

I CAN Diversity, Equity & Inclusion (DEI) Statement

A fairer future for all

We believe in a fairer future for all, and we know that by working together we can do much, much more. We believe that everyone has the right to be themselves at work and in the wider community, and to live without fear or prejudice regardless of race, age, gender, gender identity, disability, sexual orientation, social class, religion, and belief.

Everyone should be able to make a full contribution to society in their own unique way and live in a world which demonstrates respect and values difference.

Our Responsibility

I CAN complies with the Equality Act, 2010 and understands it's duties under the Act. As an organisation, we treat any reports of discrimination seriously. Should a report arise, I CAN will ensure it is thoroughly investigated and appropriate action taken in line with our policies and procedures.

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Our Principles

I CAN is committed though to do more than just adhere to the Act. We strive to create an inclusive workplace culture and deal fairly with our range of service users, parents, pupils and the children's workforce. To achieve and create an inclusive culture where we value and benefit from diversity of thought, background and experience we:

- Ensure our leaders role model the behaviours values and act as champions.
- Put data and insights at the heart of our decision-making.
- Regularly monitor the diversity of our workforce and publish within the organisation.
- Train our people on managing diversity and inclusivity.
- Create an inclusive narrative when attracting and recruiting, including the use of diverse job boards.
- Promote inclusivity in all our work with parents, pupils, service users and the wider children's workforce.

Our Vision

Our aim is to achieve a more equitable, diverse, and inclusive workforce by ensuring EDI is reflected in our values and embedded in our practises and individual behaviours. We expect all of our third party suppliers and partners to commit to treating their workforce with dignity and respect; in addition to complying with the Act.