

Equality, Diversity & Inclusion

Our commitment to challenge and address structural inequalities and to work towards a society where people from every background can access the same resources, opportunities and power and have the chance to thrive.

LLOYDS BANK
FOUNDATION
England & Wales



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We are committed to greater equality, diversity and inclusion through all that we do, are and stand for.

We live in a world where not all of our fellow citizens have access to the same resources, opportunities and power. Structural inequalities in our society, economy and politics hold too many people and communities back on the basis of their gender, ethnicity, sexuality, age, health, class or educational background, or indeed a combination of these attributes, denying them their voice and the chance to thrive.

As charities, it is our role and responsibility not just to ameliorate and manage such inequalities and disadvantage but to seek to do all that we can to challenge and change them. And as a Foundation we are acutely aware that our power and privilege reflects the inequalities in our society and that too often a lack of equality, diversity and inclusion in our own make-up and outlook leaves us in danger of being part of the problem rather than core to the solution.

Of course we cannot do this by ourselves, we are one player in a broad ecosystem, but our approach must be more than to do no harm - we must instead be much more ambitious. Therefore as Trustees and staff, directly and with the involvement of partners we work with, we are committing to threading an active approach towards achieving greater equality, diversity and inclusion through all that we do, are and stand for.

What follows is our strategy for the year ahead around making equality, diversity and inclusion a central approach to our work, and to our working culture. It is not a finished product, because we know that it will be a journey that needs revisiting often, to review progress and to commit to building on it and doing more. But it is the setting down of a marker, that we are ready to improve, ready to tackle social injustice at every turn, and ready to be accountable for how we're doing so. We hope you'll hold us to it.

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Cover: Reaching Higher, a charity supported by Lloyds Bank Foundation



Rennie Fritchie

Baroness Rennie Fritchie DBE
Chair, Lloyds Bank Foundation
for England and Wales

What needs to change

We know the grant-making sector across the UK has been too slow to address issues around equality, diversity and inclusion.

That's not good enough, so we're committing to listening harder and challenging ourselves to play a greater part to change things.

This means actively seeking out the opinions and experiences of people who are under-represented (e.g. different ethnicities, genders, abilities, classes, backgrounds), and ensuring that supporting people facing complex social issues is at the heart of everything we do.



We know that while it's down to us to make sure we're providing the best possible support for charities and people, we might not always get this right, because the answers aren't always obvious and we're not actually living life in their shoes.

And it can be hard for other people to call us out on this — because they don't want to risk their relationship with a funder.

It is our role and responsibility not just to ameliorate and manage inequalities and disadvantage but to seek to do all that we can to challenge and change them. So we've committed to threading an active approach towards achieving greater equality, diversity and inclusion through all that we do, are and stand for.



Our approach

By being open to a wider range of opinions and experiences we'll generate new ideas and innovation. We'll make greater impact, based on better-informed decisions.

We'll listen to and learn from people who have themselves overcome complex social issues, as well as the wide network that have helped them to do this. Because as long as their experience is at the root of everything we do, the divide between 'us' and 'them' will start to fade away.

Changing our own and others' attitudes and assumptions and challenging established ideas is an ongoing journey and may take some time. We've outlined where we're starting from, and we're ready to measure our progress and be held to account for where we're missing the mark.

We believe that by striving to be truly equal, diverse and inclusive as a grant-maker will help us live and breathe our commitment to social justice.



Our promise

We're on a journey to become more equal, diverse and inclusive in all aspects of our work, particularly:

In the work we deliver

- Making all processes accessible to everyone
- Responding to the needs of particular communities by identifying and developing the charities that know and understand them best
- Being led by charities to fund the approaches that work best for a wide range of people, challenging a 'one size fits all' approach

In our workforce

- Attracting a diverse range of people who are excited to work for us, and creating a process that gives everyone a fair opportunity to do so, regardless of their background
- Ensuring staff feel included, supported and able to thrive in a workplace that supports health, wellbeing, and respects and celebrates diversity
- Working with partners who share our ethics and values

In what we say and how

- Communicating to different people in ways that work for them
- Making the case for, standing with and amplifying the diverse voices of the people we support
- Taking care to use our campaigning voice responsibly
- Serving our Welsh charities and service users better with more Welsh language resources

Our goals for 2020

We've set out what we want to achieve in the next year



In the work we deliver

Making all processes accessible to everyone

- Consider the needs of everyone we are trying to reach and put people at the centre of our policies and decision-making processes
- Improve the accessibility of the website pages, application forms and other resources needed for grant applications
- Review our grant-making process to minimise form-filling and ensure we're fully transparent and fair

Responding to the needs of particular communities by identifying and developing the charities that know and understand them best

- Provide training for all those involved in the grant assessment process around equality, diversity and inclusion
- Review the data we currently collect to help us better track our successes and challenges around equal, diverse and inclusive practice

Being led by charities to fund the approaches that work best for a wide range of people

- Act upon our research into and knowledge of specific needs in local areas to allow the expertise of those we work with to inform our practice

In our workforce

Attracting a diverse range of people who are excited to work for us, and creating a process that gives everyone a fair opportunity to do so, regardless of their background

- Recruit one candidate through the 2027 programme and invite skills and expertise for other roles from beyond the charity sector
- Improve our data collection and monitoring of applicants, employees and Trustees
- Train all those involved in recruitment processes to take equality, diversity and inclusion into account
- Paying no less than the living wage to everyone that works with us

Ensuring staff feel included, supported and able to thrive in a workplace that supports health, wellbeing, and respects and celebrates diversity

- Launch a health and wellbeing strategy in consultation with staff
- Update policies to consider staff safeguarding (e.g. around Domestic Abuse or financial control)
- Encourage staff to celebrate and talk openly with colleagues about their cultural and religious festivals or customs and lifestyle choices

Working with partners who share our ethics and values

- Wherever possible, employing charities and social enterprises to deliver services or provide goods

In what we say and how

Communicating to different people in ways that work for them

- Ensure that the language and reference points we use are accessible to everyone, whether they're written or spoken

Making the case for, standing with and amplifying the diverse voices of the people we support

- Consider the way in which we share the stories of grantees and charities so that it's fair to them
- Value the time and expertise of charities by thinking carefully about how we consult them
- Use our capacity as an influencer to support charities to amplify their own voices

Taking care to use our campaigning voice responsibly

- Find effective ways to monitor how equal, diverse and inclusive we are in all elements of our work and report progress annually
- Acknowledge the power imbalance to ensure that it doesn't affect the outputs of our campaigning or the work we commission
- Take responsibility for 'forward plans' for projects that have reached their conclusion within the Foundation (e.g. Drive)

Serving our Welsh charities and service users better

- Build a Welsh language version of our website
- Develop more Welsh language resources

**LLOYDS BANK
FOUNDATION**
England & Wales



Lloyds Bank Foundation for England & Wales partners with small and local charities who help people overcome complex social issues. Through long-term funding, developmental support and influencing policy and practice, the Foundation helps charities make life-changing impact. The Foundation is an independent charitable trust funded by the profits of Lloyds Banking Group as part of their commitment to Helping Britain Prosper.

www.lloydsbankfoundation.org.uk

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