Equity, Diversity & Inclusion

NHS LYPFT

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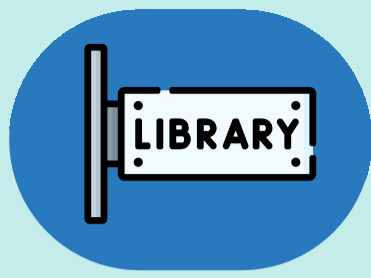
Working Clinically

NHS Leeds and York Partnership
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The library offers a number of services as listed above, please click each link to learn more.

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kerrie.channer1@nhs.net

Welcome to the EDI resource for Psychological Professionals

This Equity, Diversity, and Inclusion (EDI) Resource Library serves as a repository for shared knowledge, learning and resources to highlight systemic inequalities and advocate for meaningful social change.

Our goal is to provide resources to contribute to the ongoing development of person centered care.
This includes best practice, bias free language guidance and adaptations in therapy and supervision, with a specific focus on EDI.

By collating essential information, we aim to support you in improving your clinical practice and team skills, fostering cultural competence, and developing a deeper understanding of inclusive practices.

Throughout this guide the topics are organised by the protected characteristics, these are specific attributes defined by law that are safeguarded against discrimination and promote equal treatment and inclusion. We contextualise the protected characteristics here:

Equality and Human Rights Commission. (2020, December 15). *Protected Characteristics* [Video]. YouTube. https://www.youtube.com/watch?v=VXLtKlmtrvM

Working Clinically

> " The NHS must welcome all, with a culture of belonging and trust. We must understand, encourage and celebrate diversity in all its forms"

NHS England, NHS Improvement, Health Education England, & Rankin. (2020). *WE ARE THE NHS: People Plan for 2020/2021 - action for us all.* link.

This guide will cover how psychological professionals work clinically, with service users, with teams, and in understanding themselves. By examining these areas, we seek to offer a thorough understanding of the responsibilities of Psychological Professionals across different clinical and cultural contexts, and to provide opportunities for meaningful reflection.

The following content is broken down into 3 sections:

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5. Pregnancy and Maternity
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8. Sex
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Good practice or language guide

Clinical Work with Service Users

> ❝ "If we don't have the acuity to incorporate other lived experiences into our understanding, we're missing the boat when it comes to truly getting somebody." ❞

Calkins, H. (2020). *How You Can Be More Culturally Competent*. In Good Practice.,
link.

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2. Disability and accessibility

Disability

British Association for Counselling and Psychotherapy: Working with disability across the counselling professions - Good Practice

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NICE. (2017, January 10). Overview | Learning disability: identifying and managing mental health problems | Quality standards | NICE. https://www.nice.org.uk/guidance/qs142

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Readable. (n.d.). *Flesch Reading Ease and the Flesch-Kincaid Grade Level*. Retrieved January 23, 2025, from https://readable.com

3. **Gender Reassignment**

- **How to be human: talking to people who are transgender or nonbinary**
- **What is Gender Affirming Care? A beginners guide**

The Healthline Editorial Team. (2019, April 17). How to be human: talking to people who are transgender or nonbinary. Healthline. https://www.healthline.com/health/how-to-be-human-language-around-transgender#be-inclusive

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7. Religion or Belief

Meeting the religious, spiritual and cultural needs of our service users and colleagues

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9. Sexual Orientation

- ## LGBT+: A guide to language in use

- ## Sexual orientation: bias free language guide

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Therapeutic modality

1. Culturally adapted service provision

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