



GUIDING SEND FAMILIES

Special educational needs & disabilities

Supporting children, young people and families through advocacy, mentoring, SEND guidance and preparation for adulthood.

Equality, Diversity & Inclusion Policy

Guiding SEND Families

Commitment

Guiding SEND Families is committed to creating an inclusive, respectful and welcoming environment for all children, young people, adults and families.

Everyone will be treated with dignity, fairness and respect regardless of:

- **Disability**
- **Neurodivergence**
- **Age**
- **Race or ethnicity**
- **Religion or belief**
- **Sex**
- **Gender reassignment**
- **Sexual orientation**
- **Pregnancy or maternity status**
- **Marital or civil partnership status**

Inclusive Practice

Guiding SEND Families recognises that individuals have different strengths, needs and experiences.

Support will be tailored wherever possible to promote inclusion, participation and positive outcomes.





GUIDING SEND FAMILIES

Special educational needs & disabilities

Supporting children, young people and families through advocacy, mentoring, SEND guidance and preparation for adulthood.

Reasonable adjustments will be considered and implemented where appropriate.

Neurodiversity

Guiding SEND Families values neurodiversity and recognises the strengths and challenges that may be experienced by neurodivergent individuals.

Support will be delivered in a way that seeks to promote understanding, accessibility and inclusion.

Challenging Discrimination

Discrimination, harassment, bullying or victimisation will not be tolerated.

Any concerns raised will be taken seriously and addressed appropriately.

Commitment to Continuous Improvement

Guiding SEND Families is committed to ongoing learning and reflective practice to ensure services remain inclusive, accessible and responsive to the needs of those accessing support.

Policy Review

This policy will be reviewed annually.

