



Since it was established over six decades ago in 1958, the Garfield Weston Foundation has always strived to be a responsible grant-maker with a strategy that is flexible, responsive and adapts to need across the UK. The Foundation's ways of working and grants have evolved as society has changed, though its philosophy and that of the Weston Family, remains consistent. Respect, humility and trust are at the heart of the Foundation, along with a straightforward and transparent approach. It in this spirit that we share the grant-making philosophy of the Garfield Weston Foundation, its family Trustees and staff team.

The Foundation

- The Foundation embodies the Weston family values and their long-term commitment to supporting communities across the UK. The Trustees are lineal descendants of the founder, as set out in the Foundation's deeds and articles, and they play an active and knowledgeable role.
- Our team is lean with a lack of bureaucracy and hierarchy which ensures that we can be flexible, share information effectively and are nimble in response to need. It also ensures our resources are focused where they add most value, on grants.
- Our staff are diverse, ensuring a range of lived experiences and perspectives add to the grant-making expertise of the Trustees. Many of our staff have been fundraisers and/or worked within charities, ensuring a deep appreciation and knowledge of the voluntary sector and guarding against a power imbalance between the funder and funded. Most play an active role in their communities and with other charities, as Trustees or volunteers.
- We have an ongoing commitment to learning – we invite experts from our charity partners to staff and all Trustee meetings to ensure our knowledge is current and to inform and challenge our thinking.
- The team values continuous improvement; constantly reviewing and updating our approach, guidance, information and ways of working as we learn and receive feedback and ideas from those we work with and support.

Our way of working

- **Straightforward and streamlined**
We appreciate that fundraising can be time consuming and can detract from crucial delivery of charities' work (particularly for smaller organisations), therefore we have a simple, one stage process that allows applicants to use their own words to tell their story – not a series of 'boxes' to complete. We only ask for information that is genuinely required to make funding decisions and for simple reporting to meet our commitment to transparency.
- **Year-round decisions**
Our regular grants programme does not have deadlines, meaning charities can apply when they are ready, rather than us setting the agenda.
- **Balanced expenditure**
Grants are spread carefully throughout the year to ensure every applicant has the same chance of a grant, regardless of when they choose to apply.
- **No predetermination of funds**
We deliberately do not predetermine funds by category or geography – meaning grants can be flexible and focused on need and excellence; not on a quota that doesn't reflect the need of the sector.
- **Equitable approach**
We strive to take an equitable approach to ensure that charities and causes across the UK are supported if they can demonstrate an effective approach to meeting a real need and these trends are constantly monitored to ensure we remain fair.
- **Focus on excellence**
We focus on excellence and support organisations that strive to be the best they can be and on those providing high quality services to those in need.



- **Commitment to transparency**

For decades every single grant made by the Foundation has been published in our annual reports. Our website is updated each quarter with the latest grants and we publish all our grant data to 360Giving. Our research shows that organisations are more likely to apply if a charity they know, or one that is like them, has been funded by the Foundation and we aim to encourage all eligible charities to apply. We regularly update our case studies to provide real examples.

- **Flexible and unrestricted**

We fund what the sector needs; since it was established the Foundation has made unrestricted grants to charities, giving them autonomy to do their vital work, and we make multi-year grants to enable organisations to plan ahead and achieve stability.

- **Building capability, capacity and confidence**

Beyond money, our grants help to build the sector's capability, capacity and confidence. These '3 Cs' define our collaborations that develop skills and opportunities across the sector in concert with expert partner organisations.

- **Pragmatic reporting**

We ask for simple, annual grant reports that focus on key outcomes, achievements, disappointments and lessons learned. We aim to learn from our charity partners without creating unnecessary burden on their administration.

The voluntary sector

- The Foundation was created to support charitable organisations doing vital work with communities and for important causes across the UK. Put simply, we cannot achieve our objectives without the voluntary sector.
- At the heart of the Foundation is the belief that those closest to their beneficiaries are the best placed to create solutions – we respect the expertise of our charity partners.
- A 'quiet' rather than 'silent' partner – we are known to be a light touch funder as we trust our grantees and do not wish to burden them with unnecessary administrative demands. That does not mean, however, that we are not interested, nor that we do not take our responsibilities as a funder seriously. We hold meetings with applicants and grantees either in person or via video, expect our grantees to tell us if plans or circumstances change and we will do our best to be flexible.

For over 60 years the Foundation and the Weston Family has been constantly inspired by the dedication, excellence and resilience of the voluntary sector and is committed to continuing for generations to come.