

Culture&

Ethical Fundraising Policy

Background

Culture& is a dynamic black led arts and education charity devoted to diversifying the arts and heritage sector. We work in partnership with arts and heritage institutions and artists to develop programmes that promote diversity in the workforce and expand underserved audiences.

Rationale for Fundraising

Culture& seeks funding from a range of sources in order to fulfil its mission of opening up who makes and enjoys arts and heritage. Most of our funding comes from charitable foundations and sponsors. We are developing a sustainable earned income strand and welcome individual giving. We also receive support in kind from our major heritage partner. As an organisation with social justice at our core, our fundraising seeks to be ethically consistent with our values. The overarching principle is that wherever possible we seek to avoid accepting income from funders where the money has been made from activity that abuses human rights or activity which depends on exhausting the earth's resources.

Context

This policy ensures that Culture&'s name and reputation, and those of its allies are not brought into disrepute and that our aims and values are not compromised through the fundraising process.

Acceptance Criteria

The Chief Executive and Board of Trustees take their responsibility to the Charity Commission to act in the best interests of the charity seriously and Culture& complies with all relevant legislation, including money laundering rules, the Bribery Act and Charity Commission guidance including terrorism and political activity. Culture& will accept financial awards from, and partnership working with companies and individuals where:

- There is a strong belief that the funding or partnership will support the core aims of the organisation and its beneficiaries.
- The Chief Executive and Trustees have satisfied themselves that there will be no reputational harm to Culture& or its allies in accepting the support.
- The initiative does not compromise the independent status of the organisation, academic freedom of our students and current partners or permit undue influence of its activities or policies.

Avoidance Criteria

Culture& has a rigorous vetting process in which it researches and reviews all potential donors, sponsors and partners. Any ethical issues that may arise are discussed by staff and final decisions are made by the Board of Trustees and the Chief Executive Officer. Culture& believes that the thorough examination of its sources of funding form part of its role as a social justice organisation. Whilst we accept that no money is entirely 'clean' we have a moral responsibility to carefully weigh the origins of the donation against any potential benefit to our charitable aims. Therefore, partnerships, sponsorships and donations from companies directly involved in any of the following activities will not be accepted:

- Tobacco manufacture
- Arms and nuclear weapons systems manufacture
- Nuclear generated power
- Pornography
- Pharmaceutical drugs which have had a proven negative impact on human wellbeing such as opioids
- Exploitative labour including child labour or illegal working conditions
- Oil and gas
- Human rights abuses
- Animal testing
- Third world debt
- Water pollution

Where material concerns are raised about funds that have already been received by Culture&, the Board of Trustees and Chief Executive Officer will review the claims and determine whether it is appropriate to retain the funds and decide upon the appropriate action to be taken in relation to the funds or partnership. It is the duty of the Board to advise of any potential conflicts of interests with regards to funding or partnerships and for the board to always act in the best interests of Culture&.

Culture& is grateful to receive support from a wide variety of sources. While every effort is made to ensure that the donor/sponsor's wishes are met, there are occasions when it is not possible for Culture& to accept a gift or sponsorship.

Culture& reserves the right to refuse donations or terminate partnerships where the activities or the individual or organisation conflicts with our values and mission of promoting diversity in the arts.

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