Inner Compass
THERAPEUTIC SERVICES LTD

EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

APRIL 2026

SAM LEWIS, MA
INNER COMPASS THERAPEUTIC SERVICES LTD

Purpose of this Policy
This policy sets out how this practice promotes equality, diversity and inclusion in all therapeutic work. Although the practice is a Limited Company, associate therapists work under the practice name and are expected to uphold the same standards.

The aim is to ensure that all clients, associate therapists, families, professionals and anyone connected with the practice are treated fairly, respectfully and without discrimination.

Legal and Ethical Framework
This practice complies with the Equality Act 2010, which protects people from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The practice also follows the ethical requirements of relevant professional bodies, including the expectation to value diversity, promote inclusion and challenge discrimination.

Our Commitment
We are committed to:

- Providing an inclusive, accessible and non-discriminatory therapeutic service
- Treating all clients and families with dignity and respect
- Ensuring associates understand and uphold equality principles
- Creating a safe environment where clients feel able to express their identity
- Making reasonable adjustments to support accessibility
- Challenging discriminatory behaviour or language
- Reflecting on our own practice to reduce bias and improve inclusion

Responsibilities of Associate Therapists
All associate therapists working with the practice must:

- Adhere to this EDI policy
- Comply with the Equality Act 2010
- Follow their own professional body's ethical framework
- Maintain an inclusive, respectful therapeutic environment
- Inform the practice owner of any concerns relating to discrimination or accessibility
- Engage in ongoing learning around equality, diversity and inclusion

Accessibility and Reasonable Adjustments
The practice will take reasonable steps to ensure therapy is accessible, which may include:

- Adjusting communication methods
- Offering remote sessions where appropriate
- Providing information in alternative formats when possible
- Considering individual needs related to disability, neurodiversity, culture, language or identity

Complaints and Concerns
Clients or associates who have concerns about discrimination or inclusion can raise them directly with the practice owner. All concerns will be taken seriously and handled sensitively.

Where appropriate, clients may also contact the therapist's professional body.

Review of this Policy
This policy is reviewed annually or sooner if legislation, ethical guidance or practice needs change.

Written by: Sam Lewis

Date: September 2026
Review date: April 2027