

Equity, Diversity & Inclusion



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The resource library is an ever-evolving repository, so if you would like to contribute, please contact:

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Welcome to the EDI resource for Psychological Professionals

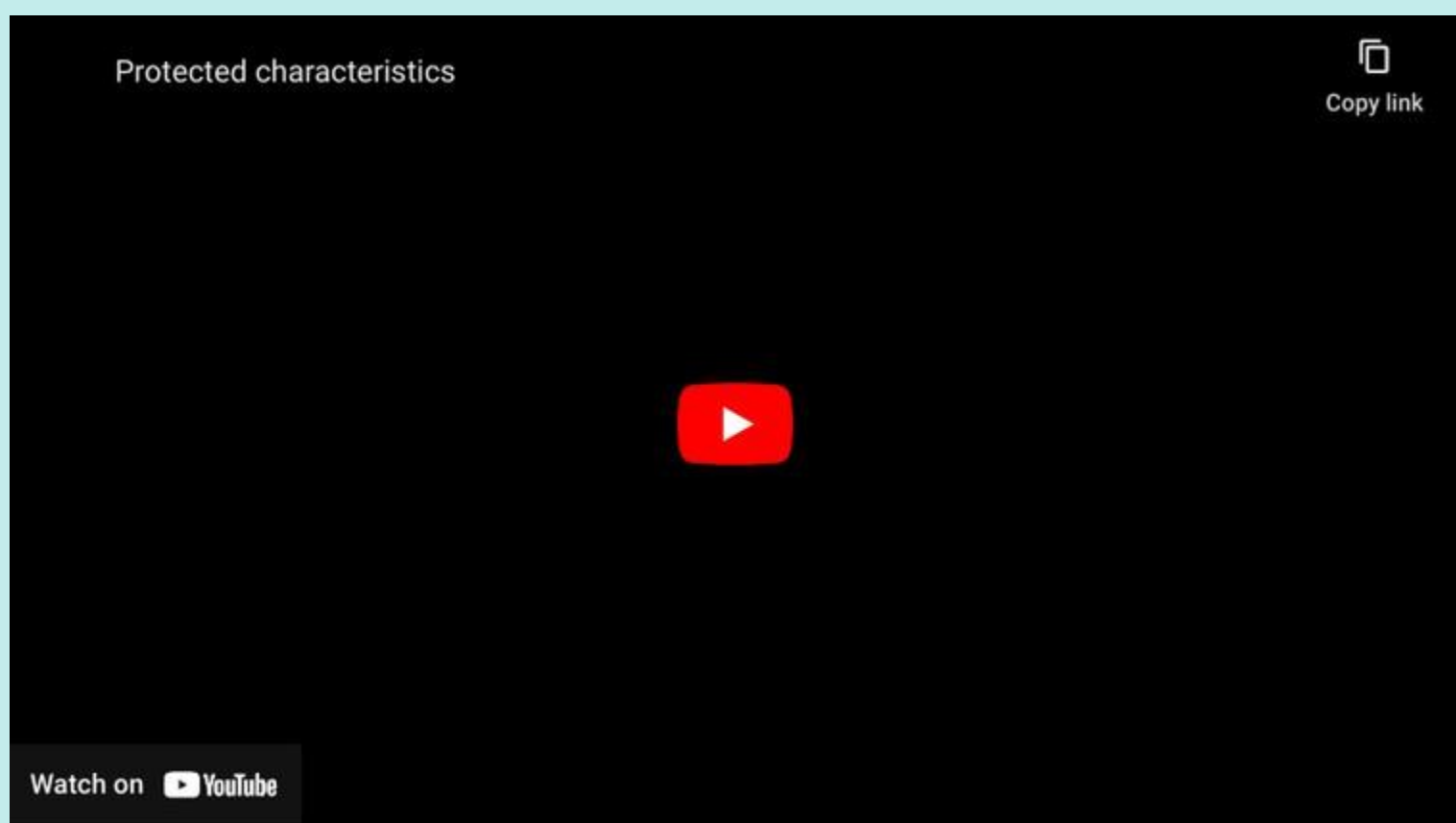
This Equity, Diversity, and Inclusion (EDI) Resource Library serves as a repository for shared knowledge, learning and resources to highlight systemic inequalities and advocate for meaningful social change.

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=VXLtKImtrvM>

Guide

“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 offers resources on how to effectively address discussion topics, support, and collaborate with colleagues and team members with protected characteristics. We aim to highlight the value of diversity within teams and the enhancement of care through the shared expertise and perspectives that diverse teams bring.

The following content is broken down into 2 sections, which have been further organised by the protected characteristics:

Working with staff and teams

- 1. Age
- 2. Disability
- 3. Gender Reassignment
- 4. Marriage and Civil Partnership
- 5. Pregnancy and Maternity
- 6. Race
- 7. Religion or Belief
- 8. Sex
- 9. Sexual Orientation

Mentoring and Supervision Practices

Adaptation by:

- 1. Culture
- 2. Age
- 3. Disability
- 4. Gender Reassignment
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- 8. Sex
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- 10. Intersectionality



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Quote with link to source



Good practice or language guide

Working with staff and teams

1. Age

Becker, K. L., Richards, M. B., & Stollings, J. (2020). Better Together? Examining benefits and tensions of generational diversity and team performance. *Journal of Intergenerational Relationships*, 20(4), 442–463. <https://doi.org/10.1080/15350770.2020.1837708>

Levy, S. R. (2016). Toward Reducing Ageism: PEACE (Positive Education about Aging and Contact Experiences) Model. *The Gerontologist*, 58(2), 226–232. <https://doi.org/10.1093/geront/gnw116>

Moore, J., Everly, M., & Bauer, R. (2016). Multigenerational Challenges: Team-Building for positive clinical workforce outcomes. *OJIN the Online Journal of Issues in Nursing*, 21(2). <https://doi.org/10.3912/ojin.vol21no02man03>

2. Disability

Definition of disability under the Equality Act 2010. (2015, September 23). GOV.UK. <https://www.gov.uk/definition-of-disability-under-equality-act-2010>

NHS Employers. (2023, November 20). Supporting disabled staff in the workplace. NHS Employers. <https://www.nhsemployers.org/articles/supporting-disabled-staff-workplace>

Praslova, L. (2023). Disability inclusion in the workplace: Special issue introduction. *Consulting Psychology Journal*, 75(3), 197–201. <https://doi.org/10.1037/cpb0000264>

3. Gender reassignment



Getting started with trans inclusion in your workplace

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Alexandra Beauregard, T., Arevshatian, L., Booth, J. E., & Whittle, S. (2016). Listen carefully: transgender voices in the workplace. *The International Journal of Human Resource Management*, 29(5), 857–884. <https://doi.org/10.1080/09585192.2016.1234503>

CIPD | Transgender and non-binary equality, diversity and inclusion in the workplace. (n.d.). CIPD. <https://www.cipd.org/uk/knowledge/guides/transgender-non-binary/>

Getting started with trans inclusion in your workplace. (2023c, June 19). Stonewall. <https://www.stonewall.org.uk/workplace-trans-inclusion-hub/getting-started-trans-inclusion-your-workplace>

Leading for all: supporting trans and non-binary healthcare staff. (2024, April 30). NHS Confederation. <https://www.nhsconfed.org/publications/leading-all-supporting-trans-and-non-binary-healthcare-staff>

Leeds Beckett University. (n.d.). Trans and Non-Binary Equality Guidance for colleagues. https://www.leedsbeckett.ac.uk/-/media/files/equality-and-inclusion/trans_equality_and_gender_equality_guidance_for_staff.pdf

Stephens, D. D. (2018). A case study of inclusive environments for lesbian, gay, bisexual, transgender employees - ProQuest. <https://www.proquest.com/openview/189bfc531b9c1c209c61b7b18e1372c8/1?cbl=18750&pq-origsite=gscholar&parentSessionId=5FILCB4MoOCRQXFBLP0XoxEI7ioUb3VtxX3qRywaxWI%3D>



4. Marriage and Civil Partnership

Inclusive Policy Toolkit: Part 3: Family and leave policies. (2023, November 22). Stonewall. <https://www.stonewall.org.uk/resources/inclusive-policy-toolkit-part-3-family-and-leave-policies>

Russell, L. T., Ganong, L., Beckmeyer, JJ. (2022). Understanding and Serving All Families: Introduction to the Special Issue on Supporting Structurally Diverse Families. *Journal of Family Nursing*, 28(4). 299-307. <https://doi:10.1177/10748407221131118>

5. Pregnancy & Maternity

Pregnant employees' rights. (2014, December 18). GOV.UK. <https://www.gov.uk/working-when-pregnant-your-rights>

NHS. (2024, May 29). Maternity and paternity benefits and leave. nhs.uk. <https://www.nhs.uk/pregnancy/finding-out/maternity-and-paternity-benefits-and-leave/>

NICE. (2014, December 17). Recommendations | Antenatal and postnatal mental health: clinical management and service guidance | Guidance | NICE. <https://www.nice.org.uk/guidance/cg192/chapter/Recommendations>

xArena, D. F., Volpone, S. D., & Jones, K. P. (2023). (Overcoming) Maternity Bias in the Workplace: A Systematic Review. *Journal of Management*, 49(1), 52-84. <https://doi.org/10.1177/01492063221086243>

6. Race



Attracting, supporting and retaining a diverse NHS workforce

Hemmings, N., Buckingham, H., Oung, C., & Palmer, W. (2021). *Attracting, supporting and retaining a diverse NHS workforce*. In NHS Employers, NHS Confederation. <https://www.nuffieldtrust.org.uk/sites/default/files/2022-10/1636121852-nhs-workforce-diversity-web.pdf>

Darling, C. & WRES Implementation team. (2017). *Workforce race equality: Case studies of good practice from non-NHS employers*. In *NHS Workforce Race Equality Standard (WRES) Implementation Team*. <https://www.england.nhs.uk/wp-content/uploads/2017/08/wres-case-studies-1.pdf>

Eldridge, H. (2020). Embedding diversity and inclusion (D&I) in a HMPPS Regional Psychology Service. *Forensic Update*, 1(135), 52-56. <https://doi.org/10.53841/bpsfu.2020.1.135.52>

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7. Religion or belief



Inclusive Employers: Interfaith Calendar 2024

Community Development Team, 2gether NHS Foundation Trust. (2011). *A religious and cultural guide for trust staff*. <https://www.ghc.nhs.uk/files/Appendix%209%20-%20A%20Religious%20and%20Cultural%20Guide%20v2.pdf>

NHS Employers. (2022, November 14). *Religion, dress codes and chaplaincy*. <https://www.nhsemployers.org/articles/religion-dress-codes-and-chaplaincy>

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Swift, C., Chaplaincy Leaders Forum, & National Equality and Health Inequalities Team. (2015b). NHS Chaplaincy Guidelines 2015 [Report]. NHS England. <https://www.england.nhs.uk/wp-content/uploads/2015/03/nhs-chaplaincy-guidelines-2015.pdf>

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Bishu, S. G., & Kennedy, A. (2020). Facing the Giant: A Framework to Undo Sex- Based Discrimination in Academia. *Public Administration Review*, 80(6), 1127–1132. <https://doi.org/10.1111/puar.13206>

Chekar, C. K., Brewster, L., Lambert, M., & Patel, T. (2024). Gender, flexibility and workforce in the NHS: A qualitative study. *The International Journal of Health Planning and Management*. <https://doi.org/10.1002/hpm.3784>

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Fine, C., Sojo, V., & Lawford-Smith, H. (2019). Why does workplace gender diversity matter? justice, organizational benefits, and policy. *Social Issues and Policy Review*, 14(1), 36–72. <https://doi.org/10.1111/sipr.12064>

Ted. (2021, March 3). How to have a productive gender equality conversation. TEDxMileHigh: Ideas Worth Spreading. <https://www.tedxmilehigh.com/gender-equality-conversation/>

9. Sexual orientation



NHS Employers: Supporting your LGBTQ+ workforce

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<https://www.nhsconfed.org/lgbtq-leadersrkers%20-%20Report.pdf>

McKinsey & Company. (2022, June 30). *How to support the LGBTQ+ community at work and beyond*. <https://www.mckinsey.com/featured-insights/themes/how-to-support-the-lgbtq-community-at-work-and-beyond>

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Tyndall, Z., TUC, Nowak, P., & Exall, M. (2023). *Being LGBT+ at work. In LGBT+ Workplace Experiences*. <https://www.tuc.org.uk/sites/default/files/2023-06/Experiences%20of%20LGBT+%20Workers%20-%20Report.pdf>



Mentoring and Supervision Practices

“Culturally responsive supervision includes learning about social justice perspectives such as critical consciousness and decolonization. The work is important because society, students, and clients require it for self-awareness, mental and physical health, and psychological empowerment.”

DeAngelis, T. (n.d.). Increasing supervisor savvy around culture, race, and identity. <https://www.apa.org>. <https://www.apa.org/monitor/2023/01/culturally-responsive-supervision>

1. Culture

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McKinley, M. T. (2019). Supervising the sojourner: Multicultural supervision of international students. *Training and Education in Professional Psychology, 13*(3), 174–179. <https://doi.org/10.1037/tep0000269>

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2. Age

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3. Disability



A neurodivergent perspective on supervision

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<https://www.bacp.co.uk/media/18309/a-neuro-divergent-perspective-of-supervision-how-do-we-increase-access-to-supervision-260kb.pdf>

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4. Gender reassignment

For gender affirming language guidance, see: Clinical work with service users.

Degenstein, M., Tangen, J., & Danielson, J. (2023). Supervision experiences of trans/gender expansive counselors-in-training: An interpretative phenomenological analysis. *Counselor Education and Supervision*, 62(4), 410–422. <https://doi.org/10.1002/ceas.12284>

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5. Pregnancy and Maternity

No content available for this section yet.



6. Race



Using Supervision to support therapists to adapt their work for diverse communities and to support minority therapists

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7. Religion or belief

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8. Sex

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9. Sexual orientation

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