



## Joint Council for Cosmetic Practitioners

### Equality, Inclusivity and Diversity Statement

#### 1. Introduction

1.1 The purpose of the Equality, Inclusivity and Diversity Policy is to set out the JCCP's commitment to equality, diversity its legal duties under UK law.

1.2 The Equality, Inclusivity and Diversity Policy is intended as an over-arching statement from the JCCP provisions and arrangements with regards to equality, inclusivity, and diversity.

#### 2. Policy Statement

2.1 The JCCP's commitment to equality of opportunity, inclusion and diversity is embodied in its mission and values which were inaugurated in 2018. In summary the JCCP's policy statement is presented as:

'The JCCP seeks to promote equality of opportunity, to welcome and encourage inclusivity and to encourage and celebrate difference. To realise these core principles, the JCCP shall exercise no discrimination on the grounds of political opinion, age, race/skin colour, disability, ethnic or national origin, gender, marital status, race, religion, or sexual orientation in the admission of members to its registers, or the appointment of Trustees, Committee Members, and employees, or generally, in the execution of any of its Objects as laid down by the JCCP Articles of Association/Constitution.'

2.2 In accordance with its Articles of Association and legal responsibilities, the JCCP is committed to creating, promoting, and maintaining inclusive learning and working culture in which all members of its 'stakeholder community' are treated fairly, where diversity and inclusivity is valued, and discrimination challenged.

2.3 The JCCP recognizes in its Mission Statement that its primary role relates to patient safety and public protection and confirms its commitment to 'Equality of Opportunity, Inclusion and Diversity':

## ‘Values of the JCCP’

- Upholding Patient Safety and Public Safety as the core driving force of the JCCP.
- Operating its Register of Practitioners and Education and Training Providers within a strict and agreed Code of Practice that embodies robust ethical standards to providing aesthetic treatments.
- Openness, fairness and independence.
- Commitment to Equality of Opportunity, Inclusion and Diversity.
- Working in partnership with patients and all key stakeholders in the aesthetic industry.
- Recognising innovation and best evidenced-based practice and responding to change.

2.4 The JCCP understands that in fulfilling its charitable objectives that there are issues and impacts in its chosen areas of activity that have differing relevance for differing groups and individuals and as such its policies, initiatives and other activities need to recognize and reflect these differences from an equality, inclusivity and diversity perspective.

2.5 The JCCP Marketing and Communications Strategy and Plan is designed to ensure effective communication and representation to members of the public and across all groups and individuals.

### 3. Legal Responsibilities

3.1 The JCCP’s commitment to Equality, Inclusivity and Diversity is underscored by its duties under the Equality Act 2010. The Act establishes nine protected characteristics on the grounds of which discrimination is unlawful:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sexual orientation

3.2 Protection from unlawful discrimination on the grounds of a protected characteristic applies in relation to the admission and treatment of registrants, the treatment of employees, Trustees and Committee Members and the provision of services by the JCCP. Unlawful discrimination may take the form of direct or indirect

discrimination, harassment, or victimisation. In relation of disability, it can also include discrimination arising from a disability and failure to make reasonable adjustments.<sup>1</sup>

3.3 As a UK Registered Charity and an accountable public body, the JCCP seeks also to abide by the 'Equality Duty' and therefore, has due regard of the need to:

- Eliminate unlawful discrimination, harassment, and victimisation on the grounds of a protected characteristic.
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and people who do not.<sup>2</sup>

<sup>1</sup> Equality Act 2010.

<sup>2</sup> Equality Act 2010. The Equality Duty does not apply in relation to the protected characteristic of marriage and civil partnership.

## 4. Responsibilities

4.1 The overall responsibility for compliance with equal opportunities legislation and the implementation of this policy lies with the JCCP Board of Trustees. All employees, Trustees and Committee Members have a responsibility to uphold the JCCP's commitment to equality, as expressed in this policy, by:

- Treating each other, registrants, employees staff and stakeholders with dignity and respect.
- Not engaging in, colluding in, or encouraging behaviour that constitutes unlawful discrimination under the Equality Act.
- Supporting activities to eliminate discrimination, advance equality of opportunity and foster good relations as required under the Equality Act.

4.2. Trustees, employees, or practitioner Registrants of the JCCP found to have engaged in unlawful discrimination will be subject to disciplinary measures up to and including the enactment of fitness to practice procedures in the case of Practitioner Registrants, disciplinary action in the case of employees and investigation in the case of Trustees in accordance with Charity Commission procedural requirements.

### 4.3 Contractors and Suppliers

4.3.1 Contractors and suppliers who provide a service on behalf of the JCCP are subject to the requirements of this policy.

4.3.2 The evaluation and selection processes for contractors and suppliers (including consultants) may include the extent to which contractors and suppliers comply with equal opportunities legislation and the JCCP's Fairness and Diversity Policy. Contractors or suppliers that are unable to demonstrate such compliance should be excluded from consideration of the contract in question.

## **5. Complaints**

5.1 Notwithstanding its commitment to tackle discrimination and to promote diversity, the JCCP recognises that problems may still arise from time to time. Any complaint of unlawful discrimination will be taken seriously and dealt with in a timely and sensitive manner, and in accordance with the JCCP published Complaints or Fitness to Practice procedures.

## **6. Monitoring EDI Data Collected from JCCP Practitioner Registrants**

6.1 The JCCP Practitioner Register Committee collects data relating to equality, diversity and inclusivity (EDI) from its registered practitioner members. The collected data accords with the same data fields collected by national Professional Statutory Regulatory Bodies (such as the NMC and GMC etc). This data is reported upon and reviewed and analysed on a quarterly basis by the JCCP Executive Chair and Registrar and by the Chair of the JCCP Practitioner Register. EDI data reports are presented to the JCCP's Practitioner Register Committee for review and discussion with the aim of identifying specific trends and impacts and to inform quality improvement. Any specific or significant impact issues are subsequently escalated to the JCCP Oversight Committee and to the Board of Trustees for their consideration and action.