

## **Diversity and Inclusion - Responsivity**

### **POLICY GUIDANCE**

#### **Policy**

Insight FPS recognises and values diversity and will take every care to remain aware of individual differences including cultural, gender, age, religion, and neurodiversity.

1. Insight FPS will consider the impact of diversity in its response to supporting individual well-being. To ensure a collaborative approach, Insight FPS will seek guidance from the individual concerned to become more familiar with the nature and extent of support they may require. Such guidance will be obtained openly and treated respectfully.
2. Where appropriate, Insight FPS will communicate the wishes of the individual concerned to its associates and the Authority, to ensure their needs are being acknowledged on the part of all parties and appropriately met.
3. To communicate the importance of diversity and inclusion, Insight FPS will ensure guidance policies are communicated effectively to its associates and request feedback on improving these policies.
4. In response to religious observance, Insight FPS will ensure it remains supportive of these differences by ending meetings with associates in time to practice this observance. The observance of religious festivals will also be considered by Insight FPS in relation to the impact this may have on the practitioner's well-being and, where appropriate, adjust caseloads accordingly to support the well-being of associates throughout their religious observance.
5. Instances that required responsivity to neurodiversity / intellectual capacity, or other protected characteristics, will be discussed with the individual concerned. Where appropriate communication styles may differ i.e., written, or oral to ensure inclusion and appropriate support to their well-being. These needs will be communicated on behalf of the individual to the Authority in a way that maintains dignity and respect.
6. Insight FPS will ensure that the director is available to discuss any difficulties associates may be experiencing in terms of their diversity requirements.