

## Policy on Equality, Diversity and Inclusion

### Our Commitment

The RCT recognises and values the importance of diversity in its registrants. The RCT actively promotes the richness that diversity brings and takes the commitment to equal opportunities seriously. The RCT bases its relationships with registrants, partners and other stakeholders on mutual respect and appreciation of individual differences.

The RCT opposes discrimination or harassment on the grounds of age, disability, gender reassignment, marriage and civil partnerships in employment, pregnancy and maternity, race, religion and belief, gender and sexual orientation. These characteristics are protected under the Equality Act 2010.

Allegations of such discrimination by RCT registrants, the RCT Management Board ('Board members') and RCT administrators will be investigated and, if proved, will be considered to be misconduct and lead to disciplinary action.

### Policy

To deliver on our commitment, it is the RCT's policy that:

- registrant recruitment and assessment processes will be reviewed periodically to maintain a system where registration is offered solely on the basis of merit and ability, as exemplified by appropriate standards of education, training and experience;
- reasonable adjustments in the case of disabilities are provided.

The RCT Management Board:

- will ensure that this policy is communicated to all registrants, Board members and RCT administrators;
- will ensure that revisions of the Code of Professional Conduct and the Fitness to Practise Procedure applicable to registrants will incorporate the principles set out in this policy;
- will provide training opportunities regarding equality and diversity to Board members and RCT administrators;
- will expect partners and other stakeholders to adopt a similar approach;
- will review the policy and its implementation on an annual basis, updating the policy when necessary;
- will review the content of the RCT's website and other publicity material displayed, or sent out, to ensure that it represents diversity and challenges stereotypical representation; and that it takes account of best practice in website accessibility for all;
- will review periodically the application form and all other forms to ensure that:
  - the language is clear to all applicants
  - there is provision for applicants to state any special requirements, so these can be considered.

### Responsibilities

- It is the responsibility of every registrant, Board member and RCT administrator to ensure his or her own conduct conforms to the expected standards and reflects the equality policy statements.

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### Complaints

- The RCT will aim to create a supportive environment in which, registrants and other stakeholders and partners feel able to report any incident of discrimination or harassment.
- Complaints against registrants will be dealt with under the Code of Professional Conduct and the Fitness to Practise Procedure applicable to registrants of the RCT.
- Complaints about members of the RCT Management Board who are not registrants, or about RCT administration staff, will be dealt with through the complaints procedure.