

**Equality, Diversity, and Inclusion Policy**

Date: August 2025

Review Date: November 2025

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**1. Purpose**

Capa First Response CIC is committed to providing equitable, respectful, and inclusive support for families and professionals experiencing or responding to Child-to-Parent Aggression and/or Harm (CPA). Our approach recognises that CPA is influenced by a complex interaction of neurodevelopmental needs, trauma, environment, relationships, and support systems. This policy ensures that all families, young people, practitioners, staff, and volunteers experience fairness, dignity, and safety.

**2. Scope**

This policy applies to all:

- Families and caregivers accessing support
- Children and young people indirectly involved
- Professionals attending training, consultancy, or networking
- Staff, freelancers, volunteers, and board members
- Partnership organisations, research collaborators, and contractors
- Digital platforms, communications, and public representation

**3. Our Commitment**

We are committed to:

**Equality**

We recognise that families and professionals have differing levels of knowledge, confidence, access, cultural safety, and power. We remove barriers, adapt our delivery, and ensure support can be accessed in ways that meet individual needs.

## **Diversity**

We value and respect varied:

- family structures
- cultural backgrounds
- lived experiences
- Neurodiversity
- gender identities
- faith and belief
- socioeconomic contexts

## **Inclusion**

We create environments online and in person where families and professionals feel welcomed, not judged, blamed, or shamed.

### **4. Core Commitments**

#### **4.1 Language Without Blame**

We use language that:

- avoids pathologising children
- avoids blaming parents or caregivers
- reflects developmental vulnerability
- prioritises safety, dignity, and hope

#### **4.2 Accessible Service Delivery**

We commit to:

- flexible session timings for carers under strain
- accessible formats (written, visual, neurodiverse-friendly)
- trauma-sensitive communication
- reasonable adjustments for disability and neurodivergence
- clear explanations of processes and expectations

#### **4.3 Cultural and Family Sensitivity**

We recognise:

- CPA can present differently across cultures
- stigma and shame impact help-seeking
- some families fear statutory involvement
- migration, language and identity shape experience

#### **4.4 Professional Inclusion**

We support practitioners at all levels of confidence including those:

- new to CPA
- unsure of language
- fearful of causing harm
- navigating complex systems

#### **4.5 Safe Spaces**

We maintain:

- confidential environments
- respectful dialogue
- no tolerance for discrimination, harassment or degrading behaviour

### **5. Responsibilities**

- **Management:** Ensure the implementation and monitoring of this policy.
- **Employees and Volunteers:** Uphold the principles of equality, diversity, and inclusion in their interactions and duties.

### **6. Implementation**

To realise our commitments, we will:

- Provide training and development opportunities to promote understanding of EDI issues.
- Regularly review our employment practices and procedures to ensure fairness.
- Assess and monitor the impact of our policies and services on diverse groups.

### **6. Reporting Concerns**

Any individual who believes they have been subjected to discrimination or harassment is encouraged to report their concerns to the line manager or CEO. All complaints will be taken seriously, handled confidentially, and investigated promptly.

## **7. Breach of Policy**

Breach of this policy by staff/ freelance workers or volunteers may result in disciplinary action. For clients or other stakeholders, appropriate measures will be taken to address the issue.

## **8. Review**

This policy will be reviewed annually to ensure its effectiveness and compliance with current legislation.

## **9. Approval**

This policy has been approved and endorsed by the Board of Directors of Capa First Response CiC.

**END.**