

Cafcass Cymru

Our Approach to Learning About People's Diversity

At Cafcass Cymru, it is really important to us that we consider the individuality of every person we work with and every situation that we are involved in.

When we speak with parents, we will ask about diversity information. This will include asking about:

- Language – preferred written, spoken and reading languages
- Ethnicity
- Whether there are any challenges linked to reading or writing or disability
- Religion and the days that are important to you to celebrate
- Sexuality
- Gender Identity and preferred pronouns
- Any other vulnerabilities in the household – this might be a mental health difficulty, neurodiversity, caring responsibilities, homelessness or anything else that someone may need us to consider when making plans and recommendations.



You do not have to share any information with us which you are not comfortable sharing.

- The information you do share will help us to make sure that we work with you in a way which is respectful and takes account of your needs.
- We will also ask parents about diversity information in respect of their child / ren.
- When we meet with children and young people who are old enough to engage in conversation with us, we will ask them about their identity, as part of our direct work. The questions we ask will depend on age, level of understanding and any information that we are already aware of.
- If a parent does not want us to ask certain questions, that will be respected. However, there are no barriers placed on children and young people about what they can and cannot talk to the Family Court Advisor about.
- If information is shared with us about diversity, but someone does not want it shared with anyone else, that will be noted. That information would only be shared more widely if there was a clear reason for doing so, such as someone's safety or wellbeing, and the reason for that would be discussed.
- We keep the information we gather about diversity stored on our electronic recording system. This is so we can learn about our service user population and use that to make sure we have relevant training about different things. You can ask us about the diversity information that we have for you but not about the information that someone else has given about themselves.



Mae'r ddogfen yma hefyd ar gael yn Gymraeg.
This document is also available in Welsh.