# Our commitment to diversity

The National Lottery Heritage Fund is committed to building a diverse and valued community of staff, reflective of the diversity of the UK public and the communities we work within.

To be inclusive of heritage, people and communities, we know we need to provide an environment where all can prosper and fulfil their potential. This can only happen if people are able to be themselves in the workplace.

We recognise and support diversity and appreciate the richness inclusion brings. We acknowledge that people come from many diverse cultures and backgrounds and aim to ensure everyone can take part fully in our community. We actively address exclusion and champion the interests of all.

We engage and partner with several organisations to support our commitment to building a diverse workforce:

## Disability Confident employer

Disability Confident logo

We are committed to supporting and promoting diversity, equality and inclusion – both through The National Lottery funds we distribute and as an employer.

We always endeavour to make reasonable adjustments for disabled staff.

As a Disability Confident employer, we guarantee to interview all disabled applicants who meet the minimum essential criteria for every vacancy.

Any special requirements can be discussed and arranged before an interview. Please contact our HR team.

- Telephone: 020 7591 6000
- Text phone: 020 7591 6255
- Email: HR-Ops@heritagefund.org.uk

## 2027 programme

The 2027 programme is aimed at promoting the voices and experiences of people from working class communities in grant making. We are currently undertaking a pilot programme with 2027.

## Change 100

We offer paid work placements, professional development and mentoring opportunities to young disabled people. In partnership with Leonard Cheshire, we aim to remove barriers in the workplace.

## Windsor Fellowship

We offer a number of paid work experience and employability support opportunities to individuals from communities that are currently under-served in The Heritage Fund's workforce. The programme is designed to equip interns with the skills and knowledge necessary to apply for full-time positions at The Heritage Fund or in the related sector on completion of the programme.

## Employee Network Groups

We currently offer a range of supportive employee networks, including:

- disability
- global majority
- intersectionality
- LGBT+
- neurodiversity
- women and non-binary

## Trade unions

The Heritage Fund currently recognise the PCS and FDA Trade Unions. More information about each Trade Union will be available on appointment or via their respective websites.

## Funders for Race Equality Alliance

We are a member of the **Funders for Race Equality Alliance**: FfRE, convened by Equally Ours. This Alliance brings a wide range of approximately 30 plus UK-wide funders and trusts together to share best practice and increase ambition in addressing racial justice across UK funders.

## National Outdoors for All Network Group

We are members of the National Outdoors for All Working Group, a network bringing together the environmental and voluntary organisations delivering or co-ordinating the delivery of services to:

- people living in deprived areas
- the elderly
- those with physical or mental health disabilities
- people from black and diverse ethnic communities

The aim is to ensure opportunity for all to the natural environment.

## Armed Forces Covenant

This is a promise that together we acknowledge and understand that those who serve or have served in the Armed Forces, and their families, should be treated with fairness and respect in the communities, economy and society they serve with their lives. We have signed up to the Covenant and we are actively working with Force specific employment

partners to promote our vacancies as a Forces friendly employer.

## Workforce Equality Statement

The National Lottery Heritage Fund champions workforce diversity and recognises the value that this brings to our working environment and to the services we provide to our customers and stakeholders. We embrace and celebrate the differences between people, recognising the strengths and benefits of a diverse, inclusive workforce and society. We believe that heritage should be accessible to all sections of society – and correspondingly believe that our own workforce should also reflect all sections of society.

Our commitment is to build a valued and diverse workforce community, more reflective of the diversity of the UK public, by advancing equality of opportunity and diversity in all aspects of employment. This enhances the effectiveness and flexibility of our workforce. We do not discriminate. We make appointments based on abilities and skills and nothing else – but at the same time we are actively committed to enhancing the diversity of our organisation to reflect the communities we work within.

We pledge to provide an inclusive working and learning environment for our people which prioritises fairness, equality, diversity and inclusion as well as dignity and respect for all. We will create a workspace where intimidation, discrimination, harassment, bullying and victimisation are not tolerated and actively prevented and opposed.

We are committed to promoting equality and diversity in all aspects of our activities through the development of fair and equitable policies, procedures, training and development programmes, which are consistently applied and regularly monitored. Subject to statutory provisions, no-one working at The Heritage Fund shall be treated less favourably because of race (including ethnicity, colour, national/ethnic origins and nationality), sex, disability, age, sexual orientation, religion or belief/non-belief, gender reassignment, marriage or civil partnership, maternity/paternity or pregnancy, political belief, social status or career status.

The Heritage Fund will meet all statutory obligations under relevant legislation and where appropriate anticipate future legal requirements. This will be informed by:

- Equality Act 2010 and associated secondary legislation
- Gender Recognition Act 2004
- Section 75 of the Northern Ireland Act 1998
- Public Sector Equality Duty 2011