

Diversity and Inclusion Policy

Last Updated: July 2025

1. Purpose

At SeeKenya, we believe in the inherent dignity and worth of every person. Guided by our Christian values and UK Equality legislation, this policy affirms our commitment to creating a diverse, inclusive, and respectful environment for all staff, volunteers, partners, and beneficiaries.

2. Legal Framework

This policy adheres to the principles set out in:

- **Equality Act 2010**
- **Human Rights Act 1998**
- **Employment Rights Act 1996**

We actively promote equality of opportunity regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

3. Our Christian Foundation

As a Christian charity, our values are rooted in compassion, justice, humility, and service. We are inspired by the teachings of Christ to “love your neighbour as yourself” (Mark 12:31). These values guide our interactions and partnerships, both in the UK and overseas.

While our foundation is Christian, we respect and welcome individuals of all faiths and beliefs (or none) who share our commitment to ethical service and equality.

4. Scope

This policy applies to:

- Employees and volunteers
- Trustees and board members
- Partners and contractors
- Service beneficiaries and recipients

5. Our Commitments

We strive to:

- Foster a culture of respect, openness, and listening
- Promote fair treatment and prevent discrimination
- Recruit, support, and develop people based on merit
- Provide reasonable accommodations where needed
- Actively review and improve our practices

6. Partnerships in Kenya

We work collaboratively with local partners in Kenya, encouraging mutual understanding and cultural sensitivity. We respect regional contexts and seek to uphold ethical practices across cultures, while promoting equity and dignity.

7. Reporting & Concerns

Any concerns related to discrimination, harassment, or inequality should be reported to the designated Safeguarding or HR Lead. All reports will be handled confidentially, respectfully, and in accordance with UK law and our values.

This policy will be reviewed regularly and no less frequently than annually by the trustees.

Approved by J Stevens	Signed John Stevens
Policy owner M Garrett	Signed Mark Garrett
Review date	July 25