

Inspire Neurodiversity and Wellbeing CIC
Neurodiversity and Mental Wellbeing Policy
Version 1.1 | Approved by Board of Directors
Effective Date: 17th December 2025



Neurodiversity and Mental Wellbeing Policy

Policy Title: Neurodiversity and Mental Wellbeing Policy

Organisation: Inspire Neurodiversity and Wellbeing CIC

Version: 1.1

Approved By: Board of Directors

Approval Date: 17th December 2025

Effective Date: 17th December 2025

Next Review Date: December 2026

Policy Statement:

Inspire Neurodiversity and Wellbeing CIC is dedicated to creating and maintaining a safe, inclusive, and supportive environment that actively recognises, values, and supports neurodiversity and promotes positive mental wellbeing. We embrace neurodivergent individuals as a vital part of our community and strive to provide accessible, person-centred services that empower everyone to thrive. We operate within a non-clinical framework, focusing on support, understanding and environmental adaptation.

Purpose:

To ensure that our services, practices, and environments are inclusive, supportive and accessible for all individuals, particularly those who identify as neurodivergent or are experiencing mental wellbeing challenges. This policy aims to foster understanding, reduce stigma and provide practical support mechanisms.

Principles:

Our approach is guided by the following principles:

- **Valuing Neurodiversity:** Recognising neurodiversity (including but not limited to autism, ADHD, dyslexia, dyspraxia) as a natural and valuable form of human variation not as a deficit.
- **Promoting Inclusion and Understanding:** Cultivating an environment of acceptance, empathy and mutual understanding where differences are celebrated.
- **Reducing Stigma:** Actively working to dismantle stigma associated with neurodevelopmental conditions and mental health challenges.
- **Ensuring Fairness:** Guaranteeing equitable access to opportunities, resources, and support for all individuals, irrespective of their neurotype or mental wellbeing status.
- **Person-Centred Support:** Tailoring support to meet the unique needs strengths and preferences of each individual.
- **Empowerment:** Enabling individuals to have agency over their support and to reach their full potential.

Inclusion and Equality:

We are committed to:

- **Non-Discrimination:** Ensuring no individual is discriminated against based on their neurotype or mental wellbeing status.
- **Equal Access:** Providing equal access to all services, activities, and employment opportunities.
- **Inclusive Practices:** Integrating inclusive.

Review:

Inspire Neurodiversity and Wellbeing CIC
Neurodiversity and Mental Wellbeing Policy
Version 1.1 | Approved by Board of Directors
Effective Date: 17th December 2025

This policy and its effectiveness will be reviewed annually or more frequently if required by changes in legislation, operational activities or following significant incidents to ensure its continued relevance and adequacy.

Reviewed and Signed by the Board of Directors

Date of Review: 17th December 2025

Next Review Date: December 2026