



Diversity and Equality Policy

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

Purpose

Flourish Oxford Ltd is committed to promoting equality, diversity, and inclusion in all aspects of our work. We recognise that every individual is unique, and we aim to provide a safe, respectful, and culturally sensitive environment where all clients and staff can thrive. This policy outlines our commitment to fairness, anti-oppressive practice, and recognition of the systemic factors that may impact clients' experiences.

Scope

This policy applies to all employees, contractors, volunteers, and clients of Flourish Oxford Ltd. It covers all counselling services, workshops, community projects, recruitment, and day-to-day business operations.

Our Commitment

- **Respect for Protected Characteristics:** We actively uphold the rights of all individuals, in line with the Equality Act 2010, ensuring no one is discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- **Anti-Oppressive Practice:** Our work is grounded in anti-oppressive principles. We challenge discrimination, bias, and inequality, ensuring that all clients are treated fairly and equitably.
- **Neurodiversity-Affirming Practice:** We recognise, respect, and affirm neurological differences, adapting our counselling approaches to support neurodiverse clients in a strengths-based and empowering way.
- **Cultural Sensitivity:** We are attentive to cultural, social, and individual contexts, and we seek to understand each client's lived experience with openness and humility.
- **Reflexivity and Systemic Awareness:** We remain reflective about how systemic inequalities and past experiences—such as exclusion, racism, care experience, or poverty—may shape a client's internal world and outward presentation, particularly in children and young people.
- **Inclusive Participation:** We encourage the voice and agency of all clients, ensuring that decisions affecting them are collaborative and responsive to their needs.
- **Training and Awareness:** Staff, contractors, and volunteers receive regular guidance and training on equality, diversity, anti-oppressive practice, and neurodiversity-affirming approaches.
- **Monitoring and Review:** We regularly review policies, procedures, and practice to ensure they are effective, compliant with legislation, and responsive to the evolving needs of clients and staff.

Implementation

- Equality, diversity, and inclusion principles are embedded in client interactions, organisational decisions, and project planning.
- Concerns or complaints regarding discrimination, bias, or unfair treatment can be raised through our formal complaints process and will be handled promptly and confidentially.
- Flourish Oxford Ltd adheres to UK equality legislation and GDPR/data protection standards.

Responsibility

The Director of Flourish Oxford Ltd is responsible for implementing this policy, monitoring compliance, and maintaining staff awareness. All staff, contractors, and volunteers are responsible for upholding these principles in their practice.

Review

This policy will be reviewed annually, or sooner if required by changes in legislation, professional guidance, or organisational practice.