

Ground rules for Diverse Group Sessions

Diverse UK is dedicated to providing a safe and welcoming space for neurodivergent individuals to connect and enjoy social activities.

A **neurodivergent individual** is someone whose brain processes, learns, or experiences the world in a way that differs from the typical (neurotypical) way. This includes autistic people and also those with ADHD, dyslexia, dyspraxia, Tourette's, and other neurological differences.

Everyone attending Diverse UK meetings and events, whether as a facilitator, participant or guest, is expected to follow these ground rules.

- **Facilitator:** A person who coordinates sessions on behalf of Diverse
- **Participants:** The neurodivergent person taking part in the group.
- **Guests:** Individuals attending primarily to support a participant.

Groups operate informally, with no elected roles, and relies on mutual respect and understanding among all attendees. We ask that everyone abides by the following Ground Rules:

- **Respectful Behaviour:**
All attendees (including staff, volunteers, participants, and guests) must treat each other with kindness and consideration.
- **Disagreements:**
Differences of opinion are natural but should be expressed politely. Avoid unkind or personal remarks.
- **No Aggression:**
Verbal or physical aggression towards anyone, including participants, guests, facilitators, or the public, is strictly prohibited.
- **Inclusivity:**



Discriminatory comments or behaviour, including those based on protected characteristics under the Equality Act (e.g., gender, race, sexual orientation, age, disability, or religion), are not allowed.

- **Inviting Guests:**

Participants may invite guests which will help them benefit from the group. Guests can include these are friends, family or support worker. If unsure, consult a facilitator before bringing a guest.

- **Substance Use:**

Attendees must not be under the influence of alcohol or illegal substances while participating in the group.

- **Appropriate Conduct:**

Antisocial or disruptive behaviour that causes distress to others is not acceptable. Do not touch others or their belongings without explicit consent.

- **Seeking Support:**

If you need assistance or a break, inform a facilitator.

- **Reporting Concerns:**

Notify a facilitator if you witness anyone breaking these ground rules.

- **Addressing Rule Violations:**

If someone breaches the rules, the main facilitator or a charity trustee will discuss the issue with them. Consequences may include a temporary or permanent break from the group.

- **Raising Concerns or Complaints:**

Concerns about facilitators can be emailed to hello@diverseuk.org. If unresolved, contact the Chair of Trustees at Andrew.Powell@diverseuk.org. Complaints about Andrew Powell should be directed to ella@diverseuk.org.

By adhering to these ground rules, Diverse UK aims to foster a positive and inclusive environment for all participants.