

Transparency

As a public-facing body, we are committed to making information readily available and easy to understand.

- **All invitations to tender** can be found on [GOV.UK contracts finder](#) or [Find a tender service](#), dependent on the tender amount (type "National Heritage Memorial Fund" in the advanced search to find all specific listings.)
- We post all of our recent details of staff structure, salaries and expenses. In accordance with Cabinet Office guidance, we also publish transactions over £500.
- The Freedom of Information Act requires us to produce a [Publication Scheme](#). The publication scheme is a document that describes the information we routinely publish, where you can find it, and whether we charge for it. It is not a list of our publications: it describes the kinds of information we publish.

If there is specific information you would like to view or access, please email foi@heritagefund.org.uk.

Annual reports

05/02/2020

05/02/2020

Our annual reports from 2018–2019 onwards.

Attachment	Size
National Lottery Heritage Fund annual report 2021–2022 - English	1.01 MB

Attachment	Size
Adroddiad Blynyddol 2021-2022 – Fersiwn Cymraeg	1.16 MB
National Lottery Heritage Fund annual report 2020-2021 - English	1.09 MB
Adroddiad Blynyddol 2020-2021 – Fersiwn Cymraeg	1.17 MB
National Lottery Heritage Fund annual report 2019-2020 - English	1 MB
Adroddiad Blynyddol 2019-2020 – Fersiwn Cymraeg	1.24 MB
National Lottery Heritage Fund annual report 2018-2019 - English	1.76 MB
Adroddiad Blynyddol 2018-2019 – Fersiwn Cymraeg	1.21 MB

Business plan 2022-2023

09/01/2023

09/01/2023

Attachment	Size
Business Plan 2022-23.pdf	2.55 MB

This Business Plan sets out what we are aiming to achieve in 2022-2023, and the resources that we plan to use in that year. This covers both the National Heritage Memorial Fund (NHMF) and The National Lottery Heritage Fund (the Heritage Fund).

Equality Scheme for Northern Ireland

17/06/2019

17/06/2019

In the attached equality scheme we set out how we propose to fulfil the Section 75 statutory duties in Northern Ireland.

Attachment	Size
Audit of inequalities	119.88 KB
Disability action plan	128.7 KB

Section 75 of the Northern Ireland Act 1998 (the Act) requires public authorities, in carrying out their functions relating to Northern Ireland (NI), to have due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations across a range of categories outlined in the Act.

As a commitment under our revised equality scheme we have developed an action plan to promote equality of opportunity and good relations in Northern Ireland. The objective of this audit and action plan is to scan our work and identify any inequalities - continuing or emerging - which our functions and policies could impact on, and equally develop measures which will seek to address any inequalities identified.

Freedom of information requests

08/06/2020

08/06/2020

This list contains every Freedom of Information request The National Lottery Heritage Fund received between 1 April 2022 and 31 March 2023. We update it every six-months.

FOIA is used in place of Freedom of Information Act throughout.

April 2022

- Requester sought information on Cotswold canals projects. The request was refused under regulation 12(4)(b) of the Environmental Information Regulations, manifestly unreasonable.
- Requester sought information on St Ann's Allotments. Information on grant conditions was provided. The site plan and business plan were withheld under section 43(2) of FOIA, commercial interest. The maintenance plan was withheld under section 22 of FOIA, intended for future publication.
- Requester sought information on the Rkites project. This information was provided with some redacted under section 40 of FOIA, personal information, and some information redacted under regulation 12(5)(g) of the Environmental Information Regulations, protection of the environment.
- Requester sought information on documentation submitted by the Mission Heritage Centre. This information was provided with some information redacted under section 40 of FOIA. The accounts information was withheld under section 21 of FOIA, information accessible elsewhere.
- Requester sought information on the application for the Tomorrow's Museum for Dorset: Re-Imagining Dorset County Museum project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on the restoration of the Bristol Gallery RWA Building. The Heritage Fund did not hold any relevant information, and this was a nil return.

May 2022

- Requester sought information on The Heritage Fund's projects and programmes. Under section 16 of FOIA, advice and assistance was provided.
- Requester sought information on the restoration of the Redoubt Fortress. This information was provided. Under section 16 of FOIA, advice and assistance was also provided.
- Requester sought information on the Connexions' for People and Wildlife project. Information on the grant scheme and awards was provided. The Heritage Fund did not hold the decision information and this part of the request was a nil return.

June 2022

- Requester sought information on the application for the Copper Kingdom project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on The Heritage Fund's IT service. This information was provided.
- Requester sought information on projects about veterans' heritage. Under section 16 of FOIA, advice and assistance was provided.
- Requester sought information about safeguarding. This information was provided.
- Requester sought information on the St Mary's Heritage Centre project. This information was provided.
- Requester sought information on grant awards and assessment. Part of this information was provided. Part of the request relating to assessment documents and correspondence was refused under section 12 of FOIA, cost of compliance.
- Requester sought information on the St Mary's Heritage Centre project application and contract. This information was provided.
- Requester sought information on The People's Hall project. This information was provided.

July 2022

- Requester sought information on the SCALE - Saving Corncrakes through advocacy, land management and education project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on the Wymering Manor Trust. This information was provided with some information in the application form, supporting documents and grant agreement redacted under section 40 of FOIA.
- Requester sought information on Townscape Heritage schemes. Part of this information was provided. The Heritage Fund did not hold information on the repayments under the Townscape Heritage programme schemes and this part of the request was a nil return. Part of the request relating to repayments made under the Townscape Heritage Initiative was refused under section 12 of FOIA.
- Requester sought information on the Whitechapel Project. The grant application form and decision meeting minutes were provided with some information redacted under section 40 of FOIA. Advice and assistance was provided in relation to the other information The Heritage Fund held.
- Requester sought information on the National Heritage Memorial Fund's assets. This information was available in The Memorial Fund's published annual reports.
- Requester sought information on the Catrine Environmental Heritage Project. This was a repeated request and the original response was provided.

August 2022

- Requester sought information on the Poole Park Life project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on the Jazz Centre UK. This information was provided with some information redacted under section 40 of FOIA.

- Requester sought information on applications for grant awarded in the Midlands and East region. This information was provided with some information redacted under section 40 and section 41, provided in confidence, of FOIA.
- Requester sought information on the Save Our Sounds project. This request was repeated and refused under section 12 of FOIA.
- Requester sought information on conservation management plans. This information was provided.
- Requester sought information on the Jubilee Clock, Highbury project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on the Women's Library project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on the Conservation Management Plan for Mount Edgcumbe Country Park. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on contractual home workers. This information was provided.
- Requester sought information on St Mary's Heritage Centre grants. This information was provided with some information redacted under section 40 of FOIA.

September 2022

- Requester sought information on a grant awarded to the Scottish Mining Museum Trust. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on multi-functional devices and printing and scanning services contracts. This information was provided.
- Requester sought information on equality, diversity, and inclusion expenditure. Part of the information was provided. The Heritage Fund did not hold information on number of staff days committed to attending conferences and this part of the request was a nil return.

October 2022

- Requester sought information on grants awarded to historic cemeteries. This information was provided.
- Requester sought information on grants awarded to RSPB. This request was refused under section 12 of FOIA.
- Requester sought information on St Mary's Heritage Centre grants. The Heritage Fund were unable to search physical documents for the information requested but advised these could be provided once digitised.
- Requester sought information on the Park of Keir. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on Moor Park. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on The Hold: A Suffolk Archives Service for the 21st Century project. Part of the information was provided with some information redacted under section 40, section 41 and section 43(2) of FOIA. The Heritage Fund did not hold an evaluation report and this part of the request was a nil return.

- Requester sought information on Lydbrook Railway Bridge. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on Gainsborough's House Gallery. This information was provided.
- Requester sought information on Allestree Park. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on the former Moseley School of Art. This request was refused under section 12 of FOIA.
- Requester sought information on the Life's a Drag Volume 2 project. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on the City of Nottingham Local Heritage List. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on the Moroccan Memories in Britain project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on social media management tools. This information was provided.
- Requester sought information on grants awarded to RSPB. This information was provided with some information redacted under section 40 and section 43(2) of FOIA.

November 2022

- Requester sought information on a Lewes Town Hall project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on the Garnock Connections project. Part of this information was provided. The Heritage Fund did not hold information on the place of birth of project employees and this part of the request was a nil return.
- Requester sought information on committee meeting technology. This information was provided.
- Requester sought information on the restoration of Orleans House, Twickenham. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on The Heritage Fund's IT staff. Part of this information was provided. Information on staff below Director level was withheld under section 40 of FOIA.
- Requester sought information on funding for the reconstruction of missing archive television programmes. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on the West Yorkshire Queer Stories project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on The Heritage Fund's telephone system, mobile phones and video conferencing solution. This information was provided.
- Requester sought information on contact and call centre contracts. This information was provided.
- Requester sought information on Allestree Hall and Allestree park and gardens. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on grants awarded for cricket related projects. This information was provided.

- Requester sought information on Bridging Borders: Redbrook and Penallt former railway viaduct application. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on an application for a Redcar and Cleveland Parks Foundation project. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on grants awarded to places of worship. Part of this information was provided. The Heritage Fund did not hold data on denomination and this part of the request was a nil return.
- Requester sought information on grants awarded to cathedrals. This information was provided.
- Requester sought information on The Fleece Hotel, Gloucester. Part of this information was provided with some information redacted under section 40 of FOIA. The Heritage Fund did not hold data on the Dowdeswell Group Ltd or Dowdeswell Estates and this part of the request was a nil return.
- Requester sought information on grants awarded to Nottingham City Council. This information was provided.
- Requester sought information on the terms and conditions of the Reviving an Artist's Birthplace: A National Centre for Gainsborough project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on tenders for the Reviving an Artist's Birthplace: A National Centre for Gainsborough project. This information was withheld under section 43(2) of FOIA.
- Requester sought information on the National Trust's acquisition of land around Stonehenge. This information was provided with some information redacted under section 40, section 41 and section 43(2) of FOIA.

December 2022

- Requester sought information on The Heritage Fund's independent complaints reviewer. This information was provided.
- Requester sought information on grants awarded to Dunkirk Little Ships for restoration projects. This request was refused under section 12 of FOIA.
- Requester sought information on The Heritage Fund's staff headcount and wage bill. This information was available in The Heritage Fund's published annual reports.
- Requester sought information on an application for a Redcar and Cleveland Parks Foundation project. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on the St. Mary's Lands: Our Common Heritage expression of interest. This information was provided with some information redacted under section 40 and section 43(2) of FOIA.
- Requester sought information on awards made to Derbyshire based organisations. This information was provided.
- Requester sought information on Nottingham City Council projects. This information was provided.
- Requester sought information on The Heritage Fund's communications staff and budget. This information was provided.

- Requester sought information on equality, diversity and inclusion training. Part of this information was provided. The Heritage Fund did not hold data on the number of staff training days or budgets for the current financial year and this part of the request was a nil return.
- Requester sought information on staff details. This information was withheld under section 40 of FOIA and general contact information was provided.

January 2023

- Requester sought details on grant awards to LGBT Youth Scotland. This information was provided.
- Requester sought information on The Story at Mount Oswald project. This information was provided.
- Requester sought information on Ditchling Museum's project application. This information was provided.
- Requester sought information on a complaint report. This information was available elsewhere and was not provided under section 21 of FOIA.
- Requester sought information on grants awarded to Dunkirk Little Ships for restoration projects. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on communications relating to the Dynamic Dunescape project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on malicious emails. Part of this information was provided. The Heritage Fund did not hold information on email types, emails opened or clicked on and this part of the request was a nil return.
- Requester sought information on an application made by Faith Hotels Ltd. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on an application made by Thetford Town Council. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on the Old Grammar School, Richmond. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on The Heritage Fund's cyber security insurance. This information was provided.
- Requester sought information on an application submitted by the Knitting and Crochet Guild. This information was provided with some information redacted under section 40 of FOIA.

February 2023

- Requester sought information on Jazz Centre UK projects. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on the Lady Victoria Colliery. This request was refused under section 12 of FOIA.
- Requester sought information on grants awarded to Dunkirk Little Ships restoration projects. This information was provided.
- Requester sought information on The Hold: A Suffolk Archives Service for the 21st Century project. Part of this information was provided with some information redacted under section

40 and section 43(2) of FOIA. The Heritage Fund did not hold some of the progress report information at the time of the request.

- Requester sought information on the Re-Build Whithorn project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on grants awarded to Ripon Cathedral. Details of the grant awards were provided.
- Requester sought information on any contact The Heritage Fund have had the with tobacco industry. This request was refused under section 12 of FOIA.
- Requester sought information on organisations in Northamptonshire that have received advice on their project but not made a full application. This information was provided.
- Requester sought information on the Belper Mills project. Part of this information was provided with some information redacted under section 40 and section 43 of FOIA. Curriculum vitae documentation was withheld in full under section 40 of FOIA.

March 2023

- Requester sought information on The Heritage Fund's IT and procurement documents. Part of this information was provided with some information redacted under section 40 of FOIA. The Heritage Fund did not hold information on 2023/24 IT and procurement strategy documents and this part of the request was a nil return.
- Requester sought information relating to the National Trust's acquisition of land around Stonehenge. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on the Save Rock Hall project application. This information was withheld under section 43(2) of FOIA.
- Requester sought information on the Town Hall Museum and Gallery: A Celebration of St Albans' Routes into History project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on St Walburge's RC Church, Preston. The Heritage Fund did not hold any relevant information, and this was a nil return.
- Requester sought information on the Lady Victoria Colliery. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on the Calypso Project. This information was provided with some information redacted under section 40 of FOIA.
- Requester sought information on The Heritage Fund's finance system. This information was provided.
- Requester sought information on Ripon Cathedral Renewed project applications. Part of this information was provided with some information redacted under section 40, section 41 and section 43(2) of FOIA. The Heritage Fund did not hold information on the plan graphics submitted with the 2017 application and this part of the request was a nil return.
- Requester sought information on the Beautiful Oldham - Why Not? project. This information was provided with some information redacted under section 40 and section 41 of FOIA.

Gender pay gap

28/03/2019

28/03/2019

All organisations with 250 or more employees are required to publish data on their gender pay gap (the difference in hourly pay between male and female employees) each year.

Attachment	Size
Gender pay gap report 2022-2023	552.53 KB
Gender pay gap report 2021-2022	950.7 KB
Gender pay gap report 2020-2021	110.37 KB
Gender pay gap report 2019-2020	109.13 KB
Gender pay gap report 2018-2019	134.63 KB
Gender pay gap report 2017-2018	161.75 KB
Gender pay gap report 2016-2017	40.13 KB
Equality, diversity and inclusion	

The Heritage Fund is committed to progressing equality within the organisation and meeting our statutory responsibilities. Below and in the attached PDF we share information about our gender pay gap for 2022-2023. This work is important to us and we use the services of an external specialist, XpertHR, to support our data analysis.

As with other employers, our data is taken from a workforce 'snapshot' in March 2023, which is reported one year in arrears.

You can download reports going back to 2016–2017 from this page.

Gender pay gap for 2022–2023

Our median gender pay gap is 1.80%, down from 8.45% in 2022. This means that women earn 98p for every £1 that men, when comparing median hourly pay.

The mean gender pay gap is 6.88%, down from 12.20% in 2022.

Our gender pay gaps are based on hourly pay at the snapshot date (31 March 2023).

Heritage Fund median gender pay gap	
Year	Median gender pay gap
2018–2019	17.4%
2019–2020	12.1%
2020–2021	13.1%
2021–2022	8.45%
2022-2023	1.8%

Gender pay calculations are made by assessing differences between pay quartiles between men and women. At the Heritage Fund we have a gender imbalance in our workforce (around 75% of our people are women), which is a major contributor to our gender pay gap.

Percentage of women in our workforce by pay quartile

Quartile	% of women 2022	% of women 2023
Lower	85.23%	78.05%
Lower middle	75.00%	72.84%
Upper middle	72.73%	74.07%
Upper	62.07%	66.67%

Addressing our gender pay gap

We're committed to tackling the factors that cause our gender pay gap. Since our last report, alongside a range of changes as part of [our wider work to promote equality, diversity and inclusion](#), we have:

- improved our recruitment processes, to improve the experiences of candidates and managers and attract more diverse applicants
- structured our pay award for 2022 to provide higher awards for those in lower pay ranges and lower pay quartiles.
- developed an expanded range of family friendly policies and improved our special leave policy

In the year ahead, we will strive to reduce our gender pay gap by:

- conducting an in-depth analysis of the 2024 gender pay gap and its causes. The gender pay gap is usually reported a year in arrears. We're committed to starting our analysis of our 2024 pay gap early, while the data is still as current as possible.
- developing an action plan to guide our actions on workforce culture, equality, diversity and inclusion
- reviewing the impact of our family friendly and special leave policies
- updating our flexible working policies and processes
- continuing to regularly analyse workforce data, to improve our monitoring and decision making

Policy directions

10/02/2021

10/02/2021

Governments across the UK provide us with policy directions to steer our work – they are 'matters to be considered'.

Attachment	Size
UK government policy directions, plus additional for England	140.46 KB
Policy directions in relation to Wales	61.05 KB
Policy directions in relation to Scotland	103.94 KB

The UK directions apply to all funding made by The National Lottery Heritage Fund. We report on our progress against the policy directions annually, via our [Annual Report and Accounts](#) which is published on the UK government website. The policy directions apply to National Lottery funds and not grant in aid. The National Heritage Act dictates what we can and cannot do with grant in aid.

The policy directions for England are set by the Secretary of State for the Department for Digital, Culture, Media & Sport (DCMS). Devolved directions additionally apply. Ministers in the devolved nations use their powers to give additional directions to The National Lottery Heritage Fund. There are policy directions for Scotland and Wales. You can view and download all policy directions from this page.

The Northern Ireland policy directions have been absent for several years, due to the absence of the Northern Ireland Executive and Northern Ireland Assembly from 2017 to 2020. This was further delayed by the coronavirus (COVID-19) pandemic. Draft Northern Ireland policy directions went out to public consultation in February 2022 which closed in April. The National Lottery Heritage Fund is considering the responses before going back to the Department for Communities in September, where it will then need the Northern Ireland Executive's approval. It is uncertain when exactly this might happen given the Northern Ireland Executive is not functioning at present.

Procurement

In accordance with Cabinet Office guidance, we publish information on invitations to tender.

For sub-threshold tenders

As part of our procurement process we publish on [GOV.UK's contract finder service](#). Search "National Heritage Memorial Fund" to find open opportunities.

Digital requirements may also be published on the [GOV.UK Digital Marketplace](#).

For above-threshold tenders

These are published on [GOV.UK's find a tender service](#). Search "National Heritage Memorial Fund" to find open opportunities.

Register of Executive Team's Interests

19/02/2020

19/02/2020

Register of Executive Team's Interests, 2022–2023

Eilish McGuinness – Chief Executive

Current

Trustee: Inside Out for Children

Isabel Hunt – Executive Director, Business Innovation & Insight

Current

Trustee: Royal National Institute of Blind People (RNIB)

Non-Executive Director: Yorkshire Housing

Former

Trustee: Thackray Medical Museum

Anne Jenkins – Executive Director, Business Delivery

Current

Trustee: The National Forest Company

Member: Warwickshire Wildlife Trust

Member: The National Trust

Harnish Hadani – Executive Director, Business Services

No interests to declare

Register of Interests - board and committees

03/07/2018

03/07/2018

Trustee and Committee Members' register of interests.

Updated on 19 February 2024

Trustees

Claire Feehily

Current

Member, The Honourable Company of Gloucestershire

Committee Member, The National Trust Minchinhampton and Rodborough Commons Committee

Non-Executive Director, Gloucestershire Hospitals NHS Foundation Trust

Chair of Board of Trustees, Stroud and Cotswold Citizens Advice

Vice Chair of Board of Trustees, The Brandon Trust

Non-Executive Director and Chair of the Audit Committee, BSW Integrated Care Board

Julian Glover

Current

Board Member, Buxton International Festival

Director, Derbyshire and London Limited

Ray Macfarlane

Current

Trustee, Royal Edinburgh Military Tattoo

Chair, Museums Galleries Scotland

Chair, Scottish Legal Aid Board

Chair, Hopetoun Foundation

Former

Trustee, National Galleries of Scotland Foundation

Taryn Nixon

Current

Trustee, National Trails UK

Trustee, National Heritage Memorial Fund

Principal, Taryn Nixon Heritage Works

Former

Chief Executive, Museum of London Archaeology

Carol Pyrah

Current

Director, Newcastle Parks Enterprises Ltd (trading company of Urban Green Newcastle)

Chief Executive, Urban Green Newcastle

Company Secretary (Voluntary), Castle Bolton Water Company Ltd

Former

Trustee, Churches Conservation Trust

Commissioner, Cathedral Fabric Commission for England

Executive Director, Historic Coventry Trust

Assistant Director of Planning, Historic England

Mukesh Sharma

Current

Trustee, Royal Ulster Constabulary, George Gross, Police Service of Northern Ireland Benevolent Fund

Member, Northern Ireland Council for The Prince's Trust

Board Member, Northern Ireland Policing Board

Director, Artsekta Ltd

Director, Moving on Music

Director, Thriftway Travel

Director, S and M Properties

Director, Goliath Trust

Deputy Lieutenant – Belfast, The Belfast Lieutenancy

NI Committee Chair, Barnardos

Former

Director, Hannon Travel

Simon Thurley

Current

Trustee, Wren 300

Board Member, Palace of Westminster Restoration and Renewal Delivery Authority

President, London Appreciation Society

Chair, Andrew Lloyd-Webber Foundation

Patron, London Parks and Gardens Trust

Patron, City of London Archaeological Society

Board Member and Trustee, British Library

Managing Director, Architrave Historical Services Ltd

Partner, Kingstaithe Museum

Architectural Advisor, Stephen A Schwarzman Foundation

Senior Research Fellow, Institute of Historical Research

Honorary Vice-President and committee member, Society for Court Studies

Parochial Church Council member and Fabric Officer, All Saints Church South Lynn

Worked with clients over past five years: Crosby Hall, Harrods, Hever Castle, The Bantam Press, Theatre Royal Drury Lane, Trent Park Estate, William Collins Publishers, Conholt Nominees

Visiting Professor, Gresham College

Member (House membership for his property, Clifton House), Historic Houses

Trustee (Spouse, Dr Anna Keay), Pilgrim Trust

Director (Spouse, Dr Anna Keay), Landmark Trust

Trustee (Spouse, Dr Anna Keay), Royal Collection

Former

Trustee, Canal and River Trust (2010 to 2015)

Trustee, English Heritage Foundation (2010 to 2015)

Board Member, Palace of Westminster Restoration and Renewal Sponsor Body

President, Huntingdonshire Local History Society (2004 to 2019)

Chair, Lloyd-Webber Theatres Drury Lane steering group

Council Member, St. Paul's Cathedral (1999 to 2015)

Chief Executive, English Heritage (until 2015)

Worked with clients over past five years: The Royal Collection Trust, Theatre Royal Haymarket, Treasure Houses of England, Turuthna Muscat, Oman, Welsh Government

Worked with clients over past five years: Access Entertainment, Castle Howard Estate, Department of Digital, Culture, Media and Sport, Elveden Estate, Suffolk, Medina Development Authority, Ministry of Justice, Norfolk Archaeological Trust, The Chitra Collection, London

Governor (Spouse, Dr Anna Keay), Beadales School

NHMF Panel

Peter Barber

Current

Trustee, Hereford Mappa Mundi and Chained Library Trust

Trustee, JB Harley Fellowships

Council Member, London Topographical Society

Council Member, Hakluyt Society

Council Member, Lauderdale House Society

Committee member, Reviewing Committee for the Export of Works of Art (RCEWA)

Trustee, Memorial Scrolls Trust

President, Hornsey Historical Society

Director/Trustee, Imago Mundi Ltd

Former

Vice-chairman, Friends of Kenwood

Lennox Cato DL

Current

Panellist, NHMF

Tessa Murdoch

Current

Chair of Trustees, Huguenot Museum, Rochester

Former

Research Curator, Rosalind and Arthur Gilbert Collection, Victoria and Albert Museum

Curatorial Adviser, Handel & Hendrix

Geoff Pick

Current

Trustee, Stationers Hall Charity

Chair, UK Archive Service Accreditation Committee

Former

Board Member, Archives for London

Chair, London Archives Partnership

Chair, Archives and Records Association of the UK and Ireland

Head of Service for Guildhall Art Gallery and Keats House, City of London Corporation

Archivist, Lambeth Palace Library, Church of England

Archivist, Worcester Cathedral, Church of England

Director, London Metropolitan Archives, City of London Corporation

Orlando Rock

Current

Trustee, The Cosmic House

Chairman, Christie's UK

Co-Custodian, Burghley House Preservation Trust

England, London & South

Stephen Boyce

Current

Trustee, Common Ground

Adviser, St Barbe Museum & Art Gallery, Lymington, Hampshire

Chair of Strategic Advisory Group, South West Museum Development Programme

Chair of Shadow Board, Artful Scribe Literature development agency, Southampton

Former

Trustee, SPUD

Programme Associate, Creative Local Growth Fund

Founder and Trustee, Winchester Poetry Festival

Nicole Collomb

Current

Senior Policy and Programme Officer, Greater London Authority

Nick Holliday

Former

Board Member, Cotswolds AONB/National Landscape

Trustee, Campaign for National Parks

Trustee, NAAONBs

Authority Member, Exmoor National Park Authority

Caroline Kay

Current

Trustee and Council Member, The National Trust

Former

CEO, Bath Preservation Trust (2007-2021)

Lydia Lee

Current

Volunteer, Young Lives Foundation

Assistant Director, Culture and Regeneration, London Borough of Bromley

Former

Engaging Places Advisor, CABE

Richard Smith

Current

Director, The Tank Museum

Chairman, Dorset Tourism Association

Chairman, Tank Museum Trading Company Ltd

Director, The Tank Museum, Ministry of Defence

Former

Trustee, Kimmeridge Trust

Member, The Kimmeridge Trust

Neena Sohal

Current

Trustee, South Asian Diaspora Arts Archive

Director, Rethinking Asian History Foundation CIC

Vice Chair, Arts Asia

England, Midlands & East

Heather Broughton

Former

Trustee, National Gas Museum Trust

Board Member, Derby Museums Trust

Committee Member, Ethics Committee, Museums Association

Chair, East Midlands Regional Archives Sustainability Network

Expert Advisor, Historic England

Expert Advisor, The Battle of Bosworth Art Trail

Independent Parish Councillor, Market Bosworth

Assistant Director, Communities and Wellbeing, Leicestershire County Council

Chairman, Market Bosworth Heritage Society

Volunteer, Museum of East Anglian Life (MEAL)

Tony Butler

Current

Executive Director, Derby Museums

Harr-Joht Padam

Current

Research Programme Manager, Tate

Non-Executive Director/Trustee, Nishkam Civic Association

Chris Starkie

Current

CEO, New Anglia Local Enterprise Partnership

England, North

Jim Cokill

Current

Member, Natural History Society of Northumbria

Chair, County Durham Environment and Climate Change Partnership

Director, Durham Wildlife Trust

Member, Northumbria Region Flood and Coastal Committee

Project Lead, BrightWater Landscape Partnership – DWT is lead organisation and accountable body

Company Director, Mammal Web

Company director, Durham Wildlife Services Ltd

Former

Member, Lit and Phil, Newcastle

Board Member, Land of Oak and Iron Landscape Partnership

Board member, Limestone Landscapes Landscape Partnership

Board member, North East England Nature Partnership

Edward Impey

Former

Master and Director General, Royal Armouries Museum

Executive Board Director, English Heritage

Sarah McLeod

Current

CEO, Wentworth Woodhouse Preservation Trust

Catherine Mugonyi

Current

Trustee, Creative Lives (formerly Voluntary Arts)

Director, Aunty Social CIC

Project Manager & Programmer Winter Gardens Film Festival, Winter Gardens Trust, Aunty Social CIC

Clore Transform Fellowship, Supported by Arts Council England. Clore Fellowship: cultural sector leadership development programme.

Director of Aunty Social CIC, Aunty Social CIC/Blackpool Council/Blackpool Heritage Action Zone: Involvement with Blackpool Heritage Action Zone (Historic England). Beneficiary of capital funding via Blackpool Council. Commissioned by Blackpool Council to deliver HAZ Cultural Programme activity.

Former

Equality Advisor (Provided advice & support to Showtown/Museum Project), Blackpool Council

Creative Producer (Freelance), Blackpool Council, National Piers Society, World Monuments Fund

Sea Change Conference Coordinator (Freelance), Blackpool Council, World Monuments Fund, ICOMOS UK

Researcher for Blackpool Heritage Action Zone cultural programme (through Aunty Social CIC on a consultant basis), Blackpool Council, Aunty Social CIC

Creative Programmer, The Harris, Preston City Council

Freelancer (provided staff development sessions Jan-Feb 2022), Showtown Blackpool (Blackpool Museum Project)

Stephen Welsh

Current

Trustee, Homotopia

Freelance Cultural Practitioner, Self-employed

Upon their request, submitted co-creation consultancy proposal to St John the Baptist's Church in Rochdale. No confirmation yet.

Former

Project Curator, International Slavery Museum

Committee Member, Islamic Art and Material Culture Subject Specialist Network

Curator of Living Cultures, Manchester Museum

John Williams

Current

Police Support Volunteer, North Yorkshire Police

Trustee, The Leonard Chamberlain Trust

Governor, Bradford College

Governor, Askham Bryan College, York

Member, Friends of Yorkshire Sculpture Park

Board Member, Beyond Housing

Committee Member, The Riverside Group

Parish Councillor, Byland with Wass and Oldstead Parish Council

Former

Trustee, Hull Unitarian Church

Trustee, Park Lane Trust

Member, The Princes Trust West Yorkshire Committee

Board Member, Leeds Federated Housing Association

Board Member, Impact Housing Association

Adviser, Ruskin Mill Trust

Board Member, Karbon Homes

Northern Ireland

Patricia Corbett

Current

Trustee, Grand Opera House Belfast

Former

Member, Board of Tourism NI

Northern Ireland representative on the Board, Visit Britain

Olive Hill

Current

Commissioner, Commissioner of Irish Lights

Jim McGreevy

Current

Member of Management Advisory Committee, Armagh Robinson Library

Sally Montgomery

Current

Member, Historic Monuments Council

Commissioner of Irish Lights, Irish Lights

Board Director, Mourne Heritage Trust

Former

Board Director (ended 2021), Maritime Belfast

Chair, Castlewellan Forest Park Task and Finish Board (ended 2021), Newry Mourne and Down Council

Darren Rice

Current

Member, Northern Ireland Protected Areas Network (NIPAN)

AONB and Geopark Manager, Newry, Mourne and Down District Council

Former

Member of the Board of Directors, Mourne Gullion & Lecale Rural Development Partnership

Scotland

Mike Benson

Current

Director, Scottish Crannog Centre

Robert Cawston

Current

Director of Digital and Service Transformation (From August 2023), National Libraries Scotland

Liz Davidson

Current

Senior Project Manager, Glasgow School of Art

Trustee Director, Glasgow Building Preservation Trust

Former

Trustee, Architectural Heritage Fund

Member, Historic Buildings Council for Scotland

Chair, UK Association of Preservation Trusts

Trustee, Kilmahew St Peter's Trust

Trustee, Strathclyde Building Preservation Trust

Project Director, Merchant City Initiative (HLF-funded regeneration programme)

Director, Glasgow Building Preservation Trust

Stuart Housden**Current**

Trustee, The Brazilian Atlantic Rainforest Trust

Trustee, The Gillman charitable trusts

Trustee, Highlands and Islands Environment Forum

Honorary Fellow, Scottish Environment Link

Member of Natural Heritage Advisory Committee, National Trust for Scotland

Chair of Trustees, Scottish Seabird Centre

Former

Trustee, National Trust for Scotland

Member, Crown Estate Scottish Advisory Committee

Committee Member, Scottish Water Customer Forum

Chair, Scottish Government Rural Development Council

Chair-unpaid, Peatland Alliance (SCIO)

Board Director, RSPB/RSPB Scotland

Member, Scottish Power Environment Forum – unpaid, Scottish Power

Member, Scottish Forum on Natural Capital Executive Committee-unpaid, Partnership

Rapporteur to the EU sub-committee inquiry into European Biodiversity policy & practice, House of Lords

Fiona McLean

Current

Non-Executive Director, Cairngorms National Park Authority

Non-Executive Director, Historic Environment Scotland

Rector, University of the Highlands and Islands

Former

Chair, Highland Home Carers

Non-Executive Director, Crown Office and Procurator Fiscal Service

Vice Chair of Court, University of the Highlands and Islands

Andy Milne

Current

Contributing member, Heart of Midlothian FC

Former

Chief Executive, SURF; Scotland's Regeneration Network

Sally Thomas

Current

Honorary Fellow, Scottish Environment Link

Community Councillor, Pencaitland & District Community Council

Charity Trustee, Andrew Raven Trust SC039488

Charity Trustee and Company Director, Plantlife International England and Wales (1059559), Scotland (SC038951)

Former

Director of People and Nature, NatureScot

Wales

Pedr ap Llwyd

Current

Trustee, Friends of the National Library

Member, Friends of the Friendless Church

Fellow, The Learned Society of Wales

Chief Executive and National Librarian, National Library of Wales

Professor, University of Wales

Member of the Gorsedd, The National Eisteddfod of Wales

Caroline Crewe-Read

Current

Commissioner, Royal Commission on the Ancient and Historic Monuments of Wales

Former

Head of Partnerships and Philanthropy, Historic England

David Robinson

Current

Occasional paid writing work (not consultancy), Cadw

Former

Employee, Cadw

Shaheen Sutton

Current

Staff, Natural Resources Wales

Audit and Risk

Warren Mead

Current

CEO, Sumer Group Limited

Board Advisor, Cleveland & Co

Former

COO, Partner, KPMG LLP

Robert Milburn

Current

Trustee, Paintings in Hospitals

Non-executive member of Audit and Risk Assurance Committee, Department for Business and Trade

Trustee and Chair, CodeBrave Foundation

Trustee and Governor, The Lady Eleanor Holles School

Co-opted member of the Audit and Risk Committee, Canal and River Trust

Former

Trustee, London Parks and Green Spaces Forum

Partner, PricewaterhouseCoopers LLP

Non-executive member of the Audit and Risk Committee, The National Archives

Non-executive member of the Audit and Risk Assurance Committee, Valuation Office Agency

Independent member of the Audit and Risk Committee, Marie Curie

Transactions over £500

04/03/2020

04/03/2020

A monthly-updated list of all financial transactions of over £500 since January 2020 – as part of Cabinet Office transparency requirements.

Attachment	Size
£500 Transparency March 2024	38.16 KB
£500 Transparency February 2024	36.75 KB
£500 Transparency January 2024	36.65 KB
£500 Transparency December 2023	79.38 KB
£500 Transparency November 2023	80.9 KB
£500 Transparency October 2023	35.6 KB
£500 Transparency September 2023	35.26 KB
£500 Transparency August 2023	34.2 KB
£500 Transparency July 2023	33.77 KB
£500 Transparency June 2023	34.1 KB
£500 Transparency May 2023	33.47 KB
£500 Transparency April 2023	35.67 KB
£500 Transparency March 2023	35.33 KB
£500 Transparency February 2023	31.35 KB
£500 Transparency January 2023	32.21 KB
£500 Transparency December 2022	31.96 KB

Attachment	Size
£500 Transparency November 2022	33.56 KB
£500 Transparency October 2022	32.02 KB
£500 Transparency September 2022	33.42 KB
£500 Transparency August 2022	30.96 KB
£500 Transparency July 2022	35.15 KB
£500 Transparency June 2022	33.76 KB
£500 Transparency May 2022	38.31 KB
£500 Transparency April 2022	39.46 KB
£500 Transparency March 2022	39.19 KB
£500 Transparency February 2022	37.07 KB
£500 Transparency January 2022	36.37 KB
£500 Transparency December 2021	36.29 KB
£500 Transparency November 2021	35.5 KB
£500 Transparency October 2021	37.08 KB
£500 Transparency September 2021	35.98 KB
£500 Transparency August 2021	37.01 KB
£500 Transparency July 2021	36.37 KB
£500 Transparency June 2021	35.66 KB
£500 Transparency May 2021	34.74 KB
£500 Transparency April 2021	35.6 KB
£500 Transparency March 2021	37.11 KB
£500 Transparency February 2021	34.96 KB
£500 Transparency January 2021	27.66 KB
£500 Transparency December 2020	27.78 KB
£500 Transparency October 2020	27.55 KB
£500 Transparency November 2020	29.33 KB
£500 Transparency September 2020	28.78 KB
£500 Transparency August 2020	27.12 KB
£500 Transparency July 2020	491.62 KB
£500 Transparency June 2020	1.11 MB
£500 Transparency May 2020	1.11 MB
£500 Transparency April 2020	1.07 MB
£500 Transparency March 2020	1.06 MB
£500 Transparency February 2020	1.06 MB
£500 Transparency January 2020	1.06 MB

[Items from before this period can be accessed via our internal search.](#)

Public Sector Equality Duty for England, Scotland and Wales

This page details the general equality duty we observe when exercising our public functions in England, Scotland and Wales.

Section 149 of the [Equality Act 2010](#) details the [Public Sector Equality Duty](#) (PSED).

The PSED consists of a general equality duty (the Duty) that requires non-departmental public bodies such as The National Lottery Heritage Fund, when exercising our public functions, to have due regard to:

- eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- fostering good relations between persons who share a relevant protected characteristic and persons who do not share it

Protected characteristics

The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex and sexual orientation

Due regard

To 'have due regard' means that in making decisions and in our other day-to-day activities we must 'consciously consider' the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low

- tackle prejudice
- promote understanding

Separate Northern Ireland duty

[Northern Ireland](#) is subject to a separate legal regime, known as the [Section 75 duty](#). It requires public authorities to promote equality of opportunity between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation, men and women generally, persons with a disability and persons without and persons with dependants and persons without. It is also a requirement to submit an Equality Scheme to the NI Equality Commission.

UK and country-specific policy directions

In the distribution of National Lottery money we must also have regard to our policy directions (both UK and nation-specific) which include equality-based requirements such as:

- increase access and participation for those who do not currently benefit from the heritage opportunities available in the United Kingdom
- reduce economic, social and environmental deprivation, ensuring that all areas of the United Kingdom have access to the money distributed

England:

- Have regard to the interests of England as a whole and the interests of different parts of England, taking account of the diverse demographic patterns and economic circumstances in the different parts of England.

Scotland:

- The need to improve community engagement and involvement through projects that promote social inclusion and enhance community engagement and participation.

Wales:

- Have regard to the interests of Wales as a whole and the interests of different parts of Wales, taking account of the diverse demographic and deprivation patterns in the different parts of Wales.

Our commitment

We are committed to building a diverse and valued community of staff, more reflective of the diversity of the UK public, by advancing equality of opportunity and diversity in all aspects of employment.

We embrace and celebrate the differences between people, recognising the value this brings to our working environment and to the services we provide to our customers and stakeholders.

In April 2021 we launched a new Recruitment Framework and Policy that puts our values and behaviours on an equal footing with skills, knowledge and experience, to break down barriers for applicants from under-served backgrounds.

We are a Disability Confident employer, which means we guarantee to interview all disabled applicants who meet the minimum essential criteria for every vacancy.

Find out more about [our commitment to equal opportunities](#) at The Heritage Fund.

Soliciting applications for National Lottery funds

National Lottery legislation gives The National Lottery Heritage Fund power to solicit applications for the distribution of National Lottery monies.

Attachment	Size
Application solicited from Bradford City of Culture 2025	79.36 KB
Application solicited from the Architectural Heritage Fund	101.66 KB
Cais a deisyfwyd gan y Gronfa Treftadaeth Bensaernïol	122.1 KB
Application solicited from the National Churches Trust	83.24 KB
Cais a ddeisyfwyd gan yr Ymddiriedolaeth Eglwysi Genedlaethol	100.7 KB

Page last updated: 23 May 2023

We use our solicitation power only where it is clearly the most effective way of achieving one of our strategic objectives.

When soliciting an application, we ensure that:

- Anyone involved in developing the case for the solicitation, preparing the criteria and communicating with the organisation being solicited is not involved in assessing the solicited application nor deciding whether or not the solicited application has been successful.
- The person(s) who are making a decision on a solicited application know:
 - That the application has been solicited.
 - By whom it was solicited.
 - What role (if any) the person who solicited the application has had in assessing it.
- It makes clear to the solicited applicant(s) that:
 - Solicited applications will be assessed on their merits against the pre-determined criteria. They may fail if they do not meet the criteria and expected quality standards set out on matters such as value for money and risk.
 - They will not be given preferential treatment.
- All applications, solicited or otherwise, are assessed on their individual merits.

When a decision to solicit an application is made, the following will be published on our website:

- A description of the project and grant amount.

- The strategic objective that the solicitation seeks to address.
- The reasons for adopting the solicitation approach.
- The criteria and expected quality standard against which the solicited application will be assessed.

Subsidy control

04/07/2022

04/07/2022

We are required under the Subsidy Control Act 2022's transparency requirements to publish details concerning individual awards which may be considered to be subsidies.

We are a public body and the largest funder for the UK's heritage.

As The National Lottery Heritage Fund, we distribute National Lottery grants from £10,000 to £10million and over, funding projects that sustain and transform the UK's heritage.

As the Heritage Fund, we distribute non-Lottery funding, including grant in aid/government funding and loans, to heritage organisations.

The Subsidy Control Act 2022

Since the UK left the European Union on 1 January 2021, the UK government has enacted domestic legislation to replace EU law: **the Subsidy Control Act 2022 ('the Act')**.

The Act aims to control the provision of subsidies – it prevents unfair competition or effects on trade and investment. This might happen if an organisation receives funding from state resources (which includes our funding, as our funds are public money) while another organisation can only use their own private funding.

You should familiarise yourself with the requirements of the new subsidy control regime when considering [applying to us](#).

The Act has been fully in force from 4 January 2023. The Department for Business, Energy and Industrial Strategy (BEIS), has issued [guidance on the operation of the Act](#). This guidance helps public authorities, such as the Heritage Fund, to award subsidies in a way which minimises any negative effects on competition and investment, as well as promoting the effective and efficient use of public money. These subsidies are permitted provided they satisfy the criteria set out in the Act.

Subsidies above a certain financial threshold (currently £100,000) must be published on both our own website, and on [a database held by BEIS](#).

Smaller grants may be outside the scope of the Act if they are not considered to be a subsidy. For example because they are unlikely to have an impact on trade or investment.

What is a subsidy?

There are four key characteristics which must all be present for funding to be classed as a subsidy:

1. a financial contribution
2. given by a public authority from public funds
3. given to an organisation giving them an economic advantage that is not available on market terms
4. affects or is capable of affecting competition or investment within the UK, or trade or investment between the UK and a country or territory outside of the UK

If our funding meets **all four key characteristics**, then it will be a subsidy. For a subsidy to be permitted it has to comply with [seven common principles as set out on the UK government website](#).

EU State Aid Law

The previous EU state aid law will still apply to some grants awarded before 31 December 2020, and there may be additional considerations to take into account in Northern Ireland.

UK state aid guidance can be found on [the UK government website](#).

Subsidy control information in relation to individual awards, 2024

Subsidy control information in relation to grant to the University of Kent

Date of grant: 15 April 2024

Grant expiry date: 31 March 2026

Reference: NL-22-00047

Grantee: University of Kent

Category of beneficiary: Large Enterprise

Subsidy amount: £3,567,400

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates The National Lottery Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and National Lottery Act 1993.

Policy objective: National Lottery Grants for Heritage is our open programme for all types of heritage projects in the UK. Using money raised by the National Lottery, the National Lottery Heritage Fund inspires, leads and resources the UK's heritage to create positive and lasting change for people and communities, now and for the future. A funding programme for projects that connect people and communities to the national, regional and local heritage of the UK. Made

possible thanks to National Lottery players.

The Heritage Enterprise programme is designed to bridge the funding gap that prevents a historic asset in need of repair from being returned to a beneficial and commercial use. The public policy objective for our Heritage Enterprise programme is to help projects achieve economic growth by investing in heritage. It supports commercial organisations working in partnership with community organisations to help them rescue neglected historic buildings and sites and return them to a viable productive use.

Purpose of the subsidy: University of Kent will transform Chatham Dockyard's Grade II-listed Police Section House and surrounding land into a digital and creative enterprise hub and flagship home for the university's Institute of Creative and Cultural Industries (iCCi). The project supports strategic agendas for skills development and economic growth as part of Levelling-Up (LUF1) as well as heritage engagement.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the Trustees of the National Heritage Memorial Fund decision meeting.

Project summary: The Docking Station project will deliver a high-quality refurbishment of the Grade II listed Police Section House, including restoring the cupola and access improvements to provide exhibition and hireable meeting space; café; post-production studios; offices; co-working and communal spaces. It is a key part of regeneration plans for the historic waterside site and opens up new possibilities for young people and the communities of Kent and Medway.

A new digital production studio building at the rear will become a main studio for virtual production and motion capture; providing production offices and technical spaces. New landscaped areas at the front, a courtyard garden and other seasonal gardens include public areas.

A programme for local residents, families and children, young people aged 13–25 years, schools and colleges, will develop digital skills and creativity as well as exploring the diverse heritage of dockyard communities and the site. A Docking Station Digital Ecosystem in three Medway venues and Tech31 Medway collaboration will also provide access to digital creativity for Medway residents.

Subsidy control information in relation to grant to Plymouth City Council

Date of grant: 14 March 2024

Grant expiry date: 31 March 2029

Reference: OL-19-03781

Grantee: Plymouth City Council

Category of beneficiary: Large enterprise

Subsidy amount: £4,100,000

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates The National Lottery Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and National Lottery Act 1993.

Policy objective: National Lottery Heritage Horizon Awards is a targeted grant programme for transformational heritage projects: "Backing big ideas, unlocking possibilities". A funding programme for projects that are transformative, innovative and collaborative that bring about positive changes and benefits to people, place and revolutionise UK heritage. Made possible thanks to National Lottery players.

Purpose of the subsidy: Plymouth City Council will work with partners to create the UK's first National Marine Park, a once-in-a-lifetime transformational opportunity for Plymouth. It will create a blueprint for an innovative model for National Marine Parks. Plymouth Sound is a natural and heritage landscape that is unsurpassed and has played a major role in the national psyche, shaping our history for hundreds of years. A unique landscape that since the Bronze Age has borne witness to some of the most significant moments of human endeavour.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be not-for-profit organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the Trustees of the National Heritage Memorial Fund decision meeting.

Project summary:

The UK's first National Marine Park will include three large scale 'Gateways':

- new accessible facilities for water users at Tinside Lido and the Hoe foreshore
- improvements across the Mount Batten Peninsular, enhancing the landscape and its heritage
- conservation of The Garden Battery at Mount Edgumbe to create a new public space

The National Marine Park will also include:

- two 'Community Access Points' projects; one at Ernesettle Creek and the other at Firestone Bay to increase access and widen participation in areas that are important to local people
- four distinct 'Nature Boost' projects to help support the recovery of species and habitats in Plymouth Sound
- an inclusive activity plan that will drive a marine citizenship programme, providing diverse opportunities to engage with the Park, discover and learn more about it and support activities to help enhance and care for it
- a 'Digital Park' to bring the wonders of the Park to life and enable everyone to experience the treasures below the waves

- Interpretation to tell the stories of the Park, past, present and future. Features will be located at the capital Gateways and areas away from the waterfront, linking the stories of Plymouth Sound throughout the city.

Subsidy control information in relation to grant to The Worcestershire Building Preservation Trust Ltd

Date of grant: 30 January 2024

Grant expiry date: 31 August 2026

Reference: HE-19-03540

Grantee: The Worcestershire Building Preservation Trust Ltd

Category of beneficiary: Small

Subsidy amount: £2,328,595.00

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and the National Lottery Etc. Act 1993

Policy objective: National Lottery Heritage Grants is our open programme for all types of heritage projects in the UK. It is a funding programme that focuses on conserving and valuing heritage for now and the future, supporting nature recovery and environment sustainability, supporting greater inclusion, diversity, access, and participation in heritage, and strengthening heritage to be adaptive and financially resilient, contributing to communities and economies, all of which is made possible thanks to National Lottery players.

Purpose of the subsidy: Worcestershire Building Preservation Trust (WBPT) in partnership with Wychavon District Council (WDC) has been awarded Heritage Enterprise funding to sensitively repair and adapt the derelict Grade II Willow Court Farmhouse, near Droitwich, into six modern affordable rentable homes. On completion the building will be leased to Platform Housing Group (PHG), a social housing provider who will become the landlord.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary:

Worcestershire Building Preservation Trust (WBPT) in partnership with Wychavon District Council (WDC) is seeking Heritage Enterprise funding to sensitively repair and adapt the derelict Grade II Willow Court Farmhouse, near Droitwich, into six modern affordable rentable homes. On

completion the building will be leased to Platform Housing Group (PHG), a social housing provider who will become the landlord.

The building's current structural layout of three flats with independent entrances at ground floor level, two flats at the first floor and one unit at second floor level will be retained. The 20th century extensions will be rebuilt to accommodate six modern one-bedroom flats (five flats suitable for two people and one flat suitable for one person).

Capital investment:

- structural repairs to the stabilised wall structures
- repair of existing external walls, both masonry and timber framed
- formation of new and repair of existing internal floor structures and associated partition walls
- formation of new and repaired roof structures, incorporating insulation and handmade tile finishes to match existing
- construction of 20th century (replacement) extensions
- new windows, doors and joinery throughout the building, including all associated ironmongery
- installation of new mechanical and electrical services
- below ground water drainage connections
- new kitchens and bathrooms
- external landscaping to include new entrance road and car parking, with EV charging provision

An activity statement has been produced which outlines the following physical outputs that will be delivered with financial support:

- main contractors will employ two apprentices and train in heritage skills
- a film charting the restoration process
- development of a digital platform to share restoration and historical development of the building using maps
- creation of hoardings for the scaffold
- creation of a virtual tour of the site which will be uploaded to the website
- creation a community tapestry
- bespoke education packs and regular school visits
- a student heritage training bursary scheme and funding of two apprentices
- Memories will be collected from current residents and uploaded onto the website, along with talks, tours, and activities to raise awareness of the heritage of the site.
- architects will deliver two best practice sessions on the restoration process and re-use of listed buildings as affordable housing
- heritage skills taster training sessions in carpentry, stone masonry and pointing (lime mortar), traditional planting and seed swap
- Production of new home user guides

Subsidy control information in relation to grant to New Lanark Trust

Date of grant: 10 January 2024

Grant expiry date: 31 December 2024

Reference: MF-22-00097

Grantee: New Lanark Trust

Category of beneficiary: Small

Subsidy amount: £2,395,140

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980.

Policy objective: To safeguard nationally important heritage assets within England which were at risk as a direct result of coronavirus (COVID-19).

Purpose of the subsidy: A programme of works to address the backlog of maintenance and reactive repair issues for this UNESCO World Heritage site, which have compounded during the pandemic due to the inability of the organisation to generate sufficient income to support costs.

Eligibility for the subsidy: Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: The grant will fund a programme of works to address the backlog of maintenance and reactive repair issues at its UNESCO World Heritage site, which have been compounded by the impact of the pandemic on the Trust's capacity to generate income.

The backlog maintenance for 2022/23 is included along with repairs to the Nursery & New Building, School Building and Long Row roofs as per their prioritised maintenance plan.

Oversight of the site is provided by a partnership between New Lanark Trust, South Lanarkshire Council and Historic Environment Scotland, which enables the partners to bring their various areas of expertise to support the site over the long term.

Subsidy control information in relation to grant to Theatr Clwyd Trust Ltd

Date of grant: 9 January 2024

Grant expiry date: 1 June 2025

Reference: NM-23-00837

Grantee: Theatr Clwyd Trust Ltd

Category of beneficiary: Small

Subsidy amount: £249,295

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and the National Lottery Etc. Act 1993

Policy objective: National Lottery Heritage Grants is our open programme for all types of heritage projects in the UK. It is a funding programme that focuses on conserving and valuing heritage for now and the future, supporting nature recovery and environmental sustainability, supporting greater inclusion, diversity, access, and participation in heritage, and strengthening heritage to be adaptive and financially resilient, contributing to communities and economies, all of which is made possible thanks to National Lottery players.

Purpose of the subsidy: Theatr Clwyd is a Grade-II listed building, built in 1976 by Clwyd County Council to serve the region with world-class theatre and arts. Since opening, the theatre has seen performances of classic Welsh plays such as the 2014 production of Under Milk Wood to mark the centenary of the birth of Dylan Thomas. Part of the building was used as the original broadcast studios for ITV Wales and West, and includes “the original working paintframe”, “rare handmade acoustic tiles in the main auditorium” and “1970s front of house tiling”.

This project will increase the accessibility of Theatr Clwyd, thereby enabling a wider range of people to engage with the heritage of the building. Both built and intangible heritage is at risk, so is there a need for the project.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee’s application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary:

This project forms part of a wider project of capital renovations to the Theatr Clwyd building. The aspect of the project funded by us has two main elements:

Capital renovations – All public areas of the theatre building will be made fully accessible and inclusive, with comprehensive wheelchair and buggy access and the installation of five new lifts enabling visitors to access all levels, accessible toilets, showers and dressing rooms as well as wheelchair charging points and hearing loops.

Activities – Employ two research practitioners to research and collect stories from the public relating to the visible heritage features of the building. This research will then inform the production of a 10-minute radio play and the development of a heritage trail throughout the building, highlighting the stories and heritage assets of the theatre. The heritage trail will be self-guided, with associated materials collectible from the box office during opening hours or digitally downloadable.

Subsidy control information in relation to individual awards, 2023

Subsidy control information in relation to grant to Buxton Civic Association Ltd

Date of grant: 20 December 2023

Reference: NM-23-00720

Grantee: Buxton Civic Association Ltd

Category of beneficiary: Small and medium sized enterprises

Subsidy amount: £249,990

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates The National Lottery Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and National Lottery Act 1993.

Policy objective: National Lottery Grants for Heritage is our open programme for all types of heritage projects in the UK. A funding programme for projects that connect people and communities to UK-wide, regional and local heritage. Made possible thanks to National Lottery players.

Purpose of the subsidy: Buxton Civic Association (BCA) owns and manages 200 acres of woodland surrounding Buxton and Poole's Cavern, a two-million-year-old natural limestone cave. The project will enable Buxton Civic Association (BCA), to enact organisational changes and explore new opportunities for engaging members, volunteers and visitors with these important attractions.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened delegated decision panels.

Project summary: This 26-month project will support the Buxton Civic Association (BCA) to become more organisationally resilient. It will achieve this by increasing the organisation's capacity to implement changes, testing new Audience Development and Volunteer Plans, exploring new commercial opportunities, and commissioning professional advice to improve governance.

Subsidy control information in relation to grant to Menter Ty'n Llan Cyfyngedig

Date of grant: 19 December 2023

Reference: NL-22-00028

Grantee: Menter Ty'n Llan Cyfyngedig

Category of beneficiary: Small and medium sized enterprises

Subsidy amount: £1,709,456

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates The National Lottery Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and National Lottery Act 1993.

Policy objective: National Lottery Grants for Heritage is our open programme for all types of heritage projects in the UK. A funding programme for projects that connect people and communities to UK-wide, regional and local heritage. Made possible thanks to National Lottery players.

Purpose of the subsidy: Menter Ty'n Llan owns and runs Ty'n Llan tavern in Llandwrog and aims to develop the historic building and its garden to provide an accessible community hub for wellbeing and social purposes, to support its organisational sustainability by developing new income streams through hospitality, and to improve environmental performance of the building.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened delegated decision panels.

Project summary: The project aims to transform Ty'n Llan tavern into a community hub which will foster connections between people and place and celebrate the built, natural and cultural-linguistic heritage of Llandwrog and beyond. Physical work includes development of catering and hospitality facilities, provision of car park space, interpretation of regional heritage, and an allotment. A programme of educational and social events for visitors and the community.

Subsidy control information in relation to grant to West Calder & Harburn Community Development Trust Ltd

Date of grant: 19 December 2023

Grant expiry date: 31 March 2029

Reference: NL-21-00135

Grantee: West Calder & Harburn Community Development Trust Ltd

Category of beneficiary: Small

Subsidy amount: £1,929,600

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and the National Lottery Etc. Act 1993

Policy objective: National Lottery Heritage Grants is our open programme for all types of heritage projects in the UK. It is a funding programme that focuses on conserving and valuing heritage for now and the future, supporting nature recovery and environment sustainability, supporting greater inclusion, diversity, access, and participation in heritage, and strengthening heritage to be adaptive and financially resilient, contributing to communities and economies, all of which is made possible thanks to National Lottery players.

Purpose of the subsidy: The subsidy will fund a project which will repair and redevelop the vacant and at-risk building into a heritage centre, an accessible hub for education and training and an entry point for local wellbeing services. The historic building represents an important part of the social and industrial heritage of the co-operative movement which was so important to the town of West Calder and wider West Lothian area.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: Over a five-year delivery phase, this project will repair and redevelop the vacant and at-risk building into a heritage centre, an accessible hub for education and training and an entry point for local wellbeing services. The historic building represents an important part of the social and industrial heritage of the co-operative movement which was so important to the town of West Calder and wider West Lothian area.

Capital works

- Comprehensive repairs to the historic building fabric will include brickwork repair, re-slating the roof, reinstatement of leadwork and cast-iron rainwater goods, replacement of windows and removal of internal partitions.
- Redevelopment of the building will provide reception space, permanent exhibition, temporary gallery, flexible community space, catering kitchen, café, shop and toilets on the ground floor.
- On the upper floor, a flexible events/exhibition space, archive store, server, toilets, exhibition storage and a staff room will be provided. The provision of an exhibition store within the building will ensure artefacts related to the Scottish Co-operative movement are appropriately stored.
- On the lower ground floor, a wellbeing hub of partner organisations office space, store, toilets and a Changing Places toilet will be provided.

Activities, outputs and audiences

- Priority audiences to be targeted include: families, young people, autism groups and individuals, older and retired people, schools, Higher and Further Education institutions, heritage tourists and special interest visitors.
- Heritage engagement activity will include collections management, gathering and co-producing content, institutional loans, collecting roadshow, undertaking an oral history project, digital crowdsourcing material, community research programmes, banner creation and co-curating temporary exhibitions.
- The 'Hidden Histories' traineeship will comprise three targeted paid placements for deaf, disabled or neurodivergent individuals to reinterpret co-operative stories through the lens of disability.
- The learning programme will provide education materials to enhance visits for primary schools and more specific material for secondary pupils in social subjects and health and wellbeing. Work placements will be provided for students from West Calder High School and West Lothian College.
- Volunteering opportunities and training will be provided alongside most functions in the centre (reception, shop, guide, collections, digital, events etc).
- A celebratory booklet will be produced for the 150th anniversary of West Calder Co-operative Society in 2025, co-designed with community members and co-operative shareholders.
- Wellbeing monitoring and evaluation will be supported and informed by advisory groups and oversight panels including: Autism/ASN lived experience panel, Co-op Heritage and Museums Panel, and Specialist Organisations Panel.

Subsidy control information in relation to grant to Citizens Theatre

Date of grant: 19 December 2023

Grant expiry date: 30 June 2024

Reference: HG-13-09470

Grantee: Citizens Theatre

Category of beneficiary: Medium

Subsidy amount: a grant increase of £2,500,000. Total grant awarded: £7,295,000.

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and the National Lottery Etc. Act 1993.

Policy objective: National Lottery Heritage Grants is our open programme for all types of heritage projects in the UK. It is a funding programme that focuses on conserving and valuing heritage for now and the future, supporting nature recovery and environmental sustainability, supporting greater inclusion, diversity, access, and participation in heritage, and strengthening heritage to be adaptive and financially resilient, contributing to communities and economies, all of which is made possible thanks to National Lottery players.

Purpose of the subsidy: The funding will allow Citizens Theatre to restore and safeguard the future of a Grade B listed Citizens Theatre in Glasgow. The theatre is an important historic cultural landmark and community focal point in Glasgow's Gorbals area.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: The Project aims to restore and safeguard the future of the iconic Grade B listed Citizens Theatre in Glasgow. The theatre was located in the Gorbals, an area of severe socio-economic deprivation and was of huge cultural importance in that context and for the whole city. The project would undertake urgent repair and conservation work to restore the original auditorium of the theatre and remove inappropriate modern additions. Accessibility would be improved and the flexibility of backstage and auditorium space would be enhanced. A programme of audience development and outreach events would be delivered.

The theatre is an important historic cultural landmark and community focal point in Glasgow's Gorbals area. The area has seen significant transformative change through demolition of high rise social housing tower blocks adjacent and replacement with high quality affordable housing delivered by a partnership of private developers and housing associations in what is seen as an exemplar model of urban-planning.

The project will focus particularly on:

- removing and replacing dilapidated non-original additions
- maximising public access and enhancing visitor experience
- cataloguing and conserving historic collections
- interpreting the heritage of the building
- delivering a programme of community engagement
- providing volunteering, training and skills development opportunities.

Subsidy control information in relation to Hafod Morfa Copperworks

Date of grant: Grant increase letter dated 15 December 2023

Grant expiry date: 29 February 2024

Reference: HE-15-01729

Grantee: City and County of Swansea

Category of beneficiary: Large

Subsidy amount: £1,428,119 grant increase. Total grant amount: £5,245,519

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and the National Lottery Etc. Act 1993.

Policy objective: National Lottery Heritage Grants is our open programme for all types of heritage projects in the UK. It is a funding programme that focuses on conserving and valuing heritage for now and the future, supporting nature recovery and environmental sustainability, supporting greater inclusion, diversity, access, and participation in heritage, and strengthening heritage to be adaptive and financially resilient, contributing to communities and economies, all of which is made possible thanks to National Lottery players.

Purpose of the subsidy: The Heritage Enterprise programme is designed to bridge the funding gap that prevents a historic asset in need of repair from being returned to a beneficial and commercial use. The public policy objective for our Heritage Enterprise programme is to help projects achieve economic growth by investing in heritage. It supports commercial organisations working in partnership with community organisations to help them rescue neglected historic buildings and sites and return them to a viable productive use.

The original grant involved using public funding to rescue a derelict Grade II listed building, turning this from an empty shell into a vibrant attraction, creating local jobs and increasing the number of visitors to the Copperopolis area. This is a grant increase and the public policy objective was informed by the spike in costs and a realisation that without additional funding the project would be stopped.

The level of subsidy in this instance is the increase in costs; it is therefore considered to represent the viability gap. This objective recognised that the measure would deliver many meaningful long-term regeneration benefits, thereby contributing to the economic development of the Tawe Valley.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations or partnerships between commercial and not-for-profit organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels. The level of subsidy in this instance is the increase in costs; it is therefore considered to represent the viability gap.

Project summary: This is a Heritage Enterprise project and is based on the conservation deficit, where the existing value of a heritage asset plus the cost of bringing it back into use is greater than the value of the asset after development has been completed.

This project is based on the site of the former Hafod Morfa Copperworks, which contains 12 Grade II listed buildings or structures related to the copper industry (including the Grade II* Powerhouse and Grade II Rolling Mill).

The Rolling Mill building, partially serving as Swansea Museum's Collections Centre, had been in reasonable condition but the other historic buildings had been almost entirely neglected since 1980, with vandalism, arson, and vegetation all hastening decay. Many buildings including the

Powerhouse were on the council's Listed Buildings at Risk Register and not considered commercially viable.

The Penderyn whisky company has identified the potential to base an expansion of their highly successful business at the Grade II listed Powerhouse building, and part of the Grade II listed Rolling Mill on the internationally significant Hafod-Morfa Copperworks site in Swansea.

This expansion of Penderyn on a 99-year lease will provide a sustainable core to act as the catalyst to unlock further regeneration of a site that was the crucible of the world copper industry in the 1800s. Using copper distillery equipment will connect a new manufacturing process with the vibrant past of the site.

New interpretation and an integrated visitor centre will link the commercial operation with the rich copper history of the site, and act as a focus for the memories and artefacts cherished by local people, bringing them to an international audience.

Project capital works include:

- restoration of the Powerhouse Building
- reconfiguration of the adjacent Rolling Mill for partial use
- construction of a new visitor centre building between the two

The level of subsidy in this instance is the increase in costs; it is therefore considered to represent the viability gap.

Subsidy control information in relation to grant to Kala Sangam

Date of grant: 13 December 2023

Grant expiry date: 30 June 2026

Reference: NL-21-00243

Grantee: Kala Sangam

Category of beneficiary: Small

Subsidy amount: £2,291,947

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and the National Lottery Etc. Act 1993.

Policy objective: National Lottery Heritage Grants is our open programme for all types of heritage projects in the UK. It is a funding programme that focuses on conserving and valuing heritage for now and the future, supporting nature recovery and environmental sustainability, supporting greater inclusion, diversity, access, and participation in heritage, and strengthening heritage to be adaptive and financially resilient, contributing to communities and economies, all of which is made possible thanks to National Lottery players.

Purpose of the subsidy: Transforming Heritage at Kala Sangam: celebrating, archiving and bringing to life the stories of the communities that have shaped St Peter's House and building a bright, accessible future for this landmark heritage building.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: Kala Sangam has collaborated widely with Bradford's diverse communities, developing large-scale proposals to revitalise its home, the Grade II listed St Peter's House, by removing significant access barriers and creating physical spaces needed for upscaling heritage delivery, supported by an inclusive two-year activities programme.

The 39-month delivery phase will commence in December 2023, with capital works anticipated to complete in April 2025. Activities will be delivered through to February 2026. Full-time staff comprise a Head of Community Engagement and a Heritage Engagement Officer.

Some of the capital works will include:

- new central entrance, sympathetically designed to complete the existing façade through adapting principal windows into new door openings, and stairs
- new gallery and interpretation space to act as the central foyer, housing permanent and seasonal heritage interpretation/exhibitions
- four new studio spaces for heritage engagement
- two accessible lifts
- roof fabric protection works
- access interventions
- Changing Places facilities
- repurposing the ground floor, including provision for a new community-led tenant (BCB Community Radio), effectively doubling publicly accessible floor space at St Peter's House

Extensive activity will engage people from across Bradford, focusing specifically in areas experiencing high levels of deprivation and low cultural engagement.

Kala Sangam will work with four local core-communities, who reflect the multicultural diversity of City Ward (where Kala Sangam is located):

- WomenZone (predominantly older, Pakistan-born, South Asian women)
- NAFS (South Asian mothers and children and Eastern European refugees)
- u3a (older, White British and no longer in full-time work)
- New Libya Society (all ages)

During year one, activity will be delivered in local community settings. The second year's activities will be delivered on-site (post-capital) and work created will tour to communities across the district.

Subsidy control information in relation to grant to Llanelly House Trust Ltd.

Date of grant: 15 November 2023

Reference: NM-23-00581

Grantee: Llanelly House Trust Ltd.

Category of beneficiary: Small to Medium Enterprise

Subsidy amount: £112,000 (Grant awarded)

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 National Lottery Etc. Act 1993

Policy objective: National Lottery Grants for Heritage is our open programme for all types of heritage projects in the UK. Using money raised by the National Lottery, the National Lottery Heritage Fund inspires, leads and resources the UK's heritage to create positive and lasting change for people and communities, now and for the future. A funding programme for projects that connect people and communities to the national, regional and local heritage of the UK. Made possible thanks to National Lottery players.

Purpose of the subsidy: The project facilitates free access to heritage and the project will enable Llanelly House Trust Ltd to reopen Llanelly House as a venue and a visitor attraction working towards a sustainable future.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit organisations, or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: This is a one-year project to revitalise Llanelly House Trust's business plan and carry out urgent works to Llanelly House, a Grade I listed building which has been described as the finest early 18th century town house in Wales. The project will be funded to support essential maintenance costs and upgrade works. The project is targeting people local to Llanelly House by allowing for the building to reopen as a viable and attractive visitor experience and venue, particularly for school visits.

Subsidy control information in relation to grant to Cardiff Market Restoration Project

Date of grant: 30 October 2023

Reference: OL-18-07277

Grantee: County Council of the City and County of Cardiff

Category of beneficiary: Large

Subsidy amount: £2,091,500 of £6,504,800 (32%)

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 National Lottery Etc. Act 1993

Policy objective: National Lottery Grants for Heritage is our open programme for all types of heritage projects in the UK. A funding programme for projects that connect people and communities to UK-wide, regional and local heritage. Made possible thanks to National Lottery players.

Purpose of the subsidy: The grant will fund a project that concentrates on the restoration of the Grade II* listed Victorian indoor market in Cardiff city centre, with a focus on improving the sustainability of the market and increasing / sharing a greater understanding of its heritage.

Eligibility for the subsidy: National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: The project will focus on the restoration of the Grade II* listed Victorian indoor market in Cardiff city centre, with a focus on improving the sustainability of the market. Through this specific proposal, the applicant seeks to bridge the funding gap that prevents the historic asset in need of repair from being updated and sufficiently maintained in order to continue to be of beneficial use.

This project is based on a Victorian indoor market which has historically been a popular destination for shoppers but has suffered from a decline in the aging visitor base and outdated systems – particularly drainage – that are now preventing current and potential tenants from meeting required standards.

The project will ensure that the historic asset can continue to serve the community and support the local economy into the future, by undertaking significant repairs, modernising sub-sufficient systems and broadening the inclusivity of the market.

Subsidy control information in relation to grant to Dewsbury Arcade

Date of grant: 26 October 2023

Reference: NL-21-00235

Grantee: The Council of the Borough of Kirklees (Kirklees Council)

Category of beneficiary: Large (250 plus)

Subsidy amount: £4,441,032 of £6,044,378

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and the National Lottery Etc. Act 1993.

Policy objective: The Heritage Enterprise programme is designed to support developments that would not attract commercial interest and therefore are not commercially viable. The grant calculation is structured around the conservation deficit to ensure our contribution is targeted and appropriately proportionate to the redevelopment cost.

The Arcade is an important part of the Dewsbury Town Centre Strategic Development Framework (2018), Dewsbury Blueprint (2020), the Local Plan and the HAZ partnership. It also features in the Council's draft Heritage Strategy/Action Plan. The government has demonstrated commitment to the project by committing match funding from the Towns Fund (TF) and Getting Building Fund (GBF). The Council's application states the project will contribute to Levelling Up.

Purpose of the subsidy: Our grant is a contribution towards the conservation deficit plus activity costs for the restoration and upgrade of the Grade II Dewsbury Arcade and adjacent property.

Eligibility for the subsidy: Applicants had to be charities, not-for-profit organisations, or public sector organisations, or for-profit organisation applicants could partner with a not-for-profit body. The heritage asset had to be of outstanding importance to the national heritage and at risk.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: Kirklees Council will restore and upgrade the Grade II Listed Dewsbury Arcade, and an adjacent property, to occupy a prominent position in the at-risk Dewsbury Town Centre Conservation Area, before leasing most of them to a Community Benefit Society, aside from two self-contained units that it will let separately. The Community Benefit Society will manage the Arcade as a vibrant central hub, providing independent retail units, artist studios, services, events and large bookend units for food/beverage consumption.

Its target tenants will be creative start-up entrepreneurs/artists, with a particular focus on young people and people of Asian heritage. The project will also include a programme of consultation, exhibitions, activities, learning resource creation and tours. Target audiences will include Kirklees College students, shoppers, pedestrians, visitors, community groups and audiences of the Council's adult learning and cohesion programmes. Again there will be a particular focus on underrepresented South Asian communities and young people.

Subsidy control information in relation to grant to Belfast City Council and Strand Arts Centre

Date of grant: 20 September 2023

Reference: NL-21-00125 Strand Arts Centre – A Lasting Picture House

Grantee: Belfast City Council and Strand Arts Centre (charity no 104893) – joint grantees

Category of beneficiary:

Belfast City Council: Large, 250-plus employees

Strand Arts Centre: Small enterprise, 10-49 employees

Subsidy amount: £768,069 of £6,940,069.00

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and the National Lottery Etc. Act 1993.

Policy objective: National Lottery Grants for Heritage is our open programme for all types of heritage projects in the UK. A funding programme for projects that connect people and communities to UK-wide, regional and local heritage. Made possible thanks to National Lottery players.

The grant funded project also aligns with local and government strategies and objectives.

It aligns with Northern Ireland (NI)'s Programme for Government (PfG) which sets the policy for NI devolved government. As a regeneration, arts and cultural project this bid will deliver on a number of PfG objectives but most specifically will contribute to NI Department for Communities targets relating to the objective: 'People want to live, work and visit here'.

The project complements the overriding aims of the Northern Ireland Executive in growing and rebalancing the Northern Ireland economy as well as helping to address outcomes linked to social disadvantage for the local population. The project will complement much of the current initiatives supported by Belfast City Council in regards to growing the cultural offering of the city.

At the local government level, the proposed investment will deliver on the policy objectives of 'A City Imagining' Cultural Strategy which makes a long-term commitment to the Belfast's heritage, cultural and tourism assets as a means to drive transformation. It will quantifiably contribute to achieving 12 of the 16 priorities identified in the strategy.

Purpose of the subsidy: Funding for a two-and-a-half year capital project for the restoration of the Strand Arts Theatre to be delivered by Belfast City Council together with various activities to be run for the duration of the capital project by Strands Art Centre. On completion of the capital project, Strand Arts Centre will continue to operate the Strand Arts Theatre under its 25-year lease of the property.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation:?The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.?

The options appraisal and business case for the provision of arts infrastructure for this part of Belfast and the refurbishment of Strand Arts Centre assessed a number of options and identified this project as the best value for money, delivering on a variety of policy objectives through its social and economic outputs.

Project summary:?Restoration of the Strand Arts Centre (SAC) building in a way that maximises its heritage landmark status and enables the development of a high quality, sustainable, creative space in a way that brings positive and demonstrable economic and social benefits to East Belfast.

Capital works include redevelopment of the entrance for level access, small café and ground floor bar. Extension to rear of building for additional access. First floor refurbishment to create learning studios for dance classes, small performances, literary readings. Upgrade to Theatre 2 for live music and plays. Restoration of Crittal windows and exposing dramatic shipyard girders to reveal heritage of the building. Provision of disabled access by lift from foyer to new theatres.

Multi-sensory interpretation works to tell the story of the Strand Theatre, designed to be engaging and accessible to a wide audience with varying abilities and learning styles.

A range of activities during the capital works will include:

- a pop-up cinema in a vacant unit while the building is closed
- development of relationships with regional film clubs
- events with community groups and care homes to collect memories of lost cinema
- touring Pop-up Picture House with heritage theme
- various community workshops
- development of a heritage tour and accompanying hands on projection workshop
- development of STEM education pack including digital

Subsidy control information in relation to grant to The Seachange Trust

Date of grant: 20 September 2023

Reference: NL-23-00009

Grantee: The Seachange Trust

Category of beneficiary: Small and Medium Sized Enterprises

Subsidy amount: £1,968,061

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates The National Lottery Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and National Lottery Act 1993.

Policy objective: National Lottery Grants for Heritage is our open programme for all types of heritage projects in the UK. A funding programme for projects that connect people and communities to UK-wide, regional and local heritage. Made possible thanks to National Lottery players.

Purpose of the subsidy: To enable Out There Arts (The Seachange Trust) to complete the repair, restoration and fit-out of the Ice House as part of a wider package of funding, bringing the building into public use for the first time.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened delegated decision panels.

Project summary: This project will repair and restore Great Yarmouth's historic Grade II Listed Ice House, the last example of its kind in the UK. The building will become multi-use cultural venue: a centre of excellence for Outdoors Arts and Circus creation, training and delivery, accessible community hub, 650-person event venue and riverside café/bar/terrace space. A Heritage Learning and Creative Community Engagement Programme will be delivered in tandem with the capital works, with particular benefit for the communities surrounding the Ice House.

Subsidy control information in relation to grants to Red Rose Chain

Date of grant: 31 May 2023

Reference: NM-22-01063

Grantee: Red Rose Chain

Category of beneficiary: Small Enterprise

Subsidy amount: £232,882

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and National Lottery Etc Act 1993.

Policy objective: National Lottery Grants for Heritage is our open programme for all types of heritage projects in the UK. A funding programme for projects that connect people and communities to UK-wide, regional and local heritage. Made possible thanks to National Lottery players.

Purpose of the subsidy: The project facilitates free access to heritage and drama workshops for multiple underserved groups that would otherwise struggle to participate.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: This three-year project (September 2023 to August 2026) in Ipswich, Suffolk, uses Anglo-Saxon myths to hold theatre-themed heritage workshops, create new learning and digital resources, and create new professional and community drama productions. Workshops will research, consider and re-interpret Anglo-Saxon myth, with some groups creating community productions. Groups will also contribute to an exhibition and the creation of an online resource about the Anglo-Saxons.

The grantee's regular programme engages young people and people living with disabilities in free theatre workshops (informed by heritage themes and learning). Workshops are also provided for life-prisoners, schools in deprived wards, and asylum seekers.

Subsidy control information in relation to grant to Ironbridge Gorge Museum Trust

Date of grant: 12 May 2023

Reference: NM-22-01000

Grantee: Ironbridge Gorge Museum Trust (IGMT)

Category of beneficiary: Small and Medium Sized Enterprises

Subsidy amount: £250,000

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and National Lottery Etc Act 1993.

Policy objective: National Lottery Grants for Heritage is our open programme for all types of heritage projects in the UK. A funding programme for projects that connect people and communities to UK-wide, regional and local heritage. Made possible thanks to National Lottery players.

Purpose of the subsidy: To enable IGMT to increase reach into local communities and build its organisational resilience. This will support them to protect and maintain their portfolio of 49 buildings and structures across the Ironbridge Gorge World Heritage Site.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: IGMT intends to increase its medium to longer term financial resilience by commissioning an external review of its financial model, investing in its fundraising department to increase capacity, and commissioning a segmentation analysis. IGMT also intends to increase reach into local communities by funding a post to develop and implement a strategy for increasing breadth and diversity of audiences.

Subsidy control information in relation to grant to The Judge's Lodging Trust

Date of grant: 10 May 2023

Reference: NM-22-01011

Grantee: The Judge's Lodging Trust Limited

Category of beneficiary: Small and Medium Sized Enterprises

Subsidy amount: £164,952

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates The National Lottery Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and National Lottery Etc Act 1993.

Policy objective: National Lottery Grants for Heritage is our open programme for all types of heritage projects in the UK. A funding programme for projects that connect people and communities to UK-wide, regional and local heritage. Made possible thanks to National Lottery players.

Purpose of the subsidy: To enable the Judge's Lodging Trust to build organisational resilience by developing a secure source of revenue. This will support the Trust to maintain their accredited museum, which is an important tourist attraction in Presteigne, Powys.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened delegated decision panels.

Project summary: The Judge's Lodging Trust is looking to secure its long-term financial resilience by repurposing an unused room in the Judge's Lodging Museum as a holiday let, providing a more secure income stream for the organisation after the loss of guaranteed council funding. The project will also improve access to the museum for disabled visitors by adding a disabled parking space and fitting a new platform lift in the museum.

Subsidy control information in relation to grant to Ironbridge Gorge Museum Trust

Date of grant: 24 January 2023

Reference: NM-22-00712

Grantee: Iron Bridge Gorge Museum Trust

Category of beneficiary: Small to Medium Enterprise

Subsidy amount: £250,000 (Grant awarded)

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and National Lottery Etc Act 1993.

Policy objective: To safeguard nationally important heritage assets within England which were at risk as a direct result of COVID-19.

Purpose of the subsidy: As part of an ongoing package of grant funding, the project will help IGMT move beyond the financial challenges exacerbated by COVID-19 and severe flooding over recent years.

Eligibility for the subsidy: Applicants had to be charities, not-for-profit organisations, or public sector organisations. The heritage asset had to be of outstanding importance to the national heritage and at risk.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: As part of an ongoing package of grant funding, the project will help IGMT move beyond the financial challenges exacerbated by COVID-19 and severe flooding over recent years. Addressing repairs and maintenance in a comprehensive programme will enable the Trust to continue their operation, rather than 'firefighting' and focusing only on overdue urgent repairs or safety issues. This project will support essential maintenance costs focusing on areas of planned and reactive maintenance and salary costs of existing staff. This is time-limited funding on a Full Cost Recovery basis to support the organisation in reaching a more sustainable position (both in terms of organisational capacity and the condition of the heritage assets) following a period of significant challenges.

Subsidy control information in relation to grant to Paxton17 Ltd

Date of grant: 24 January 2023

Reference: NL-21-000140

Grantee: Paxton17 Ltd

Category of beneficiary: Small to Medium Enterprise

Subsidy amount: £2,677,310 (Grant awarded)

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and National Lottery Etc Act 1993.

Policy objective: The Heritage Enterprise programme is designed to support developments that would not attract commercial interest and therefore are not commercially viable. The grant calculation is structured around the conservation deficit to ensure our contribution is targeted and appropriately proportionate to the redevelopment cost.

Purpose of the subsidy: Our grant is a contribution towards the conservation deficit plus activity costs. Proposals include a café and gallery. Our grant will support the redevelopment of the historic buildings into artist studios and through the activity programme will help deliver skills-development opportunities for local communities.

Eligibility for the subsidy: Applicants had to be charities, not-for-profit organisations, or public sector organisations, or for-profit organisation applicants could partner with a not-for-profit body. The heritage asset had to be of outstanding importance to the national heritage and at risk.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: Paxton17 Ltd have received a grant under our Heritage Enterprise programme to restore and redevelop two derelict Grade II* Georgian townhouses and give them a sustainable new use as artist studios. Our grant will support the redevelopment of the historic buildings into artist studios and through the activity programme will help deliver skills-development opportunities for local communities.

Subsidy control information in relation to individual awards, 2022

Subsidy control information in relation to grant to Royal Chelsea Hospital

Date of grant: 16 September 2022

Reference: NL-21-00018

Grantee: Royal Chelsea Hospital

Category of beneficiary: Small and Medium Sized Enterprises

Subsidy amount: £3,179,089

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates The National Lottery Heritage Fund) has statutory power to award grants under the National Heritage Act 1980 and National Lottery Etc Act 1993.

Policy objective: National Lottery Grants for Heritage is our open programme for all types of heritage projects in the UK. A funding programme for projects that connect people and communities to UK-wide, regional and local heritage. Made possible thanks to National Lottery players.

Purpose of the subsidy: As part of a site-wide capital scheme outside the scope of this project, the Soane Stables – currently used for storage and unsuitable for public access – will be restored and fitted out as a visitor centre. New interpretation, public engagement opportunities and a programme of activities will promote public enjoyment and public knowledge of the heritage.

Eligibility for the subsidy: The National Lottery Heritage Fund will inspire, lead and resource sustainable, thriving UK heritage. Applicants had to be charities, not-for-profit or public sector organisations.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: The Royal Hospital Chelsea will use the funding over three and a half years (from September 2022 to December 2025), to carry out capital works to refurbish and fit out the Soane Stables. Running alongside, there will be a detailed activity plan to deliver a step-change in the visitor offer. The visitor centre will be available to the public following the project for our remaining contract term.

Subsidy control information in relation to grant to Ironbridge Gorge Museum Trust

Date of grant: 1 February 2022

Reference: MF-21-00078

Grantee: Ironbridge Gorge Museum Trust (IGMT)

Category of beneficiary: Small and Medium Sized Enterprises

Subsidy amount: £9,974,353

Legal basis of subsidy: The Trustees of the National Heritage Memorial Fund (the body corporate which operates the Heritage Fund) has statutory power to award grants under the National Heritage Act 1980.

The Cultural Assets Fund was administered by the Heritage Fund, who distributed grant in aid monies (with funds provided by DCMS as part of the government's wider Culture Recovery Fund) to support any heritage asset which is of outstanding importance to the national heritage and was

at risk due to the impact of coronavirus (COVID-19).

Policy objective: To safeguard nationally important heritage assets within England which were at risk as a direct result of COVID-19.

Purpose of the subsidy: To safeguard, through enabling repair and conservation, a portfolio of 49 buildings and structures across the Ironbridge Gorge World Heritage Site, and to provide an endowment to enable the grantee to return to financial viability and operate post-pandemic.

Eligibility for the subsidy: Applicants to the Cultural Assets Fund had to be charities, not-for-profit organisations, or public sector organisations. The heritage asset had to be of outstanding importance to the national heritage and at risk due to the impact of COVID-19.

Basis for subsidy calculation: The project costs as set out in the grantee's application and assessed and verified by Heritage Fund staff and the specially convened recommendation and decision panels.

Project summary: IGMT will use the subsidy funding to address a conservation repair backlog for 49 buildings and structures across the UNESCO World Heritage Site in Shropshire. The project comprises a three-year capital works programme which will enable IGMT to address the most urgent conservation needs which are currently beyond their financial capability and put the Trust back on a stable financial footing to aid recovery post COVID-19. The subsidy also includes £4.5m of endowment funding which will be managed by a professional Investment Management firm to generate income to fund ongoing conservation maintenance.

Trade Union Facility Time

02/08/2019

02/08/2019

We recognise the value of Trade Union representatives and provide PCS and FDA trade unions with reasonable levels of facility time and resources to enable them to carry out their union duties and activities.

All Trade Union representatives play certain roles in the workplace and have a statutory right for reasonable paid time off during normal working hours to complete union duties. This is according to their Trade Union role and to undertake Trade Union activities.

Under this statutory instrument, we are required to disclose information about trade union facility time and relevant employee expenditure. This information covers both our grant in aid and National Lottery distribution activities.

Your organisation

The Trustees of National Heritage Memorial Fund - 1 April 2022 to 31 March 2023

Employees in your organisation

50 to 1,500 employees

Trade union representatives and full-time equivalents

- Trade union representatives: 19
- FTE trade union representatives: 17.66

Percentage of working hours spent on facility time

- 0% of working hours: 0 representatives
- 1 to 50% of working hours: 19 representatives
- 51 to 99% of working hours: 0 representatives
- 100% of working hours: 0 representatives

Total pay bill and facility time costs

- Total pay bill: £16,939,480.90
- Total cost of facility time: £43,694.68
- Percentage of pay spent on facility time: 0.26%

Paid trade union activities

- Hours spent on paid facility time: 1,842
- Hours spent on paid trade union activities: 89
- Percentage of total paid facility time hours spent on paid TU activities: 4.83%

Workforce diversity

01/05/2021

01/05/2021

The data below shows the picture of our workforce and Board diversity, across ethnicity, gender, disability and sexual orientation from 2020–2021 and onwards.

Attachment	Size
Workforce Diversity Analysis 2021-2022	148.69 KB
Workforce Diversity Analysis 2020-2021	133.65 KB
Equality, diversity and inclusion	

Overview

Comparable benchmark data is also shown, based on UK working population levels.

We continue to recognise that some areas of our workforce are not as diverse in comparison with UK-wide levels, and we acknowledge there are under-served staff groups.

We also continue to recognise wider heritage sector trends and barriers to entry, unconscious or conscious, that all have impacts on the shape of our workforce.

We have, as a result, continued to improve our HR management information system to assist in this work and allow staff direct access to their personal data to encourage full disclosure of information.

We have continued with our new recruitment processes and system based on our values and the accompanying policy to support this. There are new guidelines on embedding Equality, Diversity and Inclusion (EDI) into our recruitment, especially recruitment channels.

We will continue to focus on working towards our six core goals:

- to improve diversity in recruitment
- to improve the management of workforce diversity
- to improve career development for under-served staff
- to improve inclusion through enhanced staff support
- to improve diversity through apprenticeships and work placements
- to improve workforce diversity governance

Explore our [EDI Review report](#) to learn more about how we're working towards this.

The Heritage Fund complies with the Equality Act 2010 and our statutory duties under Section 75 of the Northern Ireland Act 1998. We continue to hold the Disability Confident award for recruitment.

The data

The UK Benchmark levels quoted in the below charts are national levels external to the Heritage Fund. Data has been taken from the Government Office of National Statistics and other similar sources.

2021–2022

Ethnic diversity

Ethnically diverse people:

- in our workforce 2021–2022: 10%
- UK benchmark: 14%

Gender diversity

Women:

- in our workforce 2021–2022: 76%
- UK benchmark: 47%

Disability diversity

People with disabilities:

- in our workforce 2021–2022: 8%
- UK benchmark: 11%

LGBTQ+ diversity

LGBTQ+ people:

- in our workforce 2021–2022: 6%
- UK benchmark: 3%