



EDI POLICY

Version	Created by	Date Reviewed	Approved by	Next Review
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This policy outlines LCF's commitment to opposing all forms of unlawful discrimination and ensuring equality, diversity, and inclusion (EDI) across its functions as an employer, a grant maker, and a champion of philanthropy.

1. Core Policy Statement

Opposition to Discrimination: LCF is opposed to all forms of unlawful discrimination on grounds including (but not limited to) colour, race, religion, gender, disability, age, sexual orientation, numeracy, and literacy.

Goal: The Foundation aims to build an organisation that makes full use of the diverse capacity, skills, experience, and perspectives available in society, and to develop a culture where people feel respected and valued.

Compliance: The policy adheres to relevant legislation, including the Equality Act 2010, Equal Pay Act 1970 (Amended 1984), Rehabilitation of Offender Act 1974 etc and fully complies with the DBS Code of Practice.

2. As an Employer (Staff, Volunteers, and Trustees)

Area	Commitment
Fair Treatment	All existing and potential employees, volunteers, and Trustees will be treated fairly, using EDI good practices.
Recruitment	Candidates are selected for interview based on their skills, qualifications, and experience. Applications from a wide range of candidates, including those with spent criminal convictions, are welcomed.
Board Diversity	The Board of Trustees composition will be kept under review to ensure it is representative of the communities served. The Chair and CEO will take action to address any identified gaps in diversity.
Working Environment	A working environment that promotes dignity and respect for all will be maintained. No form of intimidation, bullying, or harassment will be tolerated.
Training	Training will be provided for staff, volunteers, and Trustees as required to help them understand the needs and issues of minority groups.

3. As a Grant Maker

Impact Review

LCF is committed to operating an award-giving system that broadly reflects the needs of the community. It will annually review the performance and impact of its grant making to ensure it is reaching diverse beneficiaries and to identify any gaps in distribution.

Access to Services

- Complete equality of access to its services is provided by:

- Advertising funds via a wide range of relevant local channels.
- Supporting groups that are not IT literate to help them complete the online application form.
- Encouraging potential applicants to speak to an awards manager.

Addressing Discrimination

If any area is identified where an individual or minority group appears to have been discriminated against, the Chair of the Board of Trustees will take appropriate action using the disciplinary and grievance procedure.

4. As a Champion of Philanthropy

- **Donor Sourcing:** The Foundation is aware of the value of sourcing donations from all sectors of the community to ensure transparency and understanding of its work in all areas.
- **Targeting Gaps:** LCF will identify any gaps in its donor base and particularly target donors in those communities to ensure individuals are treated equally and fairly.
- **New Funds:** Where specific gaps in grant-making relative to local need are identified, the Foundation will aim to set up new funds to address these and promote these opportunities to potential donors.