



The
Mulberry
Bush

Transforming troubled lives together

Creating a Truly Inclusive Environment at The Mulberry Bush

We have written this statement as a commitment to challenge, confront and eradicate discrimination both within our community and, as children and staff move on, beyond into wider society. It is our belief and intention that this will support all members of our organisation and that all will act on it.

Statement of Intent

The Mulberry Bush is committed to ensuring that the charity creates a work environment that is fully inclusive of everyone that works or lives within its community. The organisation will always strive to create a safe and empowering environment where all members of its community, have every opportunity to reach their full potential. The organisation will work to ensure that everyone is respected and valued within all the different services that form the Mulberry Bush Charity. This means that the

organisation supports a community where everyone can be their authentic selves and in doing so feel confident that they will be valued for who they are.

Challenge

It is important that we challenge ourselves to continually reflect on unequal distributions of power and privilege. As individuals and a community, we should repeatedly re-examine our organisational culture to ensure that we are offering an environment that is safe, respectful and supportive of all members of the Mulberry Bush. The charity should uphold its commitment to be a safe and inclusive organisation which aims to respect all human rights, commits no harm and leaves no one behind.

We should be developing a culture where staff feel empowered and encouraged to challenge or report behaviour, performance or service provision that falls below expectations.



Commit to Action

Our work will be informed by insights gathered from staff and will be led by the charity's Inclusion Steering Group.

At all levels of the organisation, we will:

- Build awareness through learning and reflection.
- Develop monitoring, evaluation and learning processes to ensure that staff and children feel safe, supported, and valued.
- Provide safe spaces for members of minority groups to meet regularly to discuss their experiences and any concerns of working and living in the community.
- Ensure that the organisation thinks about relevant work that will support all community members, adults and children, to understand the issues and values that may need challenging in society. An example would be how we need to be aware of the issue of violence against women and girls (VAWG) and how this can be addressed within the school.
- Improve diversity within our organisation and create opportunities for people from all faiths, cultures, minorities and ethnic backgrounds to thrive in their careers, care, learning & therapy.
- Challenge whenever we see discrimination, both internally and within our external partnerships and relationships. We will not act as bystanders.

- Take responsibility for our learning about the impact of all forms of discrimination: it is our individual and collective responsibility to learn and act.
- Use appropriate and respectful language and terminology when describing people from all faiths, cultures, minorities and ethnic backgrounds.
- Support people who have been impacted by discrimination in our community providing a safe space for sharing their concerns and taking them seriously.

We also recognise that as an organisation we have much to learn, develop, and improve upon, and that this is an open-ended process.

Accountability

The organisation is committed to creating an inclusive culture. The work will be embedded throughout our development plans, as well as within every role at the organisation.

We will be held accountable for this approach through:

- The work of the Inclusion Steering Group.
- The annual organisation review process.
- The work of the Charity Leadership and the SLT overseeing the implementation of an inclusive culture.
- The commitments outlined in this statement will inform every aspect of our working culture and all staff are expected to engage actively in all areas of everyday practice. This is everyone's responsibility.

This statement works in conjunction with and incorporates sections of the organisations Anti-Racist Statement.