

Diversity Statement

Western Counselling promotes diversity by recognising, valuing and respecting the different contributions and needs of our service users, volunteers and staff.

Achieved By:

- Ensuring fair and equitable treatment of all people who have contact with us.
- Striving to eliminate unfair treatment in service delivery and employment to promote confidence and equality.
- Striving to secure a workforce that reflects the makeup of the communities we serve.
- Selecting all staff on a fair and non-discriminating basis.
- Undertaking assessments and accepting service users for treatment ensuring equality of access for all irrespective of race, religion, gender, sexual orientation, beliefs, origin, personality etc, ensuring only that a motivation and commitment to sobriety and abstinence their goal.

Achieved Through:

- Staff members taking personal responsibility for delivering a quality service.
- Delivering a service that is professional, appropriate and sensitive to individual need.
- Valuing difference and encouraging the individual contribution of others.
- Creating an inclusive environment in which everyone feels valued, where individual talents are utilised and staff and service users are mutually respected.
- Challenging the unfair actions and behaviours of others.
- Recognising that every person has a fundamental right to be treated with respect and dignity whilst in the employ or care of Western Counselling.

Reviewed July 2009