

## **Human Rights, Equality, Diversity and Inclusion – Our approach at My Home Life England 2020 and Beyond**

At My Home Life England, we have the privilege of connecting in many different ways with people who are living, dying, visiting and working in care homes for older people. Human Rights underpin the vision and principles of My Home Life.

COVID-19 and the Black Lives Matter movement have both brought into sharp focus the continued inequalities that exist across all parts of society in England, no more so than in care homes.

We have taken a step back and recognised we need to keep asking questions of ourselves and of how we actively promote Human Rights, equality, diversity and inclusion in everything we do.

As part of City, University of London, we value the active approach that is being taken in response to the Black Lives Matter movement and support the work they are doing to stand proactively against racism more broadly and to challenge any structural and institutional racism that perpetuates such injustices.

We recognise inequalities in society are rarely experienced in isolation, but often connect with other factors, such as socio-economic factors and geographical location.

Human Rights are the rights and freedoms that every human being holds, which have nothing to do with their ethnicity, religion or belief, sex, age, disability, gender reassignment, sexual orientation, marital or civil partnership status, pregnancy or other protected characteristics; however, it is important we highlight and talk openly about how discrimination arising from these characteristics affects people who live, work in and visit care homes.

We will keep reminding ourselves and the people we work alongside, that the equality, diversity and inclusion of people who live and work in care homes should be respected, protected and constantly considered.

Through our work we will continue to support care homes to reflect and think about best practice in relation to Human Rights.

We will equally keep learning and developing our own understanding using the principles of FREDA:

- ✓ Fairness
- ✓ Respect
- ✓ Equality
- ✓ Dignity
- ✓ Autonomy (choice and control)

We will embed these principles across all of our activities: in the courses we run, in the research we do and in the social action we promote and champion.

We know that the FREDA principles come alive through relationship-centred practice, high quality human interactions and how we treat one another. Through this we can create a sense of security, belonging, purpose, achievement, continuity and significance.

We do not have any simple answers, but we do know we need to continually learn, while feeling confident to keep asking the questions:

- Are we reflecting equality, diversity and inclusion in how we work?
- Are we reflecting equality, diversity and inclusion in how we develop and research?
- How can we best enable those who we work with to ask the same questions?