

Grant-Making Policy

1. Introduction

The Greggs Foundation is a charitable foundation aiming to improve the health and wellbeing in the communities where Greggs operates. Our approach to grant-making is shaped by our belief that lasting change occurs when communities grow sustainably from within. Our values underpin all our work and commit us to being friendly, inclusive, honest, respectful, hardworking and appreciative.

2. Purpose of Grant-Making

The purpose of our grant making is to help address the immediate and longer-term effects of poverty, support wellbeing, and strengthen community resilience.

Through our funding, we aim to ensure that:

- People can access free or affordable food to reduce the impact of poverty and increase readiness to learn, engage and connect with others.
- People can access a range of effective community-based services that widen their networks, reduce isolation, and build their knowledge, confidence and opportunities.
- Individuals and families facing hardship can access funds and vital household items to reduce the immediate impact of poverty on their lives.
- Schools and community organisations can access financial and partnership support to provide services which address their local needs.

3. Grant Types and Thresholds

The Foundation operates several grant-making programmes. These include:

Grant Type	Value	Approval Authority
Small Grants	Up to £4,000	Delegated to the Foundation Manager and the senior team
Large Grants	Over £4,000	Recommendation by the Grant-Making Sub-Committee to the Trustee Board
Strategic Grants	Variable	Direct decision of the Trustee Board

Strategic Grants are targeted funding allocations designed to support initiatives that align closely with the Foundation's long-term goals and strategic priorities. These grants are typically proactive, often initiated by the Foundation or in partnership with key stakeholders, and are intended to create significant, sustainable impact in areas such as innovation. Strategic Grants do not fall within the Foundation's standard grant programmes.

All grant-making is guided by our Theory of Change and subject to the eligibility and criteria set for each programme.

4. Eligibility Criteria

To be eligible, applicants must:

- Be a not-for-profit organisation such as a charity, community organisation, school, or social enterprise operating in areas where Greggs has a presence.
- Demonstrate alignment with the Foundation's aims, values, and focus areas.
- Show clear evidence of community need, engagement, and potential impact.
- Have appropriate governance, safeguarding, and financial controls in place.

We will not normally fund:

- Individuals (except through specific hardship programmes)
- Activities where the primary benefit is the advancement of religion
- Activities where the primary benefit is the advancement of animal welfare
- Profit-making ventures
- Activities which have already taken place
- Organisations or activities outside the UK

5. Focus Areas for Funding

Our funding will prioritise projects that:

- Improve health and wellbeing
- Address food insecurity
- Support people and communities experiencing disadvantage.
- Enhance community resilience
- Promote social inclusion and tackle inequality

6. Grant-Making Process

6.1. Application

- All applications must be submitted via the Greggs Foundation website unless otherwise directed.
- Clear guidelines will be published for each programme.

6.2. Assessment

- Applications will be assessed by staff using a standardised scoring framework aligned with our values, mission, and Theory of Change.
- Due diligence checks will be carried out.

- Risk assessments (financial, reputational, impact) will be undertaken as appropriate.

6.2.1 Review of Continuation Grantees

As part of our commitment to responsible funding we may carry out additional review and scrutiny of continuation grantees, particularly where an organisation has received funding from the Foundation over a sustained period or where the cumulative level of support is significant in proportion to the size and scope of the grants awarded. This review may include consideration of long-term impact, strategic alignment and the organisation's ability to deliver outcomes.

6.3. Decision-Making

- Small grants (up to £4,000) may be approved directly by the Foundation Manager or senior team.
- Grants over £4,000 will usually be reviewed by the Grant-Making Sub-Committee with final decisions made by the Trustee Board.
- Applicants will be informed of the outcome in writing.

7. Monitoring and Evaluation

We are committed to learning and accountability. All grant recipients must:

- Submit an end-of-grant report (excluding grant recipients through specific hardship programmes)
- Allow site visits where appropriate

Findings will be used to improve future funding and ensure we continue to meet our objectives.

8. Conflicts of Interest

All staff and committee members involved in assessing or approving grants must declare any conflicts of interest in line with the Foundation's Conflict of Interest Policy. Those with conflicts must recuse themselves from the relevant decision-making process.

9. Transparency and Fairness

We are committed to an open and equitable grant-making process. We will:

- Publish our criteria and decision-making timetable
- Ensure all applicants are treated consistently and respectfully
- Provide feedback to unsuccessful applicants upon request

10. Appeals and Complaints

Unsuccessful applicants may request feedback but may not appeal grant decisions. Complaints about the grant process (not decisions) will be handled in line with the Foundation's Complaints Policy.

11. Review and Learning

This policy will be reviewed annually by the Grant-Making Sub-Committee and updated as required. Regular reviews of our programme reach, applicant feedback, and impact reporting will help shape future funding strategy.

12. Governance and Oversight

- The Grant-Making Sub-Committee oversees grant programmes, reviews effectiveness, and makes recommendations to the Trustee Board.
- Final decisions on grants over £4,000 rest with the Trustee Board.
- Sub-Committee membership, quorum, and terms are governed by the Foundation's Terms of Reference.