



Background to iCope position statement on anti-racism

What is the position statement & why have one?

iCope has a commitment to equality, diversity, and inclusion (EDI).

We have EDI working groups (some are long-established).

We have anti-discriminatory reflective spaces (created in 2020).

We have an anti-racism action group (created in 2021) – this EDI forum is open to all iCope staff members and supports the work of EDI working groups at the service structure level.

We now also have a *position statement on anti-racism* that forms part of our broader EDI commitment.

Our anti-racism statement is a declaration to being a service that is active in addressing racism, discrimination, and prejudice. It is a way for iCope staff members and service users to hold our service accountable to our EDI commitment.

The development journey: how did the statement come about?

Requests for a statement came from iCope staff teams in Nov 2021 and it has taken quite some time to develop and finalise the statement.

Online feedback forums and an engagement meeting for all iCope staff members were set up in 2022.

Feedback was reviewed and an initial draft of the statement was written by the iCope anti-racism action group.

The statement has been through further revisions based on feedback. Our iCope service user involvement group (known as the 'iCope advisory group') advised on how best to share and disseminate the statement.

We launched the statement in September 2023. We invite all iCope staff and service users to help us in this journey towards equality, diversity, and inclusion in iCope.

How to show support:

1. Take *2-minutes* to read the statement. Have queries? Speak to your iCope therapist or contact us via phone or email. See our website for contact details: www.icope.nhs.uk
2. Support our service by showing interest! Share ideas and question how we can continue to take anti-discriminatory action in iCope.