

The Institute of Trichologists Equality, Diversity & Inclusion (EDI) Statement

Our role and purpose

The Institute of Trichologists is the foremost professional association for Trichologists in the World, the largest provider of Trichology training in Europe and the longest established body of its type. For the protection of Patients and the general public, all Members must adhere to our Code of Professional Practice and ethics, this ensures that clinics and practitioners offer only the very highest standard of consultation and treatments or treatment advice.

The Institute of Trichologists has 3 key functions:

1. We provide a high ethical and professional standard of conduct for our Members to follow in order to protect the general public and to preserve and enhance the practice of Trichology.
2. We ensure that all registered members have undergone education programmes to qualify as a Trichologist. The education programmes cover scientific and medical aspects to help diagnose all hair loss/thinning/hair shaft disorders and scalp problems, and ensures that all members uphold patient safety as their number one priority.
3. We are an independent, self-governed, self financed membership body for professional Trichologists in the United Kingdom and Internationally and the longest established Institute of its type in the world.

As a key professional association in Trichology, we highly encourage our registered members to promote and progress equality, diversity, and inclusion (EDI) in delivering their practices.

Our Responsibility

One of our core values is to ensure that everyone is treated fairly. We strongly believe in a fairer future for everyone, and that everyone has the right to live without fear or prejudice regardless of race, age, gender, disability, sexual orientation, social class, religion and belief.

As an Institute, we have a diverse Membership Register, Student base and Education Providers. We have a duty to ensure that our Institute, and everyone associated with our Institute act in the best interest of the general public and service users.

The Institute complies with the Equality Act 2010, and is therefore subject to the public sector equality duty, as well as the membership duty. These duties require the Institute to have due regard to:

- eliminate unlawful discrimination
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster or encourage good relations between people who share a protected characteristic and those who do not

All registered members of the Institute have a duty to ensure they are adhering to and displaying our core values and ethics.

In order to promote our EDI position, the Institute expect:

- Our Board and Committees approve our approach to all operational activities related to our membership and student base, and oversee how it is carried out
- Our Chairman, Board and managers provide the direction and leadership in delivering our position
- Every person associated with the Institute (membership base, student base, workforce etc) will carry forward our core values every day

We will ensure that our values and ethics, respect, fairness, transparency, and teamwork are visible in all aspects of the Institute, and those associated with the Institute, within interactions with our members, students and patients and service users.

Additionally, as an organisation, we treat any reports of discrimination seriously. In the event of such a report arising, the Institute will ensure it is investigated and appropriate action taken in line with our internal policies and procedures.

Our Vision

The Institute of Trichologists' Member Registrants and associated Education Providers are accredited and endorsed by the Institute of Trichologists as meeting the highest standards, and adhering to our core values. All parties that are admitted to the Institute of Trichologists Registers have met the agreed industry qualifications and abide by the strict code of Professional Conduct and Ethical practice as determined by the Institute of Trichologists.

Our aim is to ensure that EDI is reflected in our values, and embedded in our practises and individual behaviours. We expect all of our Registered Members, Student base and Education Providers to commit to treating everyone with dignity and respect; in addition to complying with the Equality Act 2010.

Our Vision

This EDI Statement is Approved by:

Eva Proudman

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Chairman

On Behalf of the Board of Directors