

Join us as a **Trustee**

Your skills and
experience can make
a real difference.

**LLOYDS BANK
FOUNDATION**
England & Wales



Daisy Inclusive, Liverpool,
supported through our
Deaf and Disabled
People's programme

Welcome

We're delighted to hear that you're interested in joining our Board of Trustees.

For 40 years we have been making a difference to the lives of people facing some of the most complex issues. By providing flexible funding and development support, working with communities to strengthen services so they work for people, investing in research and insight, and influencing national, local and regional policies, practices and structures we are helping to build a more just and compassionate society.

We know that we can make a difference because we're not doing it alone, we're partnering with and working alongside small and local charities, people and communities.

You'll be joining us at an exciting and critical time. This year marks our 40-year anniversary and over our lifetime we have supported charities that have grown into household names as well as many thousands of small but vital charities who continue to show up for their communities. We have pushed boundaries within grantmaking building a strong reputation, fostered relationships right across civil society, listened and responded rapidly to a changing world and crises.

Matt Hyde, the Foundation's new Chief Executive joined us last year bringing renewed vision and drive to an organisation with a rich history of innovation. We are now building on our legacy and developing our next strategy from 2026 onwards. We will push to be more ambitious, achieve greater impact, strengthen our work on diversity, equity, inclusion and belonging, and deepen our partnership with small and local charities, people and communities. Our civil society partners and Lloyds Banking Group, who have funded and supported us for decades, will work alongside us to shape our next strategy. Alongside our leadership team, our board of trustees will take advantage of the many opportunities presented by partnering with the UK's largest bank.

As we look forward to the next 40 years, you will help to steer the Foundation, providing strategic direction, supporting the senior leadership team, and championing our work. Our trustees are crucial in supporting the Foundation to achieve change and maximise our impact. With some of our Trustee colleagues approaching the end of their terms, we are looking to make up to four appointments to our Board through this recruitment process, including a Trustee who could also act as our Vice Chair. Over the coming pages you'll learn more about what being a member of our Board entails. We hope it will inspire you to take up the challenge.



Dame Ann Limb DBE DL
Chair of Trustees



Dame Ann Limb DBE DL
Chair of Trustees

WODIN

CEO and Founder, Sylvia Kalungi, spoke to us about how WODIN (Women and Digital Inclusion) started as a group of women meeting in their homes and has developed organically to meet the needs of hundreds of women in the community.

// At Women and Digital Inclusion (WODIN) we help migrant women across Merseyside get digitally and socially connected. We understand the challenges they're going through, because we have lived experience of them

Alongside our digital skills training programme, we offer advice and signposting, one-to-one support, befriending, welfare checks and practical subsistence support like cultural ethnic food parcels. We host a regular support group, Sisters Roundtable Conversations, where the women share experiences and advice, as well as enjoying a meal together.

This is our first year with Lloyds Bank Foundation and we were so excited to receive the funding. It's unrestricted, which means we can actually choose where we spend that money, and use it where it's most needed. The funding has really transformed the way we work.

We've also received organisational development support from the Foundation. A consultant has been working with us to help us fine tune our values, our strategic objectives and where we want to focus moving forward. She's helping us to put together a business plan and a development plan so that we can grow sustainably, as well as supporting us to communicate our story and demonstrate our impact more effectively.

We have the essential funding to run our courses, we have the resources to support and train our volunteers, so now we have the capacity to develop and become more strategic in the ways that we serve our community.



The Foundation

We have been standing side by side with small and local charities for 40 years.

We believe we have a responsibility to help build a society where everyone, whatever their gender, ethnicity, nationality, religious belief, sexuality, disability, age, class or educational background can thrive.

But we cannot do this alone. We recognise that to truly make a difference towards making society more just and compassionate we need to be bolder, louder and more ambitious. In our strategy, Building a Better Future, we have taken care to ensure diversity, equity and inclusion is at the heart of everything that we do. We know we still have a long way to go.

We're not afraid to work hard for the changes we know will help charities thrive, communities grow stronger, and people overcome complex issues and fulfil their potential. Together, we will build a better future.

Over the last 40 years:

£635m

We have invested
£635m in charities

45,000

And awarded over
45,000 grants across
England and Wales



Charlie Nunn visiting
Project Colt, Halifax

It was incredibly powerful to see first-hand how our charitable Foundations fund grassroots groups to really make a difference in local communities by helping those who need it most. Our partnership with our four charitable Foundations is something I am enormously proud of.

Charlie Nunn, CEO, Lloyds Banking Group

Our vision, mission and values

Our vision is of a just and compassionate society where people facing complex issues and barriers have the opportunity to thrive.

Our mission is to partner with small and local charities, people and communities working towards a more just and compassionate society.

Our values

We are passionate

We're passionate about the work of small and local charities and communities working towards a better society where people are supported and can thrive.

We are inclusive

We support each other and partners, and together build a space where everyone is embraced, trusted and valued so they can be themselves and fulfil their potential.

We are rooted

We listen and learn from others to understand the challenges people, charities and communities face and commit to act on evidence and knowledge to make lasting change happen.

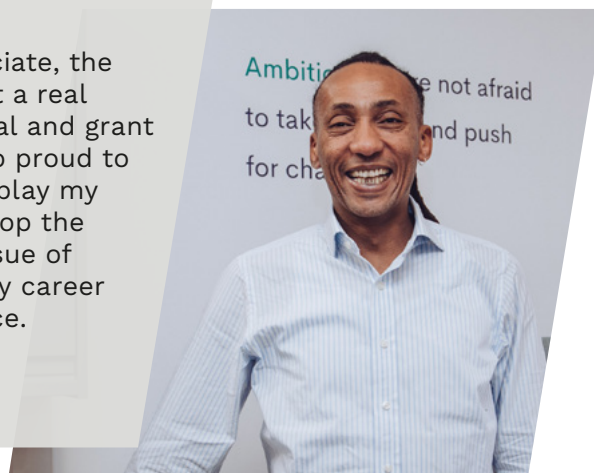
We are ambitious

We're not afraid to innovate, take risks, and push for change to break down the barriers people face, strengthen charities, foster more connected communities and a more just society.



Since joining the Foundation as a 2027 Associate, the opportunity that was presented to me to get a real insight into the UK voluntary sector in general and grant making in particular was remarkable. I am so proud to be a member of the grant making team and play my part in the drive to better support and develop the capacity of small charities to address the issue of social injustice. I hope to further progress my career in the sector, and I feel I am at the right place.

Nebiat Tefera Abebe, Grants Officer



Our five year commitment

Our focus will be on where we can collectively make the greatest change happen from the impact of our funding, support and resources, to the difference charities make to people's lives.

Collaboration will underpin everything we do. We'll help create more spaces and opportunities for charities to work together, build impactful partnerships and wider networks to help them achieve their goals, influence systems, practice and policy and improve people's lives.

We'll continue to work hard to improve ourselves. We'll ensure we keep listening and learning, challenging ourselves. We'll ensure diversity, equity and inclusion is central to our work.



Our strategic objectives 2022–2026

1

We'll support small and local charities making a life changing difference to people's lives.

2

We will support charities and their partners to collaborate so they can strengthen communities and shape policies, structures and society.

3

We will influence practice and policy locally, regionally and nationally to tackle the causes and consequences of complex issues and the barriers people face.

4

We will work effectively and efficiently to maximise our impact, sharing resources, opportunity and power.

The difference we hope to make

Included people

We will develop and share the most effective service models for people facing complex issues, Black, Asian and minority ethnic, and D/deaf and disabled communities.

Resilient charities

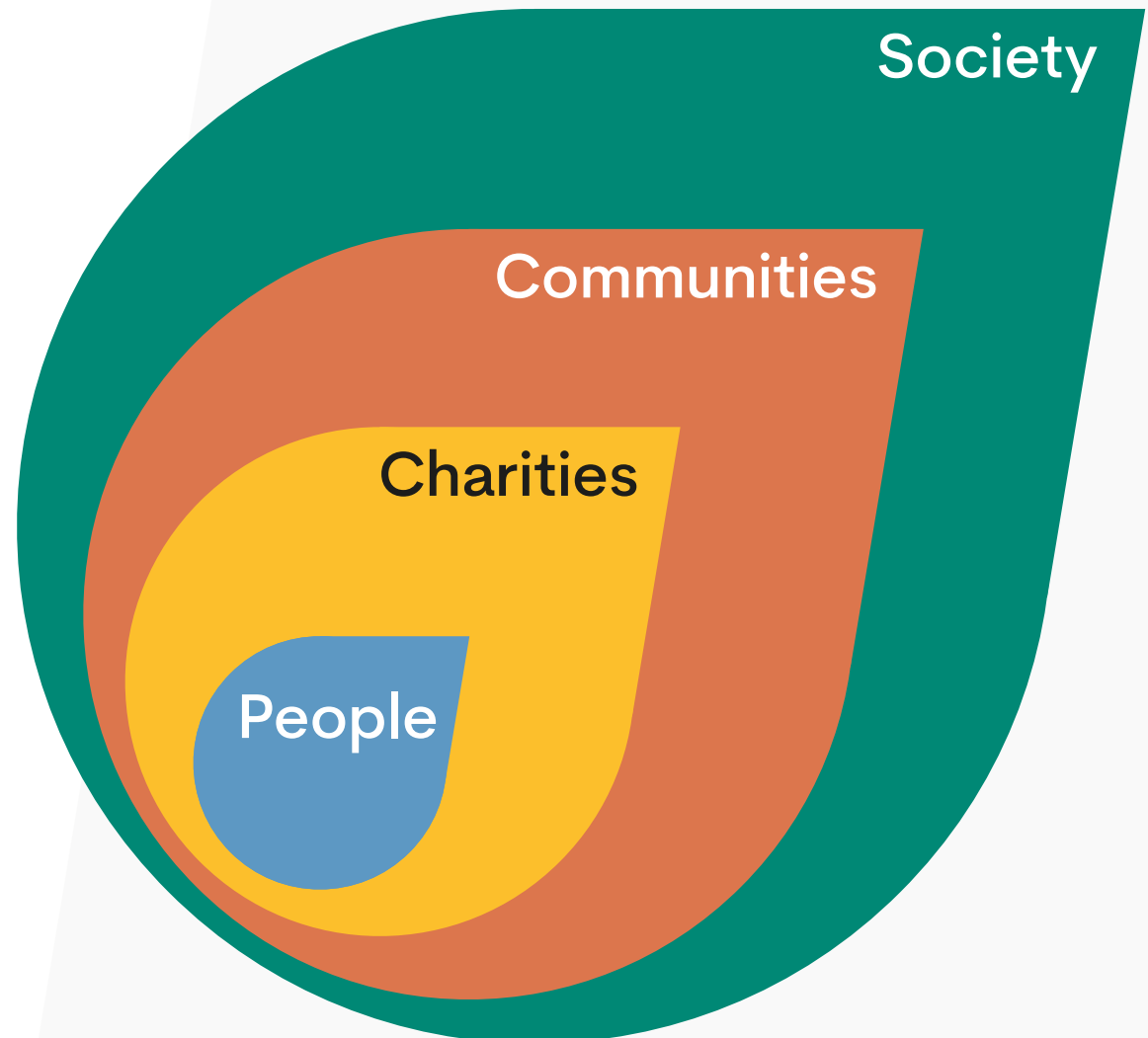
We will maximise the resilience of small and local charities through a combination of funding and development support.

Thriving communities

We will support communities to collaborate and tackle their most entrenched and pressing issues.

A just and compassionate society

We will share our learning with other sectors and places and influence national policy for the benefit of small charities and the communities they serve.



The Board

As our Chair writes in her opening letter, our Trustees are crucial in supporting the Foundation to achieve change and maximise our impact. It's integral then to bring together a breadth of voices, interests and skills. Our current Board are drawn from a variety of backgrounds and industries.

When new Trustees join the Board, they receive a thorough induction so that they can hit the ground running. This will include a pack of our main governing documents spanning how we operate, our financial climate and ambitious future plans. In addition, you will have valuable time with the Senior Leadership Team, to ground yourself in the Foundation's work and receive mentoring by current Trustees. If governance is not your field, don't be put off, a training session on the legal duties and responsibilities of the Board, led by an external agency, is held biennially as a refresher for all Trustees.

Perhaps most illuminating is the regular charity visits we arrange for Trustees, to explore what the issues facing charities and how they are developing their practices. For more on the expectations of being a Trustee, see page 11.

Meet our Board



Chair, Dame
Ann Limb DBE DL



Vice-Chair,
Ruth Sutherland CBE



Bushra Ahmed



Cherrie Bija



Ajneet Jassey



Darren Knight



Sarah Legg



Kamran Mallick

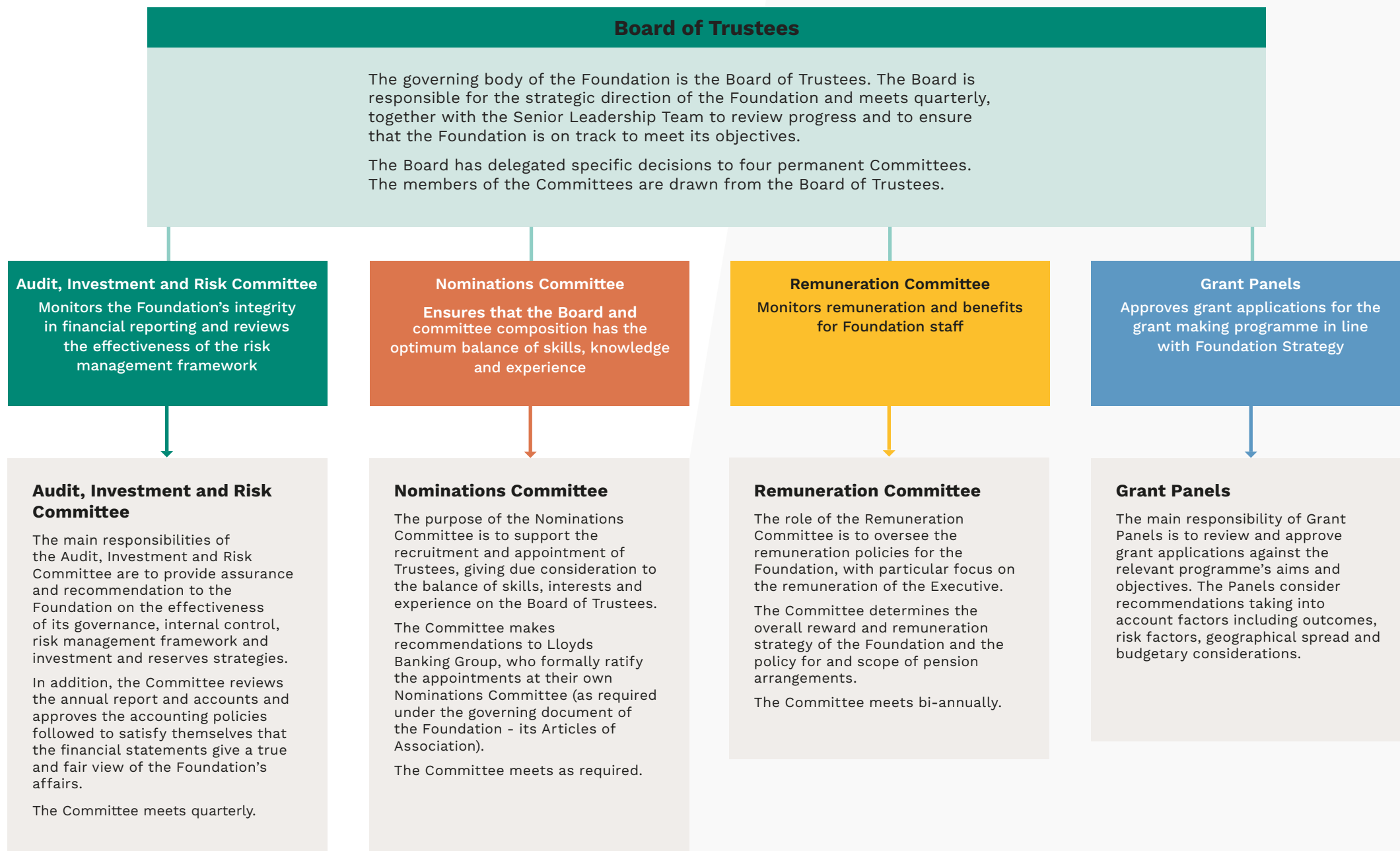


Laura Needham



Claud Williams

Governance



Senior Leadership

Our Senior Leadership Team are the caretakers of our organisation's values and aspirations (read more about our values on page 5).

This small and dedicated group play a vital role in overseeing the work of over 50 team-members as well as providing strategic and financial oversight. Each member of the group has specific responsibilities pertaining to development, engagement, our grant making and the health and resilience of the Foundation.

Meet our Senior Leadership Team



Matt Hyde OBE, Chief Executive

Matt joined us as Chief Executive in September 2024. He was formerly Chief Executive of the Scouts, the NUS, and been in a number of leadership roles in the charity sector. He is also co-Founder of The Big Help Out, an volunteering initiative, and is Vice-Chair of Comic Relief, a Patron of UNLOCK (the charity for people with convictions) and a former Vice-Chair of NCVO.



Jill Baker, Director of Communities

Jill has over 30 years' experience of working in the charity and local authority sector and leads our People and Communities work. We work deeply with a number of communities, helping bring people together to strengthen systems and improve services for people that use them over the long term.



André Clarke, Director of Charity Development

André has worked across the UK and international not for profit and philanthropy sectors. He joined us from BBC Children in Need and has previously worked for Comic Relief, Bond (network for UK-based INGOs), Plan International and Save the Children UK.



James Phillips, Chief Operating Officer

James joined the Foundation in October 2023. Prior to that he has worked work with some of the UK's largest and best-known charities, including the Paul Hamlyn Foundation, Oxfam and WaterAid. Most recently he led on large scale change programmes at Barnardo's.



Nicole Sykes, Director of Policy, Communications and Research

Nicole oversees the Foundation's work to influence on behalf of charities, and communicating and increasing the Foundation's impact. Nicole joined us from Pro Bono Economics, where she helped run the Law Family Commission on Civil Society. She's also worked outside the charity sector at Microsoft, for MPs, and in political campaigns.

Who we are looking for

Now that you've heard about us, we want to hear about you. We are looking to appoint four trustees who will bring a commitment to the Foundation's mission and values and complement the range of skills and experiences of our Board. Take a look at the specification below and consider how your experience and skills align with the role.

Main purpose of the role

Trustees are responsible for the overall governance and strategic direction of the Foundation, its financial health, probity of its activities, and for setting and overseeing the delivery of the organisation's aims and objectives.

Skills and experience

The successful candidates will ideally be able to demonstrate the majority of the essential criteria:

Essential

- knowledge, experience or understanding of complex issues like homelessness, domestic abuse and addiction
- a desire to support the Foundation to deliver its vision and mission to partner with charities, people and communities working towards a more just and compassionate society.
- the ability to think strategically and creatively
- the ability to support and challenge constructively
- demonstrable experience and a strong commitment to equity, diversity and inclusion and the ability to recognise and effectively challenge discrimination and bias in its many forms.
- an appreciation and willingness to learn about and take responsibility for the legal duties, responsibilities and liabilities of being a trustee.

Desirable

We are looking for one candidate to demonstrate:

- experience at local or combined authority senior management level and/ or senior experience of place based systems change

We are looking for three candidates to demonstrate one or more of the following:

- extensive experience of civil society in different settings
- local civil society experience (either as a small charity sector leader and/ or in local voluntary sector infrastructure)
- experience of how to embed diversity, equity, inclusion and belonging change in systems change.

Personal style and behaviour

- being able to work with integrity, tact and diplomacy, with the ability to listen and engage effectively
- strong inter-personal and relationship-building abilities to champion and influence key stakeholders within own sphere of expertise or more widely
- being able to demonstrate personal potential to adapt, learn and develop as well as ambition to drive inspiring change
- ability to communicate persuasively and a willingness to challenge in a constructive and effective way.
- strongly motivated by the Foundation's values and ambitions
- willingness and commitment to devote the necessary time and effort to the role
- personally exhibit open, inclusive and effective communication practices in trustees' duties as appropriate.

Terms of appointment

Length of appointment

Trustees serve a three-year term and are eligible for re-appointment for a second term of three years. We're looking for one Trustee to take up their appointment this year and three Trustees to be in place by early 2026.

The Foundation Board meets quarterly in February, May, July and November. This includes:

- attendance at in-person quarterly Board meetings.
- individual availability and membership of sub Committees.

The role is unremunerated, but reasonable expenses will be reimbursed.

Candidates will have the opportunity to have informal conversations at shortlist stage with the Chair, Chief Executive and outgoing Trustees.

Equity, diversity, inclusion and belonging

Lloyds Bank Foundation for England and Wales is committed to championing equity, diversity and inclusion throughout all aspects of the organisation's work. As part of this the Board has made a commitment to achieving greater diversity.

How to apply

We hope you will consider making an application for this appointment. If you wish to do so, please submit:

- **CV or equivalent biographical information** (no more than two sides)
- **Supporting statement** outlining your interest in joining Lloyds Bank Foundation – and the skills, experience and motivation you would bring to the role.
- Indication of whether you can attend for interview in person on **Friday 16 May** at the Foundation's offices in London.

Find out more

To find out more about this opportunity and to apply please visit <https://starfishsearch.com/jobs/lloydsbankfoundation-trustees/>

Key dates

Closing date for this role is **Monday 31 March**

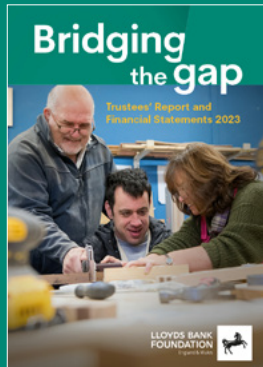
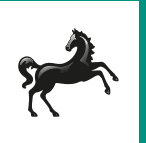
Preliminary interviews with Starfish weeks commencing **14** and **21 April**

Final panel with Lloyds Bank Foundation **Friday 16 May**

Further reading

Click the cover to download

**LLOYDS BANK
FOUNDATION**
England & Wales



Bridging the Gap
2023 Impact Report



Building a Better Future
Our 2022-2026 Strategy



Lessons For Funder
Practice 2018-2022



Learning from the first
three years of working
with communities



Value of Small in a
Big Crisis

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