



# PROFESSIONAL GUIDELINES FOR NEURODIVERSITY & INCLUSION PRACTITIONERS

2023

# Professional Guidelines for Neurodiversity & Inclusion Practitioners

The Positive Psychology Guild (PPG) is dedicated to the development of occupational standards for Neurodiversity & Inclusion Practitioners. Our professional guidelines provide a minimum standard of ethical conduct before, during, and after client engagement for professional practice.

## Key Terms

### What is Neurodiversity & Inclusion?

Neurodiversity refers to a difference in the way that the brain receives and interprets information. In terms of inclusivity, this includes autism, attention deficit, dyspraxia, dyslexia, and other conditions that affect the way we think, interpret, react and interact with the world around us. Equality is now a well-understood paradigm and one that is enshrined within the Equality Act 2010.

As we move more towards person-centred/led and strengths-based approaches, we also have to consider reaching a culture of equity for neurodivergent individuals.

**"Thus far, the neurodiversity landscape has been led by the medical model and whilst we have made considerable progress, we now have to move to capture the voice of neurodivergent individuals within research, theory, and practice. This is what we mean by person-led approaches" (Coker, 2023).**

### What is a Neurodiversity & Inclusion Student?

A Neurodiversity & Inclusion Student is an individual who is enrolled within a structured piece of Neurodiversity & Inclusion training, such as a course, training session, or workshop, whether taught or online. The student may be enrolled in one of PPG's courses on Neurodiversity & Inclusion or in an external course that is in alignment with a strengths-based approach.

## What is a Neurodiversity & Inclusion Practitioner?

A Neurodiversity & Inclusion Practitioner is someone who raises awareness, standards, and promotes person-centred/led approaches within multiple domains such as care, coaching, training, facilitation, leadership and management, mentoring, teaching, research, counselling, and psychotherapy.

A Neurodiversity & Inclusion Practitioner should hold at least a UK level 3 qualification in Neurodiversity & Inclusion (or the equivalent) and possess the research skills required to draw on evidence-based approaches when working with their clients. They should also hold a recognised and reputable qualification in their area/s of Neurodiversity (e.g. certificate, degree or diploma) and be working in line with current UK national standards and strategies.

## What is a Neurodiversity & Inclusion Client?

A Neurodiversity & Inclusion Client is an individual or organisation who engages in Neurodiversity & Inclusion service/s with a qualified practitioner whether paid or otherwise. Interventions/interactions may include coaching, training, facilitation, leadership and management, mentoring, therapeutic, or psycho-educational skills and approaches.

# Code of Ethics & Professional Conduct

## As a Neurodiversity & Inclusion Practitioner, I hereby commit to:

- Honestly presenting my skills, experience, and qualifications within Neurodiversity & Inclusion research, theory, and practice to my clients and potential clients, and to any other audience engaging in my work;
- Agreeing on a contract outlining service costs and expectations, and the nature of a professional relationship with my clients in advance of any service delivery;
- Disclosing any existing conflict or known potential for conflict with my clients in advance of any service delivery, or as soon as the knowledge of this arises;
- Providing knowledge to my clients on aspects relating to Neurodiversity & Inclusion that are relevant to their personal and/or professional growth, so that they may develop an awareness and understanding of this field, emphasising Strengths-Based, Person-Centred/Led Approaches;

- Supporting my clients in developing a resilient and positive outlook whilst allowing space for processing of negative situations and emotions that can accompany the reality and challenges of living and working with neurodiversity;
- Supporting my clients in the development of life skills such as positive communication, managing anxiety and stress, and identifying support needs and strategies as part of a life-long process;
- Working in line with UK national standards and strategies on Neurodiversity & Inclusion, and contributing where possible to their development;
- Respecting client confidentiality at all times unless I believe a client is an immediate threat to themselves, or to other people, in which case I will report the situation in an appropriate manner to the relevant authorities;
- Respecting equality and diversity as defined in law including any protected characteristics and in consideration of evolving best practice;
- Respecting professional boundaries in line with occupational standards. This includes but is not limited to exploitation, manipulation, ridicule, and inappropriate personal relationships, and inappropriate financial gain;
- Respecting my own professional boundaries and cultivating a practice that includes care for myself as well as care for my clients;
- Following the 6 Core Practitioner Values, which are: Safety & Wellbeing, Equality and Diversity, Authenticity, Integrity, Positive Communication, Energy & Presence.
- Maintaining clear, correct, and confidential records of my client work;
- Referring clients to appropriate service providers should I be unable or unwilling to offer my professional support;
- Running a strengths-based practice and correctly referencing any sources I use in my research and/or to support the promotion or visibility of my work;
- Committing to my ongoing professional development within Neurodiversity & Inclusion and other related fields.