

EQUALITY, DIVERSITY AND INCLUSION AND ITS IMPORTANCE FOR SCHOOLS NETWORK



WHAT DO WE MEAN BY EQUALITY, DIVERSITY AND INCLUSION?

Equality >>

about treating people fairly, removing barriers and redressing existing imbalances, so that groups which continue to be disadvantaged gain access to opportunities for full participation in the workplace and wider society.

Diversity >>

focused on making the most effective use of the differences and similarities between people for the benefit of organisations and wider society.

Inclusion >>

about making all people welcome, allowing and encouraging all to participate.



BRITISH COUNCIL AND DIVERSITY

Equality, Diversity and Inclusion underpin our purpose and our values.

These concepts are “integral to our brand, our reputation, our success and are an integral part of our cultural relations impact.”
(Global Diversity Strategy)

Equality is the founding principle; **diversity** is the means to achieve it; and **inclusion** is the ultimate goal.

OUR 6 DIMENSIONS FOR DIVERSITY



**Equality,
diversity
and
inclusion**



EQUALITY, DIVERSITY AND INCLUSION FRAMEWORK

Arts

Education
and Society

English

Corporate
and Support
Services

→ Inclusion ←

MAINSTREAMING



Supporting
human rights

A process
not an event

Aligned to
our values

Achieving impact
for the UK

BENEFITS

BUSINESS	SOCIETY
•Brings in different ideas which can help develop the business, increasing creativity and innovation.	A more equal society helps growth and economic prosperity to flourish, supporting higher standards of living and welfare.
•Creates a greater understanding of existing and potential customers and improves communication with them.	Increases level and quality of human capital and helps create the stability necessary for growth.
•Improves understanding and ability to be successful in a global and diverse context.	•Understanding of groups experiencing persistent disadvantage results in more efficient use of scarce resources.

OUR EQUALITY, DIVERSITY AND INCLUSION TOOLS

Equality Policy



Equality, Diversity & Inclusion Strategy



Diversity Assessment Framework (DAF)



Equality Screening and Impact Assessment (ESIA)



Equality monitoring



Understanding and Mainstreaming e-learning



Living library



Diversity web and intranet sites



Global diversity mailbase



OUR RESOURCES

- For more details on these tools and resources, please contact your local British Council office
- Or visit;
- <https://www.britishcouncil.org/organisation/how-we-work/equality-diversity-inclusion/resources>

A close-up photograph of four hands of different ethnicities (Caucasian, African American, and two others) stacked together in a circle, symbolizing unity and gratitude. The hands are positioned in a way that they overlap, with fingers pointing towards the center. The background is a soft, out-of-focus green. A semi-transparent white horizontal bar is overlaid across the middle of the image, containing the text "Thank you".

Thank you