

Application to become a Development Partner

Background

Within our strategy “[Building a better future](#)” we have committed to working with charities as they identify how to grow stronger.

We work alongside charities to provide a wide range of capacity-building support, from practical hands-on delivery, skills-based volunteering using the knowledge and expertise of Lloyds Banking Group colleagues, learning and support networks, events and resources.

We want to help charities grow stronger and be more resilient so they can thrive beyond the lifetime of our relationship. We do this by building relationships and working alongside charities, sharing our tools and resources, and drawing on our connections with Lloyds Banking Group and sector partners.

Our offer of development support is wide and varied. Aiming to address nine [Development outcomes](#), it ranges from:

- In-depth one-to-one support tailored to the needs of charities delivered by over 100 experienced and vetted consultants
- Peer networking, learning and training
- Support from Lloyds Banking Group, drawing on colleagues’ broad range of skills and expertise
- A range of bespoke programmes and support from organisations with specialist knowledge of the sector
- Leadership development programmes
- Resources, templates and toolkits
- Membership to specialist sector wide networks including ACEVO and Association of Chairs

1. Our approach

In choosing national partners to work with us:

- We will give preference to organisations which are based in and serve England and Wales.
- We will give preference to “not for profit” organisations e.g. charities, social enterprises, Community Interest Companies or Community Benefit Societies)
- Where it helps to meet our purpose, we’ll support some infrastructure organisations
- We’ll pay a maximum day rate (or equivalent), of £ 525 inclusive of VAT
- We’ll give preference to organisations that have been operating for more than one year, have a proven track record of working with small charities and have a deep understanding of the operating context for small charities supporting people with complex issues.
- When applicable, we will give preference to organisations that have experience of working with charities that are led by and for people experiencing inequity because of their race or ethnicity or those which have experience of working with d/Deaf and Disabled people’s organisations
- We’ll only work with partners who share our values
- The development support must reflect our guiding principles below

2. Guiding principles in the provision of development support

- There is no single model of good practice to which we want those we partner with to conform.
- Leadership commitment and engagement are requirements for accessing development support.
- Our partners have full ownership of their development agenda and journey. Our role is to listen to what they are already good at and what's going well and build on that.
- All those we partner with can receive ongoing development support throughout the life of our relationship.
- We support those we partner with to identify and prioritise their development needs, at their own pace, to tackle the things that matter most to them.
- We understand that organisational development is not a linear process; that needs change over time, as those we support, and the context in which they work, also change.

- Our approach is grounded in continuous conversations throughout the relationship, building trust and working through challenges together along the way.
- Development support is at the heart of our offer, but the support charities take up doesn't need to be limited to our offerings. Charities will likely access support from a range of other sources throughout and beyond our engagement.
- Support is provided free of charge to charity partners. While we hold a nominal budget internally for each partner, our support is led by the needs of the charity and not by the budget available.
- Those we fund are the clients when third-party support is commissioned, **not** the Foundation.
- We primarily focus on investing in capabilities, not offering quick fixes or doing things for charities. We facilitate skills and knowledge development within organisations so charities can continue to improve their effectiveness beyond our relationship.

3. Process;

Step 1: Please fill out the brief [expression of interest form](#).

Upon submission of the form, we will consider the following:

- The type of organisation you are, and your experience of supporting small charities
- What makes your organisation well-placed to deliver the support?
- The development support being offered, and how it will be delivered
- Whether the support addresses a gap or complements the current support available via the Foundation.
- How common the need is amongst charities we work with (e.g. is this a niche offer?). This does not mean we will favour support only for the highest volume needs, but it's important for us to understand the likely take-up of your offers of support
- Which types of organisations would benefit from this support (e.g. issue-based charities, income size, all partners (charities / CICs)?)
- What, if anything, is unique about your organisation or the development support?
- The cost to the Foundation and value for money

Step 2: We will let you know if we wish to explore your offer of development further. If so, we'll arrange a meeting to discuss the support offer in more detail.

Step 3: We'll consult more widely with staff across the Foundation specifically to test the need for the support being proposed, and then make a recommendation to the Charity Development & Funding Leadership Team who will make the final decision.

Step 4: If agreed, and subject to satisfactory references, and our due diligence requirements, we'll ask you to sign a Service Level Agreement. We'll hold a welcome and induction session with you.

If we do not progress with your offer of support, we will let you know as soon as possible.