

## Diversity Statement

Joy and Kat promise to promote a culture of respect throughout the Agency.

We are clear in our commitment of valuing diversity and recognise that some aspects of difference, are not necessarily visible, or known about. Communicating with empathy is essential to the way that Soundly Fostering works.

We are aware that as managers we sit in a privileged position. We both agree to work in a way that is mindful of different experiences and does not use our position to gain advantage over others. Both as individuals and as an Agency, we will not tolerate bullying or racism of any form, however subtle and will ask everyone to be open and willing to discuss or challenge if needed.

As an Agency we are always willing to reflect on and adjust our working practices, or communication, in order to promote equality. We invite foster carers, children, staff and any associated professionals to join us, in our wish to learn about each other, be accepting, kind and understanding of the full spectrum of humanity.



