



# Organisational Overview & Capability Statement

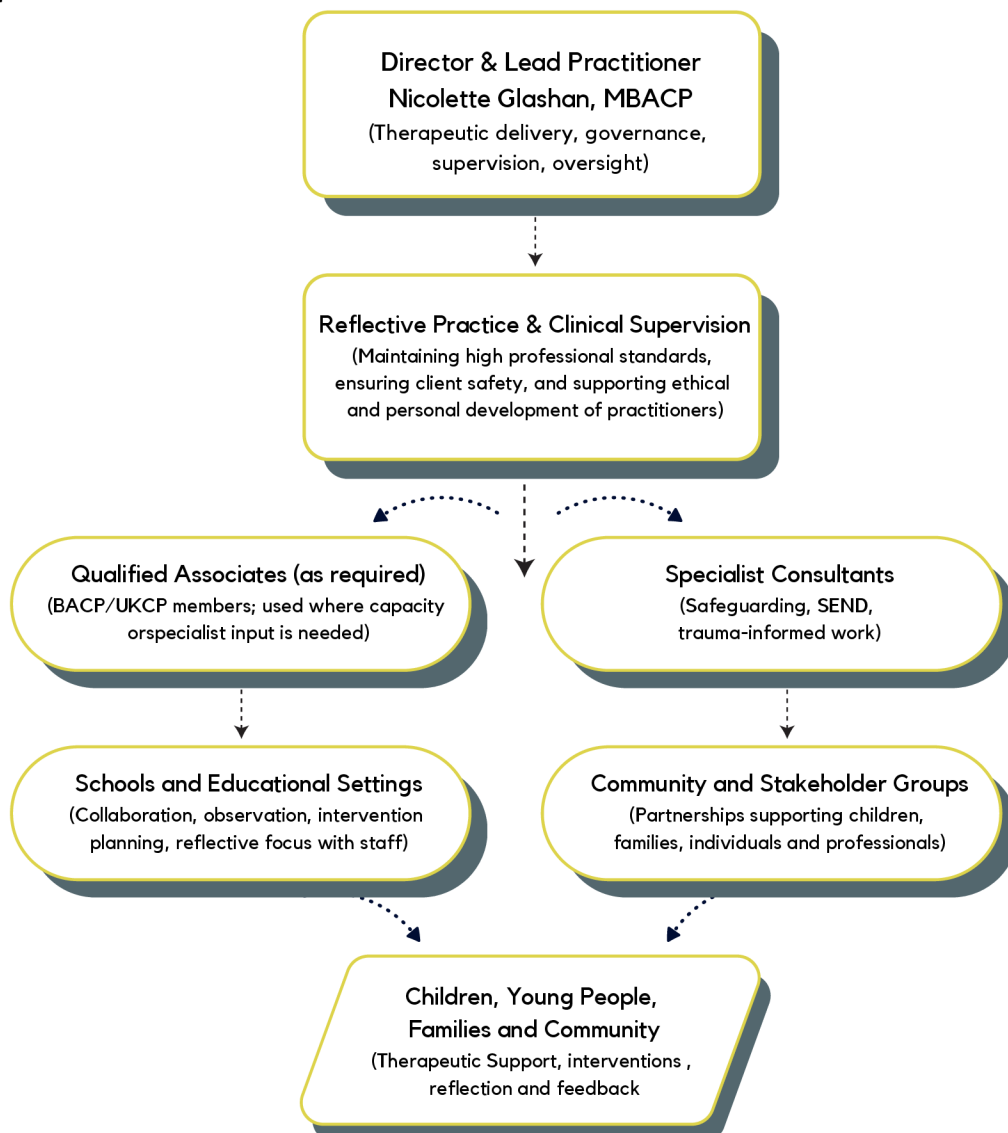
Registered company no. 12760014  
ICO Registration Number: ZB615860  
Reviewed: August 2025

## About Flourish Oxford Ltd

Flourish Oxford Ltd, founded and directed by Nicolette Glashan, MBACP, provides humanistic and integrative counselling, therapeutic interventions, and reflective practice support for schools, professionals, and community organisations. As a registered member of the British Association for Counselling and Psychotherapy (BACP), Nicolette adheres to the BACP Ethical Framework, ensuring high professional standards, robust governance, and ongoing personal and professional development.

## Organisational Structure and Delivery Model

Although Flourish Oxford Ltd is led by a single director-practitioner, the delivery model is flexible, collaborative, and scalable. Where needed, Flourish draws on a trusted network of suitably qualified associate practitioners (all with relevant safeguarding checks, qualifications, and professional memberships) to ensure safe, ethical, and effective interventions.



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www.flourishoxford.com



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## Capabilities and Expertise

Flourish Oxford Ltd specialises in:

- **Therapeutic interventions:** Humanistic and integrative counselling for children, young people, and adults.
- **Behaviour as Communication:** Supporting schools and professionals to understand behaviours within the context of attachment, trauma, and neurodiversity.
- **Reflective forums:** Facilitating staff reflection and professional learning using observation tools and structured models such as the Power Threat Meaning Framework (PTMF) and Dr Perry's Regulate, Relate, Reason.
- **Safeguarding & multi-agency working:** Fully compliant with UK safeguarding frameworks, GDPR regulations, and data protection protocols.
- **Inclusive and anti-oppressive practice:** Neurodiversity-affirming, culturally sensitive, and trauma-informed, recognising how systemic inequalities, exclusion, poverty, and racism shape lived experience and emotional well-being.

## Assurances

- **BACP Registered Member 01011802:** Working within the BACP Ethical Framework.
- **ICO Registered (ZB615860):** Full GDPR compliance.
- **Enhanced DBS Checked:** Renewed and monitored regularly.
- **Policies & Procedures in Place:** Safeguarding, equality & diversity, health & safety, and data protection.
- **Regular Clinical Supervision:** Ensuring ethical and reflective practice.