



The Cameron Fund's Equality and Diversity Policy

The Cameron Fund is committed to ensuring that all individuals and organisations with which it engages are treated equally regardless of gender, sexuality, race, religion, ethnicity, age or disability.

The Cameron Fund acknowledges that its provision of charitable activities will be enhanced when its stakeholders including beneficiaries reflect the diversity of the population and specifically of the GP population.

The Cameron Fund strives to avoid discrimination in all areas but specifically:

- In the administration of applications from potential beneficiaries who meet the eligibility criteria;
- In the execution of the Fund's charitable activities, i.e. provision of grants and loans; provision of Money Advice and Career Coaching;
- With GPs applying for membership of the Fund;
- With members seeking election as Trustees;
- With existing staff and candidates for vacant paid posts;
- With applications for voluntary work roles;
- In the selection of suppliers and contractors;
- In acceptance of donations save where the donation comprises a Restricted Fund and acceptance would breach the Equality Act 2010.

The Cameron Fund does not positively discriminate or impose specific quotas to establish diversity in its various stakeholders: beneficiaries, members; Trustees, donors; employees and voluntary workers but encourages individuals from groups that are under-represented to engage with the Fund.

All potential beneficiaries are asked to complete an ethnicity form in order to assess whether applications for assistance fully reflect the GP population.

The Trustees are aware that two thirds of the GP population are female and are striving to encourage female GPs to become members of the Fund and to stand for election when trustee / director vacancies occur.

