The Better Org

Summary recommendations For Barnwood Trust 2025

Recommendations from The Better Org

Focused Inclusive Bold Forward Thinking

1. Organisational Commitment

Create a clear, actionable Diversity, Equity and Inclusion strategy to drive broader systemic change.

Current State
Gaps in understanding of, and action relating to, DEI leading to disconnect between intention and action.

Future State
Cohesive and unified commitment, with clear understanding of organisational priorities relating to DEI.

Focused Inclusive Bold Forward Thinking

2. Leadership and Governance

Strengthen leadership and governance at Barnwood Trust through collective ownership and clear accountability.

Current State
Accountability structures for DEI unclear, leadership leading DEI efforts resulting in lack of collective ownership.

Future State
DEI efforts owned collectively, with clear Accountability structures to support this.

Focused Inclusive Bold Forward Thinking

3. Culture and Belonging

Create a culture of belonging, fostering opportunities for co-development, relationship-building and connection.

Current State
Focus on inclusivity and people-centred culture, with some challenges maintaining psychological safety and connection.

Future State
Strong culture of belonging, nurtured by safe spaces, open communication and acknowledgement of lived experiences.

Focused Inclusive Bold Forward Thinking

4. Engagement & Partnerships

Increase visibility and diversify the Trust's partnerships, expanding engagement with underrepresented communities.

Current State
Relational approach to engagement, though lack of diversity to represent broader Gloucestershire community.

Future State
Strong connection and visibility of diverse communities, with transparent and community informed decision-making.

Focused Inclusive Bold Forward Thinking

5. Funding, Influencing & Power Sharing

Align activities with DEI and intersectional principles for equitable and transparent resource distribution.

Current State
Funding is distributed with support, however, power imbalances relating to grant-distributions exist.

Future State
Funding and influencing activities are aligned with DEI principles, resulting in equitable resource distribution and transparency.