

UKPT Equality and Diversity Statement

Our Commitment

The UK Paruresis Trust started in 2002 as a group of people experiencing, or having experienced, avoidant paruresis. We organised ourselves into a self-help charity to help people cope with urinary dysfunction that has a psychological or social origin. We now aim to provide information and relief for adults experiencing the social anxiety Avoidant Paruresis (aka Shy Bladder Syndrome), particularly by:

- the provision of internet based information and support
- the promotion and provision of local support groups
- the provision of desensitisation workshops
- the promotion of the concept of individual privacy in the design of public toilets
- the promotion of research into all aspects of the condition, particularly its cause and treatment
- the raising of public awareness, including that of the medical profession.

We want to provide an efficient and high quality service. We aim to be open and accessible, and to provide information to anyone requesting it quickly and politely. We are committed to non-discrimination on the grounds of age, race, gender, transgender status, ethnic origin, religion or belief, sexual orientation, disability, economic status or political affiliation.

We are committed to creating a culture in which equality and diversity are actively promoted by providing services that are free from unfair and unlawful discrimination and embody fairness and consistency for all. The individual needs of all users of the organisation's services will be considered constructively, creatively, and in line with the spirit of disability legislation.

The UK Paruresis Trust will actively seek to eliminate all forms of discrimination, direct or indirect, which restricts or hinders the promotion of equality, the provision of equal treatment and the valuing of diversity.

The trustees aim to ensure that no person, whether a user of the organisation's services, a volunteer or a trustee, is victimised during their contact with the UK Paruresis Trust and reject unlawful discrimination of any kind. Any instance of discriminatory behaviour, whether direct or indirect, will be dealt with swiftly and firmly by the Chair and the board of trustees.

Definition of Discrimination

Direct Discrimination

Direct discrimination occurs when a person is treated less favourably than another on the grounds of their age, race, gender, transgender status, ethnic origin, religion or belief, sexual orientation, disability, economic status or political affiliation.

Indirect Discrimination

Indirect discrimination can occur when a requirement or condition, which cannot be justified on grounds other than age, race, gender, transgender status, ethnic origin,

religion or belief, sexual orientation, disability, economic status or political affiliation, is applied equally but has the effect in practice of disadvantaging a considerably higher proportion of persons in one or other of the above groups.

Anyone who uses the services of the UK Paruresis Trust and considers that they have been discriminated against should raise the issue through the Complaints Procedure.

The UK Paruresis Trust will stay abreast of developments in thinking and best practice in the fields of equality and managing diversity, and will ensure that these are considered in every area of the organisation's activities. We will identify a trustee with lead responsibility for monitoring equality and diversity issues. The current trustee with that role is Ann Allcoat.

This statement applies to all areas of UK Paruresis Trust's work and activities.

Our contact details:

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