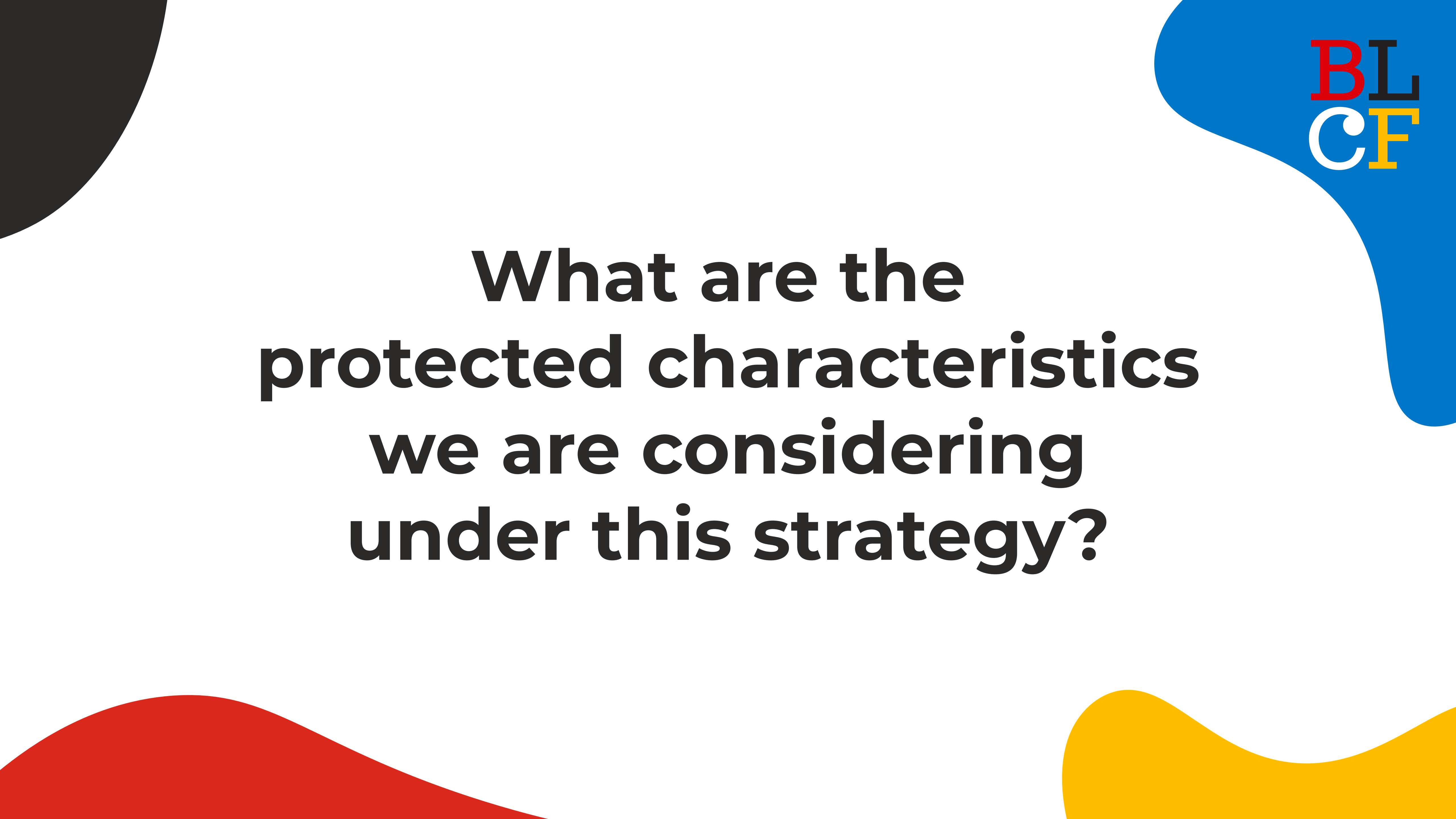


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**EDI Strategic
Framework**
Addressing Inequality
2024-2027

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**What are the
protected characteristics
we are considering
under this strategy?**

Protected Characteristics

There are 9 protected characteristics as outlined in the 2010 Equalities Act and BLCF is committed to working to address Equity; Diversity and Inclusion (EDI) across them all

- 1. Age**
- 2. Disability**
- 3. Gender reassignment**
- 4. Marriage and civil partnership**
- 5. Pregnancy and maternity**
- 6. Race**
- 7. Religion and belief**
- 8. Sex**
- 9. Sexual orientation**

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**How are BLCF
showing a commitment
to addressing EDI?**

Strategic

Strategically EDI work is supported and owned at the highest level by our Board of Trustees and implemented by our highly skilled team

1. Local Focus. Lasting Change – with EDI, a ‘Golden thread’ in our Strategic Plan with our pledge to be equitable in our current and future work and to manage through a listen, learn, adapt and change model of delivery.

2. Accountable and Transparent – by sharing data on our programmes, our funding, our organisation and our policies, we hold a mirror up to ourselves and strive to improve. We will share data on our BLCF website and via 360Giving.

3. Policies that ensure delivery – Our Equality, Diversity, and Inclusion Policy; our Recruitment Policy and our EDI Framework provide the tools to support our delivery.

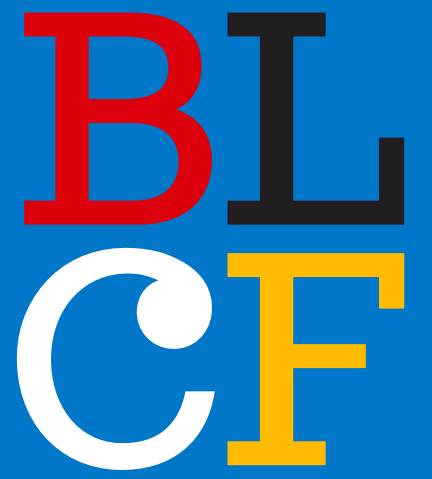
4. Mandatory training for staff on EDI incl Equalities and Unconscious Bias

Accountable

To be a truly equitable funder we will call out inequality in our work, our programmes, our governance and our decision making. All protected characteristics will be supported, as we recognise the power imbalance in our sector and strive to address it. We pledge to

- 1. Align ourselves to key partners** - to stay informed and challenged by working with **The Funders For Race Equalities Alliance** and engaging with the **BAOBAB Foundation** and across the **UKCF network**.
- 2. Network, to ensure we understand the barriers experienced by our communities** - and work to remove them by working as a key partner on Luton Councils **Fairness Taskforce** and committing to **IVAR's Open and Trusted Grant Making Principles** and by offering sector support through our **INSIGHT network** for small charities.

Governance

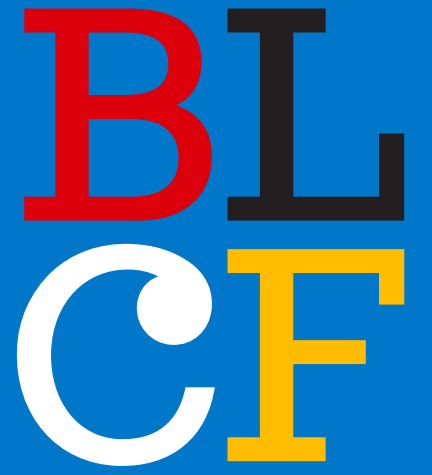


We are committed to ensuring a team of Trustees, staff, volunteers that reflect the diversity of voices across our communities and we actively look to break down barriers accessing our opportunities to recruitment to ensure this. We therefore

- 1. Seek representation** - of those with lived experience on our decision-making **Grant Panels** and governance board as **Trustees** and team.
- 2. We open ourselves to scrutiny** - from those with lived experience of inequality and from the **UK Community Foundation Quality Assurance**
- 3. We actively seek peer learning** - from those with lived experience of inequality and from **IVAR Peer learning review** and our own annual **INSIGHT EDI network group**.

**How are we
delivering in
practice?**

Since 2021 we have



- 1. Made a pledge to having fairer grants** at Luton's Fairness Task Force
- 2. Reviewed, all our funding streams and look at how we can make them more equitable and accessible** to those experiencing inequality through more entry levels and micro grants.
- 3. Introduced long term multiyear funding** for our key programmes including Community Investment Fund and Luton Youth Fund to ensure impact and sustainability.
- 4. Created more entry level grant funding and micro grants** to support new groups, and those new to grant applications access our programmes.
- 5. Build fairness and equality into all our programmes**, by adding fairness as a key delivery priority and ensuring more understanding of reach and impact via our data monitoring.
- 6. Continued to be open and transparent** with our data on who we fund using 360Giving website and Funders for Race Equalities Alliance FREA reporting.
- 7. Delivered 3 annual INSIGHT events** supporting sector partnership and peer learning.

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What does our Grant Making show?

Grant Making

Our priority for last 2 years has been in diversity and going forward we will do more to engage other protected characteristics. Since 2022 we have delivered 5 grants, aimed primarily at/for diverse led groups and communities or those with wider protected characteristic to specifically address the inequity in funding. We delivered

1. Community Recovery Fund – aim to target most disadvantaged groups impact by covid , primarily those with disability and diverse communities. In total we awarded **£1,094,678** benefiting **53,832** people.

2. Collaboration Funding – to group sustainable and transformational partnership between VCSE groups especially those working with the most marginalised communities. In total we awarded **£294,046** benefiting **3,528** people.

Grant Making

3. Luton Citizens Fund – 3 rounds aimed at reaching all wards in Luton with a fasttrack option for groups who face barriers to accessing funding. In total we awarded for **£527,940** to **153 applicants** with potentially **52,440** beneficiaries

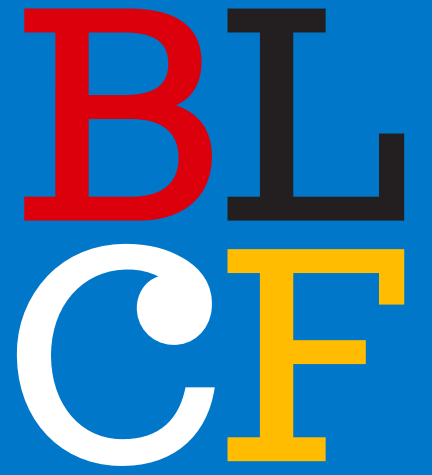
4. Bedfordshire Community Support Fund (Windrush fund) - targeted grassroots groups and supported process of application writing. In total we awarded for **£44,853** to **10 groups** and **7,075** beneficiaries.

5. Stability Fund (3 rounds) - to support core work of charities who engage with those with highest levels of needs and who face inequity. In total we have awarded **£875,472** to **36 groups** with **55,554** beneficiaries

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**What does the
data show?**

Grant Making Headlines



Annually we will report headline data on how we are supporting those most marginalised, in our communities including data on:

- 1. Number of Grants worth £££ awarded to projects supporting diverse communities**
- 2. Number of Grants worth £££ awarded to supporting LGBTQ+ projects**
- 3. Number of Grants worth £££ awarded to support older people**
- 4. Number of of Grants worth £££ awarded to support people with physical and learning disabilities**
- 5. Number of Grants worth £££ awarded to projects supporting mental health**
- 6. Number of Grants worth £££ awarded to support Young People**

Our data is published every year.

Funders for Race Equalities Alliance FREA Headlines



Since 2021-22 BLCF have contributed to the FREA racial justice audit, and we continue to see positive results in our mission to address inequality as outlined in our strategic plan

The audit looks at and holds funders to account in their aims to address the levels of inequality experienced by global majority communities and those experiencing racial injustice across the funding sectors and helps them to see where barriers can be removed. These findings show the national average compared to the results of BLCF and will be used to help us shape our thinking going forward.

BLCF continued to contribute **all of our funding programmes** across our regional spread to show a truly representative example of our work, rather than submitting a smaller sample.

Annually we public this data on our website so all can see our journey towards Equity

blcf.org.uk/our-impact/#frea

Governance



Staff and representation of community and protected characteristics in our workforce is important to us. Annually we will report headline data how our own staff and trustees reflect our communities by sharing current data on:

- **Ethnicity**
- **Religion/belief**
- **Gender**
- **Disability/health condition**
- **Age**
- **Sexual Orientation**

We collect annual data on staff and trustees based on the approved data set from the Office of National Statistics and use in the 2021 census

Our reported annual data can be seen here:

<https://blcf.org.uk/wp-content/uploads/2024/09/EDI-Graphic.pdf>

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**How do we embed
this approach across
all of our work?**

The EDI Framework

BLCF's EDI Framework is a challenge to ourselves, one that we should always applied to all the work we do and always try and push us further to do more at it's heart is our **Listen Learn Adapt and Change** model.

The framework is a series of questions designed to make us think about what we do, how we can do more and how far we can go to address **Equity, Diversity and Inclusion.**

EDI Framework Model

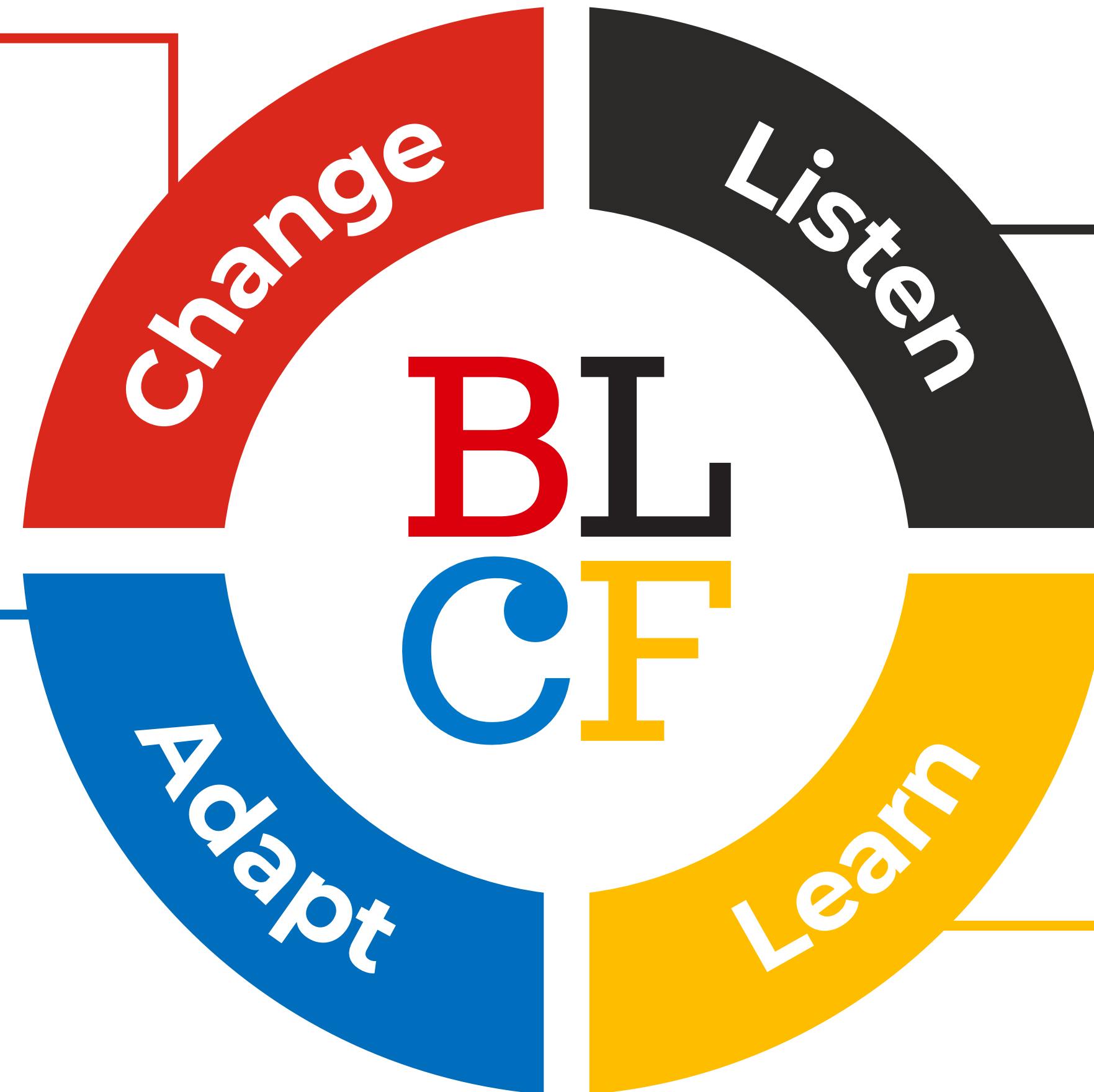
All Protected Characteristics

Key Actions

Offer support to marginalised groups
Utilise partners and network to reach more diverse and under-represented groups

Key Actions

Build fairness and equality into all our partnerships and processes
Seek representation of voices from the communities we serve, and in terms of decision-making and governance



Key Actions

Listen to key partners to stay informed and challenged
Network with marginalised groups
Seek stakeholder feedback

Key Actions

Consult on grant accessibility and process
Review programmes and funding streams to address inequality
Share data and EDI performance indicators
Share stakeholder voice

Checking our work

We regularly ensure our processes and systems are open to review from the communities we support.

- Every 3 years we will run a **focus group**, through our INSIGHT programme, drawing lived experience of marginalised and underrepresented communities to look at our forms, system, language and tool to ensure they are fit for all.
- Every year we **review staff training** and ensure its current and implemented and ensure all new staff and volunteers received the correct levels of training to support the delivery of their work.
- We will **review the EDI policy** every 3 years to ensure we are delivering against its promise.



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Thank you!