

Equity, Diversity, and Inclusion at The King's Fund

The King's Fund vision is a world where everyone can live a healthy life.

The values we use to deliver that vision are:

- People first
- Challenge the status quo
- Always objective
- Be courageous
- Create impact together

Reducing health inequalities – avoidable, unfair and systematic differences in health between different groups of people – is central to our mission and fundamental to delivering on these priorities. This requires us to actively embrace diversity of thought and experience, and work with people from every community. We recruit and employ people who are passionate about working in this way and who bring their own unique lens and perspective to our work.

Recruitment and selection are only the start of the story. Equally important to us is creating an environment where people feel a sense of belonging. We celebrate our staff for who they are and what they bring to the organisation, no matter the area they work in. We aim for equitable access to opportunities so that everyone can thrive.

We have several flourishing employee resource groups that create affinity, amplify voices of minoritised or under-represented groups, and highlight and help resolve issues getting in the way of inclusion and belonging in our organisation. They are:

- the Black Staff Network
- the Disability & Long-Term Health Conditions Network
- the LGBTQ+ Network
- the Gender Equity Network
- the Parents and Carers Network

We know that inclusion and belonging often lies in the little things like celebrations of significant dates and observances – like Pride and Black History Month, the presence of a prayer & multi-faith room, vegan options in our cafe, access to all-gender restrooms, and flexible working hours wherever possible.

But we also know that we can't overlook the bigger things. Our organisation – as well as each department – has EDI objectives which focus on policies and processes. This ensures that everyone incorporates EDI as part of their role.

Every member of staff has a part to play in our inclusion story; come and join the Fun (d)!