

## **Equality & Diversity Policy:**

AL-MARYAM delivers and pass on good quality Dry Grocery, Fruit & Veg and cooked Meals to the less-privileged, handicapped, very old, BAME [Black, Asian and minority ethnic] communities and refugees etc that provide a safety net for the most vulnerable in our society.

Food poverty disproportionately impacts the black, Asian and ethnic minority community and so, while we are a food-giving charity, as an organisation we can and must go much further to address the issues facing these communities that are within our control and influence.

As a registered charity, AL-MARYAM realises there is so much more to do and our whole organisational team and volunteers need to exhibit steep progress. We have set in motion a process to work with all our circle to identify the precise steps we need to take and then to implement the same seriously.

AL-MARYAM's trustees & executives would follow the leadership principles set out by the Association of Chief Executives of Voluntary Organisations to address the diversity deficit in our org.

These principles are part of the ***Racial Diversity in the Charity Sector report*** [Ref: <https://www.acevo.org.uk>] done in collaboration with the Institute of Fundraising.

### **AL-MARYAM would do the following:**

1. Acknowledge that there is a problem with racial diversity in the charity sector and commit to working to change that.
2. Recognise the important role leaders have in creating change by modelling positive behaviour and taking action.
3. Learn about racial bias and how it impacts leadership decisions.
4. Commit to setting permanent and minimum targets for diversity that reflects the participants, donors, beneficiaries and the population of the area where AL-MARYAM charity operates in.
5. Commit to action and invest resources, where necessary, in order to improve racial diversity in our own charity.

6. View our volunteers & staff [if any] as the sum of many parts rather than a single entity and recruit to build a diverse group of talented people collectively working towards a shared vision.
7. Recruit for potential, not perfection.
8. Value lived experience, the ability to draw from one's lived experience and to bring insights to our organisation that can develop its work.

Till this moment AL-MARYAM has maintained a very satisfying policy of Equality and Diversity in our process and practice of Good-Giving activities – by following a just policy of First Come & First Served AND that whosoever comes at Food-Desks in the Q, he/she is being served promptly and diligently without asking any question about their origin, religion, faith or sect nor by seeing their gender, colour or race.

WE'LL KEEP THIS PRACTICE AS OUR PRIDE FOR ALL  
TIMES TO COME.

Even otherwise, we'll be [periodically] carrying out a wide-reaching review of AL-MARYAM's performance and internal processes and this review will be carried out by some sister organization's team to ensure that all views and opinions are heard and, where appropriate, attended and reacted seriously.

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Trustee [Admin] AL-MARYAM