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This Policy explains Worcestershire Fostering's vision and commitment to equality of opportunity and respect for diversity in its role as a provider of fostering services to look after children, foster carers and its workforce.

Worcestershire Fostering seeks to promote diversity by recognising the value of each child, foster carer and member of staff and by developing strong, inclusive practice which is free from all forms of unlawful or unjustifiable discrimination.

Worcestershire Fostering acknowledges its responsibilities as set out in the Equality Act 2010. We will work to prevent discrimination occurring as a result of characteristics such as age, disability, gender, gender reassignment, marriage, civil partnership, religion, belief, race, ethnicity or sexual orientation.

The agency meets the requirement under the National Minimum Standards for Fostering 2011 – Standard 2 - Promoting a positive identity, potential and valuing diversity through individualised care.

We are committed to equality and diversity in both principle and practice.

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We will encourage children to develop respect for themselves and for others;

We will deliver services that recognise and build on the strengths of children and young people from all cultures, religions, gender, age, sexual orientation, ability and backgrounds; in ways that meet their needs and helps them to achieve their full potential;

We will work with foster carers to ensure that they make every effort to ensure that their homes are welcoming to all children and young people and that they have an understanding of the child or young person's identity needs.

When matching children and young people with carers we will take into account their ethnicity,

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All children and young people are given the opportunity to be well cared for and receive a good education in order to develop their full potential.

Assessments of the child or young person's specific needs are carried out with an aim to support and develop their full potential.

Children and young people are encouraged and supported to understand their rights, know how to complain and be well-informed about ways of challenging discrimination.

Worcestershire Fostering will actively seek the views of children and young people and will use the feedback to develop the services the agency provides.

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No job applicant or employee will be discriminated against either directly or indirectly on the grounds of race, colour, sex, age, marital status, pregnancy, national origin, ethnic or national origin, religious belief, political opinion or

