



EQUITY, DIVERSITY & INCLUSION POLICY 2025

We believe that inclusion strengthens impact. By embedding equity and diversity at the heart of what we do, the Haller Foundation seeks to ensure that everyone – regardless of their background – can contribute to and benefit from sustainable development.

1. Purpose

The Haller Foundation is committed to fostering a culture that promotes equity, diversity, and inclusion (EDI) across all areas of our work. This policy sets out our approach to creating an inclusive environment for our team, partners, beneficiaries, and the communities we serve.

2. Scope

This policy applies to all Haller trustees, staff, consultants, volunteers, ambassadors, and contractors, as well as our engagement with external partners, funders, and programme participants.

3. Our Commitment

Haller is committed to:

- Treating everyone with dignity and respect.
- Promoting equality of opportunity and access, regardless of age, disability, gender identity, sex, sexual orientation, race, religion or belief, marital or parental status, socio-economic background, or any other characteristic protected under the Equality Act 2010.
- Proactively removing barriers that prevent full participation in our programmes and organisational life.
- Ensuring that our work – especially with underserved rural communities – reflects and supports inclusive development, both in the UK and internationally.

4. Our Principles

We are guided by the following principles:

- **Representation matters:** We value diverse voices and actively seek representation in decision-making processes.
- **Equity over equality:** We recognise that people have different needs and will provide targeted support where required.
- **Inclusion is intentional:** We build inclusive practices into all programmes, operations, and communications.
- **Zero tolerance for discrimination:** We do not tolerate racism, sexism, ableism, homophobia, or any other form of discrimination or harassment.

5. Organisational Responsibilities

Haller will:

- Integrate D&I into strategic planning, recruitment, programme design, governance, and fundraising.
- Provide regular training and reflection opportunities for team members on inclusive practices and unconscious bias.
- Ensure our materials, platforms, and communications are culturally respectful and accessible.
- Monitor our recruitment, participation, and partnerships to improve diversity outcomes over time.

6. Individual Responsibilities

All individuals involved in Haller's work are expected to:

- Actively uphold and promote the values in this policy.
- Challenge discriminatory behaviour or language, and report it where appropriate.
- Listen with empathy to different lived experiences and seek to learn from them.
- Support a team culture that values kindness, fairness, and respect.

7. Programme Delivery and Community Engagement

In our work with communities, we will:

- Ensure that programme content, including digital tools like the Haller Farmers App, is accessible across literacy levels, languages, gender, and cultural contexts.
- Engage community members in the co-design of projects to reflect local perspectives and needs.
- Pay special attention to including underrepresented voices (e.g. women, youth, persons with disabilities) in consultation and leadership roles.

8. Reporting and Addressing Concerns

- Concerns about discrimination, harassment or exclusion should be reported to a designated safeguarding or senior team member.
- All concerns will be treated seriously and addressed in accordance with our grievance and safeguarding procedures.
- Confidentiality will be respected in all cases, except where disclosure is legally required.

9. Monitoring and Review

- We will monitor progress against our D&I objectives annually.
- This policy will be reviewed every **two years**, or sooner if there are significant changes to legislation or organisational priorities.

Updated 08 May 2025

Chloe Ford-Welman, Foundation Director

