



Trustee Board role, diversity and skills audit results – 2021

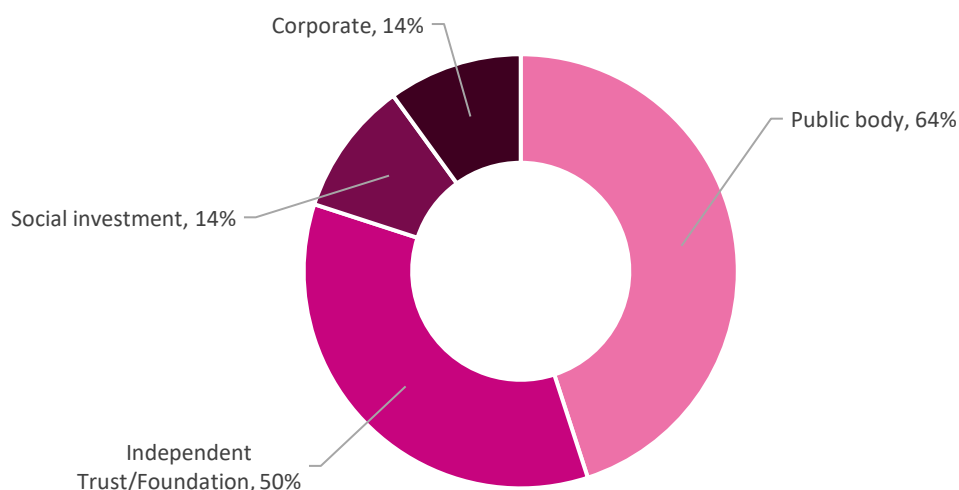
Summary

London Funders completed a role, diversity and skills audit of our Trustee Board for those serving during 2021, and is publishing this information to enable members and stakeholders to review how well we are achieving our aim of representing the diversity of our membership and of London's communities. This is the third year we have completed this exercise, and all previous versions of this report are available on the London Funders website to enable progress to be tracked.

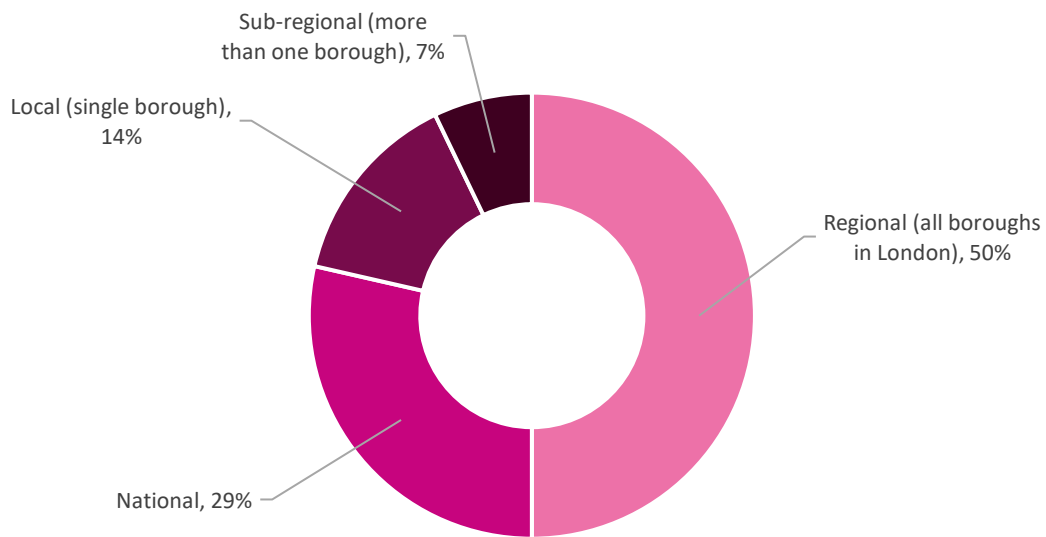
Membership types

London Funders are keen to ensure that we achieve the aims of our governing document that our Trustee Board membership is *“balanced between representatives of funders of different sizes, types and geographical locations”*.

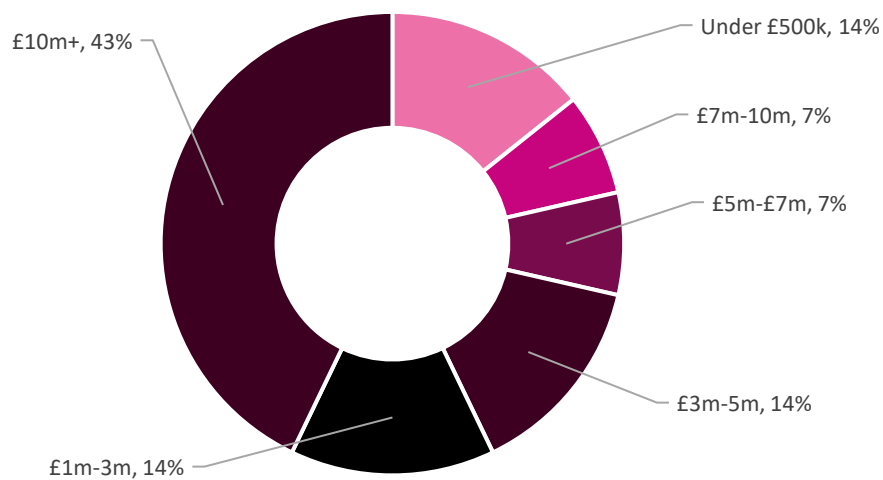
Our current Trustee Board membership has experience of the following **sectors**:



In terms of geography, our current Trustee Board works at these **levels**:



Finally, in relation to the level of **grants distributed** in London each year, our Trustee Board membership is involved with grants of the following sizes annually:



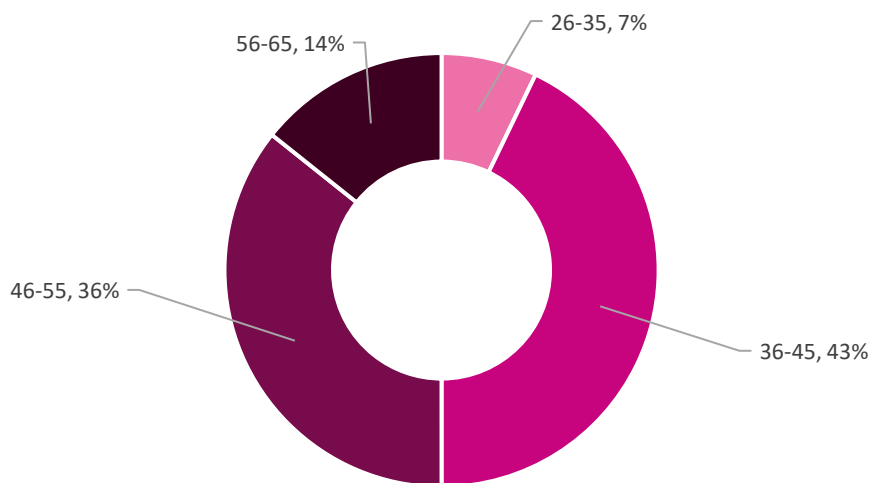
We do not currently have representation or experience of hyper-local funders (those funding an area smaller than a single borough) or funders that distribute less than £1m annually on the Trustee Board, but have a spread of grant size and sector that reflects the diversity of our membership.

Diversity profile

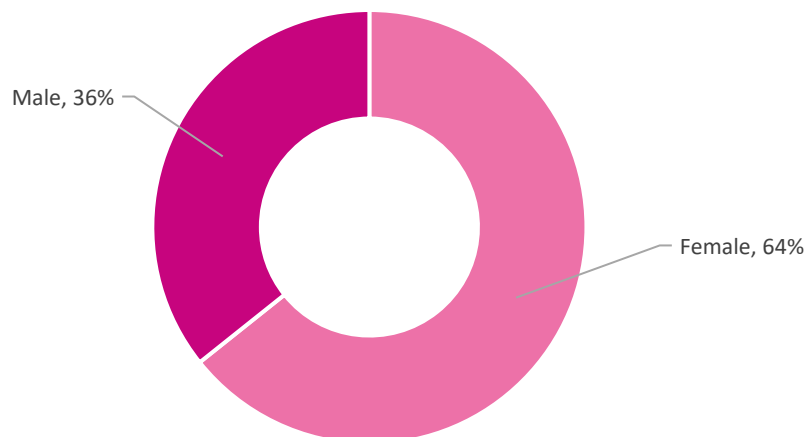
London Funders are keen to ensure that our Trustee Board reflects the diversity of London's communities, noting that our governing document specifically asks us to be *"inclusive of people with disabilities and as regards gender and sexual orientation and age; and diverse as regards ethnic, cultural and religious background"*.

We asked our current Trustee Board to self-identify against a range of questions, which we have then categorised into groups – inevitably this categorisation process has removed some of the nuances of people's answers, but we hope gives an indication of where the Trustee Board has levels of community representation that members can use to assess whether we are achieving our aims to be inclusive of all communities in our governance.

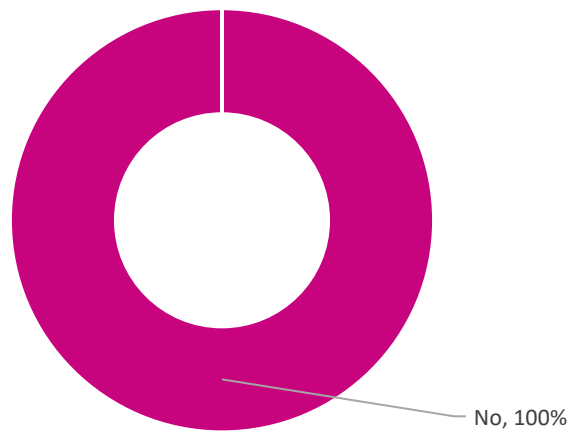
In relation to **age**, Trustees have been grouped into the following age bands:



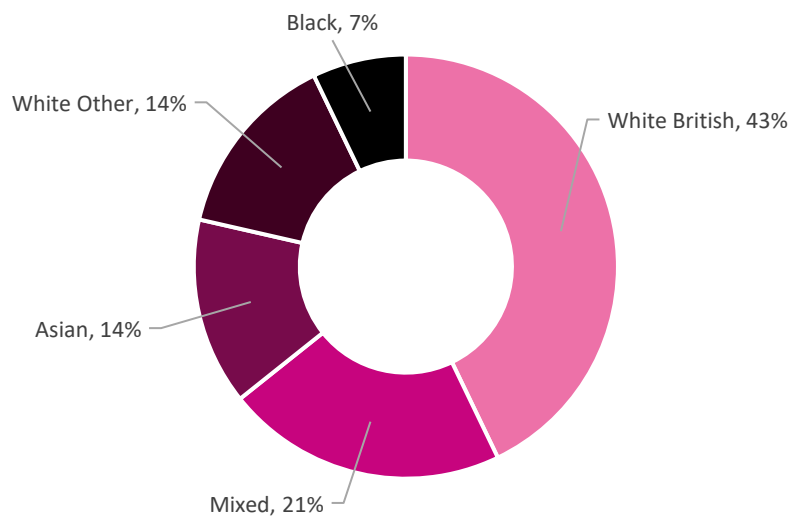
On **gender**, our Trustees identified as:



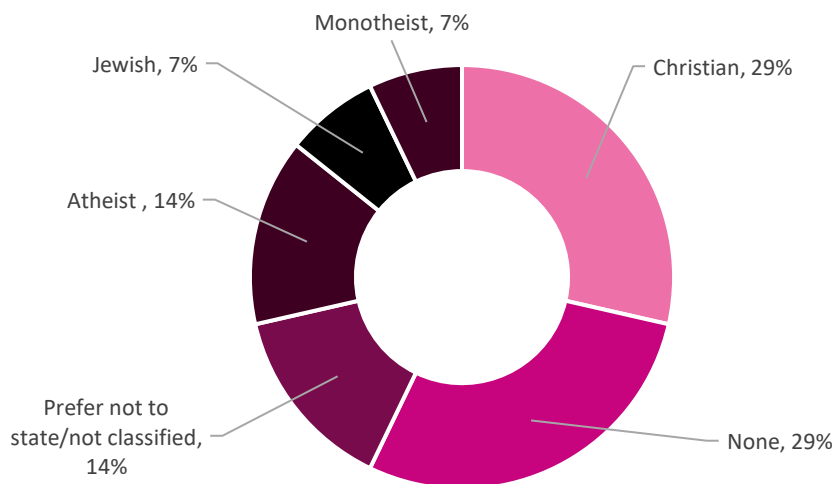
In relation to **disability**, and the question of whether they had a disability, Trustees answered:



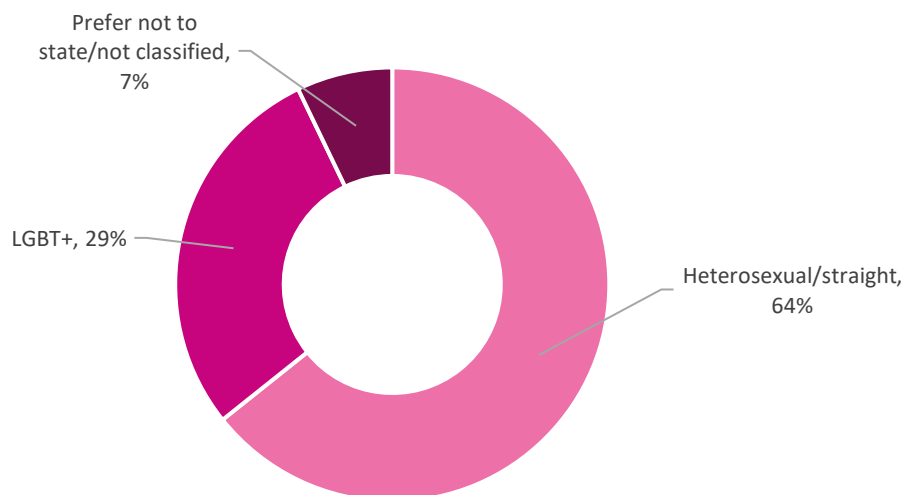
On **race and ethnicity**, Trustee answers have been grouped as:



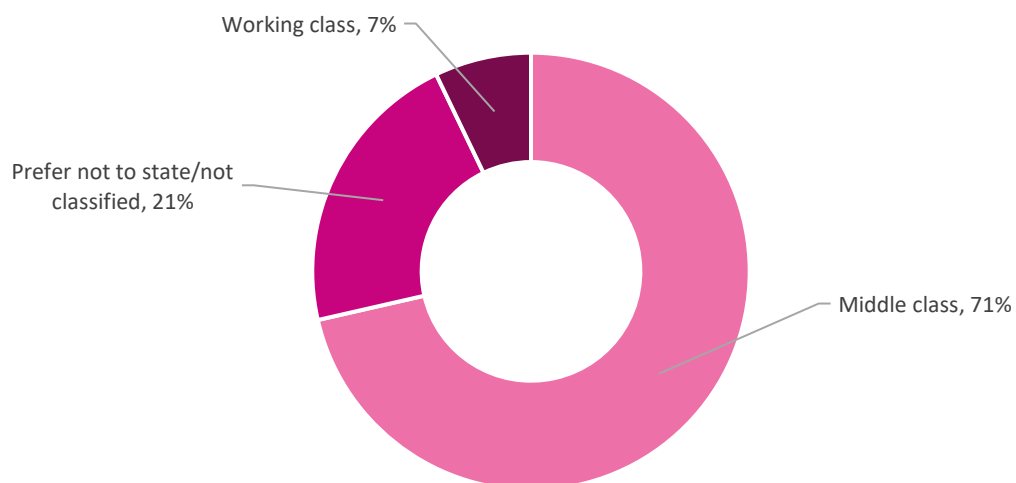
On **religion or belief**, Trustee answers have been categorised as:



On **sexual orientation**, Trustee responses have been grouped as:



Finally, in relation to **social class or status**, Trustee responses have been categorised as:



London Funders is keen to ensure that our Trustee Board is inclusive of all of London's communities, and would encourage members from groups who are currently under-represented on our Trustee Board to consider putting themselves forward for election at our next AGM.

Skills audit

Trustees completed a skills audit against 31 different skills criteria, rating their skills in each area on a scale to indicate their level of experience or confidence in an area.

Across all skill areas there are at least two Trustees with high level skills in each area, supported by Trustees who identified they had experience in these areas. At this stage we are not, therefore, seeking to address any skill gaps on the Trustee Board.