



Happy Parent and Child Initiative: Equality & Diversity Policy

Happy Parent and Child Initiative adheres to the BACP Equality & Diversity Policy, which can be found at: <https://www.bacp.co.uk/careers/work-for-bacp/equality-and-diversity/>

Happy Parent and Child Initiative is committed to being part of and creating a fair, inclusive, and diverse community where all are free from prejudice and discrimination (direct or indirect) and have the support they need to achieve their full potential. The Happy Parent and Child Initiative rainbow was created as a symbol of diversity and hope.

The Equality Act (2010) made it illegal to discriminate against anyone on the basis of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race, including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

Happy Parent and Child Initiative believes all people have a right to a life free from discrimination, harassment, bullying, and disadvantage.

Happy Parent and Child Initiative seeks to embody the principles of acceptance and inclusion within their everyday working practices, alongside a process of continually questioning its attitudes and practices to ensure discrimination is contested at every level.



Happy Parent and Child Initiative adheres to the principles of the BACP Ethical Framework, which can be found at: <https://www.bacp.co.uk/ethical-framework/>

This policy will be reviewed annually.

Last Reviewed:	03/03/2025
Reviewed by:	K. Hartgrove
Next review date:	03/03/2026