

B&NES Children and Young People's Network

Equality and Inclusion Statement

We believe:

- Equality and Inclusion is important to all members of the Children & Young Peoples Network.

We strive:

- To promote basic human rights, fairness and equality for all. We recognise the differences between us and that there are barriers to inclusion.
- To prioritise equality and diversity in all that we do
- To represent the sector in all its diversity and all sectors of our community
- To promote an inclusive and diverse culture
- To create a safe and welcoming arena for marginalised and oppressed groups with protected characteristics to have their say
- We recognise that groups with protected characteristics may need spaces and services in which they are the majority and not the minority. Spaces and services which may need to be exclusive.
- To accept that equalities and inclusion can challenge us but also provide us with opportunities for growth

We think:

- The sector is stronger if all voices are heard, so we actively seek to enlarge our membership to include all groups, large or small. We welcome new members, share what we are doing and trying to achieve and try to facilitate their involvement so they want to come back.
- The more diverse our membership, the more we can learn, so we actively promote the membership of our diverse communities.