



NeuroTribe UK

Registered Office Address: 61 Bridge Street, Kington, HR5 3DJ

Equality and Diversity Policy

Our Principles and Values

NeuroTribe UK CIC was founded on, led by, and greatly values lived experience in all aspects of its work.

NeuroTribe UK CIC is fully committed to the principles of Equality and Diversity and equal opportunities for all those currently working within the practice, for all prospective practitioners, staff, and clients. We are dedicated to creating a safe and inclusive environment that upholds the values of cultural competence, neurodivergent-affirming therapy, therapy informed by intersectionality, and affordable therapy offered on a sliding scale. Our practice is built on the foundations of trauma-informed, anti-oppressive, shame-aware therapy and the integration of creative interventions from therapists specifically trained in the creative arts therapies to facilitate non-verbal expression. We also adhere to the Memorandum of Understanding on Conversion Therapy and operate within the neurodiversity paradigm.

NeuroTribe UK CIC takes pride in being an organization that promotes equality and inclusion. In line with The Equality Act 2010, we do not tolerate discrimination and/or micro-aggression on grounds of protected characteristics such as sex, gender, gender identity, marital status, sexual orientation, socioeconomic status, race, colour, nationality, religion, age, disability, HIV positivity, or any other grounds.

We are committed to promoting diversity within our community, workforce, and partners. We aim to achieve and sustain equality by actively involving under-represented groups, incorporating legislative requirements and best practices into our service delivery, and providing appropriate training and guidance for the community and workforce. We value feedback and continuously seek to improve and develop our services. While we are proud to have a diverse range of practitioners from some under-represented groups, we recognize the need for further improvement in areas where we are still underrepresented.

NeuroTribe UK CIC is dedicated to achieving equality of opportunity in access to and provision of our services. We strive to provide services and facilities that are accessible, welcoming, and available to all, ensuring that no one feels disadvantaged or excluded from the services we offer. No person using our services or working for our organization will be treated less favorably than any other person because of their age, appearance, socioeconomic status, culture, disability, ethnicity, gender, HIV status, medical condition, political views, religious beliefs, sexual orientation, or trade union involvement, except in cases where the services are specifically related to a particular client group.

NeuroTribe UK CIC does not collaborate, partner with, nor provide services to therapy organizations which practice Applied Behavioural Therapy.

Our Aims:

NeuroTribe UK CIC is committed to:

1. Ensuring that all clients are given equal access to the services we offer. Where we are unable to provide appropriate help to a prospective client, we will aim to direct them to other services in the community.
2. Challenging prejudice and discrimination in our practice through awareness-raising and training.
3. Increasing the involvement of people from marginalized groups in all activities of the practice.
4. Promoting our services throughout all sections of the community.

Staff and Practitioner Recruitment and Training:

NeuroTribe UK CIC acknowledges and complies with employment legislation related to race, gender, sexual orientation, and disability. Our policies regarding recruitment, training, and promotion operate within the requirements of the relevant legislation. We are mindful of equality of opportunity for all members of the community.

To achieve this, we will:

1. Ensure that information about staff vacancies can be easily accessed by as much of the community as possible, including placing advertisements in community-wide publications.
2. Ensure that information about training placements can be easily accessed through contact with local and regional training boards.
3. Ensure that information about practitioner vacancies can be easily accessed through contact with professional associations and local community information services.
4. Provide detailed job descriptions and personal specifications for each staff vacancy and select candidates based on their ability to meet the specified criteria.
5. Monitor recruitment practices to ensure that candidates are selected based on their ability to fulfill the specified criteria.
6. Conduct fair and effective interview panels and selection methods.

7. Ensure equal access and opportunities for all staff and practitioners to participate in training and further development, monitoring practice to ensure adherence.
8. Treat volunteers on training placements no less favorably than other practitioners.
9. Ensure that those responsible for recruitment and selection are aware of our Equal Opportunities Policy and the commitment it implies.
10. Ensure that all staff and practitioners are aware of NeuroTribe UK CIC's Equal Opportunities Policy and the commitment it implies.

NeuroTribe UK CIC will attend to and respond to any complaints by those accessing services or facilities provided by us. We have a complaints procedure available to anyone wishing to make use of it. This can be accessed by requesting in writing to Kyra Hall-Gelly MBACP at info@neurotribe.uk We will handle all complaints seriously and maintain confidentiality when discussing sensitive or confidential matters. Outcomes will be communicated only to those directly affected.

Access and Provision of Services:

We are committed to providing, to the extent practicable, services that are equally accessible to all individuals, regardless of their abilities, disabilities, or other protected characteristics. We will:

1. Regularly review our facilities and services to identify and address any barriers to accessibility.
2. Provide reasonable accommodations or adjustments to ensure equal access to our services for individuals with disabilities or specific needs.
3. Communicate effectively with individuals who may have different communication needs, such as providing information in alternative formats or through the use of interpreters or assistive technologies.
4. Make every reasonable, practicable effort to ensure that our premises are physically accessible wherever possible.
5. Make efforts to ensure that our website and online platforms are accessible to individuals with disabilities, following best practices and guidelines.
6. Consider the diverse needs of our clients and adapt our therapeutic approaches and interventions accordingly, taking into account factors such as cultural background, gender identity, sexual orientation, and neurodivergent or neurotypical perspectives.
7. Continuously evaluate and improve the accessibility and inclusivity of our services based on feedback from clients and stakeholders.

Monitoring and Review:

NeuroTribe UK CIC is committed to regularly reviewing and monitoring our Equality and Diversity Policy to ensure its effectiveness and make any necessary improvements. We will:

1. Monitor the composition of our workforce and client base to identify any under-representation or disparities.

2. Collect and analyze data on equality and diversity indicators, such as staff demographics, client service evaluation forms, and feedback mechanisms.
3. Use the collected data to inform our decision-making processes and identify areas for improvement.
4. Regularly review and update our policies and procedures to reflect changes in legislation, best practices, and community needs.
5. Provide training and awareness programs for staff and practitioners to promote understanding and compliance with the Equality and Diversity Policy.
6. Communicate our commitment to equality and diversity to clients, partners, and the wider community through various channels, such as our website, promotional materials, and public statements.

This Equality and Diversity Policy applies to all aspects of NeuroTribe UK CIC's operations, including recruitment, employment, service provision, and interactions with clients, partners, and the community. We are dedicated to fostering a culture of inclusion, respect, and equality, and we welcome feedback and suggestions for improvement from all stakeholders.

Date of Policy: [2/11/2023]

Next Review Date: [1/11/2024]