

The Institute of Trichologist

EQUALITY, DIVERSITY AND INCLUSION

POLICY PURPOSE

1. The Institute of Trichologists (IOT) is the UK's PSA regulated register for the Trichology profession. Its overriding purpose is to protect the public and regulate the Trichology profession.
2. The IOT approach to Equality, Diversity and Inclusion (EDI) is critical to in the following two significant ways.
 - 1). To ensure all patients are served and treated fairly and equally and provided the best care possible by registrants.
 - 2). By continually developing and promoting standards within Trichology.
3. EDI is embedded into the aims of the IOT. It is incumbent on us all; Board members, associated Council members, employees, registrants, tutors and students to embrace and deliver EDI.
4. As a regulated register the IOT fosters change, raises awareness and sets expectations for all with whom it interacts. The IOT will call out discrimination, inequality, or exclusion. The IOT will work to create a culture that values difference and champions the contributions that people can make from all backgrounds and experiences.
5. This policy statement outlines the IOT's EDI principles, approach, modelling and actions. It will detail how the IOT will monitor these by collecting and using EDI data from registrants, employees, and education and Fitness to Practise activities.

AIM OF THE POLICY

6. This policy aims for the IOT to meet the requirements in law so that any person who has contact with the IOT and the UK Trichology profession will be treated fairly, with respect, and without discrimination. The Equality Act 2010 is a law that protects people from discrimination in the workplace and in society at large. The Act protects people from discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

SCOPE OF THE POLICY

7. This policy applies to individuals at all levels within the IOT, including Board members, associated Council members, employees, registrants, tutors and students to embrace and deliver EDI.

DEFINING EQUALITY, DIVERSITY AND INCLUSION (EDI)

8. EDI ensures fair treatment and opportunity for all. It aims to eradicate prejudice and discrimination based on an individual or group of individuals' protected characteristics.
9. EDI is about integrating and embedding the behaviour of inclusion and diversity into a corporate or professional culture while ensuring all organisation planning, functions, and processes are aligned to advance equality. Individually, it is accepting and embracing people and their unique experiences, background, and contribution they can make.
10. EDI's definition may vary depending on national and cultural beliefs and values. However, a simple explanation of EDI as it applies to this policy is

Equality: Fairness, ensuring that individuals, or groups of individuals, are not treated less favourably because of their protected characteristics. Equality relates to the legal obligations in which organisations must not unlawfully discriminate. It does not mean treating everyone 'the same' but recognising that everyone is an individual with different needs that need meeting

Diversity: Recognising and celebrating visible and non-visible differences. It acknowledges the benefits of having a range of perspectives in an organisation's operations and decision-making and taking steps to aid and encourage that diversity

Inclusion: People's differences are valued and used to enable everyone to thrive in that organisation. An inclusive organisation is one in which everyone feels they belong without conforming. Everyone's contribution matters and they have the opportunity to perform to their full potential, no matter their characteristics, background, identity, or circumstances.

SEX/GENDER AND GRANULARITY

11. The IOT recognises Intersex, which describes sex characteristics outside the binary male and female definitions.
12. Gender is different from sex and is a set of socially constructed characteristics that accompany the sex assigned to a person at birth. However, the gender of a person is considered fluid within a spectrum of expressions and behaviours. People are positioned anywhere on this spectrum according to their own beliefs. The World Health Organisation recognises gender to be hierarchical. It results in inequalities that intersect with other social and economic inequalities, for example, ethnicity, sexual orientation, disability, and geographic location. This is known as intersectionality.
13. Sex is a protected characteristic in the UK, and gender is not. The IOT does not collect gender-related data from its registrants

14. There remains confusion in using the words sex and gender. The Office of National Statistics recognises this confusion and states that this issue needs resolution and better understanding.
15. IOT also acknowledges that more options are available for some protected characteristics, eg. race, religion and sexual orientation. Infinite granularity prevents the identification of trends, so the decision not to present all possible options, ie. there are over 20 sexual orientation preferences, is to assist in the submission and more straightforward reporting of EDI data from individuals. The lack of granularity does not reflect a IOT position on an individual's race, religion or sexual orientation, for example. It is also important to highlight those Equality Act protections can and have been extended by case law. Therefore, equality legislation should not be considered 'set in stone' but rather something that evolves and adapts to accommodate our society and protect those at risk of discrimination.

WHAT DOES EDI MEAN FOR THE IOT AND TRICHOLOGY?

Principles

16. EDI is an essential and integral requirement for everyone within the IOT, helping it to become a fully inclusive organisation.
17. The IOT will encourage its principles to promote equality, value diversity and embrace inclusivity as an integral part of its culture and the Trichology profession.
18. The IOT recognises the impact and effects of historical disadvantage and past discrimination and is committed to developing, implementing and monitoring effective policy, strategy and standards to achieve equal opportunity for all.
19. The IOT will achieve its EDI aims by employing the following principles:

Promote equality; the IOT will ensure its activities are fair and free from unlawful discrimination. The IOT will also promote equality of opportunity and access to the profession.

Value diversity; the IOT will be deliberate about recognising differences and the need to adjust based on those differences. The IOT recognises the strength of diversity and values this in recruiting and developing Board members, associated Council members, employees, registrants, tutors and students.

Reflecting the community it represents through embracing inclusivity. This includes Board members, associated Council members, employees, registrants, tutors and students across all activities, including how we appear externally, such as our website, recruitment materials, external influencing and behaviour.

Reasoning

20. **Why?** Furthering equality, diversity and inclusion are integral to meeting our principles. Taking account of different needs and embracing diversity makes us stronger.

21. **How does this look and feel?** The IOT will behave fairly towards everyone it works with, valuing and respecting their views and interests and eliminating activities that may result in discrimination or exclusion.
22. **The IOT can foster and encourage** registrants to enhance their awareness of EDI through publicity and training to support this policy. This work will address topics such as how EDI relates to clinical practice, unintentional prejudices and unconscious bias,
23. **The IOT has a diverse team.** Its vision for the organisation is encapsulated in the following statements: “Within the IOT we work hard and support, value, care and trust each other. It matters to us that we make a real difference in protecting the public and developing Trichology.

EDI DATA COLLECTION, APPLICATION THROUGH PROGRESSION MODELLING AND RESPONSIBILITY

24. The IOT may collect EDI data from its Board members, associated Council members, employees, registrants, tutors and students
25. The IOT collects data on seven of the nine protected characteristics:
 - Age
 - Disability
 - Gender reassignment/trans status
 - Race (including colour, nationality, and ethnic or national origins)
 - Religion or belief
 - Sex
 - Sexual orientation
26. For Information Commissioner's Office (ICO) General Data Protection Regulation (GDPR) reasons, the IOT does not collect maternity/civil partnership or pregnancy and maternity data.
27. The IOT has adopted a four-stage EDI model to monitor its progression:
 - Use of data** gathering and insights to determine if and where change is required.
 - Data will justify the need.** The responsibility and accountability to lead any change will be established, and a programme for change initiated.
 - Data continues to be collected,** shared, reviewed, and actions enabled to initiate change.
 - The IOT has changed** and will continue to change to reflect data gathered.