

October 2021

Lloyds Banking Group  
Colleague Newsletter

# WE'RE HERE TO HELP SCOTLAND RECOVER

**Bank of Scotland Foundation is an independent charity, funded by Lloyds Banking Group as part of its commitment to Helping Britain Prosper. We receive an annual donation from the Group which we then donate to charities across Scotland through our grants programmes and Matched Giving programme.**

When the pandemic hit, we knew that Covid-19 would have a huge impact on charities throughout Scotland and that in many instances, they would be even more crucial than ever in providing practical and emotional support, and tackling isolation.

To distribute funding to charities as quickly as possible, we changed our Reach grants programme to rolling monthly instead of quarterly, with awards made every six weeks. This helped charities adapt their services

immediately, from moving support groups to online, to distributing food parcels to the vulnerable and those most in need.

In February 2021, our annual donation from the Group was almost £5m, enabling us to confidently plan the ways that we would support charities during 2021, both through our grants programmes and by providing support beyond funding alone. We have two programmes that Group colleagues can get directly involved in to support charities, either through fundraising or volunteering for a charity of their choice, or being matched to a Foundation funded charity to be their mentor.

Colleagues can also help by spreading the word about our grant programmes and encouraging eligible charities to apply for funding!



## DID YOU KNOW?

Colleagues can get involved through:

**Matched Giving**

**Mentoring**

**Highlighting grants programmes**



## GRANTS PROGRAMMES

**During 2020, to support charities through the pandemic we awarded over £4m to 305 charities through our Reach and Invest grants programmes and our Covid-19 Contingency Fund.**

This year so far we have awarded £2.5m to 90 charities to support them as they ease out of lockdown.

We're proud to be one of few funders to provide funding for core costs, such as rent or salaries for charities and we remain committed to this as it helps to provide stability and reduce uncertainty.

For the first time, our Change large grants programme is offering charities access to unrestricted funding of up to

£200k. We hope that unrestricted core cost funding will give charities greater flexibility over how they use their resources, allowing them to respond quickly to a changing environment and deploy resources accordingly.

Our broad-brush approach to funding has ensured we support a wide range of charities delivering projects which address various societal issues. For example, we've recently awarded grants to charities tackling areas such as poor mental health, social isolation, domestic abuse and financial vulnerability.

If colleagues are already involved with a registered charity, or know of one locally, they can suggest to the charity to visit our website [www.bankofscotlandfoundation.org](http://www.bankofscotlandfoundation.org) to find out if they are eligible to apply to one of our funding programmes.

### At a glance figures since 2010...

Awarded  
**£24.3m**  
to charities

Grants  
**£17.36m**

Matched Giving  
**£6.94m**

Over  
**2,300**  
charities

and over  
**900k**  
people

## CHARITY MENTORING

**Our flagship Enhance Mentoring Programme has been running since 2018, offering Foundation funded charities the opportunity to be matched with a colleague mentor from Lloyds Banking Group. We take huge pride in creating meaningful matches - matches with long-term prospects, tailored to match colleague skill sets with charity skill sets.**

We've successfully matched a total of 59 charities so far, based in locations such as Wick, Glasgow, Edinburgh and Fort William. Through these matches, several mentors have progressed to joining their charity's Board as a Trustee too!

We're always looking for Group colleague mentors in Scotland who can listen and provide a charity with support, direction, advice and motivation - everything that helps them build success.

Colleagues don't need to have specialist skills or previous experience of mentoring, just a desire to be encouraging, supportive and passionate about helping others.

This is a fantastic opportunity for colleagues Grade D and above to gain new skills and experiences which will help with their own personal development and make a difference in your local community.



[Visit here](#) to read more about one of our mentoring success stories with Crossroads Youth and Community Association in Glasgow.

For more information or to register, contact our Community Manager, Zoe Redhead at [zoredhead@bankofscotland.co.uk](mailto:zoredhead@bankofscotland.co.uk)





## MATCHED GIVING

**Our Matched Giving scheme is a fantastic way for colleagues to support charities that are close to them. It's open to all Lloyds Banking Group colleagues in Scotland who can apply for up to £1,000 for charities, provided that claims fall within our guidelines and the charity is eligible for funding.**

Colleagues can claim matched funds for multiple charities and claims for fundraising and volunteering can be spread throughout the year. Whether it's a major UK charity or a small local one, it's worth checking out the Matched Giving page on the Group's [Intranet](#) for more information.

With the devastating impact Covid-19 has had on charity fundraising events, it's been fantastic to see Group colleagues find

innovative ways of fundraising during these difficult times. We've received claims for a wide range of initiatives, from virtual bingo and quizzes, to socially distanced walks and solo marathons.

Now that we're easing out of lockdown and events are taking place again, we're really looking forward to seeing an uplift in Matched Giving applications and helping colleagues increase the positive impact their fundraising and volunteering has on their favourite charities.

Thanks to the generosity and thoughtfulness of every colleague that submits a Matched Giving claim, the programme is giving charities a financial lifeline.



## Case Study - NHS Lothian Covid-19 Appeal

**Charities across the UK have been severely impacted by the Covid-19 pandemic. Lockdown rules have prevented many from providing vital services to communities, while social distancing restrictions have put a hold on largescale fundraising events for the foreseeable future.**

With charities needing support with funding now more than ever, Bank of Scotland Foundation's Matched Giving Programme has begun to receive some creative and innovative fundraising claims from Lloyds Banking Group colleagues.

With the help of his two young daughters, Toby Woods, an Edinburgh based Group employee, began leaving painted and decorated stones and slates on their garden wall to raise funds for the NHS Lothian Covid-19 Appeal (organised by Edinburgh & Lothians Health Foundation). Such was the popularity of their art work, as word spread across the neighbourhood they began to create customised designs on request.

Toby said "It was great spending time with my daughters creating the various designs and we are absolutely delighted to have raised over £1,300 for the NHS Lothian Covid-19 appeal, helping support the physical, mental and emotional wellbeing of staff and patients.

"We are so grateful that friends, family and neighbours supported our fundraising efforts to the extent they did and to be able to claim a further £500 from Bank of Scotland Foundation's Matched Giving programme makes it even more worthwhile. We raised a considerable amount, but that extra donation will make a big difference when they need our support more than ever."

# OUR COVID-19 RESPONSE

**In response to the increasing financial challenges that charities were facing due to Covid-19, we established a Contingency Fund in April 2020 for our current grantees.**

In all, 153 charities were supported with almost £700k of additional funding to help them continue their services during the pandemic.

The determination of the charities we support has been inspiring as they responded flexibly, innovatively and sensitively to the crisis, redesigning support programmes to help tackle a range of issues, from loneliness and isolation, to financial problems and food poverty.

Charities faced many challenges - and still do - not only in providing services to those in need, but also coping with the pressures of some of their own staff and volunteers having to give up their roles to shield for months, impacting their ability to support their communities.

We're fortunate that we were able to respond swiftly to the pandemic ensuring charities could start to make use of their additional awards just as the real impact of the crisis became evident. The overwhelming positive feedback and thanks that we received from charities for our early action has been quite humbling, making everything we do worthwhile.



**Our partnership with the Group also gives us access to new initiatives and we were pleased to launch our collaboration with the Bank of Scotland Academy in June this year.**

The Academy offers Scottish charities, businesses and people a huge variety of online lessons and webinars in digital, life and work skills and is an exciting opportunity for us to help charities and their beneficiaries develop and improve.

The Academy offers a range of topics which could benefit colleagues as well as charities such as:

- Creating engaging social media content
- Developing the right skills for your future
- Saving money on services and utilities

Jemma Waters, Head of Responsible Transformation, Group Transformation, Lloyds Banking Group said "We're delighted to be working with Bank of Scotland Foundation, giving charities across Scotland the skills and confidence to thrive and help their users at this unprecedented time."

Colleagues can access the academy at [www.bankofscotlandacademy.co.uk](http://www.bankofscotlandacademy.co.uk)

## Contact details

Correspondence address: **The Mound, Edinburgh EH1 1YZ**

Telephone: **0345 124 1351**

Email: **[enquiries@bankofscotlandfoundation.co.uk](mailto:enquiries@bankofscotlandfoundation.co.uk)**

Website: **[www.bankofscotlandfoundation.org](http://www.bankofscotlandfoundation.org)**

## A WORD FROM OUR CHAIR

**As Chair of the Foundation for almost six years, I'm immensely proud to have been involved with the charity for so long, and even more so having seen the huge efforts from the Foundation team and the Board that ensured we could continue to support Scotland's charities throughout the Covid-19 pandemic.**

Of course, our work would not be possible without our sole funder, Lloyds Banking Group, and we are very grateful for the annual donation that we receive from them.

I'd also like to say a huge thank you to all the Group's colleagues who take the time to mentor Foundation funded charities or fundraise for charities personal to them. When colleagues claim Matched Giving they're providing charities with extra income which can be invaluable during challenging times.

I would encourage colleagues to take time to learn more about the Foundation and our work to support charities across Scotland and also highlight the Foundation to family and friends. We're keen to ensure as many charities as possible across Scotland are aware of the funding we have available during these difficult times.

From everyone at Bank of Scotland Foundation, we hope that you stay safe and well.

A handwritten signature in blue ink, appearing to read 'Philip Grant', written over a white background.

**Philip Grant,**  
Chair



## Follow us on

**f [www.facebook.com/bankofscotlandfoundation](http://www.facebook.com/bankofscotlandfoundation)**

**t [@BofSFoundation](https://twitter.com/BofSFoundation)**

Registered charity: SC032942. Company Limited by Guarantee: SC229825.  
Registered office: The Mound, Edinburgh EH1 1YZ