

## Equity, Diversity, and Inclusion

### Statement of Commitment and Action

We are committed to building and evolving a charity, which behaves with cultural humility:

- Where diversity is embraced and valued.
- Where we strive for equality and know that to achieve this, we will promote equity & treat people differently dependent on their need.
- Where individuals can confidently share their true identity and know it is both welcomed, accepted and they will be included.

This approach is an integral aspect of our commitment to being a trauma informed organisation. We believe in doing this, we will promote a culture where people can be their best and we can be our best as a result.

We at Community Foster Care (CFC) know this is a journey. We are committed to being explorers, looking to continually learn, to challenge ourselves and each other in the way we think and operate.

We believe to achieve this we must actively seek to be curious, self-aware, reflective and think critically. We seek greater understanding of our communities, by not only exploring the culture and identity of others, but also by understanding and challenging our own beliefs, biases, and assumptions. By doing this we aim to make more informed decisions. We are open to adapting our ways of working and to make changes as our understanding and the communities we serve, develops.

We want to champion further diversity by collaborating with people who bring this to us and help us to see things from another perspective. We believe that this will help achieve our commitment to cultural humility.

#### **IT MATTERS BECAUSE:**

- the children and young people with which we work experience discrimination and are disadvantaged by our society. They frequently experience social injustice.
- we want to have a deeper and richer sense of the individuals in our community.
- we want to represent the communities we work in.
- we want to contribute to a greater level of understanding between communities and individuals in the pursuit of a more tolerant and integrated, accepting society
- we want space to explore and understand our own identity and a workplace where we each feel safe to be our true selves.
- we want strong and open relationships so we can be positively curious and confident to ask any question.
- we want it to be a place where we respect everyone's journey and acknowledge that we go at our own pace & each person will each share what they want to. And that's OK.
- we want diverse thought and ideas.

#### **We will continue to live by our values, where we:**

- are passionate about treating everyone with integrity and respect.
- will embrace challenge and critical reflection in the pursuit of developing practice, continuous learning and innovation.
- recruit employees, carers and trustees who share and enhance our values and culture
- explore the complex intersections of identity, which make us all into unique individuals in the pursuit of better understanding.

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- believe diverse teams are most effective at creating services which are more effective at meeting the needs of our diverse community
- are committed to promoting inclusive diverse communities to achieve our mission
- will demonstrate tenacity and courage in the pursuit of children and young people's dreams and ambitions.
- believe that creativity is essential to our future success and therefore must be nurtured and valued.
- understand our work is challenging and will test us, but believe that by working together as a charity, our commitment and tenacity will help us to achieve our goals.
- are committed to working in partnerships, building collaboration to enhance the quality of life for everyone.
- believe in the power and value of communities to overcome challenges using sustainable methods.

#### SOME OF THE THINGS WE WILL DO

- We will be active in developing a culture that promotes personal growth and developing awareness in the people we engage, through the provision of relevant, progressive learning opportunities. We include in this community the children we support, their carers & future carers, our employees, our trustees, our suppliers and partners and anyone else who engages with us either in person or online.
- We won't let our commitment stated here compromise our commitment to safeguarding children and young people. The safeguarding of children and young people is paramount.
- We will invite ideas, suggestions, and initiatives from our community and our partners, in how we might do things differently. We will do this at least twice a year – reflecting on what we've done and what more we can do
- We will share with each other what we have learned through our own personal journeys, by recommending things such as books, documentaries, articles, and podcasts etc.
- When we recruit, we will use our best endeavours to find a more diverse shortlist of candidates; people who share our values rather than our backgrounds.
- We will seek a greater understanding of individual's identity, from the outset of our engagement, and continue to seek better understanding through supervision and reflective discussion. We will do this to enable us to overcome any barriers caused by difference.
- When we meet candidates, we will challenge each other to ensure that we are not recruiting someone just because they are like 'us.
- We will make reasonable adjustments wherever we can, to ensure that our workplace is a safe and comfortable place for everyone.
- We will never accept less favourable treatment, victimisation, judgment, discrimination, harassment or bullying.
- We will collect appropriate data, to enable us to monitor and review our work in this area.
- When considering the impact of actions or communications, we will explore this based on how someone feels, rather than how a comment or action was intended. This applies to the person it directly affects or those who are affected indirectly.
- We will not work with 3<sup>rd</sup> parties that do not treat this matter seriously nor act in a way that goes against our commitment.

#### THE SMALL PRINT

This commitment applies to our community and those we engage with. It includes the children, Young People, families, carers, employees and volunteers of Community Foster Care. It does not form part of your contract of employment and does not create contractual rights or obligations. It may be amended by us at any time.