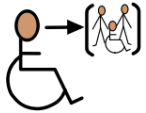


Equality means everyone is treated the same



Diversity means that we welcome that all people are different



Inclusion means everyone can be part of something!

KIDS are going to **look at and act** on issues of equality, diversity, and inclusion.



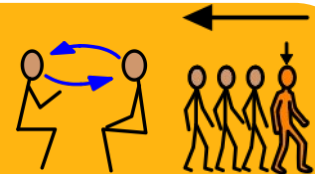
The board and leadership teams will make sure it happens.



This comes from our strategy 2022-2027 and is in our new vision and mission.



We will develop how we work by talking with KIDS staff and the Equality, Diversity and Inclusion forum, making sure we are **led by experts and those with lived experience**.



KIDS has staff and trustees with disabilities, as well as those who have a disabled family member. We want to be an **inclusive** and **diverse** place to work, and value different identities. We will make sure staff have knowledge training.

Our new **vision** is “a society where disabled children, young people and their families enjoy equal rights and opportunities”



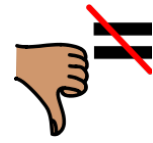
Our strategy sees that disabled children and young people can face challenges because of their race, gender, sexuality, religion or beliefs, class and other parts of their identity.

Our equality, diversity and inclusion plan will be centred on **rights** and **opportunities** for young people to be **respected, included and recognised**





We will work with young people to create a campaign to **challenge bad attitudes** that could limit your choices and enjoyment of life. We will make sure people know about ways that things can be unfair for disabled children, young people, and families.



The **speak up** part of our strategy means we will talk about equality, diversity and inclusion issues, like the right to be digitally included. Accessibility is important and we will look at how we can work more with different groups.



We need to improve our information about staff, volunteers, young people and families so we know what is most important.



In 2021 KIDS came up with a **plan about equality, diversity and inclusion** and started talking about it inside KIDS. To move our plan forwards, we will come up with meanings of important words, set clear aims and look at how we will know how we are doing with these.



With KIDS new strategy, we will work out which issues are **most important**. Our action plan says what we will do, and we will make sure we have **good information and resources** and that all staff feel they belong as part of One Team KIDS.

We will take small, quick actions to make improvement where we can.

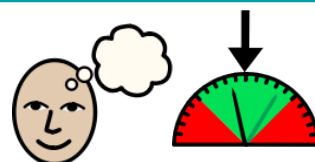


We will also make mid- and long-term plans to help make things better!



Our **next steps** are:

1. Ask people's thoughts and set goals



2. Improve the information we have on diversity



3. Make sure we include accessible versions in our communication plans

