



The British
Psychological Society
Promoting excellence in psychology

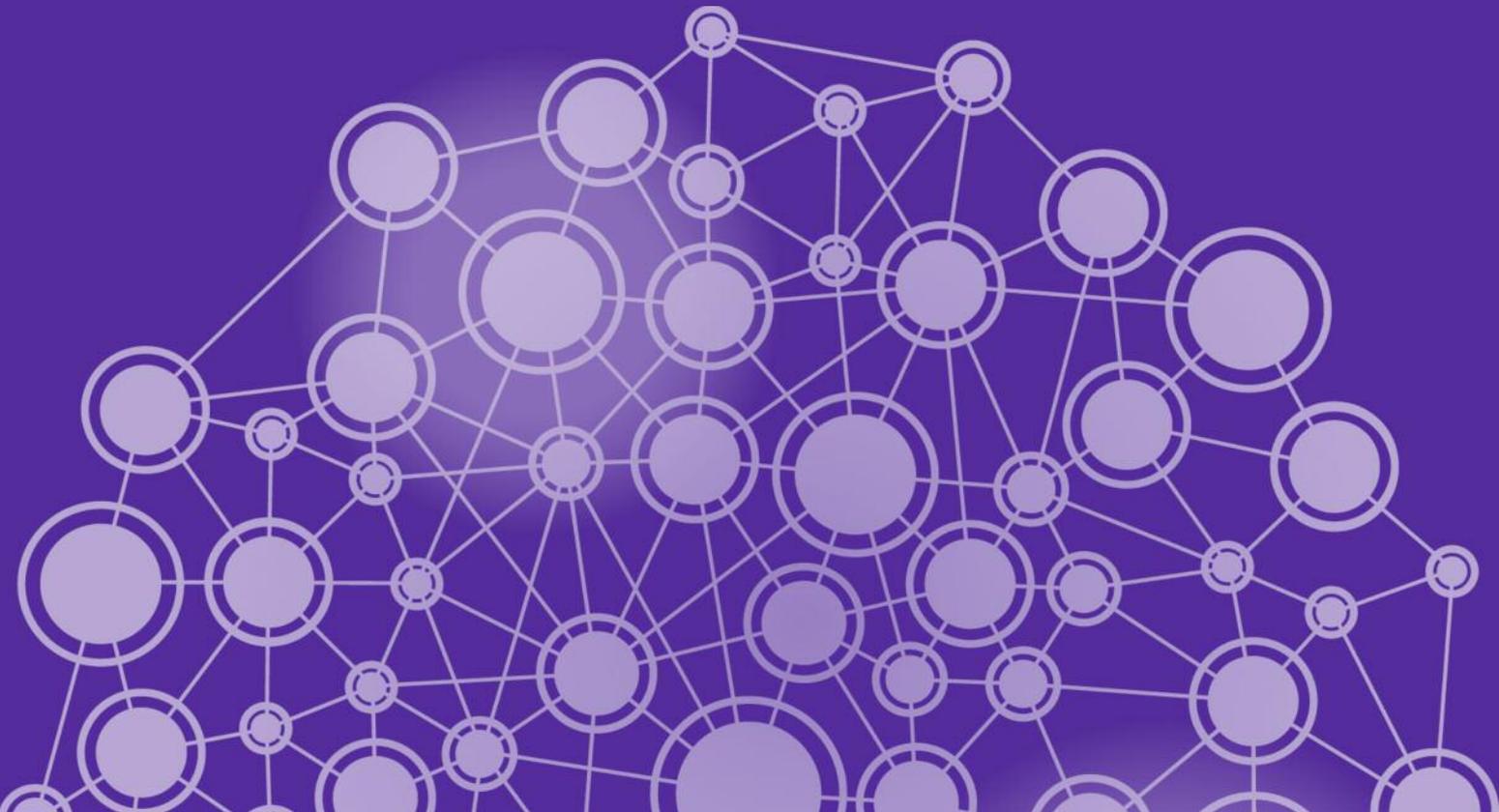


Division of
Clinical Psychology

Inclusivity Strategy

2016–2018

‘Civilisation is the process in which one gradually increases the number of people included in the term “we” or “us” and at the same time decreases those labelled “you” or “them” until that category has no one left in it.’ (Howard Winters)



These guidelines have been prepared by the prepared by
the **Division of Clinical Psychology Professional Standards Unit**.

Printed and published by the British Psychological Society.

© The British Psychological Society 2015

The British Psychological Society

St Andrews House, 48 Princess Road East, Leicester LE1 7DR, UK.

Tel: 0116 254 9568 Facsimile: 0116 247 0787

Email: mail@bps.org.uk Website: www.bps.org.uk

Incorporated by Royal Charter Registered Charity No 229642

Acknowledgements

The DCP would like to thank the following people for their contributions to the development and authorship of this inclusivity strategy:

Cath Burley, Anna Daiches, Anna Duxbury, Rachael Ellis, Rachael Faulkner, Jen Kilyon, Guilaine Kinouani, Jay McNeil, Zenobia Nadirshaw, Donna Reeve, Claire Scantlebury, Yvonne Stewart-Williams, Stephen Weatherhead and Debbie Wood.

If you have problems reading this document because of a visual impairment and would like it in a different format, please contact us with your specific requirements.

Tel: 0116 252 9523; Email: P4P@bps.org.uk

For all other enquires please contact the Society on:

Tel: 0116 254 9568; Email: mail@bps.org.uk

Contents

Context	1
Strategy implementation	3
Demographic data capture across the profession	3
Inclusivity Outreach Champion.....	3
BPS network links	5
Accessible inclusivity resource.....	5
CPD opportunities	6
Inclusivity awards	7
Inclusivity project grants	7
Mentoring	8
Appendices	
1. DCP Inclusivity Policy	10
2. Guidelines and legislation	12
3. Demographic questionnaire	13
4. Inclusivity Outreach Champion job description	15

Context

The Division of Clinical Psychology (DCP) has been developing a formal inclusivity strategy since 2014, with the goals of increasing access to the profession, ensuring compliance with equality and diversity regulation, and developing both research and practice to be led by a range of diverse knowledges and as applicable to as many people as possible who may benefit from clinical psychology input.

The profession, like many others in the UK, has been largely populated by a relatively narrow demographic pool, when compared to the wider population. Minority groups, whilst having their rights protected in law, still have barriers to overcome. The DCP has created this inclusivity strategy to help break down those barriers within our profession.

The scope of this strategy is as broad and as limited as the DCP itself. For example, the impact on workplace practice is limited by virtue of not being a regulatory body, but the potential reach of DCP activity is vast. If the DCP can connect across a wide range of populations and enable all individuals to feel they can be a part of our profession, then this will benefit all.

The 2010 Equality Act was of course a driver for increased attention on issues of equality and diversity, but there have also been other influencing factors such as the genuine desire from the DCP leadership to become a more diverse profession, positive and negative feedback on publications and DCP practice. All of which sits within the context of the DCP being a member network of the British Psychological Society (BPS), which is as a body focusing more time and resources into social justice and inclusion.

This strategy was initially led by Cath Burley (Director of the Membership Services Unit) during most of 2014 and then by Stephen Weatherhead (Director of the Professional Standards Unit) from November 2014 until February 2016. Significant consultation has taken place in the development of this strategy, including and not limited to those shown in Table 1.

Table 1: Consultation element in the development of the inclusivity strategy

Date	Task
December 2014	Discussion forum set up on DCP website.
December 2014	Engagement with complaints received about a DCP document not addressing issues of race and discrimination.
January 2015	E-mail sent to all DCP members, inviting participation and attendance at open forums.
February 2015	Notification in <i>Clinical Psychology Forum</i> inviting participation from members
February 2015	Skype discussion with Plymouth DClinPsy third years.
March 2015	Open forums held in Manchester and London.
May 2015	Survey distributed by Debbie Wood to LGBTIQ networks.
July 2015	Presentation and discussion at DCP Minorities in Clinical Training annual conference.

To keep the DCP membership informed and involved in progress, various updates and reports were completed during 2014–2015. These are available on request and include:

- Letter to DCP members.
- Updates reported in *Clinical Psychology Forum*.
- *Open Forums* report.
- Presentations given at various forums.

In addition to these formal consultation and reporting mechanisms, an e-mail list was set up to include anyone who expressed an interest in the initiative and gave permission for their details to be added to the list. Regular discussions and updates were held on this mailing list. During the course of the strategy development, it also became apparent that a number of other inclusivity initiatives were in various stages of development within the BPS, and so connections were developed with the people leading these different but closely connected initiatives. It will be a challenge to bring these initiatives together to give coherence and efficient practice across the BPS, but that will be an important element in ensuring the sustainability of any member network strategy.

At the time of writing, the BPS was still developing a formal inclusivity policy. Once that policy is finalised, the DCP policy will be superseded, if appropriate. However, until that point and for the foreseeable future, the DCP inclusivity policy which underpins this strategy is contained in Appendix 1, with pertinent legislation listed in Appendix 2.

Strategy implementation

For any inclusivity policy to be meaningful, a positive, achievable and sustainable strategy is required. The core elements of the DCP's inclusivity strategy for 2016–2018 are:

- (i) to enable a mechanism for demographic data capture across the profession;
- (ii) to create an Inclusivity Outreach Champion position;
- (iii) to increase BPS network links;
- (iv) to develop an accessible inclusivity resource;
- (v) to increase opportunities for CPD;
- (vi) to create inclusivity awards;
- (vii) to offer grants focused on inclusivity issues; and
- (viii) to develop a mentoring system for across the clinical psychology career.

Demographic data capture across the profession

Demographic data is gathered and collated centrally at the application stage of clinical psychology training. However, after this point, collection becomes rather disparate, particularly as clinical psychologists progress through their career. Individual institutions, employers and organisations gather data, but it is difficult for the profession/DCP to collate such data and assess the diversity of the profession in anything more than a circumspect manner. This is particularly important when considering who progresses in the profession, what limitations there may be for particular groups, and whether any change takes place over time.

The Membership Services Unit will facilitate the gathering of demographic data from DCP members. Efforts will be made to ensure as many members as possible complete the form (Appendix 3). Care has been taken in the structuring of these questions to create space for personal/individual descriptions where possible and a 'prefer not to say' option will be included for each question. The document itself will be prepared in a user-friendly format.

It will be important that data gathered here is used to inform and build our profession as well as identifying where there are problems which need to be addressed.

Inclusivity Outreach Champion

If this strategy is to be effective, it will require substantial time and effort, which would need to be funded. Two days per week has been agreed as the time anticipated to be required in order to begin the implementation of this work. This should be reviewed after two years. A full specification is detailed in Appendix 4, with the key tasks of the role to include:

Generic tasks:

1. Contribute an inclusivity, equality and diversity perspective to the DCP Executive Committee, and thereby contribute to the formulation of the overall strategy for the Division.
2. Develop and implement co-operative operations with other parts of the Division/Society to establish the viable implementation of the Division's strategic aims, as delegated by the DCP UK Chair and the Executive Committee, and in line with the DCP's annual objectives.
3. To contribute to the Executive Committee and ensure the Division properly reflects inclusive perspectives at national and local levels.

Specific tasks:

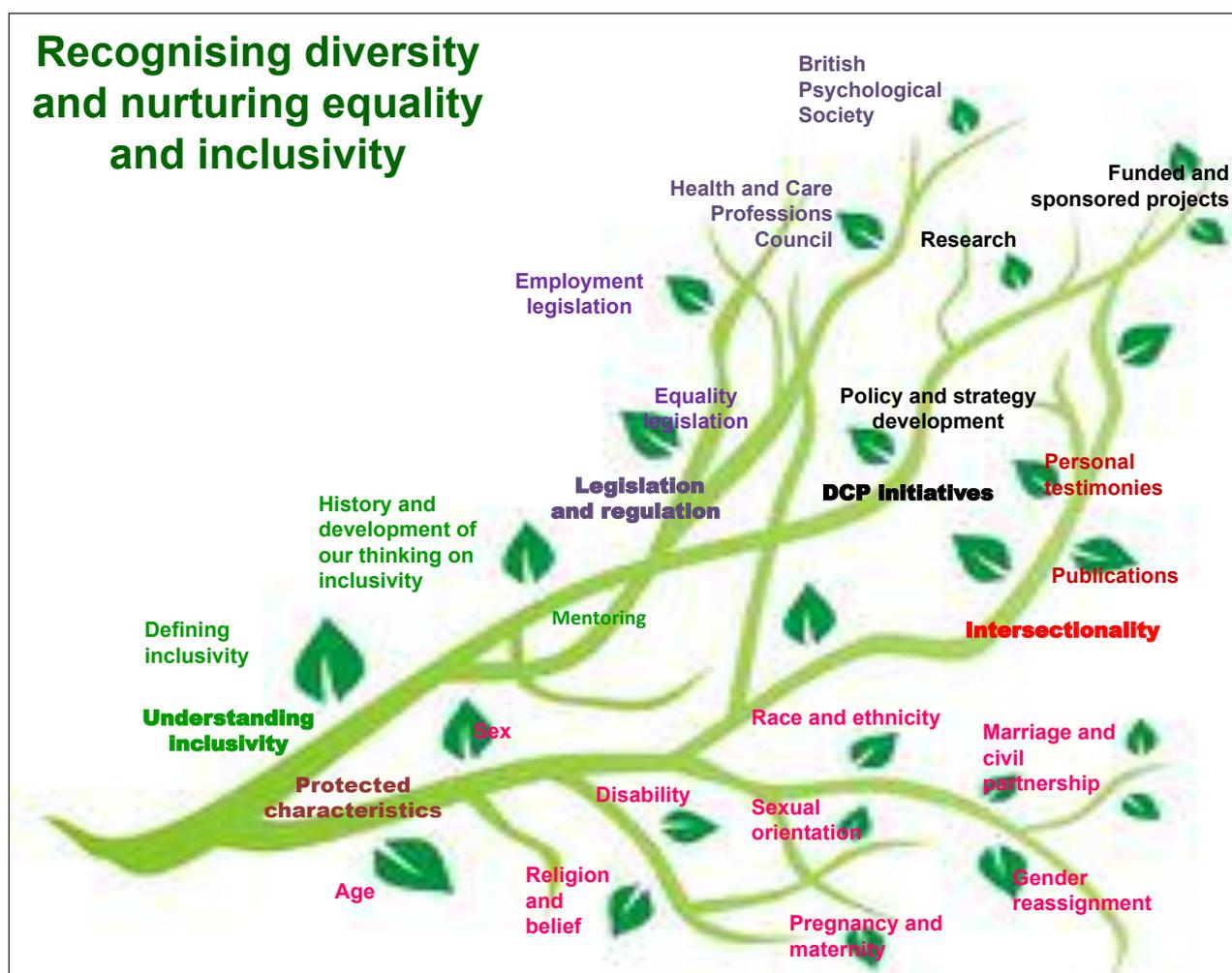
1. To deliver on the key priorities developed from the DCP inclusivity strategy and policy contained in this document:
 - (a) *CPD*: Organise CPD opportunities, with a focus on inclusivity, equality & diversity. This is to include one national inclusivity conference per year plus contributions to the DCP national conference, as well as the development of other regional and electronic CPD opportunities in conjunction with DCP Faculties and Nations, and the BPS learning centre.
 - (b) *Mentoring*: Embed a mentoring system within the DCP, with a goal of creating a database of people who are willing to act as mentors and those who wish to access a mentor. This will be developed in close conjunction with the DCP Membership Services Unit and the leaders of the various other clinical psychology mentoring schemes which are currently in process.
 - (c) *Inclusivity awards*: Develop an inclusivity award, which can be applied across the various BPS networks. The awards are to have different levels, be phased in over two years and awarded annually from 2017. This would be part of a self-assessment/scrutiny system too, in order to encourage all networks to reflect on their practice, policies and culture from an inclusivity perspective.
 - (d) *Legislative compliance*: Scrutinise DCP documents and initiatives to ensure they are compliant with relevant legislation and policies such as (and not limited to) the Equality Act 2010.
 - (e) *Inclusivity digital networks*: Continue the development of a DCP inclusivity resource, which contains information and links to relevant literature, practice examples, and discussion forums to foster personal development and connections between individuals and groups. This should also include discussion forums enable people with particular interests (e.g. gender/ethnicity/disability) to connect.
 - (f) *Outreach*: Actively seek connections both within and outside of the BPS to enhance the DCP's work in this area. This should include other BPS networks, other professional organisations related to clinical psychology, service user and carer groups and those with a particular interest in inclusivity, equality and diversity. The aim here is to advance the DCPs work in this area through a process of knowledge sharing, openness and collaboration.
 - (g) *Develop DCP diversity characteristics*: Gather, monitor and report on the diversity within the DCP membership, at all levels from pre-qualification, through training, qualified roles and leadership positions. This will require close working with other DCP, BPS, HCPC networks who may already gather relevant data.
2. To contribute to the DCP executive committee to ensure the Division takes and inclusive approach to all of its policies, initiatives and the overall strategy for the Division.
3. Act in accordance with the appropriate operational governance within the DCP Executive Committee, in line with the Division's Rules and the Society's Royal Charter, Statutes and Rules.
4. There will be an expectation to attend four face-to-face DCP Executive Committee meetings, intermittent teleconferences, plus a strategy event per annum.

BPS network links

At the time of writing there are a range of inclusivity/equality and diversity projects taking place within the BPS networks. There is currently no single comprehensive list of these projects or a clear strategy for ensuring coherence and efficiency in associated activity. However, the Social Justice Group of the BPS Professional Practice Board has been identified as the most appropriate coordinator. As this group develops and mechanisms are created, it will be paramount to connect and work closely with this group. This may also require amendments to the present DCP inclusivity strategy. Decisions on this will be led by the Inclusivity Outreach Champion and the DCP Executive Committee.

Accessible inclusivity resource

In order to facilitate access to relevant DCP and external resources on inclusivity, equality and diversity, an interactive CPD resource has been partially developed. It is anticipated that this will continue to be stocked and built on as the inclusivity strategy develops. The resource will be placed in an open access area of the DCP website. It will include links to relevant legislation, useful reading, video and audio files, training resources, documents, and other tools from DCP projects focused on inclusivity. Two screenshots are presented below as examples of the content of the resource.



Clicking on one of the leaves in the image above links the user to resources pertinent to that topic. For example, if one clicks on the 'Gender reassignment' leaf, this screen appears:

Gender reassignment

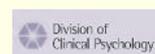
Eduardo Morales, PhD, from the Society for the Scientific Study of Ethnic Minority Issues(Div45) introduces the video below:

Here is a video that was produced and recently released in San Francisco that is a great introduction to issues about being trans and young. The video starts with an introduction by the Director of the Department of Health in San Francisco. This video is being used to train providers in S.F. in accordance with the ordinance 12N passed by the Board of Supervisors. I encourage you to use this video for training and discussion purposes and disseminate to those whom you think might benefit from this information provided. Once you are on the site you can download the video for ease of presentation and portability. It is for the public to use.

Please note that the video presents views by a younger generation where as older generations of this population may not agree or have different ways of identifying with some of the terms used, it does provide a good contemporary view of how to examine the issues and can be useful to generate discussion after presenting the video.

<https://vimeo.com/48893377>
password: baycat

**More on gender
reassignment**



From the screen above, one can click the weblink to watch a video of personal testimonies relating to gender reassignment. There is also a button to press for more publications and videos. On all pages, clicking the DCP logo brings the user back to the main contents screen for the resource.

CPD opportunities

The interactive resource will serve as a learning resource; however, its format inevitably limits connection with other people. An annual 'Inclusivity in Clinical Psychology' conference will be hosted by the DCP in collaboration with the minorities in clinical training group. This will form a CPD opportunity as well as a networking event. The inaugural conference will take place on 26 February 2016. At the time of writing, the programme for the 2016 event has not been completed; however, some key points include:

Venue: Jury's Inn, Birmingham

Capacity: 150

Attendance: Free

Structure: Conference presentations followed by evening networking event

Keeping the event free to attend is an important mechanism for ensuring inclusivity in access and the evening networking event will enable people with particular interests to connect. As a profession we must find ways to explore specific group needs as well as being inclusive, and so space will be created for discussions focused on particular factors such as

ethnicity, gender and intersectionality. It is hoped that this will enable people to develop research, publications and other projects, with those who have a share interest. Discussion forums will be created on the BPS/DCP website to further enable connection and collaboration.

Inclusivity awards

To encourage and promote inclusivity, two awards are proposed: a BPS Inclusive Practice Award and a DCP Inclusivity Award.

BPS Inclusive Practice Award

The DCP will propose that the BPS develops an ‘Athena Swan’ type award, which has three levels: bronze, silver, gold. This award will not be a single award, but instead a ‘kitemark’ of inclusive practice, awarded to BPS networks as an indicator of how inclusive they are perceived to be by the awarding committee. Whilst the Athena Swan Award focuses specifically on women, the Inclusive Practice Award will take a broader perspective, but may include a focus on similar features such as:

- diversity of network membership;
- supporting and advancing the careers of diverse populations;
- outreach activities; and
- committee membership.

DCP Inclusivity Award

The BPS already has an annual Inclusivity Award, so the following will be for DCP members specifically. The recipient of the award will then put forward by the DCP Executive Committee for the BPS award. Criteria for the award may include:

- personal commitment to equality issues;
- impact of the candidate’s contributions to psychological teaching, research or practice (inclusive of published works and influence on professional practice);
- impact of the candidate’s work on other professionals/service providers;
- impact of the candidate’s work directly for people from marginalised and oppressed social groups;
- personal/professional challenges to inclusivity; and
- evidence of the lasting impact of inclusivity activity.

Inclusivity project grants

It is recognised that to increase inclusivity within the DCP, we must invest in projects exploring pertinent issues. Three grants will be awarded each year, with an amount allocated in advance to each. This funding will be a form of ‘pump–priming’ work in the relevant areas. The projects may focus on research, clinical activity or any other area of clinical psychology practice. All project bids must follow DCP processes, with a project bid form completed and reviewed by the DCP executive committee. The topics will be decided upon by the DCP executive committee and the first three, offered in 2016 will be:

Intersectionality: £10,000

Economic disadvantage: £5000

Gender: £5000

Mentoring

For a mentoring scheme to be sustainable it must be embedded within existing structures, meet the needs of those seeking it and be financially viable. Currently, all clinical psychology courses have support mechanisms in place for trainees. Nonetheless, it appears that the provision of identity specific support and mentoring may not be available across the country. Furthermore, as clinical psychologists progress through their careers, formal opportunities for mentoring become less visible.

The DCP will facilitate access between potential mentors and mentees via the demographic data collection form. This form will identify who wants to access and/or provide mentoring opportunities.

The Inclusivity Outreach Champion will work with the Membership Services Unit to identify the best way to develop the scheme; however, it is anticipated to take place in a phased manner:

Phase 1: Mapping of current provisions throughout the career journey (pre-training, in training and post-qualification)

To achieve this, communication will need to be made with course centres and heads of clinical psychology departments, regarding leadership schemes to establish current provisions, if they exist, and seek any terms of references and associated guidance in order to publish a list of relevant schemes nationally with their leads (for contact and enquiries). This information will be posted on the DCP website.

Current well established schemes (e.g. the University College London scheme), together with their procedures and policies, will be made available to other institutions, again via the DCP website. Finally, it will also be necessary at this stage to obtain current evaluation strategies, which may already be in use in order to decide whether such evaluations may be replicable nationally in their current form or whether they could be adjusted for wider use.

Data collection and expressions of interest

A demographic data collection form will be distributed to all new and existing DCP members to capture relevant information and ask whether members would like to access or provide mentoring and in which form (e.g. face-to-face, Skype). This may be especially important to help ensure that those seeking a mentor with a particular identity or protected characteristic who may be located in regions where that particular identity may be under-represented may have the opportunity to obtain some mentoring support, should this be appropriate, from outside their location. Perhaps have a mentoring space on the DCP website or make the list available in the inclusivity resource.

Data collection will also aim to target those who aspire to leadership positions, particularly people from under-represented groups.

Phase 2: Establishing of the DCP mentoring list and some guidelines

Following on from the above, a mentoring list will be made available and accessible to trainees and clinical psychologists so that, should they wish, they may access mentoring from someone who has factors they personally identify with. The DCP will then develop some general guidelines on the mentoring process to clarify expectations from a professional perspective.

Outcome appraisal

Prior to the DCP formal endorsement/support of any specific mentoring process/scheme, it will be necessary to develop a way for capturing evidence on whether or not the scheme has been useful and led to meaningful change (e.g. demographic changes in the profession/questionnaires/hits on webpage/committee membership).

Table 2: Inclusivity strategy summary table

Initiative summary	Action responsibility	Cost	Review point
<p>Policy</p> <p>The policy has been written but will need review as the BPS develop the central policy/mission statement on inclusivity.</p>	Inclusivity Outreach Champion	N/A	February 2015
<p>Demographic data</p> <p>Data capture form template created. Needs to be made electronic and distributed to all DCP members.</p>	Helen Barnett Membership Support Unit Inclusivity Outreach Champion	N/A	December 2015
<p>Inclusivity Outreach Champion</p> <p>Job description written. Needs to be reviewed by DCP Executive Committee and actioned.</p>	DCP Executive Committee Policy Support Unit Director	2 days per week for 2 years at £200 per day contract for services = £20,800 per year.	December 2015
<p>Mentoring</p> <p>Need to expand on existing widening participation scheme at training level and also create mechanisms to access mentors across the career-span.</p>	Inclusivity Outreach Champion TBC with DCP Executive Committee	Suggest 'pump-primed' investment for Group of Trainers in Clinical Psychology.	February 2015
<p>CPD resource</p> <p>Template for resource has been developed and partially populated. Needs more content and adding to an open area of the DCP website.</p>	Inclusivity Outreach Champion Helen Barnett	N/A	December 2015
<p>Grants</p> <p>Three grants per year to be made available to DCP members for funding projects focused on inclusivity.</p>	DCP Executive Committee	£20,000 (1 x £10,000; 2 x £5,000)	December 2015
<p>CPD event</p> <p>CPD and networking event to be held annually. Developed collaborative with Minorities in Clinical Training Group.</p>	Inclusivity Outreach Champion Minorities in Clinical Training Group	£10,000 per year	March 2016 (after first event, scheduled for February 2016)
<p>Special interest groups</p> <p>Opportunities to be created for people interested in specific diversity areas to connect, primarily via annual CPD event and discussion forums.</p>	Inclusivity Outreach Champion Helen Barnett	N/A	December 2015
Total cost per year		£50,800 per year	

Appendix 1: DCP Inclusivity Policy

Policy statement

This policy has been developed by the DCP Executive Committee and an established working party to support and promote the diversity of the profession whilst fostering the clinical psychology workforce to deliver clinical psychology services to a diverse population. The DCP Executive Committee will review this policy on an annual basis.

Clinical psychologists, as members of the DCP, will demonstrate that all the activities they undertake under the aegis of the DCP will not discriminate against anyone in terms of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, social status, or any other grounds.

Objectives

In line with equality legislation (see Appendix 2), the DCP will provide guidance and support for its membership so that it will:

- Create a more inclusive organisational culture that promotes equality of opportunity through improved membership engagement.
- Be committed to embedding inclusivity, equality and diversity in all its policies, processes and practices.
- Develop, design and refine its policies, processes and practices to minimise the barriers that members may face in accessing these.
- Establish mechanisms to undertake equality impact assessments on all its policies, processes and practices.
- Challenge discrimination in its employment practices or service provision.
- Encourage its membership to gain greater awareness of their responsibilities under the equality legislation, and in particular to work to eliminate discrimination, harassment and victimisation by:
 - Providing learning and development opportunities that are accessible to all members.
 - Encouraging members to participate in those areas of the profession where they are under-represented, and to realise their potential.
 - Fostering good relations between different people/communities
 - Understanding the impact of the activity for those protected under the duty imposed on them at a legislative level.
 - Considering ways to minimise or remove any adverse impact or disadvantage for those covered by the duty.
 - Recording and demonstrating how due regard for equality legislation has been taken.

The DCP Executive is aware that it has a responsibility:

- To develop a DCP equality strategy and review this annually.
- To consider its legal duties to meet the needs of the DCP community and take every opportunity to promote equality of opportunity, be non-discriminatory and foster good relations between diverse populations.

- To provide clear expectations and strong leadership in the areas of inclusivity, equality and diversity.
- To develop and regularly review intelligence about the makeup of the membership in relation to the act in order to meet their needs and target resources where most needed through consultation and engagement activities.
- To treat members, service users and carers, and other experts by experience fairly and provide equality of opportunity within their roles in the Division.
- To promote members' confidence and competence to meet the different needs of individuals and communities with whom they work.
- To be aware that compliance with the duty may involve treating some people more favourably than others (as long as the action is not prohibited by the by equality legislation).
- To provide advice to members to enable them to ensure that access to, outcomes of and satisfaction with service delivery are not working for some communities more than others.
- To capture positive outcomes/share good practice to encourage members to develop confidence in understanding the complexity of working with diversity issues.

Appendix 2: Guidelines and legislation

The following guidelines and legislation have been used to inform this document:

- Disability Discrimination Act 1995
- Employment Equality (Age) Regulations 2006
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Equality Act 2006 (Part 2)
- Equality Act (Sexual Orientation) Regulations 2007
- Equality Act 2010
- Equal Pay Act 1970
- Health and Care Professions Council *Standards of Education and Training*
- Health and Care Professions Council *Standards of Professional Practice*
- Race Relations Act 1976
- Sex Discrimination Act 1975
- British Psychological Society *Code of Ethics and Conduct*

Appendix 3: Demographic questionnaire

What is your age?	XXX Prefer not to say
What is your gender identity?	Man Woman Another gender identity – please specify Prefer not to say
What is your marital status?	Divorced or separated Married/civil partnership/cohabiting Single Widowed Prefer not to say
Do you have caring responsibilities?	No Yes Prefer not to say
Which of the following best describes your sexual orientation?	Heterosexual Lesbian Gay Bisexual Another sexual orientation – please specify Questioning or unsure Prefer not to say
What is your ethnic group?	<p>Asian, Asian British, Asian English, Asian Scottish or Asian Welsh</p> <p>Bangladeshi Indian Pakistani Chinese Middle Eastern Any other Asian background – please specify</p> <p>Black, Black British, Black English, Black Scottish or Black Welsh</p> <p>African Caribbean Any other Black background – please specify</p> <p>Mixed/multiple ethnic groups</p> <p>White and Asian White and Black African White and Black Caribbean Any other mixed background – please specify</p> <p>White</p> <p>British – English British – Scottish British – Welsh Any other British White background – please specify Irish Any other White background – please specify</p> <p>Other ethnic group</p> <p>Arab Latin American Any other ethnic group – please specify</p> <p>Prefer not to say</p>

<p>Do you consider yourself to be a disabled person?</p>	<p>No Yes Prefer not to say</p> <p>Which of the following have been diagnosed? If answered 'yes' (Select all that apply)</p> <p>A sensory impairment (e.g. hearing/visual impairment – please specify) A mobility impairment A learning disability (e.g. dyslexia) A mental health difficulty A long standing illness or condition – please specify A disability or impairment not listed above Other disability/access need – please specify Prefer not to say</p>
<p>Do you adhere to a religious, spiritual or philosophical belief system?</p>	<p>No Yes Prefer not to say</p> <p>If you answered 'yes', above please give details:</p> <p>Baha'i Buddhist Christian – Protestant Christian – Roman Catholic Christian – other – please specify Hindu Jain Jewish Muslim Sikh Other religion or spiritual belief – please specify Prefer not to say</p>
<p>What was your home UK postcode when you completed your A levels/Highers?</p>	<p>If this question is not appropriate for you (e.g. you did not study A levels/Highers in the UK), please enter 'not applicable'</p>
<p>Would you like to provide mentoring opportunities?</p>	<p>Yes No</p>
<p>Would you like to access mentoring opportunities?</p>	<p>Yes No</p>

Appendix 4: Inclusivity Outreach Champion

JOB DESCRIPTION

1. JOB DETAILS

Job Holder:		Reports to: DCP Executive Committee
Job Title:	Inclusivity Outreach Officer	Appointment Date: March 2016
Tenure:	Maximum term of 2 years	

2. JOB PURPOSE

(Please give a short sentence describing the main purpose of the job in no more than 20 words.)

To continue embedding the DCP inclusivity strategy and policy, ensuring divisional activity is reaching out to diverse populations.

3. DIMENSIONS

(List here financial measures or statistics relevant to the post.)

Rate of pay: £200 per day

Number of days: 2 days per week

4. ORGANISATION CHART

SEE APPENDIX 2

5. KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED

(Detail here, the knowledge, skills and experience required for satisfactory job performance.)

1. A strong interest in inclusive practice, supporting individuals and groups who have been marginalised by traditional approaches to clinical psychology frameworks and processes.
2. Proven experience in bringing policy and strategy into practice, within complex systems.
3. A desire to affect positive change whilst maintaining good relationships where a range of different views, beliefs and values are evident.
4. An interest in promoting psychological aspects of healthcare and ensuring standards in the practice of clinical psychology.
5. Experience of committee work at regional or national level.
6. Ability to form effective partnership working and liaise with a wide range of different organisations and stakeholders.
7. Excellent and proven interpersonal and communication skills.
8. An ability to work independently and with others on the committee with, at times, a quick turnaround.
9. Basic computer skills (e.g. e-mail, Word) and be able to be in regular communication.

6. KEY RESULT AREAS

GENERIC TO THE ROLE

1. Contribute an inclusivity, equality and diversity perspective to the executive committee and thereby contribute to the formulation of the overall strategy for the Division.
2. Develop and implement co-operative operations with other parts of the Division/Society to establish the viable implementation of the Division's strategic aims, as delegated by the DCP Chair UK, DCP Executive Committee, and in line with the DCP's annual objectives.
3. To contribute to the DCP Executive Committee and to ensure the Division properly reflects inclusive perspectives at national and local levels.

SPECIFIC TO THIS ROLE

1. To deliver on the key priorities developed from the DCP inclusivity strategy and policy 2015.
 - a. CPD: Organise CPD opportunities throughout the year, with a focus on inclusivity, equality and diversity. This is to include one national inclusivity conference per year, plus contributions to the DCP annual conference, as well as the development of other regional and electronic CPD opportunities in conjunction with DCP Faculties and Nations, and the BPS Learning Centre.
 - b. Mentoring: Embed a mentoring system within the DCP, with a goal of creating a database of people who are willing to act as mentors and those who wish to access a mentor. This will be developed in close conjunction with the DCP Membership Services Unit.
 - c. Inclusivity Awards: Develop an inclusivity award which can be applied across the various DCP networks. The awards are to have different levels, be phased in over two years and awarded annually from 2017. This would be part of a self-assessment/scrutiny system too, in order to encourage all networks to reflect on their practice, policies and culture from an inclusivity perspective.
 - d. Legislative compliance: Scrutinise DCP documents and initiatives to ensure they are compliant with relevant legislation and policies such as (but not limited to) the Equality Act 2010.
 - e. Inclusivity digital networks: Continue the development of a DCP inclusivity resource which contains information and links to relevant literature, practice examples and discussion forums to foster personal development and connections between individuals and groups. This should also include discussion forums to enable people with particular interests (e.g. gender/ethnicity/disability) to connect.
 - f. Outreach: Actively seek connections both within and outside of the BPS to enhance the DCP's work in this area. This should include other BPS networks, other professional organisations related to clinical psychology, service user and carer groups and those with a particular interest in inclusivity, equality and diversity. The aim here is to advance the DCP's work in this area through a process of knowledge sharing, openness and collaboration.
 - g. Develop DCP diversity characteristics: Gather, monitor and report on the diversity within the DCP membership at all levels from pre-qualification, through training, qualified roles and leadership positions. This will require close working with other DCP, BPS, HCPC networks who may already gather relevant data.

2. To contribute to the DCP executive committee to ensure the Division takes an inclusive approach to all of its policies, initiatives and the overall strategy for the Division.
3. Act in accordance with the appropriate operational governance within the DCP executive committee, in line with the Division's Rules and the Society's Royal Charter, Statutes and Rules.
4. There will be an expectation to attend 4 DCP executive face to face meetings, intermittent teleconferences plus a strategy event per annum.

7. COMMUNICATIONS AND WORKING RELATIONSHIPS

SEE APPENDIX 2

Notes

Notes

The British Psychological Society

St Andrews House, 48 Princess Road East, Leicester LE1 7DR, UK

Tel: 0116 254 9568 Fax: 0116 247 0787 Email: mail@bps.org.uk Website: www.bps.org.uk