

Stratherrick and Foyers Community Trust has been reviewing its policies, statements and visions so that the whole organisation and our community can gain all the benefits from greater inclusion, respect and diversity.

Inclusion,  
Respect and  
Diversity Pathway

Choice

Attitude

Partnership

Communication

Opportunities

Policies



The Trust comprises its members, volunteer directors and staff. Because everyone who is resident in the Trust's area can join, we want to make sure everyone will be welcome to participate. We want our Directors to be exemplars of respect to everyone who lives here and our staff must also be ever-aware of the need to conduct themselves in a way that shows we want to operate in a fair, open and inclusive way.

The Trust Board believes that a written policy is a priority, but that the ethos and everyday actions of us all are equally important.

We are starting with the idea of **Choice**. We all choose how we interact with others. Residents have chosen to live here. We know how we ourselves would want to be treated, so judging people or deciding to use power or influence against anyone is clearly wrong. Choosing how we speak to people is also important.

Secondly, we're focussing on **Attitude**. Everyone is important. Everyone has something to offer and deserves basic respect, even if they come from a different standpoint, a different place, a different culture, religion or political persuasion. Maybe they have a different lifestyle or access to few financial resources or have specific health conditions. That should not make them, or their ideas any less welcome. Difference in our community is good.

OK, heading three is **Partnership**. Partnership is all about people working together towards common aims. It is about bringing what you can to the table. It can also be about helping your neighbour when times for them are hard, and receiving help too when you suffer misfortune. This is a sense of community. It is very difficult sometimes to see how a partnership works, but shared values of community, respect and inclusion are always present in successful partnerships.

**Communication** is always a big issue. How does the Trust communicate in an open and inclusive way? The Trust must be able to show we include people with different attributes and skills. The Directors and staff of the Trust must also think hard about the manner in which they communicate. In a partnership mindset everybody gains most by cooperation and respectful dialogue.

So, diversity and inclusion are great **Opportunities** and not threats. On this planet there is only an 'Us'. Including everyone we can and challenging an *us-and-them* attitude wherever occurs is a must.

Finally, **Policies**, we need written policies too, so people are reminded that this is an important aspect of how we do things. The Trust needs to ensure our staff are recruited from across the whole possible workforce. Once employed, they need supported to have the sensitivities and mindset of inclusion and diversity, and to display this daily.

We need our Directors and members to be aware of how we all should conduct ourselves and consign old-fashioned *us and them* values to history. If we find unacceptable behaviour in our directors and staff then this must be challenged. Our Staff policies should be clear that workers must conduct business in an inclusive and respectful manner.

We should learn from other organisations how they get the best out of everyone's talents by embracing the benefits of inclusion, respect and diversity.