



Building a brighter future

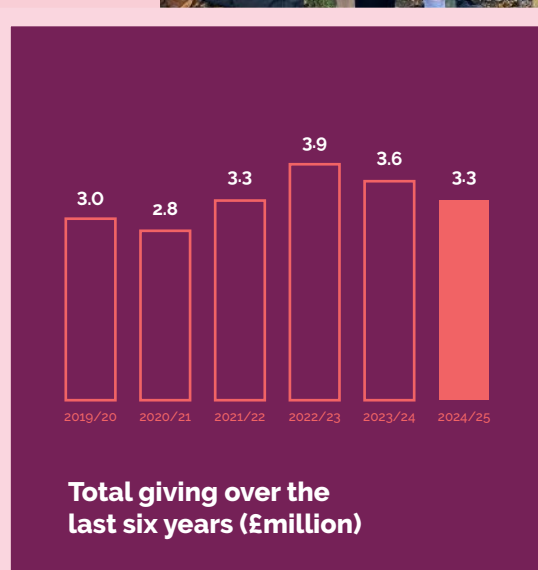
Annual Review 2025

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Berkeley colleagues volunteering with Groundwork London, planting trees in Markfield Park, London



Cover story
Kitchen Social

Our partnership with Mayor's Fund for London helps fund the Kitchen Social programme, a network of community hubs that provide nutritious food and fun activities for young people during school holidays.

“A year of meaningful impact, collaboration and progress”



Piers Clanford
Chairman,
Berkeley Foundation

Community is at the heart of everything we do at Berkeley – it brings people together, it promotes opportunity, and it inspires progress. I am exceptionally proud of the work the Berkeley Foundation does to empower young people to thrive in our communities. Through our long-term partnerships with the voluntary sector, we have supported over 11,000 people facing the biggest barriers this year – enabling them to grow, thrive and shape the places in which we live and work.

I am delighted to introduce the Berkeley Foundation's 2025 Annual Review, which reflects a year of meaningful impact, collaboration and progress. Over the past year, we have deepened our commitment to supporting young people, ensuring that those who face the greatest challenges have the tools and resources they need to thrive.

The need for our work is ever-growing. Rising living costs, widening inequalities and increasing pressures on essential services continue to affect many in our communities. Through long-term partnerships with inspiring charities, we have provided vital funding, volunteering support and pathways to employment – helping to break down barriers and create positive futures.

My first year as Chair of the Berkeley Foundation has been hugely rewarding – both personally and professionally. I have been honoured to see many of our fantastic charity partnerships in action and see first-hand the positive impact that they are having in our communities.

I was particularly inspired by the group of young men from North-West London who took part in the Street Elite training-for-work programme, and who I had the pleasure of meeting last summer at their graduation ceremony. It's humbling to hear their individual stories and see their ambitions shine through, despite the barriers they've faced. I'm delighted that this year, we renewed our Strategic Partnership with The Change Foundation, investing a further £1.5 million in Street Elite over the next five years.

In the last 12 months, we have also renewed our Strategic Partnerships with Money Ready (formerly MyBnk) and the Mayor's Fund for London. We are working with Money Ready to prevent youth homelessness through delivery of expert financial education to vulnerable young people across London and Birmingham. This year, our partnership helped over 1,000 young people to increase their financial literacy and 85% of the young adults who attended sessions said they felt more financially confident and ready to take on challenges such as debt, eviction, and homelessness.

Meanwhile, we have committed to support the Kitchen Social programme, delivered by Mayor's Fund for London, for a further three years – ensuring that grassroots organisations have the tools and resources they need to provide nutritious food and activities for London's most disadvantaged communities. Our renewed partnership will also see us working more closely with Berkeley Group to deepen our local impact.

We recognise that high-quality frontline work can only be sustained when organisations have the foundations in place to thrive, whether that's financial security, strong leadership and people, or robust systems and processes. That's why the Foundation continues to invest in back-office work aimed at strengthening charitable operations. Through our Resilience Fund this year, we announced five new partnerships with organisations tackling youth homelessness and



Street Elite

£839,000

This year, staff raised and donated an amazing £839,000 to the Foundation and our charity partners.



we launched a new funding programme aimed at building the resilience of charities that are empowering the next generation of leaders.

The incredible support and dedication of Berkeley colleagues from across the business continues to astound me year-on-year. Their ongoing commitment and passion fuel the Foundation's success, and I am deeply grateful for their contributions. This year, 58% of staff chose to get involved with the Foundation's work, raising and donating an incredible £839,000 for the Foundation and our charity partners. Our brilliant people also volunteered 1,900 hours of their time, making a real impact in our communities.

I am delighted and proud that our collective efforts and commitment to philanthropy were recognised at the 2025 Better Society Awards, and we have been awarded the Diamond Payroll Giving Quality Mark from Charities Aid Foundation. These accolades are testament to our strong partnerships and people.

As we look ahead, we remain committed to our mission and ensuring that we use our resources to support organisations, young people and communities to have a positive impact in the areas where the Berkeley Group operates. I very much look forward to working with my fellow Trustees and the Berkeley Foundation team to launch some exciting new partnerships and enhance our impact over the coming year.

Piers Clanford
Chairman,
Berkeley Foundation



People reached in 2024/25

11,139

The Berkeley Foundation provides grant funding and support to expert charities working with young people and communities in the areas where Berkeley Group operates. Our work would not be possible without the amazing support of Berkeley staff who fundraise and volunteer for our charity partners. This page highlights our investment and impact in 2024/25.



Frequency	Percentage
Daily	55%
Weekly	30%
Monthly	10%
Other	5%

42

22

4

6

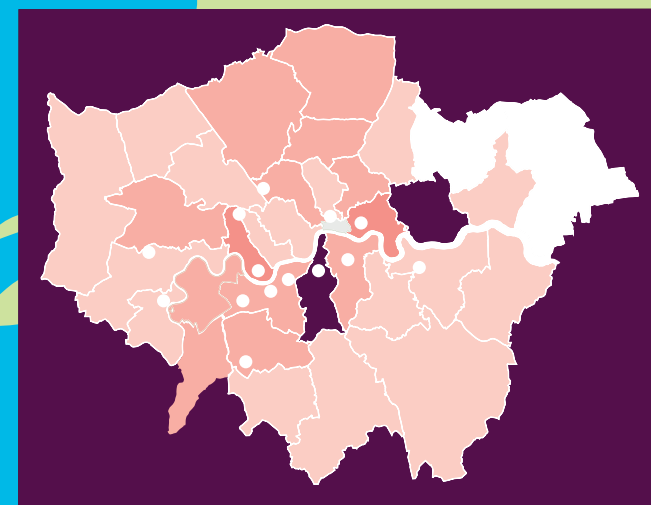
- A safe place to call home
- Youth leadership
- Journey to employment
- A resilient voluntary sector
- Health and wellbeing

£1,429,000

£187,000

£

We reached 11,139 people through our charity partnerships.



Number of partner charities operating in borough/county

 10+
  7-9
 4-6
  1-3

- Berkeley Group offices

West Midlands

Warwickshire

Buckinghamshire

Berkshire

London

Oxfordshire

Surrey



West Sussex

Kent



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Our Vision: Young people and their communities have the tools and resources they need to thrive and be a force for change in the world.

Our 2030 goals: highlights from 2024/25

This year, we worked with 43 expert frontline charities across London, Birmingham and the South of England to drive change across our five impact goals:

IMPACT GOAL:

A safe place to call home

Everyone has somewhere to live that is safe, secure and sustainable.

KEY HIGHLIGHTS:

We renewed our Strategic Partnership with Money Ready (formerly MyBnk), supporting its financial education programme aimed at preventing youth homelessness in London and Birmingham.

IMPACT GOAL:

Journey to employment

Every young person is prepared for work and has the opportunity to build a sustainable career.

KEY HIGHLIGHTS:

We renewed our Strategic Partnership with The Change Foundation in support of the Street Elite training-for-work programme, committing £1.5m over the next five years.

IMPACT GOAL:

A resilient voluntary sector

Our communities include a voluntary sector that is effective, inclusive and well-resourced.

KEY HIGHLIGHTS:

We launched five new charity partnerships through the third year of our Resilience Fund, aimed at strengthening the resilience of organisations working with young people experiencing or at risk of homelessness.

IMPACT GOAL:

Health and wellbeing

Everyone has the support they need to live happier, healthier lives.

KEY HIGHLIGHTS:

We renewed our Strategic Partnership with Mayor's Fund for London in support of the Kitchen Social programme, committing a further £307,500 over the next three years.

IMPACT GOAL:

Youth leadership

Young people are empowered to positively impact their own lives and the communities in which they live.

KEY HIGHLIGHTS:

We launched a new funding programme targeting small-to-medium-sized organisations working to build leadership skills in young people affected by racist or Islamophobic violence.

Building long-term partnerships

As a relational funder, partnership is at the heart of our approach. We build long-term, trust-based relationships with the organisations we support, working with them across four funding streams:

Strategic Partnerships
We work with a small number of Strategic Partners over a long-term period, creating transformational change through funding and wider support from the Berkeley Group.

Community Partnerships
Our local Community Partners are selected by Berkeley staff and are driven by fundraising and volunteering initiatives at each Berkeley Group operating company. Community Partners receive 100% unrestricted funding.

Resilience Fund
Our funding programme offers 2-3-year grants to small-to-medium sized organisations, supporting them to build future resilience.

Development Fund
We have a flexible funding pot which allows us to test new ideas and respond to opportunities that align with our strategic goals.



Super 1s programme, delivered by Lord's Taverners

“The combination of unrestricted funding, access to the supply chain and other Community Partners as well as Berkeley volunteers, enables us to achieve the very best for our service users.”

Resilience Fund Partner
- from anonymous survey

We are proud members of Open and Trusting Grant-making and 360Giving.

• View our Open and Trusting Grant-making commitments here:



• View our 360 Giving data here:



Driving change in partnership with Berkeley staff

As a corporate foundation, we are incredibly lucky to have access to more than 2,000 dedicated Berkeley colleagues with a range of skills and experience that we can offer to our charity partners. This helps us to build meaningful partnerships and deepen our impact in the areas where Berkeley operates.

This year, 58% of Berkeley staff got involved with our work. They collectively raised an incredible £839,000 for the Foundation and our charity partners, and volunteered 1,900 hours of their time offering skills, pro-bono expertise and additional man-power.

In our post-volunteering survey, 93% of respondents felt they had made a difference and 100% confirmed that they would volunteer again.



Group-wide netball tournament for Berkeley colleagues



Berkeley Capital hosted a golf day



“ We are truly honoured to have built such a special partnership with Berkeley over the past 13 years. The passion and commitment of the Berkeley teams, backed by matched funding and the active involvement of their Foundation, have made a real difference. Berkeley has become part of the ellenor family, and we will always be deeply grateful for the extraordinary support that has helped improve the lives of so many families. ”

Jemma Kemp
Corporate Partnerships Manager at ellenor,
Community Partner of Berkeley St Edward

“ What struck me most was the atmosphere. Despite a room full of young children, there was no chaos, no tears – just happy, engaged little ones immersed in creative activities.

As an observer, what stood out most was the passion. Every interaction between staff and families reflected a deep commitment to making a difference. The impact of their work is immeasurable – it's not just support, it's empowerment for families who need it most. ”

Jennifer Ha
Facilities Operations Manager,
Berkeley St Edward, who spent a day
volunteering at a Kitchen Social hub



St George invited young carers from Honeypot Children's Charity for a day of craft and play



St James St William colleagues decorated hard hats for an Easter fundraiser



Berkeley St Edward volunteering at ellenor



Colleagues from St Joseph helped to refurbish new premises for St Basils



Berkeley staff volunteered 1,900 hours of their time.

The way we work

Through our 2030 Strategy, we have identified five commitments about the way we'll work with our charity partners to fulfil our mission and create change in our communities. Here's a snapshot of the progress we made in 2024/25.

PARTNERSHIP: We'll build partnerships with expert charities, investing in their work to help communities thrive.

This year....

- ✓ We extended partnerships with **three** of our current partners.
- ✓ The average length of our grant agreement is **2.7 years**.
- ✓ We strengthened our commitment to flexible funding by unrestricting **25%** of all new grants. This year, **46%** of our total funding was unrestricted or allocated to core costs. We expect this to increase in 2025/26.
- ✓ We launched an anonymous partner survey. **95%** of respondents felt they were trusted by the Foundation to make the right decisions.

"The trust and openness that exists means learnings can be shared, and in-grant amendments based on need are supported to deliver the strongest possible outcomes." - Anonymous Partner

ADDING VALUE: We'll add value to our partnerships through our expertise, networks and relationships with Berkeley Group.

This year....

- ✓ **58%** of Berkeley staff got involved in our work through fundraising, volunteering or payroll giving.
- ✓ Staff raised **£839,000** for the Foundation and our charity partners, and volunteered **1,900** hours of their time.
- ✓ We delivered a series of learning events for our partners, focused on building resilient organisations.

"The Foundation has been a critical friend challenging us to think more strategically to grow and develop and evolve our offering, including supporting with work experience and placement opportunities." - Anonymous Partner

LEARNING AND SHARING: We'll learn from our work and share our learning across the public, private and voluntary sectors.

This year....

- ✓ We shared learnings from our Resilience Fund at the London Funders Festival of Learning.
- ✓ We hosted a roundtable event for other funders interested in building resilience in the voluntary sector and set up a funders' Resilience Network in partnership with London Funders.



Listen to the 'Building a resilient voluntary sector' session we delivered during the Festival of Learning.

EQUITY, DIVERSITY AND INCLUSION: We'll ensure that equity, diversity and inclusion are at the heart of everything we do.

This year....

- ✓ We analysed EDI data collected through the Year 3 Resilience Fund application process and published a blog highlighting our learnings and plans for improvement.
- ✓ The Foundation team completed EDI in grant-making training with Social Justice Collective.



Read our blog reflecting on our Resilience Fund EDI data here.

YOUTH PARTICIPATION: We'll enable young people to play an active role in the Foundation's work.

This year....

- ✓ We worked with young people from St Basils to design and develop the fourth year of our Resilience Fund programme. They are also supporting our decision-making process and will be part of the external panel that makes the final funding recommendations.



Richard House Children's Hospice



Kitchen Social programme, delivered by Mayor's Fund for London

SO WHAT'S NEXT?

Through our 2030 Strategy, we will continue to deepen our partnerships and impact in local communities. Our future plans include:

- Exploring new work focused on youth mental health
- Piloting a youth advisory group to support and inform our work
- Continuing to improve our grant making practice and the way we communicate our funding approach
- Increasing and enhancing opportunities for Berkeley colleagues to engage with the Foundation and our partners

Impact goal

1

A safe place to call home

Our charity partners

Strategic Partners
Crisis
Money Ready (formerly MyBnk)
New Horizon Youth Centre

Community Partners
SPEAR
St Basils



Volunteering at Crisis' shop

Understanding the need

London has experienced a significant surge in rough sleeping, with 26% more people classed as living on the streets between October and December 2024 compared to the same period the previous year.¹ A shortage of homes and high rents are pushing more people into homelessness for the first time, with record numbers of young people sleeping rough and children in temporary accommodation.

Targeted interventions and collaboration are key to tackling the escalating homelessness crisis. Through investment in preventative approaches, cross-sector partnerships and place-based work, we can support individuals into safe and stable accommodation and help create the conditions for local systems change.

Our role

Preventing youth homelessness

This year, we renewed our Strategic Partnership with Money Ready (formerly MyBnk), supporting its work to equip young people at risk with the essential money management skills needed to avoid eviction. In October 2024, we supported the launch of Money Ready's Care About Money campaign, which builds on two years of joint research and highlights the financial 'cliff edge' many care leavers encounter when transitioning to independent living.

Providing holistic support

Our partnerships with New Horizon Youth Centre and St Basils provide vital frontline support to young people experiencing homelessness, from their centres in north London and Birmingham. Working closely with cross-sector partners to develop housing pathways and advocate for a youth-focused homelessness strategy, New Horizon offers a lifeline for hundreds of young Londoners. Through our Strategic Partnership this year, we've supported the charity to pilot a new referral system, improving an individual's experience of accessing support.

Cross-sector collaboration

Over the last five years, our partnership work with Crisis has focused on developing a place-based approach to end homelessness in the London Borough of Brent. In collaboration with Brent Council, Crisis has implemented the Built for Zero methodology, which uses quality data and multi-agency partnership work to make improvements to the local homelessness system. This approach is helping to remove barriers to housing solutions and is leading to quicker response times for individuals in need of support.

1 - CHAIN quarterly report, Greater London, October - December 2024

Our investment in 2024/25

£960,000

We invested £960,000 in 2024/25 in charities working to give everyone a safe and sustainable place to call home.

Our impact in 2024/25

1,429

Our partnerships supported 1,429 people experiencing or at risk of homelessness this year.

This year, we renewed our Strategic Partnership with **Money Ready** (formerly MyBnk) for a further three years.

Our partnership supports Money Ready's Young Adult programmes, which builds financial literacy skills in young people at risk of homelessness. 1,091 young people benefitted from 170 training courses across London and Birmingham this year. We also launched **Care About Money**, a national campaign spotlighting the financial challenges faced by young people leaving care.

Our partnership with Money Ready was recognised at the 2025 Better Society Awards. The win recognises our longstanding collaboration to empower young people to take control of their finances, secure stable housing, and ultimately prevent youth homelessness.

I've got so many new ideas on how to budget my money.

Riley
18, Money House participant



Riley attended The Money House this year. He explains how it's helped him to better manage his money.

"Before the YMCA I was living in a half-insulated shed. At the time it was winter and -6 degrees. Luckily the YMCA had a place open; I applied, and they very kindly let me in.

This Money Ready course has helped me so much with my money. I've got so many new ideas on how to budget my money, ideas on different savings accounts and bank accounts, and it's just helped me in general with all my money.

Budgeting is the most important skill I'll use straight away. I've realised that I've not been spending my money in the most appropriate ways so budgeting will really help me in the future.

I haven't had any financial education before this course. I think it's very important and should be introduced into the curriculum in secondary school. I left school and went straight into work, so I was earning money from the age of 16 and I never spent it correctly. Now I'm ready to learn more about money.

Before the course I would rate my money skills about a 5 out of 10. I thought I was doing well and paying the essentials when needed, but now I'd rate it a solid 8 or 9 out of 10 because there's always something else to learn. I can't wait to take the next step and learn more."

Riley, age 18



Watch the Care About Money launch video here, inspired by illustrations from a care-experienced young person.

Arash's journey

Arash came to the UK as an asylum seeker from Iran. Once he received his refugee status, he was only given one week before he had to leave the Home Office accommodation he had been staying in.

He called his local council, but did not get a call back. Arash knew he had to take matters into his own hands and found New Horizon's Youth Hub - the only youth-specific emergency accommodation in London, run in partnership with DePaul UK, NHYC and the London Youth Gateway.

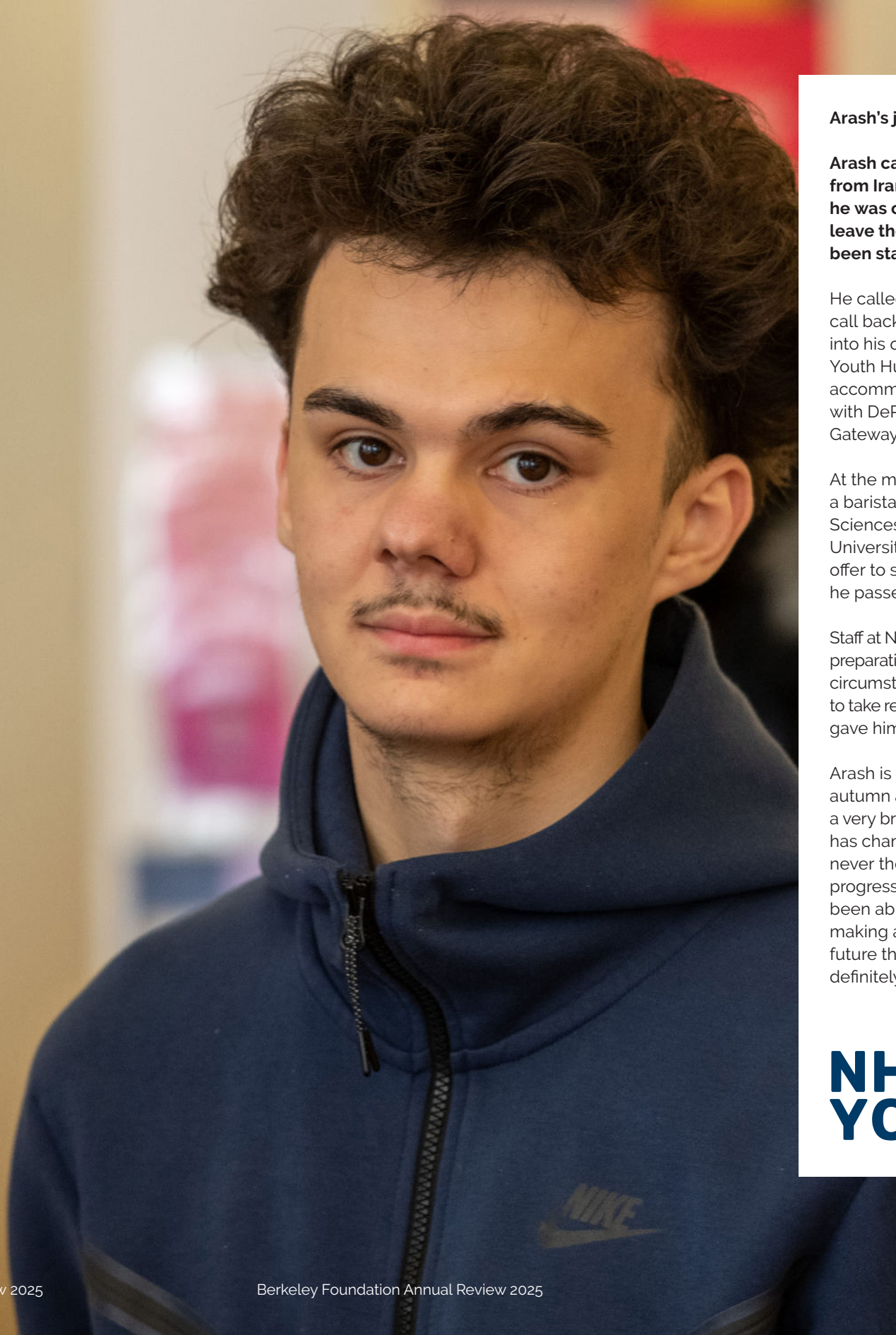
At the moment, Arash is working full-time as a barista, but his dream is to study Natural Sciences majoring in Physics at Cambridge University. He passed his interview and has an offer to study there from this autumn, providing he passes his re-sits.

Staff at New Horizon helped Arash with preparations for his interview, get mitigating circumstances from Cambridge to allow for him to take re-sits (which they don't usually do), and gave him a grant to pay for his exams.

Arash is hoping to move to Cambridge in the autumn and make a new start as a student with a very bright future ahead of him. He says: "My life has changed [since coming to New Horizon]...I never thought I could get into Cambridge. All the progress that I made, I don't think I would have been able to make it honestly. New Horizon is making a difference. If I were in a situation in the future that I could donate or something I would definitely...to pay it forward."



Stock photo of young person supported by NHYC



20 moved into long-term accommodation.

17 secured employment, education or training.

Our Strategic Partnership with **New Horizon Youth Centre** supports vital frontline services for young Londoners experiencing homelessness, helping them to secure housing, sustain independence and improve their life skills. Our funding has also enabled the Housing team to pilot a new referral model that is helping young people to navigate the variety of services on offer to them.

In 2024, our partnership supported over 200 young people to access New Horizon's Housing and Life Skills services. 20 of them moved into long-term accommodation and we helped 17 young people, like Arash, to secure employment, education or training - fulfilling their ambitions and striving for success whatever their circumstances.

My life has changed...I never thought I could get into Cambridge.

Arash
Young person supported by New Horizon Youth Centre

Our Strategic Partnership with **Crisis** is deeply invested in local systems change. Since 2019, we have worked with Crisis Skylight Brent and Brent Council to develop place-based initiatives aimed at addressing homelessness within the borough.

This cross-sector collaboration has led to Brent becoming the first UK community to pilot the 'Built for Zero' (BfZ) methodology – a data-driven framework designed to make homelessness rare, brief and non-recurring by using real-time data to respond swiftly to individuals' needs.

We continue to support Crisis Brent's frontline delivery, which this year has supported 57% of members in Brent to end their homelessness sustainably. The Berkeley Group has also added value to our partnership through staff volunteering and fundraising, implementing the Homelessness Alliance and facilitating work placements for Crisis members.



Built for Zero aims to create lasting, systemic change that serves as a model for other communities.

Bridie Lane-Williams
Built for Zero Project Lead at Crisis

Bridie Lane-Williams, Built for Zero Project Lead at Crisis, comments:

"BfZ went live in Brent in October 2023 with the development of a 'By Name List' (BNL), which tracks all rough sleepers. A key feature of BfZ is its innovation: testing change ideas in 90-day sprints. Rather than committing significant resources upfront, BfZ relies on creative problem-solving within available resources. Achievements include a more efficient referral process for the winter shelter and 27% more women captured on the BNL than CHAIN. BfZ's success hinges on community collaboration and flexibility. Through this partnership, we aim to create lasting, systemic change that serves as a model for other communities, ultimately advancing the long-term goal of ending homelessness."

Delivery partners for the project agree: "We have seen improvements in partnership working as a whole, but specifically with the local drug and alcohol service. When the project started, we weren't doing any joint outreach shifts, and now they are frequent. The communication has vastly improved between our teams." **Outreach team rep for BfZ**

"With BfZ's multidisciplinary team approach, we were able to support the member to be assessed, accepted and moved into the supported accommodation within one month. Prior to this, the case moved very little and was met with multiple barriers for several months. Without the multi-disciplinary management level team, this case would have remained stuck and this member would have remained street homeless." **Crisis team rep for BfZ**



You can read the full blog here.

31 Berkeley colleagues volunteered with Crisis - sorting donations at its warehouse, selling items in shops, and helping to prepare and deliver the Crisis at Christmas campaign.

Impact goal

2

Journey to employment

Our charity partners

Strategic Partners
Imperial College London
The Change Foundation

Community Partners
Streets of Growth



Young people from the Makerspace programmes visited White City Living

Understanding the need

Between October and December 2024, 987,000 16-24-year olds were not in employment, education or training - the highest number recorded in over a decade.¹ The changing job market has seen a decline in some entry-level jobs, making it more difficult for young people to begin their journey to a sustainable career. Young people from disadvantaged backgrounds and those with disabilities are disproportionately affected and are more likely to experience long-term unemployment, lower wages and fewer career opportunities.

Investment in youth-focused training for work programmes is key to ensuring a more secure future for the next generation. Sport combined with mentoring and support can be a powerful tool for preparing young people for work. Equally, by working in partnership with the voluntary sector, businesses can open up real-life opportunities for young people to build skills and experience.

Our role

Upskilling young people with disabilities

Building on our Strategic Partnership with Lord's Taverners, which supports the Super 1s disability cricket programme, Berkeley staff have hosted site visits and delivered employability workshops for disabled young people ready to enter the world of work. This year, we also hosted an event with Lord's

Taverners to explore how businesses and charities can work better together to bridge the disability employment gap. We look forward to building on this work in the coming years.

Broadening opportunities for young people

Our Strategic Partnership with Imperial College London delivers the Maker Challenge programmes, where 11-18-year-olds can develop an innovative idea and work with cutting edge tools to bring it to life. Engagement in the programmes equips participants with the soft and technical skills needed for STEM career development. Berkeley Group staff add value to the partnership by judging competitions, hosting construction site visits and exposing young people to a range of careers in the industry.

Breaking down barriers to work

This year, we renewed our Strategic Partnership with The Change Foundation, committing a further £1.5 million over the next five years in support of the Street Elite programme. Street Elite recruits young people impacted by crime, violence and inequality, using sport and long-term mentoring to build trust and help them re-engage with education or secure employment. All graduates of the programme are offered a work placement with Berkeley Group or one of its contractors.

1 - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/february2025>

Our investment in 2024/25

£579,000

We invested £579,000 in 2024/25 in charities working to make sure all young people are prepared for work and have the opportunity to build a sustainable career.

Our impact in 2024/25

301

Our partnerships supported 301 people facing barriers to work.

Since 2013, the Berkeley Foundation has committed over £2.5 million to **Lord's Taverners** in support of the Super 1s disability cricket programme, and more recently its work in SEND schools. This year, our Strategic Partnership empowered over 5,000 young people to build life-long skills and develop friendships through inclusive cricket.

In 2024, 26 Super 1s participants also developed job readiness skills through the programme's new employability offer, providing guidance on CV-writing, interview techniques and a work placement at their local cricket ground. Berkeley Group staff supported the initiative by running employability workshops.

£2.5 million

Since 2013, the Berkeley Foundation has committed over £2.5 million to Lord's Taverners in support of the Super 1s disability cricket programme.

26

In 2024, 26 Super 1s participants also developed job readiness skills through the programme's new employability offer.

I was given the tools to rebuild my life and opportunities I never thought possible.

Charlie
Super 1s participant

Charlie took part in the employability programme this year and shares his story with us.

Charlie (16) lives with autism, ADHD and complex post-traumatic stress disorder. Throughout his childhood he found it hard to fit in anywhere and his needs were often misunderstood. This led to failed school placements, severe bullying and a struggle to find friendships.

The sudden passing of an early childhood friend and his cousin in the space of a year left him distraught. These events led to increased feelings of isolation and had a hugely negative impact on his mental health and emotional wellbeing.

But things began to change in April 2023 when Charlie discovered Super 1s at a Surrey CCC Young Carers Day. After his first session, he instantly felt valued and accepted for who he was. His self-harming stopped, confidence grew and his relationship with his family improved. Progress continued and in 2024 he participated in the employability offering that Super 1s and Surrey Cricket Foundation has created. The impact the subsequent workshops and work experience had on him was, in his own words, life-changing. He created his CV and discovered his own strengths for the first time, which helped him see a pathway for his future.

Now, Charlie continues to play and coach, and is looking for opportunities to showcase the skills he's learned through a role in cricket. He's even started his first part-time paid position at his local youth club.

"Through Super 1s, I was given the tools to rebuild my life and opportunities I never thought possible. They even provided me with employability skills training and work experience at the Oval."



LORD'S TAVERNERS
Empowering young people through cricket

The Maker Challenge programmes, delivered by our Strategic Partner **Imperial College London**, are designed to inspire and empower young people from White City and beyond, by providing hands-on experience in design and technology.

Our partnership has supported 358 young people to participate in one of two programmes this year: the Maker Challenge for 14-18-year-olds and the Proto-Maker Challenge for 11-14-year-olds. Each programme fosters creativity, practical skills and an interest in STEM careers.

In addition to Foundation funding, Berkeley staff have hosted tours of the White City Living development, introducing young people to the multitude of careers available onsite.

The programme really encourages you to think outside of the box and problem solve when something doesn't quite go your way.

Angelina Chau
Maker Challenge participant in Cohort 36



Angelina's story

"Participating in the Maker Challenge programme meant that I could explore and access much more work experience and pathway opportunities, as well as gain insight into different careers, such as civil engineering and construction, from the various trips offered to Maker Challenge graduates.

I have also learned how to use equipment and develop the skills required for them as well as being more conscious of the materials and the overall costs of the project. The main takeaway from the programme was the freedom to create whatever you wanted as long as it is feasible and you have a good plan of what it would look like.

The site visit to Berkeley was very interesting as the site manager took us around the site showing us the different phases of constructing an apartment complex, including the CGI planning to the exterior and interior work and all the way to the final showroom. The visit gave me a really good insight into what going into the field means on a day-to-day basis.

My advice to someone thinking of joining the programme is that the skills you learn are incredibly interchangeable in countless ways, and whether you regard yourself as a creative person or not, the programme really encourages you to think outside of the box and problem solve when something doesn't quite go your way. Companies could encourage young people to look into careers in STEM by providing outreach programmes, work experience offers, and hands-on STEM events."

IMPERIAL

The Street Elite programme is delivered by our Strategic Partner, **The Change Foundation**. It uses sport and long-term mentoring to re-engage young people impacted by crime, violence and inequality in education or employment. Since the launch of Street Elite in 2011, the programme has positively transformed the lives of more than 1,000 young people in London and Birmingham.

Its impact this year includes:

86% success rate: Of the 125 participants aged 17–25, 107 transitioned into employment, education, or training.

Inspiring communities: Over 500 children attended Street Elite Festivals in London and Birmingham, exploring new sports and activities alongside local graduates of the programme.

Empowering women: 50 participants were women, over half of whom were young mothers returning to work or launching careers.

100% equity-led: 100% of the Street Elite coaching team are graduates and lived experience experts.

Street Elite helped me realise that strength also means knowing when to ask for help.

Hisham
Street Elite graduate



One of this year's graduates is **Hisham**, whose journey showcases the transformative power of the nine-month programme.

"Before joining Street Elite, I was pursuing a carpentry apprenticeship. I had invested two years and was close to becoming fully qualified when my employer went out of business. At just 18, I found myself without direction. While trying to find work, I got caught up in the wrong crowd and eventually found myself on bail, wearing a tag and waiting four years for trial.

That's when I was introduced to Tanayah Sam, the head coach at Street Elite. The programme offered more than just activities - it provided consistent, year-round guidance. Tanayah spoke to me with respect and understanding, treating me like an adult, which made it easier to open up.

Being on bail took a serious toll on my mental health. I had always felt pressure to "be a man" and hide how I felt, but the support I received through Street Elite helped me realise that strength also means knowing when to ask for help. Over time, I began to unravel the mental barriers I had built and started to rediscover who I was.

Through sport, I developed key life skills - teamwork, leadership, discipline, and resilience. Today, I am a fully qualified carpenter, and outside of work I've committed myself to personal development through martial arts and football.

I am determined to continue growing, giving back, and using my journey to inspire others who might be facing similar challenges."



Impact goal

3

Health and wellbeing



Mayor's Fund for London is one of our Strategic Partners

Our charity partners

Strategic Partners
Lord's Taverners
Mayor's Fund For London

Community Partners
Action for Carers Surrey
AFK
Alexander Devine Children's Hospice Service
Demelza ellenor
Honeypot Children's Charity
Mencap
Momentum Children's Charity
St Giles
The Grange at Bookham
Vauxhall City Farm
WEST Youth Zone
YourStory

Community Investment Fund
MSTC
Richard House Children's Hospice

Development Fund
St Matthew's Project

Understanding the need

According to Trust for London, a third of children in the capital are growing up in poverty. As more families struggle to afford basic necessities, children face higher risks of food insecurity, unstable housing and inadequate healthcare, creating barriers to education, employment and overall wellbeing. Research shows that 53% of young people from financially struggling families have poor mental health¹, often exacerbated by a lack of opportunities to take part in social activities outside of school or college. This is also often the case for young people with disabilities and life-limiting illnesses.

Despite the challenges facing young people today, they are resilient and determined to achieve their ambitions. With the support of trusted adults and access to safe spaces with nutritious food, activities and play, we can create a sense of community and lay the foundations for a happy and healthy life in which young people can thrive.

Our role

Creating stronger communities

This year, we renewed our Strategic Partnership with the Mayor's Fund for London for a further three years. Our partnership supports the Kitchen Social programme - a network of community hubs providing nutritious food and fun activities across London during

the school holidays. Our long-term partnership with Lord's Taverners also promotes positive health and wellbeing through the power of cricket, supporting young people with disabilities to build skills and friendships.

Promoting positive mental wellbeing in young people

Through the second year of our Resilience Fund, we have been supporting ten organisations working to improve the mental health and wellbeing of young people from Global Majority communities. By strengthening their organisational resilience, they are in a stronger position to support the mental health needs of young people in their communities. Our partnership with St Matthew's Project also helps young men impacted by violence and crime to improve their mental health.

Adding value to our charity partnerships

Berkeley colleagues also volunteer for our health and wellbeing charity partners - from helping to umpire table cricket competitions for disabled young people, and cooking nutritious meals for families attending Kitchen Social, to refurbishing community spaces. Colleagues have also raised a fantastic £635,000 this year, further supporting our partners' goals to promote positive health and wellbeing.

¹ - COVID Social Mobility and Opportunities Study

Our investment in 2024/25

£1,429,000

We invested £1,429,000 in 2024/25 in charities working to ensure that young people and their communities have the support they need to live happier and healthier lives.

Our impact in 2024/25

9,150

Our partnerships supported 9,105 people with their health and wellbeing this year.

Mayor's Fund for London (MFL) is the largest provider of holiday food and activities in the capital, working with community partners in every borough to ensure children facing the biggest barriers not only survive but thrive.

Our Strategic Partnership with MFL delivers the Kitchen Social programme, which this year supported 25 hubs across London during the school holidays. Together, we served up 23,989 meals to 5,261 young people and families across the city, who also learnt key life skills and built social connections through activities and play.

Berkeley staff also volunteer their time at Kitchen Social hubs, helping to prepare nutritious meals and play with the children. 12 volunteers got involved this year.

The food is the magnet because it pulled me out of the house. I come, play, learn, and I've made new friends too.

Young person supported by Kitchen Social



A.P.P.L.E

At first glance, Acton Play Projects and Leisure Events (A.P.P.L.E.) supports young people to play and have fun in Acton Park, but its impact goes much further. For the last 29 years, it has provided an open-access, safe space for young people facing the biggest barriers to thrive outside of school, with community cooking and eating at the heart of the provision.

Food is its biggest expense after staff costs. Amid increasing demand for its services and rising food costs, support from the Kitchen Social programme has been vital. In the last 12 months, A.P.P.L.E. has been supported by MFL and Berkeley Foundation to deliver 1,410 additional nutritious holiday meals to over 240 young people.

For A.P.P.L.E. and the Mayor's Fund for London, youth involvement in programme design and delivery is key; from designing menus to hands-on experiences preparing budget-friendly, tasty meals. Through the partnership, A.P.P.L.E. also receives family food recipe kits, enabling this education to continue at home.

When Jamal started at A.P.P.L.E. they were shy, finding it hard to connect with others and get involved. Encouraged to support with cooking meals, they discovered a new passion, made new friends and gained a newfound confidence and independence.

"Whenever I'm hungry, I know that if I come to A.P.P.L.E. it will always have nice food for us to eat. We also get to help with making the food, and if there's something we want to try we can tell the staff, and they can make it with us."

**MAYOR'S
FUND FOR
LONDON**

HELPING YOUNG LONDONERS GROW

The Grange Centre has been a Community Partner of Berkeley St Edward since 2021. The charity supports people with disabilities to lead independent and fulfilling lives through skills training, sports and leisure activities and supported living. This year the partnership was extended for a further three years.

Since 2021, Berkeley colleagues have volunteered over 171 hours of their time in support of The Grange, helping with renovations, planting trees and maintaining the garden, and supporting at events. They've also raised £97,000 over the years through a range of fundraising initiatives and payroll giving.

We really value the professional expertise that Berkeley has been able to offer.

Alison Keeley
CEO of The Grange



£97,000

Since 2021, Berkeley colleagues raised £97,000 through a range of fundraising initiatives and payroll giving.

171

Berkeley colleagues have volunteered over 171 hours of their time in support of The Grange, helping with renovations, planting trees and maintaining the garden, and supporting at events.

Alison Keeley, CEO at The Grange Centre, describes the partnership:

"We really value the support we receive from Berkeley St Edward. The team is currently supporting us with a project to improve our Reception area and staff kitchen. The kitchen has already been transformed, and with support from the team at Berkeley, we have plans to create a Reception area which is more welcoming and accessible.

"The small galley kitchen near our Reception is used every day by our staff and service-users. The redesign that has taken place has made the kitchen more accessible to everyone, particularly wheelchair users. The changes have also contributed to increased independence for the people we support. Whilst we are hugely grateful for the financial donations we receive, we really value the professional expertise that Berkeley has been able to offer.

"We also appreciate the additional opportunities that working with the Berkeley Foundation offers - several people we support have visited Berkeley offices in Leatherhead and Cobham to run pop-up shops. They've gained exposure to a corporate environment, met new people and developed their sales skills!

"I know I speak for everyone at The Grange Centre when I say thank you to Berkeley for this amazing relationship, and that we are very much looking forward to the next three years."



Alexander Devine Children's Hospice Service provides specialist care and support to children with life-limiting conditions across Berkshire, South Bucks and surrounding counties. The charity enriches lives through specialist play activities and offers respite for families to help relieve the physical and emotional pressures they face.

Berkeley Homes Oxford and Chiltern has been working with Alexander Devine for over six years. Since 2021, they have raised over £115,000 for the charity through their fundraising efforts, payroll giving and volunteering time.

The partnership with Berkeley Homes Oxford and Chiltern has helped the children's hospice service deliver 8,073 hours of care in the hospice, 5,537 hours of care in the community and 1,688 hours of specialist play this year.

The hospice helps children live life to the fullest for as long as possible whilst making cherished memories.



Lending a helping hand

Twice a year, Berkeley Homes Oxford and Chiltern holds a toy drive, giving colleagues the chance to donate children's items and clean, mend and package them ready for a new home. Staff have also volunteered their time at the Heaven Sent charity ball and dressed up as Santa, joining hundreds of others in the annual Santa Run at Windsor Great Park.

Neve's story

16-year-old Neve is one of over 200 children the hospice service supports. Neve has life-threatening seizures every day that can happen at any time, often with no warning. Her condition has affected her family in every possible way. But being under the care of the hospice service means they can take some time to catch up on sleep, chores or see friends which is absolutely priceless for her family.

The hospice service gives children like Neve access to facilities and activities they can't experience anywhere else. From splashing in the hydrotherapy pool to petting animals at a family fun day, the hospice service helps children live life to the fullest for as long as possible whilst making cherished memories.



Impact goal

Youth Leadership

4



Groundwork London delivers its Youth Leadership programme with support from Berkeley colleagues

Our charity partners

Strategic Partners
Groundwork London

Development Fund
My Life My Say
St Basils Youth Voice

Understanding the need

Young people are disproportionately impacted by today's social and environmental challenges, from poor mental health to economic instability and climate change. The fast-moving political environment only heightens feelings of uncertainty about their future. Research commissioned by a coalition of UK youth and education charities highlights that only one in 10 young people believe that politicians prioritise their needs, while 88% feel that it's important to have a say in decisions politicians make.¹

As future changemakers in the development of society, it is crucial that young people are supported to develop their leadership skills and actively participate in decision-making about the issues that matter to them. Leadership development helps build confidence and critical thinking – essential skills for personal growth and meaningful civic engagement. By involving young people in discussions about the political issues shaping their futures, we can empower the next generation of civic leaders.

Our role

Empowering young people through social action

Our Strategic Partnership with Groundwork London delivers a bespoke Youth Leadership programme that builds skills, confidence and knowledge in young people, preparing them for careers in the green economy. Working with colleges, youth centres and

businesses like Berkeley Group, participants design and pitch ideas for social action projects that will benefit their communities, taking on feedback from Berkeley's environmental and sustainability experts. This year, programme participants also visited Berkeley sites to see the range of employment opportunities available in construction.

Developing civic leaders of the future

Our partnership with My Life My Say delivers a series of Democracy Cafés, designed to amplify the voices of young people in front of policymakers and provide a platform for meaningful conversations about the issues they care about. We also support the Squad Programme which equips young people with essential skills to run their own Democracy Cafés, lead change in their communities and become civic changemakers.

Making space for youth voice

Through our Resilience Fund, we are supporting Khulisa to embed youth voice across every level of its organisation, from programme design to organisational decision-making. Our partnership with St Basils also supports the development of youth voice across the charity, creating meaningful roles for young people to contribute to St Basils' service development and delivery. For the second year running, St Basils' youth ambassadors have played a key role in developing our funding programme and will form part of the panel that decides on the final funding recommendations.

¹ - <https://www.ukyouth.org/2024/03/only-one-in-10-young-people-believe-politicians-prioritise-their-needs-as-childrens-election-launched/>

Our investment in 2024/25

£192,000

We invested £192,000 in 2024/25 in charities working to make sure young people can positively impact their own lives and the communities in which they live.

Our impact in 2024/25

159

Our partnerships supported 159 young people to gain skills and knowledge to take on leadership roles.

My Life My Say is a youth-led, non-partisan charity on a mission to encourage young people's participation in democracy and engage young people from underrepresented communities in decision-making processes. The charity creates space for conversation between young people and policymakers through its award-winning Democracy Cafés, as well as the UK's largest Youth Summit, Next Gen.

Our partnership has supported the delivery of five Democracy Cafés, and has equipped 50 future leaders with essential skills through the Squad Programme, empowering them to lead change in their communities.



We felt supported and ready to create that space for other young people to voice their opinions freely.

Stefano Di Rico
Squad Leader, My Life My Say

Stefano Di Rico is a member of the Squad Leadership Programme. He talks about his experience of attending a Democracy Café, and moderating one himself.

"Purpose is so important for young people. Most, even if they quite enjoy school, wake up thinking about what's stressing them out that day: exams, homework, perhaps a subject they dislike. Purpose and passion are the things which drive us forward, but we need places which allow us to express them.

"For me, mental health campaigning has been my purpose for the last three years. It's what gets me out of bed every morning; but many of us campaigners are often left struggling to find other people our age interested in and looking to discuss similar topics.

"When I attended my first My Life My Say Democracy Café, I knew then and there that they were combatting that very issue. Young people of varying ages were able to talk openly about their opinion, share experiences, and simply be themselves.

"When it came to moderating a Democracy Café with two other amazing Squad Leaders, we felt supported and ready to create that space for other young people to voice their opinions freely. Everyone who takes part, either by leading the Café or through attending, improves their leadership and teamwork skills as they are able to get involved and share opinions with each other. All whilst being in a safe, welcoming environment.

"In a time when people's views may feel controlled, Democracy Cafés protect the key British value of freedom of speech. Young people are encouraged to be bold and honest with their ideas, and, perhaps most importantly, find ways to pursue them."

**MY LIFE
MY SAY**

Khulisa is a youth mental health charity committed to nurturing resilience, emotional wellbeing, and positive behaviour in young people. Khulisa firmly believes that the future is shaped by those who are empowered to make their voices heard and is on a mission to embed youth voice across the organisation.

Through the second year of our Resilience Fund, we supported Khulisa to develop and implement a Youth Voice Strategy, which places young people at the heart of organisational decision-making, planning, and programme delivery.

Amplifying youth voice

Khulisa's young leaders have contributed to senior recruitment panels, helped define strategic priorities, and have led youth-driven discussions that ensure Khulisa's services remain relevant to young people. Khulisa's new Young Influencers initiative equips individuals with the tools, training, and mentorship to shape its programmes and influence policy.

In the next academic year, Khulisa's Young Influencers will shape the charity's decision making and governance by participating in recruitment cycles for key leadership roles, and reporting directly to the board of trustees to discuss development and growth across the charity.

Understanding myself better has given me the confidence to speak up.

Mariam
Young Influencer at Khulisa

Mariam is a Year 13 student who joined Khulisa's Young Influencers with a strong passion for youth voice, mental wellbeing, and making sure young people are genuinely included in conversations that affect them.

Throughout the programme, one of the biggest lessons Mariam has discovered is that you don't need to have all the answers to lead or make impact.

"I learned that sometimes it's enough to just be there and listen. That really changed the way I show up in conversations," she said. For her, the idea of creating safer, more welcoming spaces will be a lasting takeaway.

Self-awareness is another key lesson that stands out to her. "I realised how central it is to leadership," she reflected. "Understanding myself better has helped me connect with others more deeply – and it gave me the confidence to speak up."

What Mariam values most about being a Young Influencer is the community. "The people have been the best part. It's been such a real and inspiring group – I've felt free to be myself."

She found energy in hearing others' voices and was inspired by the creativity and passion that filled the space.

Looking forward, Mariam hopes to keep growing and using her voice – especially in spaces that focus on mental health and education, where she knows young people need to be heard.



Empowering a new generation of young leaders

In 2024, 90 young people from across London stepped outside their comfort zones and tested their teamwork skills, leadership approach and environmental knowledge to create change in their local communities.

We asked the Newham cohort about their experience of the programme:

"Taking part in the leadership and social action project helped us all grow in ways we never expected. We learned to plan, organise, and manage logistics for our social action campaign. This especially improved our confidence, which was really tested during our Pitch Day where we had to present to real decision-makers. I think we were all nervous, but equally proud that we could speak clearly and explain our project with confidence.

One of the projects focused on improving green spaces for our local community and reducing plastic waste. We realised that even small changes - like switching from plastic and paper straws to reusable silicone ones - can help reduce pollution and save money.

We have all developed so many skills through this programme - teamwork, time management, communication, and especially problem-solving. These are things I know I'll take with me in my college life, future jobs, and maybe even into volunteering roles or a career in sustainability."

AK and JJ, Newham College cohort



“ This programme has not just supported progression; it has redefined it. Learners who were once unsure of their next steps are now confidently pitching social impact campaigns to real-world decision-makers, understanding sustainability, and taking ownership of their futures. Their voices have grown stronger, and their potential more visible. ”

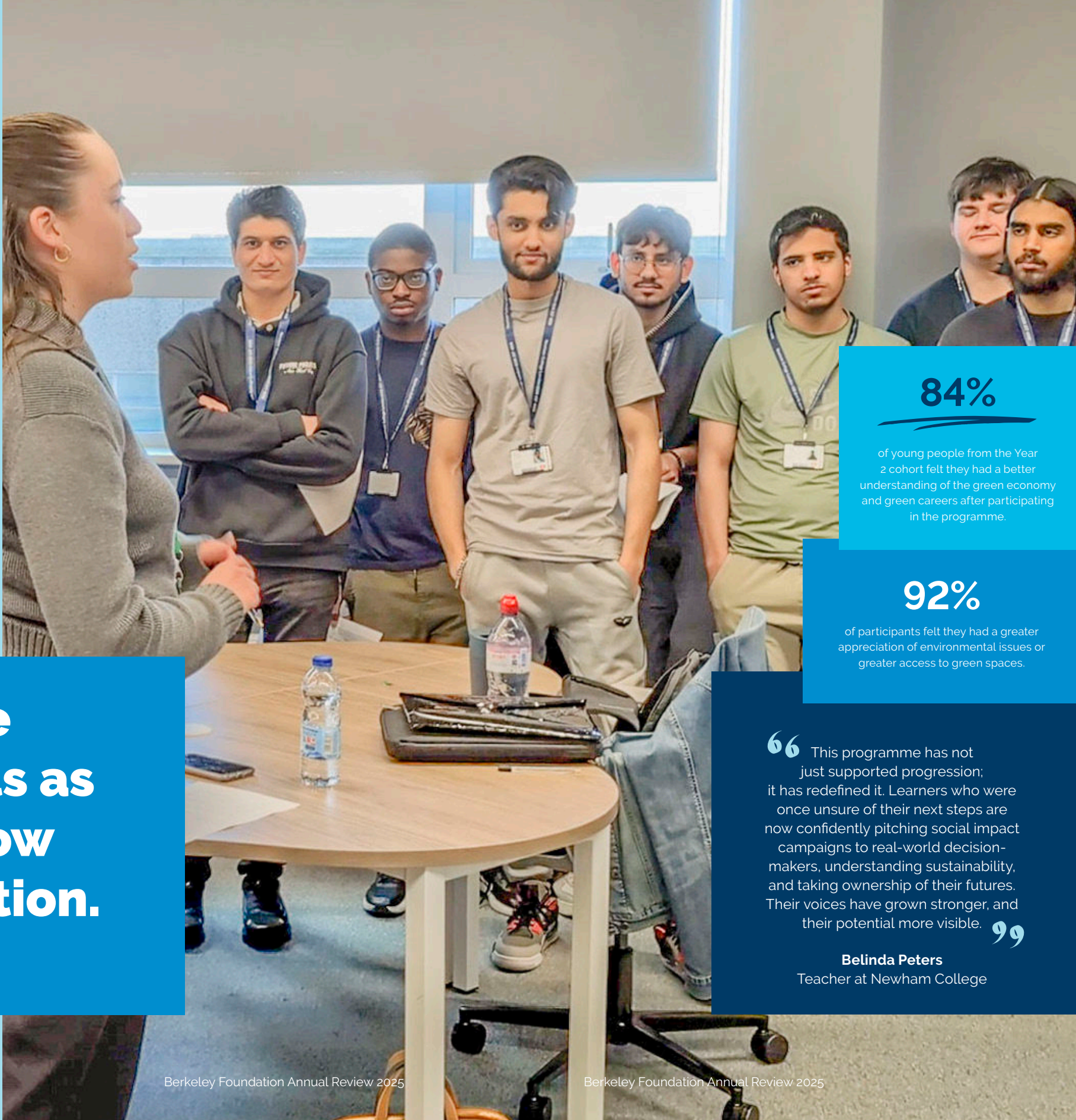
Belinda Peters
Teacher at Newham College

Our Strategic Partnership with **Groundwork London** delivers a 14-week youth leadership programme for young people aged 16-19 at risk of falling out of employment, education or training. Participants develop and apply skills by delivering green social action projects enhancing their communities. They learn leadership and get inspired to explore jobs in the green economy.

In partnership with Berkeley Group colleagues, we have helped to broaden their horizons by offering expert insight into the circular economy and the range of green careers available to them through the construction industry.

It has helped me improve my skills as a leader and know when to take action.

Participant in the Youth Leadership programme



Impact goal

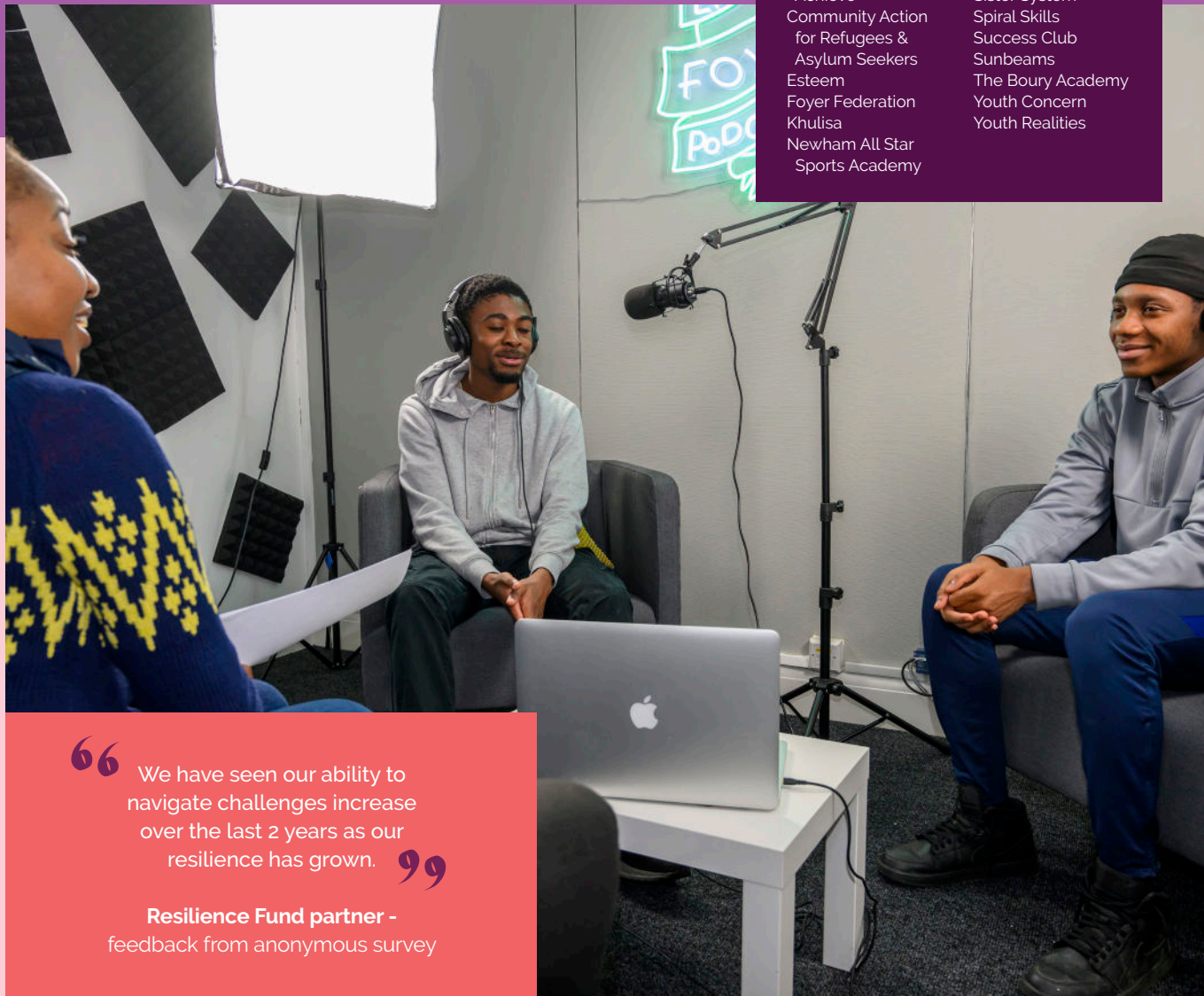
5

A resilient voluntary sector

Our charity partners

Resilience Fund
Ambition Aspire
Achieve
Community Action
for Refugees &
Asylum Seekers
Esteem
Foyer Federation
Khulisa
Newham All Star
Sports Academy

Reaching Higher
Settle
Sister System
Spiral Skills
Success Club
Sunbeams
The Boury Academy
Youth Concern
Youth Realities



“We have seen our ability to navigate challenges increase over the last 2 years as our resilience has grown.”

Resilience Fund partner -
feedback from anonymous survey

Understanding the need

The voluntary sector continues to face multiple challenges that threaten its resilience. Rising demand for services combined with escalating operational costs and reduced access to funding is forcing organisations to slim down their workforce and question their future¹ - 1 in 3 are reporting concerns for their financial sustainability and viability.² Unsurprisingly, charity leaders are spending most of their time fire-fighting and it's taking a shocking toll on their wellbeing, with 85% of small charity leaders in England reporting poor mental health due to their role.³

Charities are clear about the need for long-term, flexible funding in order to plan ahead and allocate money where it is most needed. Alongside this, it's vital that voluntary sector leaders carve out time and space to strategise, reflect and connect with others. Trusted relationships with peers and funders is a key enabler of organisational resilience and future sustainability.

Our role

Investing in organisational resilience

This year we launched five new partnerships, aimed at building organisational resilience - whether through improved governance, strengthened people power, better financial planning or stronger systems and strategies. Each organisation is working with young people who are experiencing or at risk of homelessness, and we're looking forward to

developing our partnerships with them over the next two years. We also launched the fourth year of our Resilience Fund, representing an additional £450,000 investment over the next three years.

Building an ecosystem of support

Through our Resilience Fund learning programme we delivered three events this year, including a leadership development workshop for charity leaders. Delivered by Clore Social Leadership, the session helped participants address individual leadership challenges through peer coaching, reflection and commitment to take action. We also launched a Lunch & Learn series, led by our Resilience Fund partners and covering topics such as governance, impact measurement and workforce development.

Strengthening our commitment to unrestricted funding

In response to our 2024 partnership survey, we were delighted to strengthen our commitment to flexible funding by unrestricting 25% of all new grants, allowing charity partners to allocate funds according to their most pressing needs. We also provided 15 unrestricted grants to our partners in the wake of the summer riots. Overall, 46% of our total funding was unrestricted or allocated to core costs.

1 - CAF, Charity Resilience Index - <https://www.cafonline.org/insights/research/charity-resilience-index>

2 - Nottingham Business School. 2024. Dr Evans, B. Paying the Price

3 - Fair Collective. 2024. Breaking Point: The mental health crisis in small organisation leadership

Our investment in 2024/25

£187,000

We invested £187,000 in 2024/25 to help voluntary organisations build strength and resilience.

Our impact in 2024/25

15

We supported 15 Resilience Fund partners during 2024/25.

Investing in organisational resilience

We launched our Resilience Fund in 2021 with a £900,000 investment in strengthening the voluntary sector over four years. This year, we committed a further £450,000 to support organisations to build their resilience over a three-year period. This reflects our long-term commitment to building a voluntary sector that is effective, inclusive and well-resourced.

In response to what charities are telling us they need, we have extended the length of our Resilience Fund grants in Year 4, offering £90,000 to five organisations over three years. We will work with small-to-medium-sized charities that are building leadership skills in young people affected by racist or Islamophobic violence.

We concluded partnerships with our second cohort of Resilience Fund partners; ten organisations working to improve the mental health and wellbeing of young people from Global Majority communities. Each organisation received £30,000 grants to increase their resilience over two years, alongside a wraparound learning programme delivered by Social Innovation Exchange (SIX). Here is a snapshot of our impact and learning.

Highlights from our second cohort

£289,178

total funding awarded

80%

of funded organisations had an annual income below £500,000

70%

of grants awarded went to organisations led by people from Global Majority communities

80%

of organisations increased their income during the period

“We started this project as a fast-growing but overstretched grassroots organisation. We knew what we stood for, but didn't yet have the structure or systems to hold it all together. With this grant, we've been able to grow our team, define roles, and embed real strategy into our daily operations.”

The Boury Academy



Sunbeams, Year 2 Resilience Fund partner

Key learnings

Resilience is a long-term commitment

Many of our partners have experienced setbacks over the past two years, from recruitment challenges and leadership changes to becoming victims of their own success. It is apparent that building resilience in small charities requires a long-term commitment that goes beyond quick fixes or one-off interventions. To create lasting impact, many of our partners have seen value in sustaining core roles and processes, ensuring that learning and capacity remain within the organisation beyond the legacy of our funding.

“This project has inspired a commitment and passion for building and maintaining the charity's resilience and has proven to the trustees and staff just how important it is to embed a culture and practice of resilience into our work.” **Sunbeams**

Embedding resilience into organisational culture is key

Almost all of our partners have highlighted the importance of embedding resilience across all levels of the organisation – from everyday service delivery to decision-making. Those that have been most successful on their resilience journeys have had support across leadership, staff

and Trustees, recognising that it is not the responsibility of one person or team but the entire organisation. Among the group, some charities have undertaken a culture shift with resilience at the heart of organisational values, behaviours and systems.

“Thanks to this project, resilience at AAA is no longer reactive - it is now an embedded part of our culture, systems, and planning.”

Ambition Aspire Achieve

Creating the right environment for peer support is invaluable

Through our wraparound learning programme, our cohort of charity partners have built a trusted network of peers, providing space for knowledge exchange and emotional support. Many have reflected on the isolation and pressure they experience as small charity leaders, and how the learning sessions have helped them to build collective resilience and feel less alone in facing uncertainty.

“The learning programme was invaluable. It changed the way we approach budgeting and financial planning, leading to clearer forecasting and more confident decision-making. Peer discussions and shared tools also helped us reflect and plan with more depth.” **The Boury Academy**



Ambition Aspire Achieve, Year 2 Resilience Fund partner

Success Club is a London-based charity dedicated to improving the wellbeing, personal development and educational engagement of young people who are at risk of underachieving. By delivering mindfulness-based interventions, Success Club supports children from deprived communities, helping them build resilience and thrive in school and beyond.

We supported Success Club through the second year of our Resilience Fund. Our funding helped the charity to appoint a Business Development Manager, who has played a crucial role in shaping the organisation's growth strategy.

The partnership has been transformative, helping us move from a grassroots project to a well-structured, forward-thinking charity.

Tony Dallas
Founder and CEO of Success Club



A transformative journey

For a long time, Success Club relied heavily on a single core donor and unpredictable grants income but recognised the need for a long-term plan to diversify income. Tony Dallas, Founder and CEO, was overstretched so our grant supported him to appoint a Business Development Manager, supporting the charity's long-term goal to expand its programmes.

Tony describes the impact of our partnership:

"With the support of the Berkeley Foundation, we have successfully increased the number of schools that contribute financially towards programmes benefitting their pupils; from one paying school to eight. We've also secured funding from Enfield Council and a local youth club, while introducing new revenue streams, such as one-off wellbeing days.

"Operationally, our leadership team has evolved, allowing me to focus on strategic growth while an expanded team handles day-to-day management, fundraising, and programme facilitation.

"The learning opportunities provided by Berkeley Foundation have further enhanced our financial resilience, with staff benefitting from expert-led sessions on charity business models and financial planning.

"As an organisation, we have strengthened our financial sustainability, expanded our reach, and developed a clearer strategic direction. Success Club now operates with a stronger foundation for sustainability. We continue to build on our success by embedding resilience in our financial planning, strengthening partnerships and scaling our impact."



Yenti Friedmann, Finance & Development Officer, describes the impact of our grant:

"Covid-19, followed by the cost-of-living crisis, highlighted how crucial it is to invest in organisational resilience to ensure we can continue to be adaptable, responsive and sustainable.

"With funding from Berkeley Foundation, Sunbeams has become a more resilient charity with greater financial sustainability and improved operations. In the last two years, we increased staff time and resources to develop a solid business plan and organisational strategy, implement a more robust fundraising strategy, upskill fundraising staff and launch our website.

"The results have been impressive. Our income has grown by 44% with new multi-year contracts and an increase in unrestricted funds. We have launched a new keyworker service, expanded our Wellbeing at School service to five new schools and introduced new therapeutic mentoring activities. Importantly, the launch of our website has resulted in greater promotion of our services, engagement from hard-to-reach users and new partnerships.

"With Berkeley Foundation's support, we've become more financially stable, upskilled our team, and strengthened our infrastructure. Most importantly, we've embedded resilience across the organisation so we can continue being there for the girls and young women who rely on us."



We've embedded resilience across the organisation so we can continue being there for the girls and young women who rely on us.

Yenti Friedmann
Finance & Development Officer, Sunbeams

Led by and for girls and women with lived experience, **Sunbeams** was founded to support the mental health and wellbeing of girls in Hackney's Orthodox Jewish community. Cultural requirements, language barriers and stigma within the community prevent these girls from accessing mainstream mental health services.

We have been working with Sunbeams as part of the second cohort of our Resilience Fund. Our grant has supported the charity to increase staff time to focus on strategic planning and fundraising.

Thank you

2024/25 has been a year of collaboration, impact and renewed commitment to the communities we serve. Partnership has been at the heart of it all, deepening our relationships and creating positive change in partnership with charities, Berkeley colleagues and the wider funding sector.

As Interim Head of the Berkeley Foundation, it is my privilege to thank everyone who has contributed to our mission over the past year. We work with an incredible network of charities that show unwavering commitment to their communities in the face of endless external challenges. Thank you for your continued partnership and inspiration.

As a corporate foundation, we are incredibly lucky to have access to more than 2,000 dedicated Berkeley colleagues, with a range of skills and experience that help us to build meaningful charity partnerships. Driven by our fantastic network of Foundation Champions, colleagues across Berkeley Group's sites and supply chain have made a real difference through their fundraising and volunteering efforts – thank you.

Finally, a big thank you to the brilliant Foundation team and Board of Trustees who have been incredibly supportive during my interim leadership role. A special thanks also goes to Alastair Bradshaw,

who has provided invaluable skills, guidance and strategic direction to the Foundation team since its inception in 2011 and has now stepped down from his support role to focus fully on his Berkeley Group work.

This Annual Review is not only a reflection of what we have collectively achieved – it's a tribute to the power of partnership and shared values. The inspiring words of the young people and individuals featured, continue to drive our work forward.

Together in partnership, we strive to build a fairer society where every young person has the tools and resources they need to thrive. Thank you all for being part of this journey.

Clare Maddison
Interim Head of the Berkeley Foundation



Acknowledgements

Trustees

Piers Clanford – Chairman
Alison Dowsett
The Ven. Elizabeth Adekunle
Rob Perrins
Wendy Pritchard

Foundation team

Alison Giles
Brid Barrett
Clare Maddison
Cristina Otelea
Emma Lidefjard
Gemma Powell
Megan Bird
Michael Frean
Sally Dickinson

Berkeley Group support

Alastair Bradshaw
Atif Mahmood
Bethan Crowden
Edward Younan
Eyvind Ryans
Josh Fenton
Ross Whelehan
Simon Winson
Sophie Harrison
Stuart McAlister
The Berkeley Group Creative team

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Holly Alloway
Lucy Phillips
Patricia O'Connell
Rebecca Mawer

St George

Jags Sanghera
James Nicholson
James Bird
Katie Sampford

St James St William

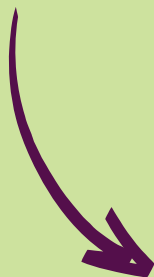
Ashley Elliott
Brooke Johnson
Christine Beresford
Lucy Masterton
Sharon Nicholls

St Joseph

Linda Brown
Richard Ayers



Bob Bamu from Berkeley St Edward volunteering at St Giles pantry



Berkeley Foundation
Berkeley House,
19 Portsmouth Road,
Cobham, Surrey, KT11 1JG

Tel: 01932 868 555
www.berkeleyfoundation.org.uk

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