

Anti Racism Statement, draft, 8.4.26

We are a committed and actively antiracist organisation – one where diversity is celebrated, equality is embedded into everything we do, and every person feels respected, valued, and able to thrive. As we continue to place Equality, Diversity and Inclusion (EDI) at the centre of our work, we expect the diversity of the families we support, volunteers, staff, and supporters to broaden. This will strengthen our ability to serve our communities and help us achieve our aim of reaching every baby, child and young adult who needs us.

Racism – whether direct, indirect, structural, or unconscious – has no place in our organisation. We take a **clear zero tolerance approach to racist abuse**, whether it comes from **service users, staff members, volunteers, or anyone connected to our work**. Any form of racist language, behaviour, or harassment will be challenged and addressed appropriately.

We recognise that challenging racism requires ongoing action, accountability, and a willingness to learn and change. We are committed to removing barriers, addressing bias, and creating an environment where everyone, regardless of their race, culture, or background, feels welcome, safe, and supported.

To uphold these commitments, we will:

- Challenge bias and cultural barriers
- Drive inclusive and equitable recruitment
- Strengthen training, awareness, and development
- Embed equitable policies and safe reporting
- Engage and partner with diverse communities
- Promote staff wellbeing and inclusion

We know we won't always get things right. But we will keep listening, learning, and taking steps – big and small – towards becoming a more inclusive, equitable, and anti-racist organisation.

Our commitment is not about perfection; it is about progress, accountability, and a shared belief that we can always do better.