



Belonging and inclusion in Thera

Our statement on diversity, equity and inclusion



Thera was set up to value and include people with a learning disability in every part of their lives – in their local communities, their support and society more widely. However, it's not just about providing excellent support to people with a learning disability - all of us have diverse identities, backgrounds and needs, and we want everyone in Thera to feel that they belong and are included in Thera Group.



Our commitment



commitment

Thera will value and promote the diversity, equity and inclusion (DEI) of the people we support, our employees, workers, volunteers and the communities we work in. We know this is essential for providing the best support to people with a learning disability and promoting everyone's wellbeing.



diversity

What does DEI mean to us?

- **Diversity** – we believe that embracing our diverse identities, backgrounds and needs enriches us and makes us stronger as a team.
- **Equity** – everyone should be treated according to their own needs in a way that is meaningful to them.
- **Inclusion** – we want to create an environment where we can be authentically us; be the best of ourselves so we thrive.



equity



inclusion

We achieve this through promoting belonging and inclusion for all.

We are just getting started



start

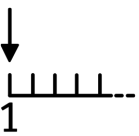
We know there is a lot more we can do to promote belonging and inclusion, whether that is in how we support people with different backgrounds and needs, or how we hear a diverse range of staff voices. We know it will be an ongoing journey and want everyone to be part of it.



create

Creating a feeling of belonging and inclusion affects every part of what we do, so rather than writing a new detailed strategy just for this, we will be weaving it into each of our workstreams. For example in our Being Heard Strategy that focuses on helping people speak up and our People Strategy that aims to engage, equip and empower our staff teams and volunteers.

Our priorities



1
priorities

We will focus our initial work around these 3 areas, but there will be lots more to add as we develop:

Be ourselves



self

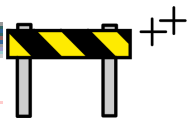
- Defining Thera's values and culture
- Inviting us to share information about who we all are and learning from what that tells us
- Creating space for us to be ourselves

Have a voice and influence



voice

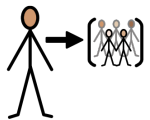
- Promoting Being Heard for everyone
- Engaging, equipping, empowering and enabling people who have support, staff and parent carers to say how they feel
- Responding to feedback and ideas to continually improve



barriers

No barriers

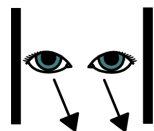
- Enabling people to speak up in whatever way works for them
- Communicating information in an accessible way
- Promoting, supporting and embedding wellbeing for all



involvement

Getting involved

We will speak to you in different groups to get your feedback and input into this approach. As different projects develop, there will be opportunities to get involved in those too.



monitor

Monitoring progress

1. We will hold a steering group every 3 months to review progress against these areas and our overall commitment to belonging and inclusion. This group will report into the Thera Trust Board.
2. We will review feedback (such as surveys) from staff, people we support and others to see how people feel about belonging and inclusion.
3. As our information gathering improves, we will also monitor what that is telling us and what we can learn and improve from that.



group

Belonging and Inclusion Steering Group

Thera Group

February 2025