant. We will monitor our progress through regular feedback from clients, trainees, staff, and stakeholders.

### **Accountability**

All staff members, trainers, and volunteers are responsible for upholding this policy. Management will provide the necessary resources and training to ensure compliance. Any breaches of this policy will be taken seriously and addressed in line with our disciplinary procedures.