



Equality, Diversity and Inclusion Policy

Policy Statement

As an independent children's Occupational Therapist, I am committed to providing services that are inclusive, respectful, and free from discrimination. I uphold the principles of equality, diversity, and inclusion (EDI) in all aspects of my practice, ensuring that every child and family receives equitable and person-centred care.

Legal and Professional Framework

This policy adheres to the following:

- **Equality Act 2010**, which protects individuals from discrimination based on protected characteristics.
- **HCPC Standards of Proficiency for Occupational Therapists**, emphasizing non-discriminatory and inclusive practice.
- **RCOT's Equity, Diversity, and Belonging (EDB) Strategy**, promoting inclusive cultures within the profession.

3. Scope

This policy applies to all aspects of my professional practice, including:

- Assessment and intervention processes
- Communication with children, families, and other professionals
- Record-keeping and data management
- Continuing professional development

4. Commitments

I am dedicated to:

- **Respecting Diversity:** Valuing the unique backgrounds, experiences, and perspectives of each child and family.
- **Promoting Equity:** Ensuring fair access to services and resources, tailored to individual needs.
- **Challenging Discrimination:** Identifying and addressing any form of discrimination or bias in my practice.
- **Continuous Learning:** Engaging in ongoing education to enhance cultural competence and EDI awareness.

5. Implementation Strategies

To uphold this policy, I will:

- **Conduct Inclusive Assessments:** Utilise assessment tools that are culturally sensitive and appropriate for diverse populations.
- **Adapt Interventions:** Modify therapeutic approaches to accommodate cultural, linguistic, and individual differences.
- **Ensure Accessible Communication:** Provide information in formats that are understandable and accessible to all clients and families.
- **Maintain Confidentiality:** Handle all personal data in accordance with GDPR, respecting privacy and confidentiality.

6. Monitoring and Review

This policy will be reviewed annually to ensure its effectiveness and relevance. Feedback from clients and stakeholders will inform necessary updates.

Last reviewed March 2026- Due for further review March 2027