**Equality Diversity and Inclusion Statement**

KCF is committed to its core values of excellence, being supportive and operating with integrity. We want these principles to apply more than ever to our EDI practices and we are working to improve our organisational culture to be as inclusive, fair and accessible as we can be.

We admit that we are on a journey and we could always do more, but we have started an intentional process of self-examination and improvement by asking professional consultants to undertake an EDI audit of our organisation. From the resulting report we have created an action plan and implemented regular reviews of our progress in order to be accountable to our staff, Board of Trustees, and our stakeholders.

Our action plan involves projects such as: starting open recruitment for new trustees to try and increase the diversity of our board; rewriting our EDI policy; training our staff on EDI issues; building on our relationships with ethnic mi communities and creating new links with groups we don’t yet know; examining the way we assess grants; improving the inclusivity of our publications and promotional materials; and looking at how we can improve our website’s accessibility.

This list is not exhaustive, and our current action plan take us to April 2022 when we will look back at our process and write the next set of objectives. We know this is a journey. It will take time and much hard work. Often one of the biggest barriers to beginning is the fear of getting it wrong. No doubt we will make mistakes, but we will keep going until EDI is embedded in our culture, systems and processes and is just the way we do things.

We look forward to seeing where this journey takes us and will keep lines of communication open.