

## **Benefact Trust Limited**

### **Engagement, Reporting and Inclusivity**

#### **How does the Trust analyse and report on its effectiveness?**

Benefact Trust takes its own effectiveness seriously and is committed to developing practices for the benefit of its beneficiaries.

To help evaluate the performance of the Trust, Key Performance Indicators are agreed each year and reported against in the Trust's [Report and Accounts](#).

The Trustees undertake an external board evaluation at least every three years. The results of the board evaluations are included in the Trust's [Report and Accounts](#).

#### **How does the Trust ensure that stakeholders' views are taken into account when determining its funding priorities?**

The views of stakeholders, including the Christian church community and our beneficiaries, are sought during the grants review process, which takes place every three years and informs the funding priorities for the following three years.

In addition, feedback on grant programmes is sought from beneficiaries through an annual survey and via the Trust's online grant application system.

#### **Where can I find information about key employee statistics (e.g. gender pay gap)?**

Benefact Trust itself has no employees, but uses staff employed by a subsidiary company to undertake its charitable activities.

Key Benefact Group employee data, including gender pay gaps, can be found in Benefact Group's [Responsible Business Report](#).

#### **Living Wage statement**

Benefact Group is proud to be a Living Wage employer, accredited with the Living Wage Foundation.

#### **Does the Trust have a mechanism to report malpractice concerns (whistleblowing)?**

Benefact Trust Limited ("the Trust") has a Whistleblowing Policy in place. This enables all employees, officers, consultants, contractors, volunteers, interns, casual workers, agency workers, committee members and trustees to raise concerns about wrongdoing and/or malpractice within the Trust, confidentially and anonymously.

#### **Inclusivity statement**

We are a community made up of people with a range of different backgrounds, abilities, perspectives, beliefs and interests. We want everyone to feel a genuine sense of belonging, to know that we are all valued and included. Inclusion naturally generates diversity and we know that organisations that create and nurture inclusive cultures and respect for individual differences are more successful and sustainable.

Our inclusive culture is a source of great strength and we want to celebrate it and continue to challenge ourselves to help it grow. It enables us to collaborate and innovate, reflect and connect with the communities we work with and helps us to attract and retain the very best and most diverse range of colleagues.

Diversity comes in many forms, often categorised in terms of gender, race, religion or belief, sexual orientation, age and disability. Diversity also appears as differences in backgrounds, perspectives, the way we think, the skills we have, the lives we lead. Many aspects of diversity aren't visible and unless you know someone well you may not be aware of their unique story. We are all more diverse than we may first appear.