



Diversity & Equality Impact Statement

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

Commitment to Equality, Diversity and Inclusion

Flourish Oxford Ltd is committed to creating a safe, respectful, and inclusive environment for all clients, families, schools, and stakeholders. We actively celebrate diversity and are dedicated to ensuring that no individual or group is disadvantaged or discriminated against on the basis of protected characteristics as defined by the Equality Act 2010, including:

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

Our Approach

Flourish Oxford Ltd adopts a neurodiversity-affirming, anti-oppressive, and culturally sensitive practice. We remain reflexive about how systemic inequalities and lived experiences, such as exclusion, racism, poverty, care experience, and trauma — may shape a child's internal world and outward presentation.

Our work seeks to:

- Recognise the unique strengths and challenges of each individual
- Create equitable access to therapeutic and educational support
- Embed inclusive practices in programme design and delivery
- Challenge discriminatory practices and unconscious bias

Assessing Equality and Quality Impact

Before developing or delivering any service, Flourish Oxford Ltd considers:

- **Accessibility** → Are services inclusive for neurodivergent clients, those with additional needs, or families from diverse cultural backgrounds?
- **Representation** → Are materials and approaches reflective of different identities and lived experiences?
- **Risk of Inequality** → Could any aspect of delivery inadvertently disadvantage specific groups?
- **Feedback & Evaluation** → Do clients, schools, and stakeholders have opportunities to contribute to shaping services?

This process ensures that our interventions are fair, relevant, and effective for all individuals and communities we work with.



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Quality and Continuous Improvement

- We are committed to maintaining high standards of ethical, safe, and effective practice by:
- Working within the BACP Ethical Framework
- Engaging in regular reflective practice and clinical supervision
- Seeking feedback from clients and stakeholders to improve services
- Reviewing policies annually to ensure compliance with legal and ethical standards

Monitoring and Review

This statement is reviewed annually to ensure our practices remain inclusive, equitable, and aligned with current legislation and community needs.

Next review date: **August 2026**