

Dawn Taylor Consulting and Coaching Equality, Diversity, and Inclusion Policy

This policy sets out my aims, values and practice around the issue of equality, diversity and inclusion as a micro business with no other employed staff. I provide services that put me into positions of trust and confidentiality with a large number of people and so I want to be clear on my approach.

Definition

Equality is about creating a fairer society where everyone has the opportunity to fulfil their potential. Diversity is about recognising and valuing difference in its broadest sense. Inclusion means creating an environment where everyone feels welcome and valued.

Aims

- I am wholeheartedly committed to the principle of equality of opportunity as a provider of services to others. I aim to provide services to all irrespective of disability, age, sex, marital or civil partnership status, sexual orientation, gender reassignment, race, colour, nationality, ethnic or national origins, religion or belief, pregnancy or maternity status or any other form of diversity.
- I look to ensure my practice is in the service of the celebration of human difference and diversity.
- I aim to be supportive, fair, just, and free from discrimination and judgement.
- I will work in line with the [ICF Code of Ethics](#)

Values

- All individuals should have the opportunity to live autonomous and socially responsible lives.
- Respect is given to the individual and common humanity of all people.
- Relationships shall be carried out without discrimination on the basis of race, religion or belief, colour, creed, disability, nationality, socio-economic status, gender or gender reassignment, age, sexual preference or orientation, or any other form of diversity.
- Physical, psychological and social violence and oppression are opposed.
- Individuals are encouraged to be aware of their relationship to the world around them, and to choose effectively their own responses and be responsible for their behaviour.

Practice

- I avoid knowingly discriminating on any grounds and continually seek to enhance my own awareness of possible areas of discrimination through training and other forms of continual professional development, supervision of my practice and discussion.
- I am mindful of the potential for unconscious bias and seek to ensure that I take a respectful and inclusive approach, which embraces and explores individual difference.
- I aim to challenge, in a supportive way, any colleagues, service providers, clients or participants whom I perceive to be using discriminatory behaviour.
- I monitor my language, both spoken, written and non-verbal, for inadvertent discrimination.

I aim to work and coach in ways that reflect my values. I also expect any colleagues I work with to conduct their activities in ways that reflect the same values and follow the same practices.

This policy will be communicated to my clients/potential clients via my website INSERT and will also be available to all clients and potential clients upon request. It is subject to ongoing review in order to ensure it remains current and appropriate.

Last reviewed Dec 2024 - **Next Review** Nov 2027