

Our commitment to diversity, equity and inclusion

Walton on Thames Charity is committed to treating everyone with respect and proactively challenging and tackling inequality, injustice and discrimination, in all its forms. As well as advocating positive change in our local community, we are examining how we operate as an organisation to ensure we are doing all we can to be a diverse and inclusive organisation.

We are committed to:

- Continuing to educate ourselves and our community on structural and systemic discrimination, and in particular, to better understand the effect this has on our black, Asian and minority ethnic (BAME), LGBTQ+ and under-represented residents, partners and colleagues.
- Improving our monitoring processes, in particular to ensure we have diverse beneficiaries and that we are reporting, in a transparent way, about the funding awarded to such groups and communities.
- Making sure our work recognises and addresses poverty and seeks to address poverty where it intersects with other inequalities including, gender, ethnicity, sexual orientation, religion, disability, and social class.
- Increasing the work we do to amplify the voices of our community to ensure their experiences are heard and positively reflected in a way that empowers and enhances lives.
- Investing further in policy and research work, ensuring we have access to up-to-date data to inform our decision making, and commissioning new research where we feel there are gaps.
- Learning from others and sharing this learning and relevant resources with colleagues, trustees and partners.

We have reviewed all our sources of income, including our historical benefactors (where the information is available). We can trace our origins back to 1212, and a series of endowments over the following centuries, the majority of which pre-date the slave trade. Our research has uncovered links to Jeremiah Browne, a lawyer whose wealth was linked to the West Indies, and who left a small amount to the charity in his will in 1729.

While we are proud of our long history of supporting the local community, we feel it is important to acknowledge the links of this particular benefactor with slavery and human exploitation, at that time.

We stand against all forms of injustice, exploitation and inequality. We are dedicated to promoting a fairer local community where we are all valued and have access to the same opportunities.