**EQUITY, DIVERSITY AND INCLUSION POLICY**

**Principles**

The core values of the Sam and Bella Sebba Charitable Foundation include a commitment to social justice, human rights and equality.

The Foundation recognises that certain groups and individuals in society are discriminated against on the basis of factors including their race, migration status, social class, economic status, sex, religion or beliefs, pregnancy and maternity, marital or civil partnership status, age, gender reassignment, sexual orientation, and disability, and due to the intersectionality between them. This discrimination can occur at both an individual and systemic level and can result in harassment, discrimination, exclusion, vulnerability and disadvantage.

The Foundation aims to promote equity and diversity in all areas of its work.

**Staff**

The Foundation is committed to achieving a working environment which provides equality of opportunity and freedom from discrimination, including harassment and victimisation. We are committed to cultivating a culture of inclusion and celebrating diversity.

We are an Equal Opportunity Employer and do not discriminate any employee or applicant for employment on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We encourage applications from individuals who share our values and come from diverse backgrounds and those with lived or learned experience of the issues we support. We recognise the unique contributions that those from diverse backgrounds can bring to the team.

We aim to ensure that staff feel supported, included and able to thrive in a workplace that celebrates and respects diversity and supports health and wellbeing.

**Governance**

As a family foundation, the majority of trustees are from the founding family. The trustees are aware that this limits their diversity. The Foundation aims to have at least 2 trustees who are not family members.

We actively seek out the opinions and experiences of those with lived experience of the issues we support or who are underrepresented to inform the Foundation’s strategy.

**Grant-making**

The Foundation wishes to promote equity and diversity through its grant-making. Our strategy actively targets organisations who support people who are vulnerable.

During our application process, we scrutinise our grantees on the diversity of their staff, senior leadership and trustees. We also evaluate their plans to increase diversity, equity and inclusion within their team and monitor these. We actively encourage grantees to support underserved communities, sometimes providing funding specifically for this purpose.

We scrutinise grantees on how they ensure that lived experience informs their work, with expectations varying according to the size of the organisation.

We aim to make our processes simple and accessible for everyone to establish supporting and trusting relationships with grantees as this has been shown to encourage applications from those from diverse backgrounds.