



Statement of Intent on Equality, Diversity and Inclusion

World Jewish Relief is committed to being a diverse and inclusive organisation as we are guided by the Jewish values of Tzedekah (Justice), Hesed (Kindness), Repairing the World and Welcoming the Stranger. Our Jewish identity reaffirms the importance of being inclusive and respectful of all. We are an anti-racist organisation. It is important that World Jewish Relief is a place where people of all ethnicities feel welcomed to work or volunteer with us.

We are committed to delivering all our services to vulnerable people through locally led partner organisations whose voice, opinion, judgement and expertise is a critical driver in how our resources are allocated. This means that local partners make decisions and our funding gets to where it is needed most. We place significant trust in our local partners to so that they can lead their own work and guide ours.

We are committed to providing equal opportunities for all staff and volunteers regardless of age, disability, gender, gender reassignment, sexual orientation, ethnicity, marriage or civil partnership, religion or belief which are “protected characteristics” under the Equality Act 2010. In addition, we will go beyond this and avoid discrimination on the basis of refugee/asylum status, in recognition of the work we do to support refugees in the UK.

As we work towards building a society based on equality and fairness, we recognise that we may not get everything right all the time but commit to a process of listening, learning and improving our approach.

Putting inclusion and diversity into practice

Over the last 12 months we have been proactively seeking to ensure we can be a more inclusive and diverse organisation. We've established a DE&I working group of staff, have brought in external experts to assist us understand unconscious bias and have had facilitated discussions with the team to assess and analyse our culture with a set of recommendations produced. We have amended our HR practices and our Code of Conduct, conducted a diversity audit, assessed our gender pay gap and are looking to further diversify our Board. Change will not take place over night but we are committed to improving our way of working to be more inclusive and diverse.