Saffron Kitchen Project – Diversity, Equity, and Inclusion (DEI) Policy.

Effective Date: 28.01.2026
Review Cycle: Whenever applicable

1. Purpose

The Saffron Kitchen Project (SKP) is committed to fostering a diverse, equitable and inclusive environment across all areas of our work, from our kitchen operations to our vocational training and employment programmes. This policy outlines our approach to ensuring fair treatment and equal opportunity for all, regardless of background, identity, or circumstance.

2. Our Commitment

At SKP, we:

- Embrace diversity in all its forms, including but not limited to race, ethnicity, gender, age, nationality, disability, sexual orientation, religion, education, and socioeconomic background.
- Recognise the structural barriers that displaced people, women, and marginalised groups face, and commit to designing inclusive pathways to participation.
- Prioritise equity in access to our services, employment and training opportunities, and actively work to remove systemic barriers.
- Create a welcoming, safe, and respectful space for all staff, volunteers, service users, trainees, and partners.
- Ensure all staff and volunteers are trained in inclusive and trauma-informed practices.
- Require our partners to prioritise and champion diversity and inclusion

3. Scope

This policy applies to:

- All SKP employees, volunteers, trainees, and board members;

- All aspects of our programme delivery, recruitment, training, and partnerships;
- Any person or organisation representing or working with SKP.

4. Inclusive Training Access & Open Recruitment

We are committed to ensuring fair, open, and transparent recruitment for our culinary vocational training programme.

Our recruitment process includes:

- Public Calls for Applications: We promote all training opportunities widely through our website, social media channels, and partner networks to ensure accessibility to a broad audience.
- Application Support: We're available to answer questions about the application process, acknowledging that many applicants may have never been through a process like this.
- Clear Selection Criteria: Applicants are selected based on clearly defined eligibility and selection criteria, including motivation, availability, and capacity to benefit from the training.
- Fair Assessment: A structured, equitable process is used to assess applications, including interviews with a panel trained in bias awareness.
- Transparency & Feedback: We are transparent about how decisions are made and offer feedback to unsuccessful applicants whenever possible.
- Equity Focus: Where demand exceeds capacity, we prioritise applicants who are facing multiple barriers to employment, such as displaced people, women, and people experiencing homelessness.

5. Inclusive Staff Recruitment

SKP is committed to inclusive and fair hiring practices that reflect the diversity of the communities we serve.

Key commitments:

- Equitable Access: All job opportunities are advertised publicly through accessible channels, including grassroots community networks, to reach people from underrepresented backgrounds.
- Non-Discrimination: We do not discriminate on the basis of race, religion, nationality, gender, sexual orientation, age, disability, refugee or asylum status, or any other protected characteristic.
- Experience in Lieu of Formal Qualifications: We recognise that many people, particularly those with forced displacement backgrounds, have gained valuable experience outside of formal education or employment systems. We accept relevant lived and informal work experience in place of recognised qualifications wherever appropriate.
- Trial Shifts and Skills Assessments: Where formal references or documentation cannot be provided due to an applicant's country of origin or displacement journey, we may offer a paid trial shift or practical skills assessment as a fair and transparent alternative.
- Supportive Environment: We offer onboarding, training and ongoing support to ensure that all new staff, regardless of background, can thrive in their roles.

We continuously review our recruitment process to remove barriers, reduce bias, and make sure we are attracting and supporting diverse candidates.

6. Implementation & Accountability

- The Executive Director is responsible for overseeing implementation of this policy.
- All team members are expected to uphold the principles of this policy.
- DEI is embedded into all of our policies, as well as our staff onboarding procedure, code of conduct, and performance reviews.
- We will regularly review our programmes, materials, and partnerships to ensure they reflect our DEI commitments.

7. Concerns & Complaints

Any concerns related to discrimination, exclusion or unfair treatment can be reported to the Executive Director, Evelina Eskenazi

(evelina@saffronkitchenproject.org). All reports will be treated confidentially and investigated fairly.