

## EQUALITY, DIVERSITY & INCLUSION

**Equality:** we are all responsible for creating a more equal organisation. Everyone should have an equal chance to fulfil their potential no matter their beliefs, background or position. This is not about treating everyone the same.

**Diversity:** we are all responsible for creating a more diverse organisation. We must recognise, value and celebrate each other's background, knowledge, skills and experiences. Differences shouldn't divide us but give us opportunity to be more creative and innovative.

**Inclusion:** we are all responsible for creating a more inclusive organisation. People's differences of thought and outlook should not only be respected but expected. Inclusion is not just a message, it's a sense of being, belonging and acceptance for who you are without having to compromise your identity.

*These materials provide an overview to help raise awareness and understanding. If you have concerns please always seek additional support and advice from your safeguarding lead.*