

**BEACON
OF LIGHT**



**FOUNDATION
OF LIGHT**

ALTRUISM
SUPPORTING THE COMMUNITY
THROUGH FOUNDATION OF LIGHT

Ratified Date: February 2023

Review: 3 years from date

Compiled by: LS

Authorised by: Remuneration
and Nominations Committee

Title: Impact Policy

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IMPACT POLICY

Ratified Date: February 2023

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Title: Impact Policy

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Review: 3 years from date

Authorised by: Remuneration
and Nominations Committee**Contents**

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Version Date	Description of Change If Any)	Authorised
February 2023	New policy	YES
July 2024	Quality Check	YES

1. Policy Statement

The Foundation of Light (FOL) achieves a positive impact in the community in which it operates and in the lives of those that access its services. Monitoring outcomes and assessing impact enables the FOL to measure its success in achieving its purposes.

2. Policy Aim

To monitor and evaluate the outputs and outcomes of services and activities, to assess the FOL's impact, and shape the outcomes and drive improvements in the quality of its activities and outputs for the future.

3. Scope

The policy (and accompanying manual) applies to all employees, Board Members, partners, and volunteers of the Foundation. It also applies to Foundation partners, and consultants working on behalf of the Foundation.

4. Policy Principles

Strategic Plan

The Board and the Executive Team identify the desired impact of the FOL and how this is to be achieved, in the context of developing the Strategic Plan. In identifying the desired impact, the Board and the Executive Team consider the learning which the FOL has developed through its monitoring and evaluation and impact assessment. The Board and the Executive Team consider how the FOL's aims and activities relate to the UN Sustainable Development Goals including no poverty; encouraging healthy lives; gender equality; quality education; work and economic growth; reduced inequalities; sustainability; and partnerships.

Measuring Impact (Monitoring and Evaluation)

The FOL has procedures for monitoring and evaluating the outputs and outcomes of services and activities, including the collection and evaluation of information about outputs and outcomes; the distinction between qualitative and quantitative assessment and how both elements are addressed; and how information is collected, recorded and evaluated; approved every three years.

The Executive Team has responsibility for the oversight of the FOL's monitoring and evaluation work, reporting on this to the Programmes Committee as delegated by the Board. Day-to-day management and coordination of the FOL's monitoring and evaluation work is allocated to a member of the Executive Team.

Responsibility for the implementation of the monitoring and evaluating procedures are delegated to Heads of Department and associated project leads.

Assessing Impact

Annually the FOL reports on its impact through its Yearbook. Every three years, the FOL reviews the results of its monitoring and evaluation work and assesses the impact of its services and activities. The results of the assessment are reported to the Board via the Programmes Committee and feed into the FOL's impact reporting.

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and Nominations Committee**Reviewing Impact (Learning and Improving)**

The FOL uses the learning gained from its impact assessment work to shape the future direction of the FOL and improve the quality of its services and activities. This review is delegated to the Programmes Committee.

Quality Assurance

The FOL has associated procedures for reviewing, maintaining and improving the quality of its services and other aspects of its operations is detailed in the Quality Policy.

Equality, Diversity and Inclusion

We will ensure that equality is embedded in all our activities, policies and decisions and will work with our partners to share good practice.

6. Policy Ratification and Review

This Policy was reviewed and approved by the Board of Trustees on 14 February 2023. The Policy will be reviewed every three years