

EQUITY, DIVERSITY AND INCLUSION

Our  approach



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A young man with dark hair, wearing a dark suit, white shirt, and a patterned tie, is smiling and looking towards the right. He is holding a white pen in his right hand. In front of him, an older man with grey hair, wearing a bright orange high-visibility jacket, is holding a large, multi-colored folder (yellow, blue, and red). The background is a blurred indoor setting with wooden paneling and a door.

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INTRODUCTION

Our 2030 vision is that young people and their communities will have the tools and resources they need to thrive and be a force for change in the world.

At its heart, this vision is about addressing inequality. We know that in the areas where we work, young people and their communities do not always have equal access to the resources they need to thrive. Nor do they have equal ability to influence change and make their voices heard.

These inequalities are often deeply rooted in our society. Too many people are held back because of where they grew up, their socio-economic background, their racial identity, gender identity, sexual orientation, age, educational background, disability, or a combination of these factors.

In order to be able to effectively tackle and challenge inequality through our work, we need to operate in a way that actively promotes equity, diversity and inclusion. This applies both to how we run our organisation, and to the way we make grants and work with our voluntary sector partners.

This work is particularly important to us because, as a grant-maker, we hold a significant amount of influence. We have a responsibility to ensure that we are not simply replicating the inequalities of wider society, but rather using our position to actively challenge inequality wherever it occurs.

Setting out this approach is an important step forward. However, we also recognise that this is a journey and we will continue to learn and develop over time. This will be a live document which will be kept under review and against which we will assess our progress.

Sally Dickinson
Head of the Berkeley Foundation

EQUITY, DIVERSITY AND INCLUSION

EQUITY

When we use the word equity, we acknowledge that society creates advantages and barriers that impact how people access opportunities. In order to ensure everyone is treated fairly, we need to account for the fact that different people have different starting points.

DIVERSITY

When we talk about diversity, we recognise that the visible and hidden differences between people strengthen our work, our communities and our society, by bringing new experiences, perspectives and approaches to the table.

INCLUSION

When we talk about inclusion, we mean creating an environment where everybody feels a sense of belonging and is able to make a positive contribution.



OUR 2030 STRATEGY

Equity, diversity and inclusion is central to our 2030 strategy for the Foundation. It is one of our five core commitments about the way we'll work. We know that we cannot reach our impact goals or achieve our vision without focussing on EDI.

OUR VISION

Our vision is that young people and their communities will have the tools and resources they need to thrive and be a force for change in the world.

FIVE IMPACT GOALS

1

A safe place to call home

2

Journey to employment

3

Health and wellbeing

4

Youth leadership

5

A resilient voluntary sector

FIVE COMMITMENTS ABOUT THE WAY WE'LL WORK

1

We'll work in partnership with expert charities, investing in their work to help young people thrive

2

We'll add value to our partnerships through our expertise, networks and relationship with the Berkeley Group

3

We'll learn from our work and share our learning across the public, private and voluntary sectors

4

We'll ensure that diversity, equity and inclusion is at the heart of everything we do

5

We'll enable young people to play an active role in the Foundation's work

You can read our full strategy [here](#).



OUR COMMITMENT to Equity, Diversity and Inclusion



At the Berkeley Foundation, we are committed to putting equity, diversity and inclusion at the heart of everything we do.

This means actively challenging and addressing structural inequalities, both within our own organisation, and through our grant-making activities.

EQUITY, DIVERSITY AND INCLUSION WITHIN OUR ORGANISATION



- * **We aim to attract a diverse range of people to work in our team, and will ensure this is supported by equitable recruitment practices.**

Our Equality and Diversity policy underlines our commitment to equal opportunities. We will actively seek opportunities to diversify our team, including by creating an apprenticeship opportunity for a young person.

- * **We will expand our Board of Trustees, and seek to enhance Board diversity.**

We will recruit three new Trustees, and ensure that we provide appropriate induction, training and support.

- * **We will ensure that our staff and Trustees receive training and support on EDI issues in order to enable them to carry out EDI practices in an effective and informed way.**

All our staff are required to complete EDI training, and our hiring managers complete an additional module that addresses biases in recruitment processes. We will consider what further training is needed to support our Board and staff to consistently apply a EDI lens to their roles within the Foundation.

- * **We will create a positive working environment for our staff; one that fosters respect, support, wellbeing, and inclusivity.**

Our people are our most important asset. In line with Berkeley Group's 'Our Vision' commitment, we will prioritise the wellbeing of our staff and seek to create an environment that respects and celebrates diversity.

EQUITY, DIVERSITY AND INCLUSION WITHIN OUR ACTIVITIES

* **We will do more to involve the people and communities we serve in our grant-making.**

We will ensure that new funding programmes are developed taking account of what the organisations, young people and communities we serve tell us is needed, and that a diverse range of people, including those with lived experience, are represented where possible on our external grant assessment panels.

* **We will review our publications and processes to improve their accessibility.**

This includes reviewing our website, funding guidelines, application and monitoring processes.

* **We will seek to collect and report on EDI data from our applicants and charity partners.**

We want to understand more about who we are funding, and more importantly, who we are not funding, in order to direct more of our resources towards under-represented groups.

* **We will actively invite feedback from our charity partners and others on our ways of working, including our EDI practices.**

As part of our work to develop our 2030 strategy, we surveyed our charity partners and hosted a series of focus groups to explore their experiences of working with us. We shall build on this by developing an anonymous annual survey of charity partners, as well as by seeking feedback through our regular partnership meetings.

