



Equality, Diversity and Inclusion Statement

Our Commitment

We are committed to providing a mediation service that is fair, inclusive, and accessible to all. We recognise and respect diversity and aim to ensure that everyone is treated with dignity, respect, and without discrimination.

Our practice works in accordance with the Code of Practice of the Family Mediation Council (FMC) and the standards of the Family Mediation Association (FMA).

Equality and Non-Discrimination

We do not discriminate on the basis of:

- Age
- Disability
- Gender or gender identity
- Race, ethnicity, or cultural background
- Religion or belief
- Sexual orientation
- Socio-economic background
- Family structure

All participants are treated equally and fairly throughout the mediation process.

Inclusive Practice

We aim to create a safe and supportive environment where all participants feel able to engage fully.

This includes:

- Being aware of and responsive to cultural, religious, and individual needs
- Using clear and accessible language
- Making reasonable adjustments where required (for example, in relation to disability or communication needs)
- Being mindful of power imbalances and taking steps to ensure all voices are heard

Accessibility

We will take reasonable steps to make mediation accessible, which may include:

- Offering remote or shuttle mediation where appropriate
- Allowing additional time where needed
- Supporting participants to access interpreters or other assistance

Impartiality and Respect

We remain impartial at all times and do not take sides. We are committed to ensuring that all participants are treated with respect and that the mediation process is conducted in a way that is free from bias.

Continuous Reflection

We are committed to ongoing learning and reflection to ensure our practice remains inclusive and responsive to the needs of all individuals and families.