



Equality, Diversity and Inclusion Policy

Contents

1. Policy Statement
2. Our Assurance
3. Scope
4. Responsibilities
5. Implementation
6. Compliance
7. Monitoring and Review

1. Policy Statement

Matrix College of Counselling and Psychotherapy's (the College) aim is to promote equality of opportunity for all, through the following objectives:

- Assessing the impact on equality in our policies, procedures and practices.
- Involving staff, students in the development and delivery of our equality objectives.
- Promoting Equality, Diversity and Inclusion (EDI) through internal and external communications.
- Ensuring staff and the College's student support services are, as far as reasonably possible, accessible to all.
- Ensuring that both existing staff and students, as well as those who seek to apply to work and study with us, are treated fairly and are judged solely on merit and by reference to their skills and abilities.
- Ensuring that staff, students and their representatives are provided with appropriate forums to discuss equality, diversity and inclusion issues and raise any concerns.
- Ensuring that all contractors and service providers operating on behalf of the College are aware of this policy and are expected to adhere to it.
- Complying with its legal obligations.

2. Our Assurance

Our College is committed to promoting equality and providing an environment where all members of its community are treated with respect and dignity. We are committed to seeking to employ a workforce and educate a student body that reflects and promotes the diverse community we serve.

No student or member of staff will be treated less favourably because they belong to a protected characteristic group (see definition below).

The Equality Act (2010) provides a legal framework to protect people from discrimination, harassment and victimisation in the workplace and wider society.

Protected characteristic groups are defined under the Equality Act (2010) by the following: -

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

In addition, the College expands its inclusivity to subcultures which embraces, but is not limited to, the following examples: all forms of neurodiversity, body art, clothing style, makeup and hair, and music.

As a Higher Education institution, we have specific duties to promote the elimination of unlawful discrimination, advance equality of opportunity and foster good relations

As an Organisational Member of the United Kingdom Council for Psychotherapy (UKCP) Psychotherapeutic Counselling and Intersubjective Psychotherapy College (PCIPC), we extend our obligations beyond the minimum statutory duty and seek to actively promote inclusion and diversity and eliminate oppressive practice in all that we do.

3. Scope

The policy is applicable to all staff (which includes for the purposes of this policy and for ease of reference, the Principal, Registrar, Head of training, EDI Lead, all other Tutors, Programme Leads, volunteers/Associate Tutors, students and applicants) who work or study at the College. The principles of non-discrimination and equality of opportunity also apply to the way in which staff and students should treat each other, visitors, contractors, service providers, suppliers and any other persons associated with the functions of the college.

4. Roles and Responsibilities

The Principal has overall formal responsibility for this Policy. Day to day operational responsibility for this policy and its implementation is delegated to Operational (Ops) Team, Programme Leads and Tutors.

The EDI Lead role has been established to ensure a continuous commitment to keeping abreast of relevant developments in psychology, counselling and teaching in this area. Policies will be updated when relevant including considering all feedback from within the College community and other outside references such as the UKCP and Office for Students.

Staff and students have a responsibility to:

- Read and understand this policy.
- Challenge and report unacceptable behaviour in a safe manner and in accordance with this policy.

Leadership has a responsibility to:

- Set a good example by treating all members of the college community with dignity and respect and challenging unacceptable behaviour.
- Ensure all staff and students are aware of this policy and know how to report discrimination, harassment or bullying, and that reporting incidents does not result in victimisation.
- Present their staff with information (or knowledge about where to find such information) about employee rights as defined within the scope of the Matrix policies.
- Deal with complaints fairly, thoroughly, quickly and confidentially.

5. Implementation

All those within the college community share our commitment for the successful application of this policy. Our college seeks to ensure that all staff and students have equal access to the full

range of institutional facilities and that adjustments to working and learning practices are considered wherever reasonably practicable in order to accommodate a diverse community.

By connecting with our students at all levels, past, present and for the future, we look to demonstrate and empower the diverse sections of our student society to engage in discussions regarding EDI so that we may all evolve by constantly acquiring new ideas and training.

In addition to this EDI Policy, we also ensure the Harassment and Sexual Misconduct Policy is available for any staff member or student who believes that they may have been the victim of discrimination, harassment, bullying, victimisation or sexual misconduct.

6. Compliance

Staff or students who fail to comply with this policy may be subject to action under a relevant policy; for instance, the Student Conduct and Discipline Policy; Bullying & Harassment Policy; Fitness to Study Policy.

If a case is upheld against a student or member of staff, a sanction may be applied by Matrix, to be determined by the person or decision-making body concerned (for instance, further training and/or personal development).

7. Internal Monitoring and Review

Monitoring will take place by both; -

- i) The EDI Lead who will monitor relevant data from the College community
- ii) Through the annual review process. This process includes monitoring the diversity of applicants, shortlisted candidates, new appointments, student admissions and attainment.

Document name	Equality, Diversity and Inclusion Policy		
Owner	Principal	Review Lead	Quality Manager
Approving Committee	Ops Team		
Last review	December 2025	Next review	November 2027
Amendments since last review	Detail of Revision	Date of Revision	Revision approved by
	Updated to add EDI Lead	08/12/2025	Ops Team
	Updated to expand the policy including sub cultures.		