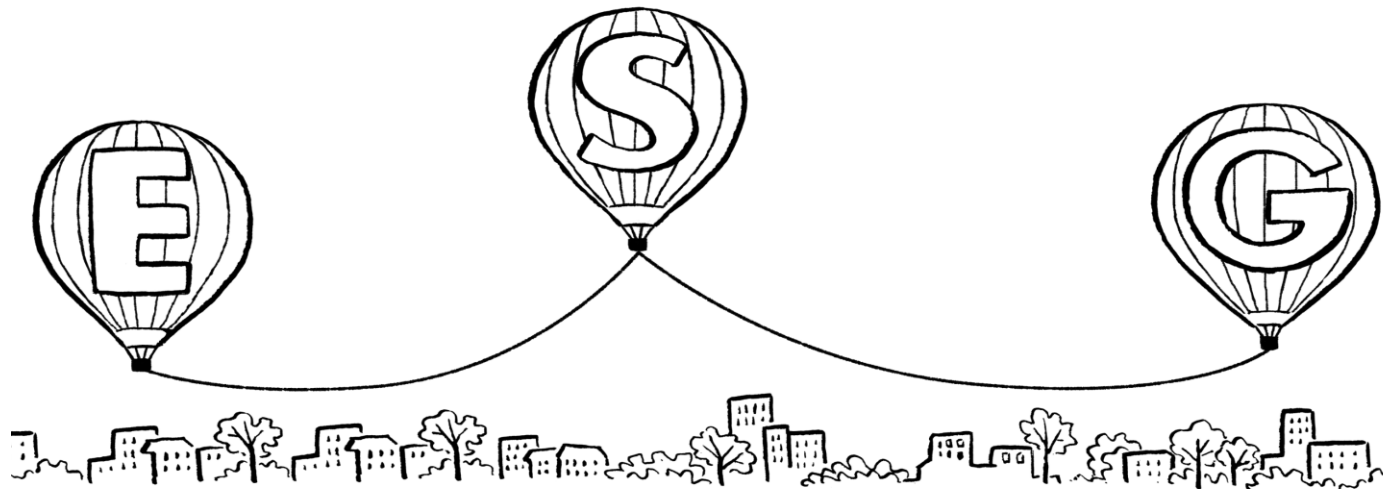




Launch of Insights Report:

ESG Survey of Charities and Social Enterprises



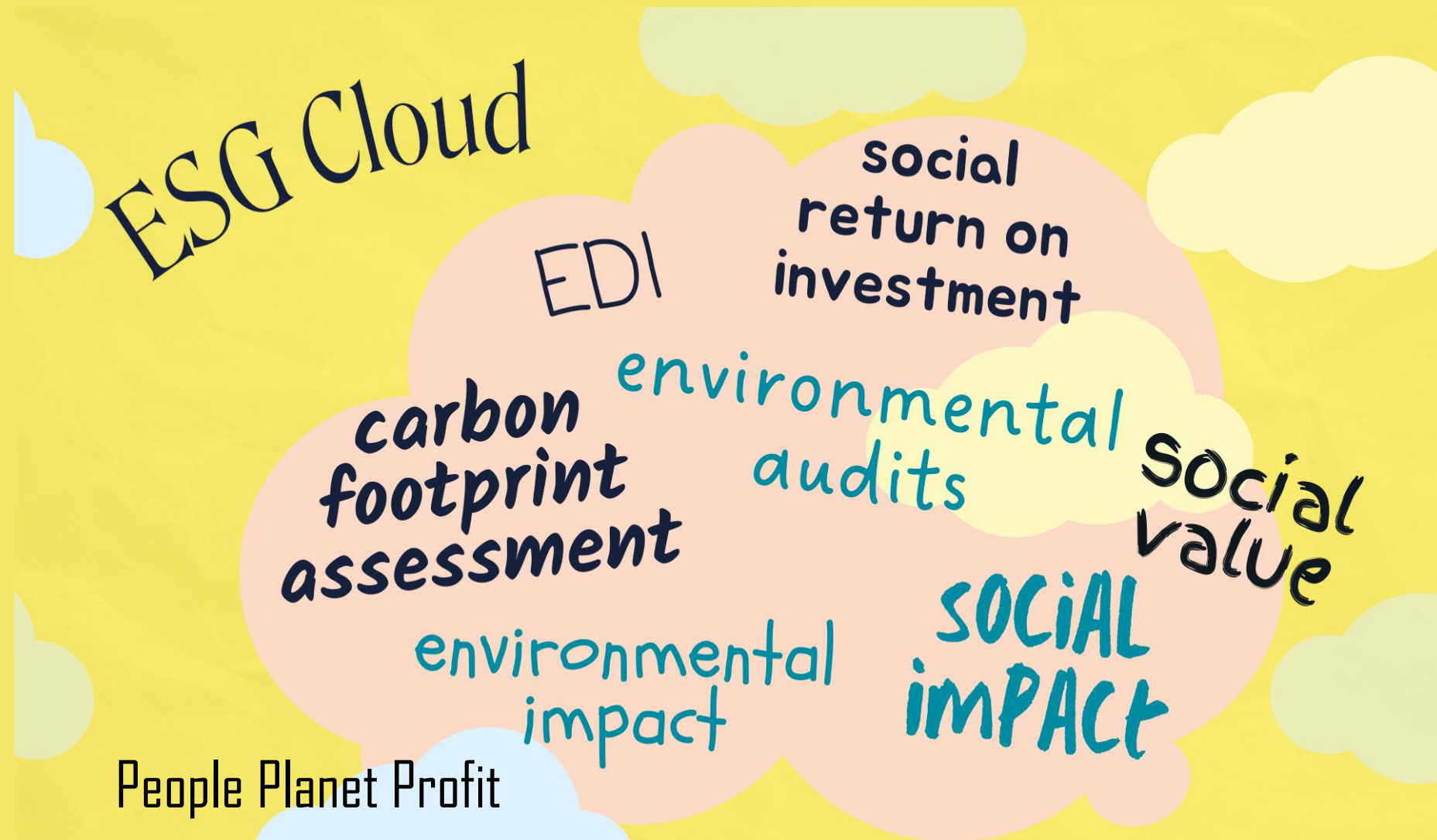
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Join us to discuss

1. Our charity ESG survey
2. Key findings
3. Discussion
4. How to get involved

Word salad city



People Planet Profit

What we mean by ESG?

Measuring and managing the environmental and social footprint of your organisation (risks and opportunities), and the governance which oversees it

Why care about ESG?

- 1 Public Trust:** Walk the walk by being transparent, esp for the next generation
- 2 Community Value:** Evidence the value we make to communities
- 3 Regulation:** Be prepared for a stiffer regulatory environment
- 4 Financial Savings:** Create savings through energy efficiency measures

Filling the gap

“ Most of the tools out there that I’ve looked at are around environmental measures, but I always feel that they are designed for bigger organisations. I have been on the lookout for a couple of years. I haven’t yet seen a tool that I think would be useful or a training package really. If you google it, there’s so much out there but really nothing for our sector. So I definitely think there’s a need. I do see that there’s a gap.”

Charity CEO

Early adopters



2024 survey participants

- 78 organisations
- Size: £30k to £150m
- Aggregated: £850m
- Health, social care, leisure, education, housing
- Report on the state of ESG





Designing the ESG survey

ESG self-assessment tool

Purpose

Help organisations assess progress on environmental impact, social impact, workforce, and governance practices.

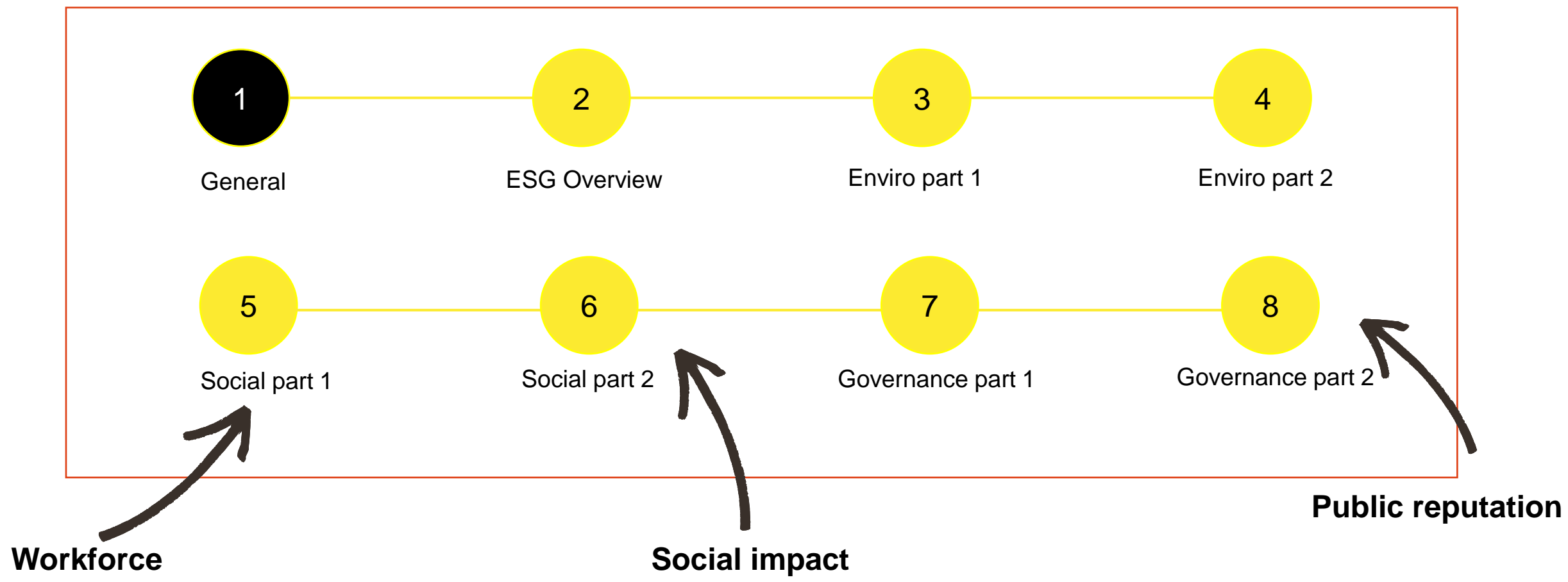
Features

Confidential report with benchmarks, action plan, team exercise, annual reporting

Audience

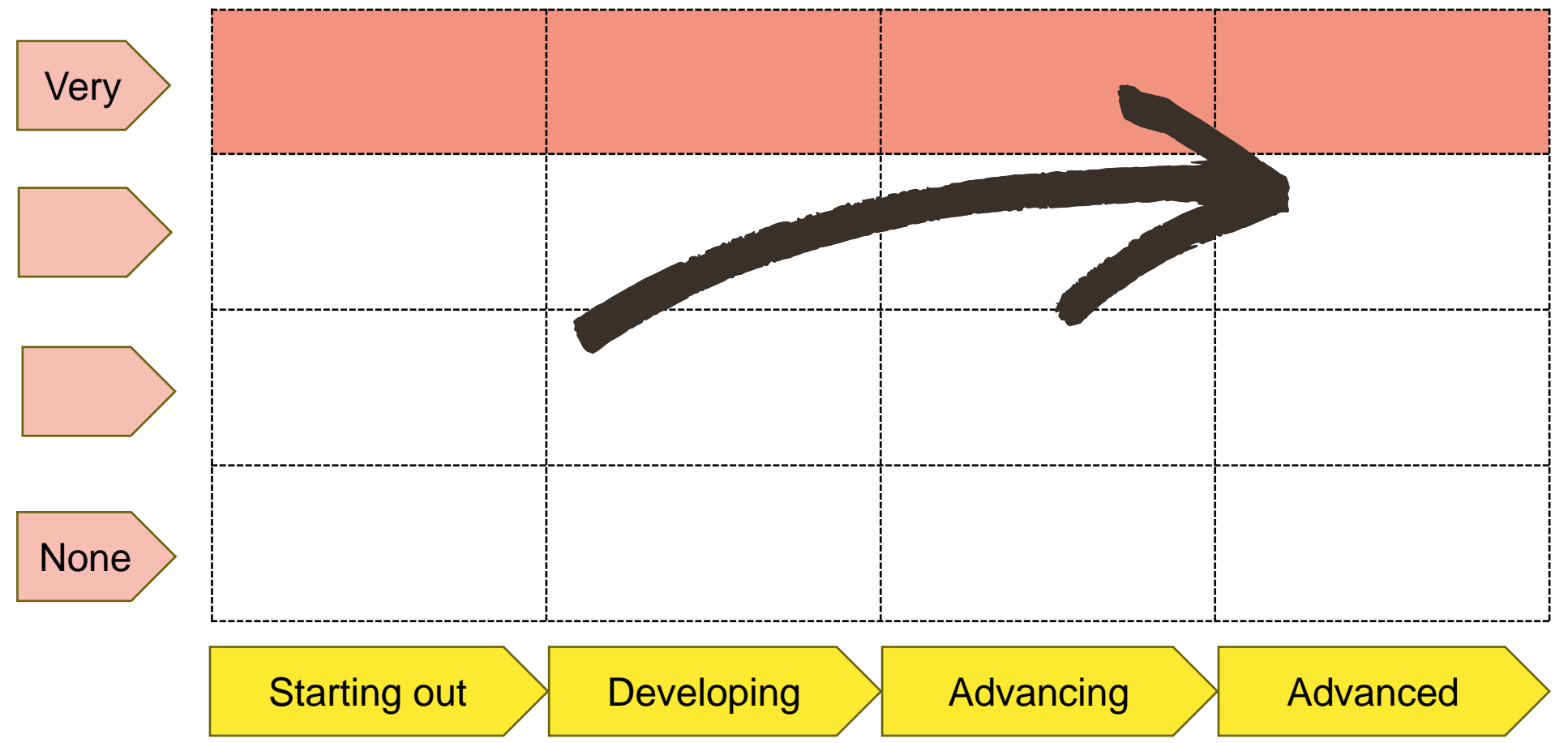
Mass developmental tool for all sizes and sectors.

Understanding the tool



Starting with materiality and maturity

Importance for you



Your maturity

Social impact question

19. We contribute positively to our communities beyond our direct work with beneficiaries (eg through volunteers, creating training and employment opportunities and through our approach to our supply chain).

How important is this for your organisation?

Not Important

Slightly Important

Important

Very Important

Our organisation's progress.

Starting Out

Developing

Advancing

Advanced

Reflective practice question: What factors did you consider in selecting your progress above?

|

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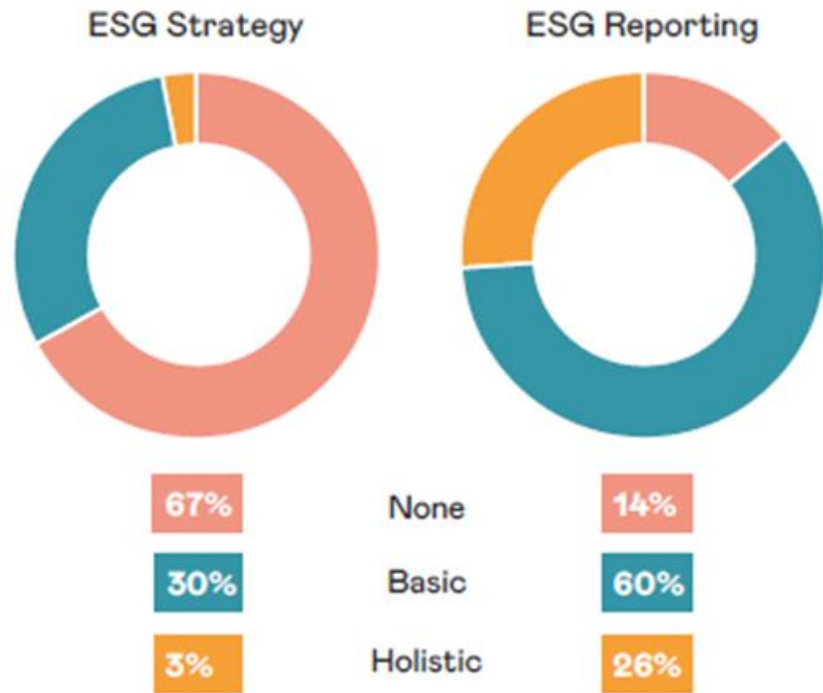
Year one report - key findings

Key findings

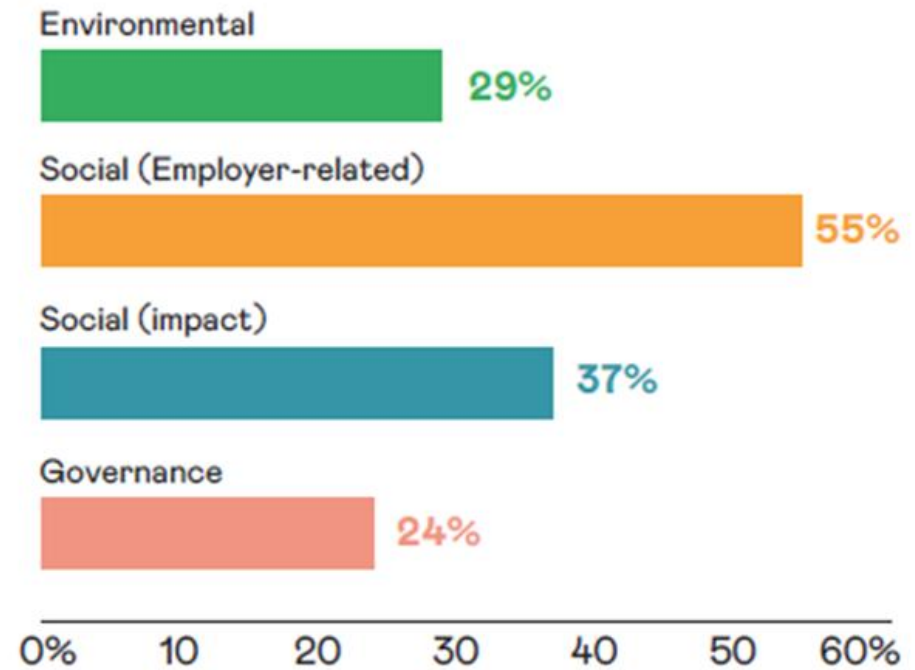
- Many organisations are **early in their ESG journey**, but they are **keen to advance** their progress.
- Organisations are concerned about their environmental impact but:
 - it is a lower priority than social and governance concerns
 - **environmental progress lags behind** accordingly.*
- **Staff considerations:** an area where organisations report the most significant progress across the whole survey.
- Spotlight on EDI

ESG strategy and reporting

ESG STRATEGY AND REPORTING %

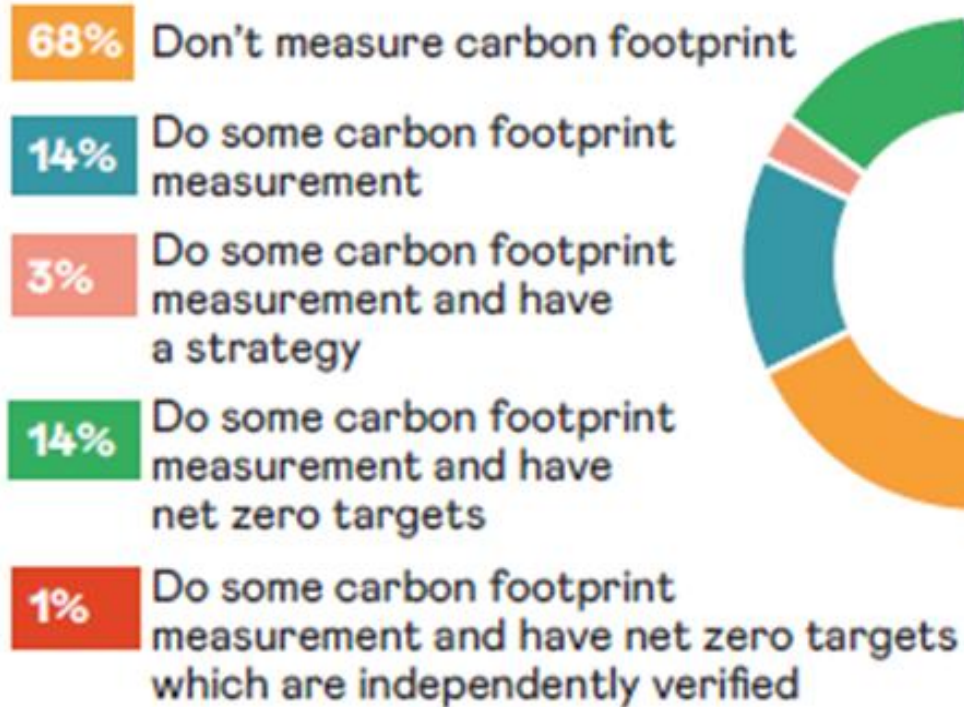


PROPORTION OF PARTICIPATING ORGANISATIONS USING EXTERNAL ACCREDITATIONS



Environment insights

HOW ORGANISATIONS MEASURE THEIR CARBON FOOTPRINT (%)



"Striking the balance between financial impact and environmental impact for a charity is important. Some environment wants are too expensive to report and manage."

(c.£3m income charity)

"We know it's important but don't know where or how to start. We also aren't quite sure what our role and the scope of this work could be within our organisation."

(under £1m income charity)

"We have carbon footprint (data), have planned workstreams to follow up to reduce this impact, but have not really begun action on those plans. We'd expect to be rating ourselves 'Advancing' in a year's time."

(c.£13m income charity)

Social impact

SOCIAL IMPACT. YOUR ORGANISATION'S PEOPLE – PROGRESS RATINGS BY QUESTION

	Average Score	Advancing & Advanced	Advanced
Flexible work	3.29	71%	48%
Staff engagement/ input	3.09	76%	33%
Staff pay	3.09	86%	22%
Staff wellbeing	3.04	81%	23%

Average progress rating across entire survey

2.48

26% of organisations told us that they were not paying all staff a Real Living Wage.

"We do the best within our budgets."

(c.£1m income charity)

"After years of economic decline, a lack of funding in our sector has stifled how much staff can be remunerated through salary. However, staff well-being and happiness is paramount to the organisation."

(c.£22m income charity)



Governance insights

OUR BOARD COMPRISES MEMBERS WITH A RELEVANT BALANCE OF SKILLS, DIVERSITY AND EXPERIENCE.

Smaller Organisations



Larger Organisations




All Organisations



0 20 40 60 80 100

 % rating this 'very Important' to the organisation

 % rating their progress as 'advancing' or 'advanced'

“There is a skill shortage in our area and therefore we struggle to find the right candidate for the role of trustee.”

(under £1m income charity)



Governance insights

EXTERNAL REVIEW OF EFFECTIVENESS IN LAST 3 YEARS†

48% Have undertaken review

52% Have not undertaken review



TRUSTEES WITH OVER 9 YEARS SERVICE†

37% At least one board member with over 9yrs' service

63% No board members with over 9yrs' service



†Larger' organisations with 1m+ turnover

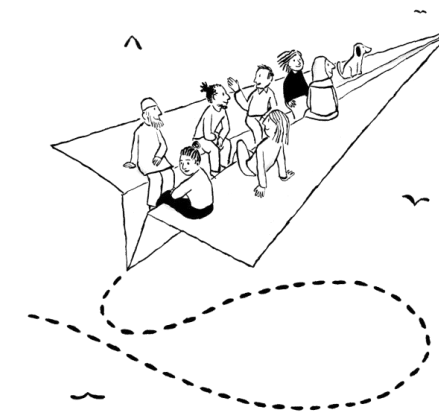
Spotlight on EDI

DISCREPANCY BETWEEN 'IMPORTANCE' AND 'PROGRESS' RATINGS

Survey question	Average importance rating	Average progress rating	Variance between scores
We are committed to embedding equality, diversity and inclusivity across our organisation and proactively pursue this goal.	3.81	2.48	1.33
All survey questions	3.43	2.48	0.95

“The more we progress on this, the more we realise how far we still have to travel.”

(under £1m income community-based credit union)



Spotlight on EDI

REPRESENTATION OF BLACK, ASIAN AND OTHER RACIALLY MINORITISED COMMUNITIES AT EXECUTIVE LEADERSHIP.

% OF PARTICIPATING ORGANISATIONS WITH:

- 69%** No representation at executive leadership level
- 21%** At least 1 executive leader from Black, Asian or other racially minoritised communities
- 6%** Over 25% of executive leaders from Black, Asian and/or other racially minoritised communities
- 4%** Over 50% of executive leaders from Black, Asian and/or other racially minoritised communities



REPRESENTATION OF BLACK, ASIAN AND OTHER RACIALLY MINORITISED COMMUNITIES AT BOARD LEVEL.

% OF PARTICIPATING ORGANISATIONS WITH:

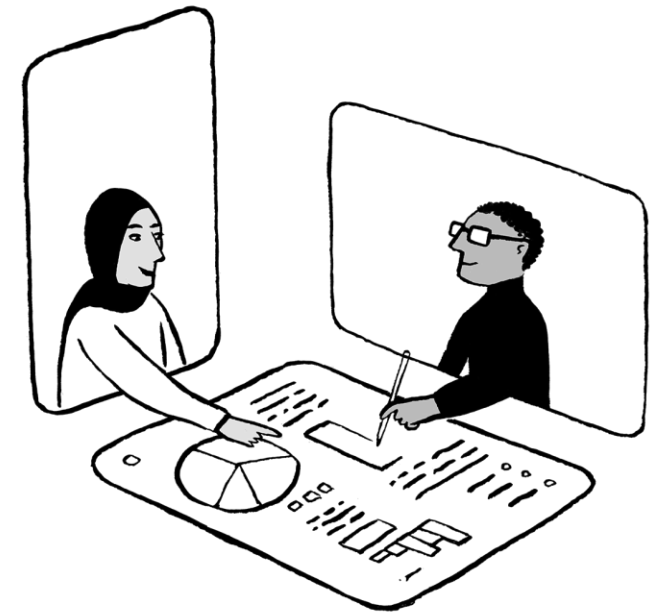
- 32%** No representation at board leadership level
- 38%** At least 1 board member from Black, Asian or other racially minoritised communities
- 25%** Over 25% of board members from Black, Asian and/or other racially minoritised communities
- 5%** Over 50% of board members from Black, Asian and/or other racially minoritised communities



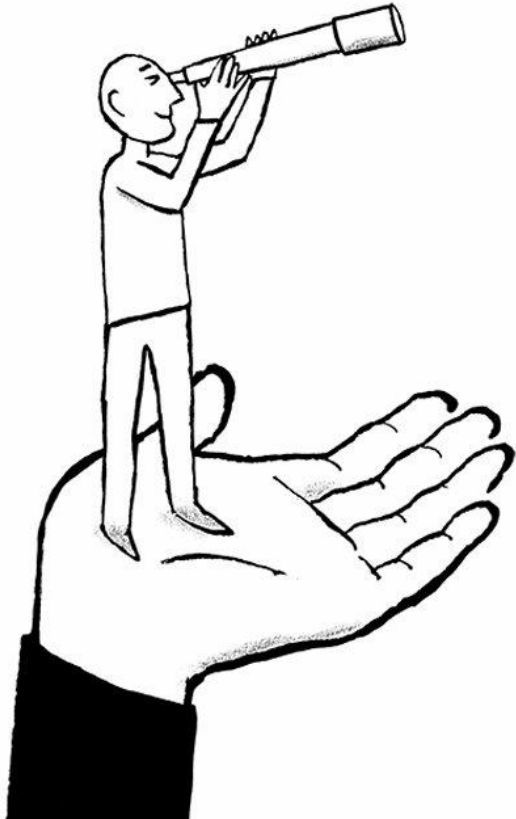
Resource bank

Adventure Activities Licensing Authority
Age Friendly Employer Pledge
BCorp Certification Standards
British Association for Sustainable Sport
CGI ESG Maturity Matrix
Charity Governance Code
CIPD Good Work Index
Climate Perks employee benefits scheme
Care Quality Commission
DSC Governance App
Dementia Friendly Organisations
Digiboard
Disability Confident Employer
Diverse Sustainability Initiative
Employers Network for Equality & Inclusion (ENEI)
Race Equality Hub
Fair Employment Charters
Foundation Practice Rating
Fundraising Regulator
Global Biodiversity Framework
Global Reporting Initiative Standards
Green Small Business Certification
Harvard Business Review 5 stages of DEI maturity
Impact Reporting and Investment Standards
Inclusive Employers Standard
Inclusive Excellence Framework

Investors in People
Investors in the Environment
Investing in Volunteers
ISO Standards on Environment (ISO 14001)
ISO Standards on Governance
ISO Standards on Workforce Management
Key Biodiversity Areas Monitoring
King's Award for Voluntary Service
Living Hours standard
Living Pension standard
Matrix Standard for Information, Advice and Guidance
Menopause Workplace Pledge
Mindful Employer
National TOMS Framework
National Youth Agency Quality Mark
Neurodiversity Inclusivity Confidence Award
NPC Theory of Change in Ten Steps
PAS 2060 Carbon Neutrality Standard
Qualsafe Mental Health First Aid
Real Living Wage
SDG Impact Goals
Smart Carbon
Social Return on Investment
Social Value Reporting
Stonewall UK Workplace Equality Index
Sunday Times Best Places to Work
Sustainability Reporting Standard for Social Housing
Trusted Standard
UN Sustainable Development Goals
Volunteer Friendly Award



Opportunities for progress



1. Embedding EDI
2. Mitigating negative environmental impact
3. More effectively gathering evidence of impact on beneficiaries



The upcoming survey will be available from May 27th to July 25th.

Charities can register for the survey and updates here:
<https://eastsidepeople.org/resource/esg-assessment/>

Contact us for advice on independent assessments, action plans, targets, training, and sustainability reports:
<https://eastsidepeople.org/contact-us/>

Funders and corporations can join the ESG supporters' network by contacting richard@eastsidepeople.org



Eastside People

Richard Litchfield

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Thank You.