

Communities and our environment

It's so important for us to support our members, customers and communities, not just with financial donations and volunteering, but through activities that reduce our impact on the environment too.

Giving something back

Over
£200,000
donated to our
charity partner.

Mental
Health
UK

From a combination of fundraising activities and contributions from the Society. Our Chair and Non-Executive Directors donated 20% of their net pay for three months and our Executive Committee also made personal contributions to the total.

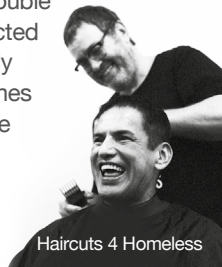
£156,833 donated to
83 registered charities by

SKIPTON BUILDING SOCIETY
CHARITABLE FoUNDATION

Community Giving

£80,000 donated
through our scheme in 2020.

Community Giving allowed mortgage brokers and employees of intermediary firms to nominate a housing or homelessness cause they care about to receive one of 40 possible £1,000 donations. The campaign usually runs each Autumn but, when the pandemic hit, we decided to double our contributions to those selected in 2019. So, in 2020, we actually helped 80 groups find safe homes for people who would otherwise have found it a challenge.



Colleagues and communities

Our colleagues found some creative ways to give back to their communities in 2020.

For example, some branches donated toys to a local children's ward, another donated books to a local charity and another donated funds to buy walkie talkies to help NHS staff communicate while wearing PPE. Debra Openshaw from Manchester donated her ponytail to the Little Princess Trust and raised £1,900 for Mental Health UK.

Debra Openshaw



Food bank support

In January 2021, all our branches donated to local food banks, resulting in a combined total of £5,000 to help families in need.

Giving back more than we take

In 2020, we became the first financial services organisation to achieve five stars in recognition of our support for the UN's Sustainable Development Goals, which plan to end poverty, extreme inequality and climate change by 2030. We've made a commitment to give more back to the planet than we take. Here are some of the things we achieved in 2020.



We diverted **99.5%** of our waste from landfill. **83.9%** was recycled and **15.6%** has been recovered.



4 electric car charging stations installed at head office.



We will **plant trees** to offset our carbon emissions for 2020.

All branch colleagues are using reusable Covid-19 face coverings instead of disposable ones, which has helped us reduce our single-use plastic use too.

David Cutter, Skipton Group CEO, said:
“We're extremely proud to have been awarded a five-star rating. We believe that businesses need to get behind the Goals and we're delighted our efforts have been recognised.”

Become carbon neutral

We're going to work with the Carbon Trust who will carry out an independent audit on our greenhouse gas footprint and provide us with the information to actively reduce carbon emissions. Our head office is at lower capacity due to Covid-19, which means more colleagues are working from home, so we're giving them hints and tips to make their homes more environmentally friendly too.

Our targets



Maintain 99% of our waste not going to landfill



Take more carbon out of the atmosphere than we put into it by 2025.



Remove 75% of single use plastics by 2025.



A good place to work

Our work to create a diverse and inclusive Society continues where it left off last year with targets to increase the number of people gaining employment after our apprenticeship programme, to offer 50% of places on our development programmes to women so we have a healthy pipeline of female talent, and maintain our Investors in People platinum accreditation.

Our progress so far:

Our apprenticeship programme was affected by Covid-19, but three external apprentices joined the Society in January.

83% of places on our talent development programmes were awarded to women.



We maintained Investors in People platinum status.

We also ran sessions for our colleagues throughout 2020, covering a variety of topics including menopause, disability and LGBTQ+, which culminated in National Inclusion week. We've got a lot more planned for 2021.

As the pandemic continues, we'll continue to offer well-being support to all our colleagues, promote flexible working arrangements and continue to support our charity partner Mental Health UK.



We were placed 8th on the Sunday Times '25 Best Big Companies to Work For' list in 2020.