

Equality, Diversity and Inclusion Statement

Our Funding

At Halifax Foundation for Northern Ireland, we are continually working to ensure our funding is accessible to all that are eligible to apply.

We are committed to:

1. Supporting you as **the applicant** through;
 - a. Offering pre-application advice in a format that suits you – email/telephone/online/face to face/interpreter
 - b. Offering support at eligibility stage to help you submit a complete application
 - c. Maintaining contact throughout the assessment stage of your application, giving you an opportunity to tell us more about your application and seeking clarification where required
 - d. Providing you with a timely update on the outcome of your application
 - e. Providing opportunities for you to give feedback on how we could improve accessibility
2. Supporting you as **the grant holder** through;
 - a. Providing you with a dedicated Grants Officer, who you can contact with any issues or concerns.
 - b. Asking for feedback on how we could improve accessibility to our funding on our evaluation form
 - c. Ensuring any concerns are escalated if required, to the highest level in the Foundation.

We recognise that we always need to do more to develop equality, diversity, & inclusion (EDI) in all aspects of the Foundation. We strive to listen and learn from all our stakeholders and to adapt, in order to improve moving forward.

Our Team

At Halifax Foundation for Northern Ireland, we want to attract a diverse range of people who are passionate about the groups that we fund.

We are committed to:

1. Encouraging a range of diverse people to join our Foundation through;
 - a) Continuously developing our recruitment and selection processes for both staff and Trustees.
 - b) Giving everyone a fair and accessible opportunity to work with us, regardless of their background
2. Supporting you as a valued member of the Foundation through;
 - a) Continuously developing our policies, including health & wellbeing and flexible working to ensure staff and trustees feel supported at all times
 - b) Continuously providing training opportunities for all staff and trustees around equality, diversity and inclusion in partnership with our funder Lloyds Banking Group

Please contact Brenda McMullan, Chief Executive at brenda@halifaxfoundationni.org in relation to any EDI matters.