



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Commission
PO Box 211
Bootle
L20 7YX

Monday 8th August 2022

AmickyCarol Akiwumi MBE
Money4YOU
Suite 12, Mill Hill House
6 The Broadway, Mill Hill
London
SW1H 9AJ

Dear Ms Akiwumi,

Thank you for your letter of 4th July, on behalf of the signatories, regarding the availability of data about trustee diversity. I am replying to you on behalf of our Chief Executive, Helen Stephenson.

We originally commissioned 'Taken on Trust' to understand more about trustees across England and Wales. As your letter highlights, and as that data showed, taken as a whole trustees do not reflect the make-up of the communities that they serve.

We also know that a lack of diversity can be a risk to good governance. Having a diverse group of people on boards, in terms of background and experience, but also in outlook and personality, helps charities make better decisions. Diverse boards are better able to anticipate and manage risks, seize new opportunities, future proof their organisations and tackle difficult but necessary decisions. Conversely, boards that lack the right mix of skills, experience and perspectives, that do not test and challenge decisions or ideas, are more at risk of 'groupthink' and of losing their way.

Recognising the ongoing need to encourage different perspectives on charity boards, the Commission coordinated Trustees Week in November 2021 with a focus on diversity in all its forms and encouraging people from a greater range of backgrounds to consider being a trustee. Working with partners in the sector, we published blogs and videos by trustees from diverse backgrounds talking about their positive experiences of helping to run charities, as well as some of the barriers they had faced.

Since then we have been engaging with stakeholders in the charity sector to further understand the opportunities to increase the diversity of trustees as well as the barriers that may exist. More widely we have an ambitious ongoing agenda, working with the Department for Digital, Culture, Media and Sport and a range of stakeholders, to expand the range of data available to policymakers and others about the voluntary sector.

On track to meet your deadline?

Visit www.gov.uk/charity-commission for help on filing your annual return and accounts

t: 0300 066 9197 (General enquiries)

w: www.gov.uk/charity-commission

We will consider your challenge to us on trustee diversity data as part of this work.

You may also be aware that we have a [consultation](#) open on a new approach to the Annual Return. We will be making decisions on future questions for the Annual Return after reviewing issues raised through the responses, including considering the legal basis for us collecting certain types of data and the time requirement for charities to complete their Annual Return. Submissions to that consultation close on 1st September 2022. We will consider the specific proposals that you have raised as part of this process.

I am also aware that you are planning to meet with my team in the near future. We look forward to engaging with you further on this important issue.

Yours sincerely,

A handwritten signature in cursive script that reads "Paul Latham".

Paul Latham

Director of Communications & Policy