



Beyond the Books: A holistic path to progress

# Equality, Diversity and Inclusion Policy

## A Different Approach Tutoring and Therapy Services Ltd

(hereafter referred to as 'ADA Ltd')

**Version:** 1.0 | **Reviewed:** April 2026 | **Next Review:** April 2027

### 1. Statement of Intent

**ADA Ltd** is committed to promoting a diverse and inclusive environment for all students, parents, adult clients, and associates. We believe that every individual should be treated with dignity and respect. We strictly adhere to the **Equality Act 2010** and the **Public Sector Equality Duty**, ensuring that no person is discriminated against based on protected characteristics.

### 2. Neuro-Affirming Practice

As a specialist provider of **The Brick-by-Brick® programme**, **The STILL Method**, and **Drawing and Talking**, **ADA Ltd** operates from a "Neuro-Affirming" standpoint. We recognise that neurodivergence (including Autism, ADHD, and Dyslexia) is a natural variation of the human experience. Our sessions are designed to:

- Remove barriers to learning and communication.
- Celebrate individual strengths and "spiky profiles."
- Provide a safe, sensory-aware environment for all learners.

### 3. Professional Standards & Conduct

Whether working with children in Alternative Provision or adults in private care, **ADA Ltd** will:

- **Challenge Discrimination:** Actively address any form of bullying, prejudice, or exclusionary behaviour.
- **Inclusive Communication:** Use accessible language and formats (e.g. 1.5 spacing, Arial font) to ensure our services are reachable for all.



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- **Equality of Opportunity:** Ensure that all students, regardless of their background or SEND status, have equal access to high-quality therapeutic support.

#### **4. Recruitment & Associates**

In line with our **Safer Recruitment Policy (ADA\_POL\_004)**, any future associates or volunteers will be appointed based on merit and their commitment to inclusive practice. We welcome applications from all backgrounds to ensure **ADA Ltd** reflects the diverse community of Bedford and the surrounding areas.

#### **5. Monitoring & Complaints**

Any concerns regarding discrimination or exclusion should be raised via **ADA\_POL\_005 (Complaints Procedure)**. We review this policy annually to ensure our practice remains at the forefront of inclusive education and therapy.

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**Lead Director:** Jennie Jepps

**Training:** EDI Awareness (The National College)