



Diversity Policy

| Ref. | Policy Name | Lead | Date Approved | Freq. yrs | Next Review |
|------|------------------|------|---------------|-----------|-------------|
| 9 | Diversity Policy | CW | 27/01/2021 | 3 | Jan-24 |

In this policy the term “diversity” includes the nine protected characteristics of the Equality Act as well as different backgrounds, life experiences, career paths and diversity of thought.

The Cheryl King Trust (CKT) believes that diversity is critical to its success and is committed to achieving appropriate diversity in...

- the beneficiaries it supports
- its trustees
- volunteers and
- delivery partners including music leaders

CKT will at least annually review the diversity of each of these different categories of stakeholders and consider and implement actions to achieve its diversity objective.

CKT recognises that diversity starts at board level. As such, it

- recognises that’s its board will be more effective if it includes diverse perspectives, experiences skills and background;
- will regularly look at diversity imbalances and gaps to inform trustee recruitment and;
- will seek to remove or reduce any obstacles to trustee diversity.

End.