

EQUALITIES, DIVERSITY AND INCLUSION STATEMENT

1 Summary

1.1 Our mission is to relieve poverty in Lambeth. We make grants to tackle poverty by creating opportunity and to offer our beneficiaries a hand up not a hand out. We see our beneficiaries as our partners who deserve our respect. We aim to break cycles of deprivation and promote financial self-sufficiency and resilience.

1.2 Our mission is rooted in our beliefs. Long term and present injustice and unfair discrimination contribute to poverty, and flow from it. Poverty leads to exclusion from opportunity and from full participation in society.

1.3 Poverty in Lambeth is varied in its impact by geography, ethnicity, gender and age. Poverty concentration is higher in some wards and districts than others; it disproportionately impacts Black And Minority Ethnic/UK Minority Ethnic (BAME/UKME) communities, with people of Black African, Black Caribbean, Portuguese and Latin American background among those most affected; women are often affected by low pay and children from poor households tend to do less well in education than their peers.

1.4 In all aspects of our work we are determined to treat people fairly, to respect individuals, and to do all we can to address the impact of poverty on modern lives. We also want our Board and our staff team to reflect as far as possible the cultural and ethnic diversity of the borough we serve, as well as providing diversity of thought and experience.

1.5 We are committed to testing and challenging every aspect of our governance, our grantmaking, and our management of our assets and staff to ensure that they reflect and embody our beliefs as fully as possible, and take account of our changing context. We are also committed to developing our understanding of the issues, assessing our progress, and documenting the actions we have taken and plan to take through this statement. It will be reviewed biennially by the Finance & General Purposes Committee which shall report to the following Board.

2 Governance

2.1 Our Governors serve for a maximum of nine years (three terms of three years) exceptionally extended by one year, in order to ensure that the Board is regularly refreshed. This ensures that there are regular vacancies and opportunities to review whether the Board has the necessary collective skills and experience to run a Foundation of our size and that it reflects Lambeth's the communities we serve.

2.2 When vacancies arise, we seek to identify a diverse range of candidates through advertising and formal and informal networks and to appoint Governors through an open and friendly process including application and interview. In order to make swifter progress on increasing the proportion of minority ethnic Governors on the Board to better reflect our beneficiaries, we have also run one recruitment round for minority ethnic candidates only. Governors from minority ethnic groups currently represent a third of the Board. This is a minimum we do not wish to see reduced.

2.3 We have also developed the Walcot Futures programme. The programme aims to enable young people to acquire experience of governance, grants or investments relevant to their interests and future career, and provide wider diversity on the Board and Committees, and develop potential charity trustees for the future. We recruit two or three young people each year who are or have recently been beneficiaries of WF individual grants to support their higher or further education as part of our Walcot Futures programme. Each participant is an observer on the Board and the Grants or Investment Committee, and is encouraged and supported to participate in meetings. Participants also have a Governor as mentor for the year.

2.4 The Grants Committee annually reviews all policies relating to grantmaking practice and policy. The F&GP Committee, likewise, has a programme for reviewing all non-grantmaking policies. *All review exercises include consideration of the equity diversity and inclusion aspects of the policy.* Our research, surveys, peer workshops and other listening activities also include questions to explore and understand equity, diversity and inclusion issues.

2.5 We intend to identify and undertake relevant training for staff and governors.

3 Staff, partners and beneficiaries

3.1 We treat all job applicants and employees fairly and equally and aim to ensure that all staff in our small team develop their potential. As vacancies arise we review job descriptions and person specifications to ensure that they encourage a diverse range of applicants. *We collect equality monitoring data anonymously alongside each job application. As staff turnover is low, this data is reviewed by the Finance and General Purposes Committee in each year where recruitment has taken place.* We support staff through training and feedback.

3.2 We aim to demonstrate respect and a collaborative approach in our work with the schools and organisations we fund and with our beneficiaries, to ask only for necessary information and to minimise the burden of applying and reporting. We recognise that we hold greater power as a funder and seek to take account of that. We convene a regular group of organisations we fund and survey all our grantees (individuals, schools and organisations) on their views on our processes and plans as part of a three year listening cycle. We have made improvements to our grantmaking processes as a result, for example

only requiring students to apply once for the duration of their course, instead of in every year. The views expressed are a valuable input to our practice and strategy.

3.2 We aim to ensure that everyone, including beneficiaries, staff, tenants, neighbours, visitors and all those involved in our work in organisations and schools we fund, feel valued, respected and able to participate fully. We aim to identify barriers to full participation through feedback and regular surveys, and make changes to remove or minimise barriers. We ensure that new staff and Governors are given a comprehensive induction and further support and training as needed.

4 Grantmaking and investments

4.1 Our grantmaking focusses rigorously on supporting individuals on low incomes in Lambeth out of poverty, whether our grant is to the individual or through an organisation or school, and not on supporting an intermediary organisation. Reflecting the disproportionate impact of poverty in Lambeth, 88% of our individual beneficiaries are BAME/UKME. This data is reviewed annually by the Finance and General Purposes Committee as part of the progress review.

4.2 Some of our grants go to projects and organisations focussing on individuals more likely to experience poverty, discrimination and disadvantage in Lambeth. This includes projects run by Black Thrive and IRMO.

4.3 As part of our organisational grants application process, we ask organisations applying for grants to specify whether the chief officer is: (1) Black, Asian and Minority Ethnic (BAME/UKME) communities 37% of approved grants to organisations; (2) Deaf and disabled 0%; (3) Lesbian, Gay, Bisexual and Transgender (LGBT+) 0%; (4) female 50%; (5) None of the above 13%. We require the London Living Wage to be paid for all posts we fund.

4.4 We require the fund managers we appoint to manage our assets in securities to make low pay and poor labour conditions a significant priority in their engagement with investee companies and to report to us on their engagement.

5 Accountability and reporting

5.1 The Finance and General Purposes Committees reviews this statement and progress on the actions set out every other year, and reports to the Board.

5.2 We make reference to this statement, and report on progress, in the Governor's Annual Report and Accounts and on our website including data on diversity of governors and staff.

5.3 We undertake an annual review of our website to improve its content and accessibility.