

EVER  
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# Driving positive change

Annual Review 2023



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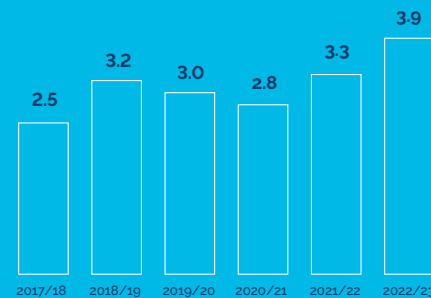


Cover story  
Kitchen Social

This year, our work with Mayor's Fund for London provided over 17,000 nutritious meals for families across London. Turn to page 30 to read more about the Kitchen Social programme.



A team from St George took part in the Thames Walk, raising money for Honeypot Children's Charity and SPEAR.



Total giving over the last six years (£million)

# Delivering impact through long-term partnerships



Rob Perrins  
Chairman,  
Berkeley Foundation

2022/23 has been an impactful year for the Berkeley Foundation. I take great pride in looking back at the tremendous amount of good we've achieved through working in partnership with our charity partners.

We are making good progress against the Berkeley Foundation's 2030 Strategy: A force for change, which focusses our efforts around five impact goals and challenges us to make an even more valuable contribution to the young people and communities we serve. This year, we have committed £750,000 over three years to two new long-term Strategic Partnerships – with New Horizon Youth Centre and Groundwork London.

Our partnership with New Horizon Youth Centre builds on our previous work together, and will support the growth and development of New Horizon's frontline services for young Londoners experiencing homelessness – supporting them to secure safe accommodation and increase their independent living skills.

Our new Strategic Partnership with Groundwork London will be the first to address our Youth leadership impact goal. We are supporting the delivery of a leadership programme that will empower disadvantaged young people to build skills and kick-start their careers in the green economy.

“Through the powerful collaboration of our people, our partners and the Foundation, we are delivering transformative impact.”





Groundwork London

People reached in 2022/23

11,613

£750,000

We launched long-term, Strategic Partnerships with Groundwork London and New Horizon Youth Centre, committing £750,000 over the next three years.

Further building on our Youth leadership goal to develop and empower the next generation of civic leaders, we have joined forces with LandAid to co-fund St Basils' Youth Voice programme over the next three years – creating a safe space for young people in the West Midlands to use their lived experience of homelessness to influence change.

I am really pleased that we have also renewed our Strategic Partnership with Crisis, continuing our commitment to help end homelessness. Our pioneering partnership work with Crisis and Brent Council continues to play an important role in the systems change that is taking place locally to ensure that the needs and experiences of homeless people are at the forefront of service delivery.

Our other Strategic Partnerships have continued to flourish. This year, we saw 80% of Street Elite participants move into employment, education or training and I'm delighted that two of them secured employment with Berkeley Group subcontractors. Together with the St Joseph team, we supported the launch of MyBnk's new Money House flat in Birmingham, which provides innovative financial education training for young people at risk of homelessness. Our partnership with Imperial College London continues to engage young people in STEM projects and careers through the Reach Out Makerspace. Working with the Mayor's Fund for London, we are providing the hardest hit families with essential food and activities during the school holidays through the Kitchen Social programme. And our partnership with the Lord's Taverners delivers the incredible Super 1s, enabling increased access to cricket and disability sports for young people nationwide.

It amazes me how our incredible charity partners tirelessly support our communities through their life-changing programmes, especially in the wake of a pandemic and now during the cost of living crisis. Society faces many challenges and every responsible business has a duty to drive the recovery and deliver positive change.

In response to these challenges, the Foundation has provided additional support to our partner

charities – by providing funding towards the immediate needs of young people and giving unrestricted grants to support escalating running costs. Berkeley staff have also volunteered their time, skills and expertise to help our partners survive and thrive during these difficult times.

The second year of our Resilience Fund also launched this year, opening up £300,000 of new funding for small-to-medium sized charities and CICs. This funding is supporting ten organisations to build their resilience – through improved systems, strengthened governance, increased financial sustainability, better strategic planning, and much more.

We couldn't achieve this without the Berkeley Group and its incredible staff, who make the Foundation's work and partnerships even more impactful. I am incredibly grateful to everyone across the Group who continues to contribute their time, skills and money to the work of the Foundation. 2022/23 was a record-breaking year for staff fundraising, and 59% of staff chose to get involved in our work. I hope that the launch of our new Volunteering Hub will provide even more opportunities for staff to engage in the Foundation's work and build on the fantastic levels of volunteering we've seen this year.

This year we were finally able to hold a memorial service for our late founding board member, Tony Pidgley CBE. The Foundation received over £30,000 from the memorial collection and other gifts received in Tony's memory. These generous donations will contribute towards the Foundation's support of two 'Tony Pidgley Fellowships', hosted by the Association of British Neurologists.

Finally, I would like to thank the Foundation team, led by Interim Head of Foundation Clare Maddison. As always, my fellow Trustees past and present – Wendy Pritchard, Alison Dowsett, Elaine Driver, Piers Clanford and Elizabeth Adekunle, have shown immense dedication to the Foundation and I am grateful for their continued commitment and insight, which enables us to have a lasting impact in our communities.

**Rob Perrins**  
Chairman, Berkeley Foundation



# Our year in focus

The Berkeley Foundation makes grants to expert charities, supporting their work with young people and communities. Berkeley staff also contribute their time, skills and money. This page gives an overview of the grants we have given across London, Birmingham and the South East of England in 2022/23. It also provides a snapshot of our impact, which has been assessed using Business for Societal Impact's depth of impact framework.

## Giving by goal

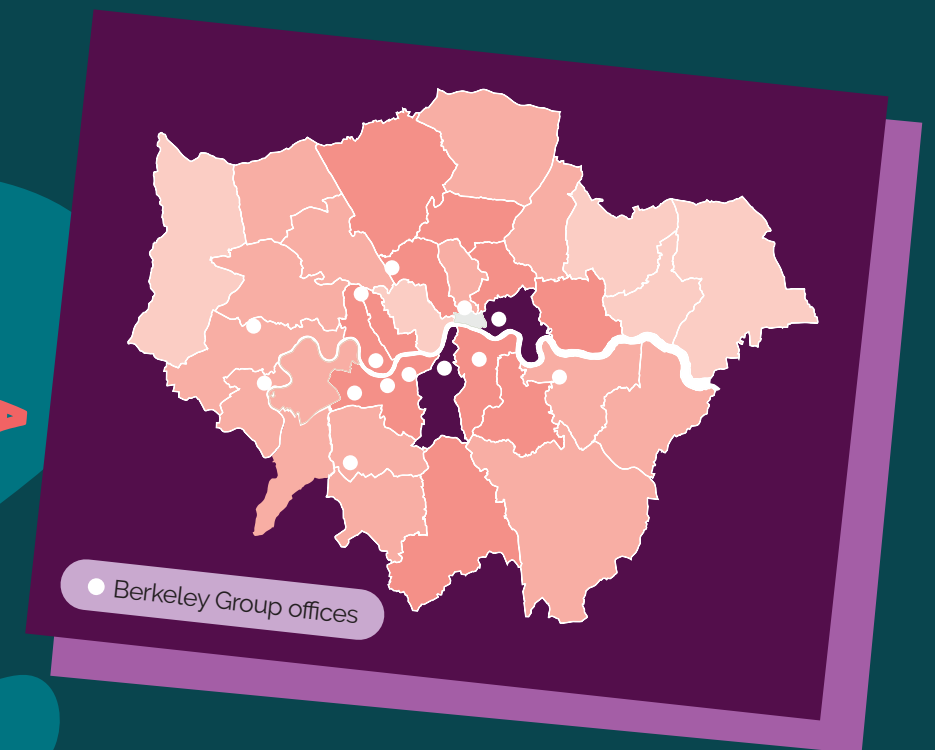
A safe place to call home	£1,103,000
Journey to employment	£610,000
Health and wellbeing	£1,686,000
Youth leadership	£138,000
A resilient voluntary sector	£328,000

## Giving by type

Strategic Partnerships	£1,884,000
Community Partnerships	£1,259,000
Community Investment	
Fund & Development Fund	£394,000
Resilience Fund	£328,000

## Grants made by size

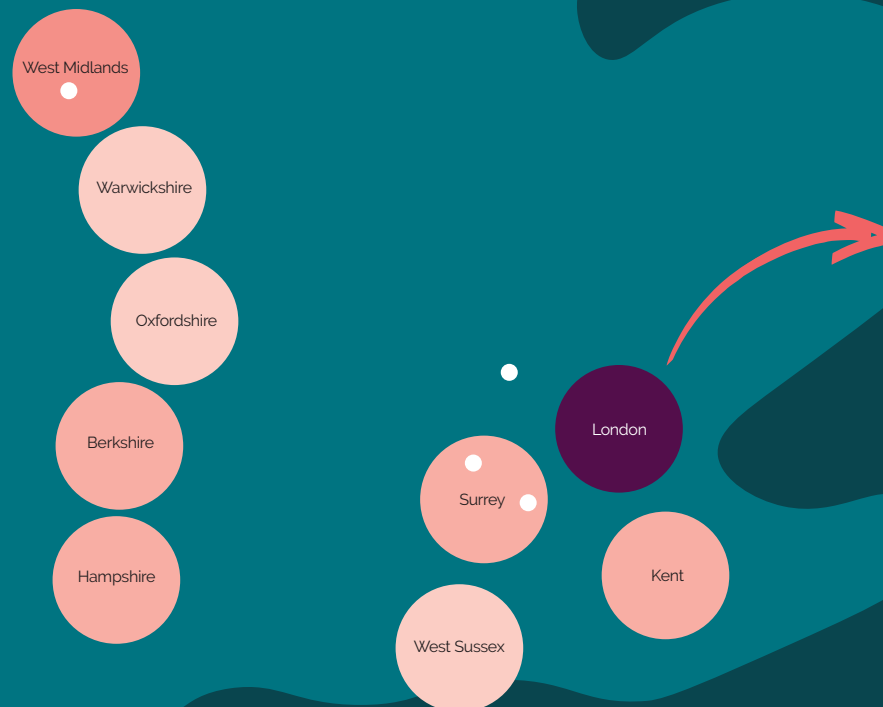
£0 - £20,000	58
£20,001 - £50,000	7
£50,001 - £100,000	5
£100,001+	6



Number of partner charities operating in borough/county



● Berkeley Group offices



## Our investment

£3.9m

We distributed £3.9 million to our partner charities through grants, staff fundraising and payroll giving donations.

£991,000

Berkeley staff raised £991,000 for the Foundation and our charity partners.

## Berkeley staff involvement

59%

of Berkeley staff got involved with the Foundation this year.

30%

of employees signed up to our payroll giving scheme.

1,300

Berkeley staff volunteered 1,300 hours with our charity partners.

## Our impact

11,613

We reached 11,613 people through our charity partnerships.

Working in partnership

The Berkeley Foundation is the independent charitable foundation set up by the Berkeley Group. Our vision is that young people and their communities have the tools and resources they need to thrive and be a force for change in the world.

The Berkeley Foundation builds long-term, impactful partnerships with the voluntary sector through four main routes.

Strategic Partnerships

Long-term, transformational partnerships. This year, we grew our Strategic Partnerships from six to eight.

Community Partnerships

Local charities chosen by staff in each Berkeley Group operating business. These partnerships focus on fundraising and volunteering.

Resilience Fund

Organisational development support for small-to-medium sized charities.

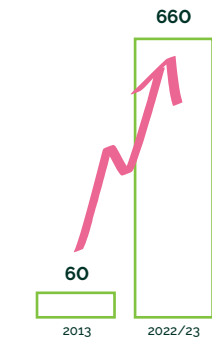
Development Fund

A flexible funding pot that allows us to explore new ideas and respond to opportunities.

A conversation with Lord's Taverners

Our 10-year strong partnership with the Lord's Taverners supports the Super 1s disability cricket programme, which equips young people with essential life skills.

Here is a snapshot of a conversation between Will Gogerty, Director of Engagement and Partnerships at the Lord's Taverners, and Clare Maddison, Interim Head of the Berkeley Foundation, which highlights our partnership approach and impact.



No. of participants supported

CM: We've achieved so much together since 2013! What has our partnership meant to the Lord's Taverners?

WG: I can honestly say that the partnership has been truly transformational for us as an organisation, and crucially for the communities we support. Thanks to the Foundation's long-term vision and approach, we have innovated our Super 1s disability cricket programme and ensured its sustainability.

CM: And what about the communities you support?

WG: At the start of our partnership, we supported 60 children living with a disability each year. In 2022/23, we supported 660 children across 42 hubs in 8 different Berkeley-funded regions! The impact behind these numbers is huge. Of the participants who took part last year, 94% said they felt more included, 92% said they felt more active and 88% said they felt more confident since taking part in Super 1s. However, I believe one of the biggest impacts we have had is



Employability workshop hosted by Berkeley St Edward.

“Our social impact is only possible thanks to the longevity and investment in our partnership.

Will Gogerty  
Director of Engagement and Partnerships, Lord's Taverners

that across these eight regions, we now have nine former Super 1s participants running hubs as Coaches. These individuals are now role models to any new participants taking part. This type of social impact doesn't happen by accident, it is only possible thanks to the longevity and investment in our partnership.

CM: From your perspective, how has the Foundation's relationship with the Berkeley Group added value to our partnership?

WG: At the Tavs, we know that we can't have the impact we aspire to have on our own. By working with the wider Berkeley Group, through the Foundation, we have been able to engage a much wider audience when it comes to showcasing our work and highlighting the amazing stories and resilience of the children and parents who are involved in our programmes. From Berkeley St Edward staff hosting bespoke employability workshops, to running Visually Impaired cricket demonstrations. From Berkeley staff running the marathon for

us, to 10+ volunteers helping run our table cricket regional finals days - all of this work combined has led to a genuine feeling of co-creation, working together on the issues we are trying to solve, and I believe it's in that space where real social impact can happen.

Here is what Hamish's mum had to say about the employability workshop.

"For someone like Hamish, with a diagnosis of autism, he achieved something that he probably hadn't achieved before. Hamish was very proud to be able to tell his big sister that he'd been at work and she was very impressed to hear it. It gives me a little glimmer of hope that he will find his feet and will have his own life. For all of our children it's the small steps and the little achievements that mean as much if not more than the great big accolades."

660

. In 2022/23, we supported 660 children across 42 hubs in 8 different Berkeley-funded regions!



Watch our film: Super 1s - 10 years in partnership.



# Engaging Berkeley staff

Our relationship with the Berkeley Group enables us to add value to our charity partnerships. As our corporate parent, the business provides essential core funding and invaluable support services, which means that we can invest more in our partnerships.

Berkeley staff add even more value to our local communities – from volunteering their time and expertise, to fundraising, to offering construction careers guidance, site tours and employment workshops. This year, 59% of staff got involved with the Foundation's work and collectively, they raised an incredible £991,000 for our partners through fundraising and payroll giving.

In 2022/23, we launched our new Volunteering Hub and staff volunteered over 1,300 hours, generating over £80,000 in match funding from the Foundation. The match funding scheme also matches staff fundraising and payroll giving donations for our charity partners. In 2023, this generated over £350,000 of unrestricted funding.



Staff from St Joseph volunteering their time at the Lord's Taverners table cricket final.



“ I felt incredibly proud knowing that our staff were giving up their weekends to raise money for our charities. The weather made it very challenging, but as usual, the team stuck together, were tenacious and reached the top of all three mountains. ”

**Paul Vallone**  
Berkeley St Edward

59%

This year, 59% of staff got involved with the Foundation's work and collectively, they raised an incredible £991,000.

The team at Berkeley St Edward conquered the Yorkshire Three Peaks, and raised over £6,000 for Momentum, Rethink Mental Illness and Triangle Adventure Playground.

Berkeley Group and Berkeley Group IT took on the Surrey Three Peaks challenge, and raised £3,000 for Surrey Young Carers.



“ One of the greatest gifts we receive from our partners is time. Your time and skills really do make our vital work possible. From bucket collections and toy sorting, leafleting and Christmas tree collections and support across our exciting calendar of events, our small team simply couldn't do it without you! Thank you to all our incredible volunteers for all that you do. ”

**Tai Bishop, Lead for Corporate Partnerships**  
Alexander Devine Children's Hospice



Berkeley Capital held a dragon boat race which raised over £44,000 for Evelina London Children's Hospital and Home-Start London.



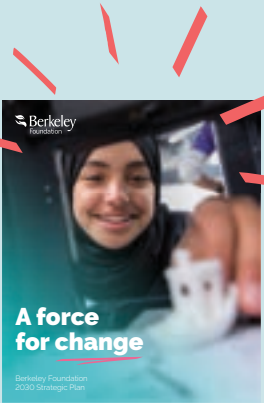
The Berkeley Homes Oxford & Chiltern held a go-kart endurance race, raising £22,000 for charity partners Alexander Devine and Helen & Douglas House.



A team from Berkeley helped out at the Alexander Devine big toy sort.

In 2021, we launched our 2030 Strategy, which sets out our five interconnected impact goals and five commitments about the way we'll work. Here's a glimpse into the progress we've made against our commitments this year.


## Our 2030 goals



Read our full 2030 Strategic Plan

## 2030 commitment

### This year...

<b>Partnership</b> We'll build partnerships with expert charities, investing in their work to help communities thrive	<ul style="list-style-type: none"><li>• We extended our partnership with 1 of our current charity partners, and made commitments to 13 new charity partners</li><li>• The average length of our current partnerships is 3.7 years</li><li>• 46% of our total funding was unrestricted or allocated to core costs</li><li>• We refreshed our commitments to IVAR's Open and Trusting Grantmaking Campaign. See our commitments here</li></ul> 
<b>Adding value</b> We'll add value to our partnerships through our expertise, networks and relationship with Berkeley Group	<ul style="list-style-type: none"><li>• 59% of Berkeley staff got involved in our work through fundraising, volunteering or payroll giving</li><li>• Staff raised £991,000 for the Foundation and our charity partners</li><li>• We launched our new Volunteering Hub and staff donated 1,300 hours of their time through our partnerships</li></ul>
<b>Learning and sharing</b> We'll learn from our work and share our learning across the public, private and voluntary sectors	<ul style="list-style-type: none"><li>• We delivered three learning events in 2022/23, bringing our partners together to learn, share and collaborate around common themes</li></ul>
<b>Diversity, equity and inclusion</b> We'll ensure that diversity, equity and inclusion is at the heart of everything we do	<ul style="list-style-type: none"><li>• 70% of grants made in Year 2 of our Resilience Fund went to organisations led by people from Black and Minoritised communities</li><li>• We ran two external grants panels, involving representatives from our charity partners</li><li>• We finalised our Diversity, Equity and Inclusion Plan, ready for publication in 2023/24</li></ul>
<b>Youth participation</b> We'll enable young people to play an active role in the Foundation's work	<ul style="list-style-type: none"><li>• We introduced a Youth Panel into the decision-making process for our Resilience Fund</li></ul>





A safe place to call home

New Horizon Youth Centre

Impact goal

1

# A safe place to call home



## Our investment in 2022/23

£1,103,000

We invested £1,103,000 in 2022/23 in charities working to give everyone a safe and sustainable place to call home.

## Our impact in 2022/23

891

Our partnerships supported 891 people experiencing or at risk of homelessness this year.

## Understanding the need

### Preventing homelessness

The rising cost of living and the national housing crisis continue to increase the risk of homelessness for many people – renters have been the most likely to have fallen behind on housing costs<sup>1</sup>, and it is estimated that one in fifty-five 16 – 24 year olds in the UK, is homeless or at risk of homelessness.<sup>2</sup> Building independent living skills and supporting young people to increase their financial literacy, is key to homelessness prevention.

### Accessing safe and stable accommodation

Like all of us, young people experiencing homelessness aspire to access affordable, safe and secure housing - this can often be a catalyst for achieving their future goals. One in six young people live in poor quality housing<sup>3</sup> and there continues to be a current lack of youth-specific accommodation. In order to keep young people safe and off the streets and enable them to exit homelessness for good, it is vital that Housing Services offer a clear pathway into long-term accommodation.

### Improving homelessness systems

Over the last year, we have seen an increase in the number of Londoners forced to sleep rough. During the period April-June 2022, outreach teams recorded 2,998 individuals sleeping rough in the capital - a 16% increase on 2021<sup>4</sup>. Collaboration between statutory and non-statutory services can help to put the needs of homeless people first, leading to improved systems, services and impact at a local level.

## Our role

### Growing our support

Our 2030 goal is that everyone has somewhere to live that is safe, secure and sustainable. This year, we invested £1,103,000 in partnerships that are striving to end homelessness for good – through direct support, preventative work and systems change. We were delighted to renew our ten-year Strategic Partnership with Crisis for another year – supporting Crisis' frontline services across London and the evolution of the placed-based work carried out in the London Borough of Brent. We also supported MyBnk to expand its award-winning financial education programme into Birmingham, supporting more young people to improve their financial wellbeing.

### Addressing the rise in youth homelessness

Building on our support of Hotel 1824 – London's first emergency accommodation for young people sleeping rough, we launched a new Strategic Partnership with New Horizon Youth Centre. Our three-year partnership will support the growth and development of New Horizon's frontline services, supporting young people experiencing homelessness to secure housing, sustain independence and improve their life skills.

### Adding value

100 Berkeley Group colleagues dusted off their running shoes and raised over £10,000 through Crisis' Race to End Homelessness this year. Staff also volunteered their time for Crisis – working on the shop floor, participating in a range of activities through Crisis at Christmas and sorting through goods in the retail warehouse. In Birmingham, 17 Berkeley staff and contractors refurbished MyBnk's new Money House flat – just in time for its launch!

### We worked in partnership with:

#### Strategic Partners

Crisis  
MyBnk  
New Horizon Youth Centre

#### Community Partners

SPEAR  
St Basils

Community Investment Fund  
Settle

<sup>1</sup>Try, L. 2023. *Trying times*. Resolution Foundation <sup>2</sup>Nicoletti, I. 2023. *Unaccounted: The scale of youth homelessness in the UK*. Centreport

<sup>3</sup>Cooper, A. 2023. *A crisis on our doorstep*. Barnardo's <sup>4</sup>2022 – 2023 Q1 CHAIN report

A safe place to call home



We have been working with Crisis to tackle homelessness since 2013. Our funding has supported the delivery of Crisis' employment services across London and since 2019, we've invested in partnership work between Crisis, Brent Council and non-statutory services, to improve homelessness systems and services at a local level.

In 2022/23, our partnership supported over 700 people on their journeys to employment and 75 people across London to end their homelessness. Our partnership work in Brent supported over 100 people into stable housing and over 150 people to end their homelessness.

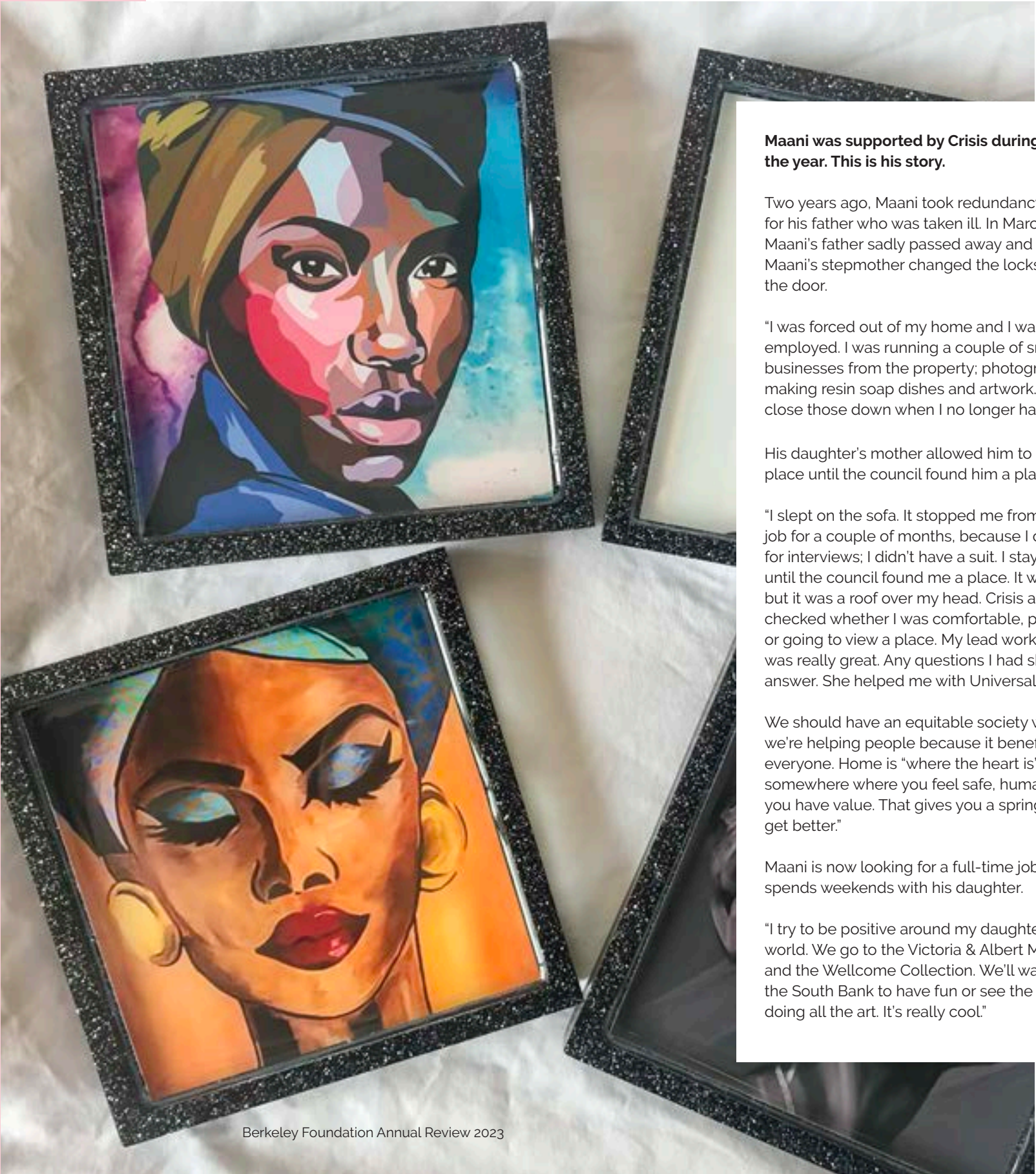
‘Strong partnership working has helped develop a step change’

Laurence Coaker  
Head of Housing Needs, Brent Council



Read more about our work with Crisis in Brent.

Artwork by Maani



Maani was supported by Crisis during the year. This is his story.

Two years ago, Maani took redundancy to care for his father who was taken ill. In March 2022, Maani's father sadly passed away and one day, Maani's stepmother changed the locks on the door.

"I was forced out of my home and I wasn't employed. I was running a couple of small businesses from the property; photography, making resin soap dishes and artwork. I had to close those down when I no longer had access."

His daughter's mother allowed him to stay at her place until the council found him a place.

"I slept on the sofa. It stopped me from finding a job for a couple of months, because I couldn't go for interviews; I didn't have a suit. I stayed there until the council found me a place. It wasn't great, but it was a roof over my head. Crisis always checked whether I was comfortable, progressing or going to view a place. My lead worker Anna was really great. Any questions I had she would answer. She helped me with Universal Credit.

We should have an equitable society where we're helping people because it benefits everyone. Home is "where the heart is", but it's somewhere where you feel safe, human, where you have value. That gives you a springboard to get better."

Maani is now looking for a full-time job and spends weekends with his daughter.

"I try to be positive around my daughter. She's my world. We go to the Victoria & Albert Museum and the Wellcome Collection. We'll walk down the South Bank to have fun or see the people doing all the art. It's really cool."



Over the last seven years, we have invested just under £2 million in support of The Money House, an award-winning financial education programme delivered by MyBnk. Through our Strategic Partnership, we have supported the national growth of the programme and we enabled 430 young people across London and Birmingham to develop their financial capabilities in 2022/23. At the three-month follow up, less than 10% had rent arrears.

This year, we supported the launch of the new Money House flat in Birmingham with a team of 17 Berkeley volunteers and supply chain colleagues, who between them donated over 136 hours of their time to help with renovations.

# ‘We’re so excited to expand MyBnk’s work to the Midlands’

**Sally McLachlan**  
Regional Partnership Manager (Midlands), MyBnk



**Sally McLachlan, Regional Partnership Manager (Midlands), shares feedback from young people who have completed The Money House.**

“We’re so excited to expand MyBnk’s work to the Midlands. This region has a high level of youth unemployment and young people leaving the care system, so the need for a project like this is clear. Our first sessions have received great feedback from participants, and we can’t wait to welcome more young people to our new site and bring our programmes to more schools and youth organisations.

We ran The Money House course for St Basils Youth Advisory Board. During the course, the young people covered topics such as banking, borrowing, debt, consumer rights, housing and tenancies, employment and benefits.

One young person shared how The Money House had helped them learn about ways to build their credit score:

“Before the course I thought that credit cards were a scam but now I know that they can be used to help build up my credit score. I’m not so worried now in terms of using them, I only wish I’d known this sooner!”

Since the course, the young people have become an integral part of The Money House in Birmingham, joining in with community and networking events, and working with us and The Prince’s Trust to create a local Youth Board. After the course, young people told us: “Overwhelming topics, such as debt, were simplified into something a lot less scary. I now feel much more comfortable with how to deal with them in the future.”

“I enjoyed the feeling of comfort whilst you’re learning – it’s not a pressured environment.”



430

Our work enabled 430 young people in London and Birmingham to access The Money House programme.

98%

of young people graduating from the programme were able to sustain their accommodation and avoid homelessness.



This year, we also funded MyBnk to deliver some research into the financial provision available to care leavers. Read more about the findings here.



New Horizon Youth Centre offers young Londoners somewhere safe to stay in the short term while finding somewhere to call home in the long term. Young people aged 16-24 can access everything they need at the centre, from showers, laundry facilities and hot nutritious meals through to support with accommodation, education, training and employment, self-development and health and fitness.

‘This partnership will enable us to help even more young people in the years ahead’

**Phil Kerry**  
CEO, New Horizon Youth Centre



39

This year, we also provided New Horizon Youth Centre with a Cost of Living grant towards the Winter Relief Fund. It supported 39 young people with their spiralling costs of living.

This year, we launched a new Strategic Partnership with New Horizon. Over the next three years, we will invest £450,000 in New Horizon's frontline services, supporting young people experiencing homelessness across London, to secure housing, sustain independence and improve their life skills. Our funding will also support the pilot of a new referral system, which aims to improve a young person's experience of New Horizon's services at the point of access.

**Phil Kerry, CEO at NHYC comments:**

"Over the last few years, and especially during the pandemic, the Berkeley Foundation have been quick to understand and invest in the needs of young people experiencing homelessness. So, we are delighted that this critical support has now been consolidated through a Strategic Partnership that will enable New Horizon Youth Centre to help even more young people in the years ahead.

Our partnership is off to a good start with the successful appointment of a new Referrals Coordinator, who is already making improvements to the Centre's referral system. His focus over the next year will be on streamlining the referral process and ensuring that every young person is warmly welcomed and referred to the service that best meets their individual needs."

In addition to funding, our new partnership will also offer opportunities for Berkeley Group staff to get involved - by offering their skills and expertise, supporting with volunteering, and helping to source essential items for young people moving into accommodation.



Street Elite

Our investment in 2022/23

£610,000

We invested £610,000 in 2022/23 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 2022/23

2,438

Our partnerships supported 2,438 people facing barriers to work.

Impact goal

# 2 Journey to employment

Our charity partnerships

**Strategic Partners**  
Imperial College London  
The Change Foundation

**Community Partners**  
Gifted Young Generation  
Key4Life  
Vauxhall City Farm

**Development Fund**  
Ways into Work CIC  
Longridge-on-the-Thames

**Community Investment Fund**  
Chance UK  
High Trees Community Development Trust  
Hyde Charitable Trust  
No5  
Oarsome Chance  
SkyWay Charity

## Understanding the need

### Preventing school exclusions

Education plays a key role in a young person's journey to employment. While many factors influence whether a young person will become economically inactive, research shows that school exclusion increased the risk of becoming NEET at the age of 19/20, and then remaining economically inactive at the age of 25/26<sup>1</sup>. By developing life skills and building positive behaviours, children are better equipped to navigate their experience of school and prepare for their transition into employment.

### Breaking down barriers

Children who grow up experiencing socio-economic disadvantage are disproportionately more likely to face a range of poor outcomes - including life satisfaction, educational performance and career opportunities. As well as the impact this has on individuals, there are wider consequences for our society, particularly on overall workforce productivity<sup>2</sup>. Exposing young people to a range of opportunities and career paths can broaden horizons and break down barriers to employment.

### Rising youth unemployment

Youth unemployment is back on the rise, following a period of record levels of employment. Between January and March 2023, 482,000 young people were unemployed, an increase of 45,000 from a year before<sup>3</sup>.

## Our role

### Building skills for the future

In 2019, we launched the *Skills for Positive Futures* funding programme. We supported six organisations to spend three years working to develop life skills and resilience in 8-14 year olds who are at risk of school exclusion. Working throughout the pandemic, in often challenging conditions, the organisations adopted various approaches to support young people at key transition points, including long-term mentoring, coaching sessions, and a whole-family approach. Across the programme, our partners have worked with over 900 young people, and have seen improvements in behaviours and attitudes towards education and future prospects.

### Supporting journeys to employment

Our partnership with Imperial College London engages young people in science, technology, engineering, and mathematics (STEM). Through the Maker Challenge Programmes, they gain practical skills including taking an idea from concept through to finished prototype. This year we renewed our Strategic Partnership for another three years, committing a further £600,000 to help increase access to STEM careers. Together with teams from across Berkeley Group, we were also able to offer work place opportunities to young people supported by the Maker Challenge team and the Lord's Taverners.

### Tackling youth unemployment

Our partnership with The Change Foundation delivers Street Elite, an intensive training to work programme for young people impacted by violence, crime and inequality. Through sports sessions and long-term mentoring, Street Elite supports young people to re-engage with education, employment or training. The Berkeley Group also offers all graduates of the programme work experience within the business or with one of its contractors.

<sup>1</sup>Madia, J et al. 2022. *Long-term labour market and economic consequences of school exclusions in England: Evidence from two counterfactual approaches*. The British Psychological Society  
<sup>2</sup>Centre on Well-being, Inclusion, Sustainability and Equal opportunity (WISE). 2022. *Starting unequal: How's life for disadvantaged children?* OECD. <sup>3</sup>Powell, A, Francis-Devine, B and Buchanan, I. 2023. *Youth Unemployment Statistics*. House of Commons Library



Launched in 2019 in response to rising youth violence, our *Skills for Positive Futures* programme aims to support 8-14 year olds at risk of school exclusion. Our six charity partners use coaching and mentoring to help young people develop the life skills they need to make positive choices and support their journeys to employment.

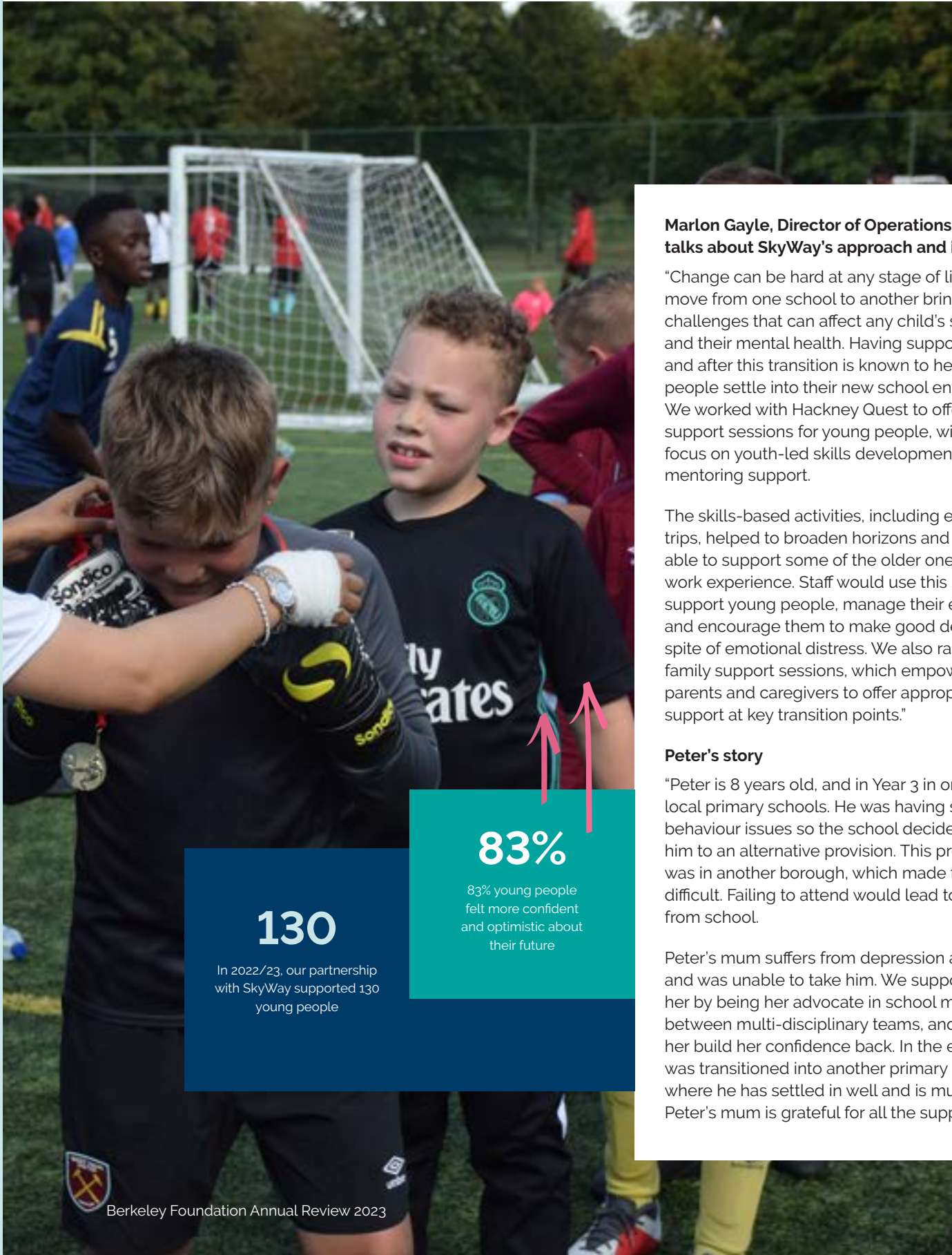
This year, 274 young people were supported across the six funded projects. These included a collaboration between two key community organisations in Hackney, SkyWay and Hackney Quest, who joined forces to deliver youth-led workshops and whole-family support sessions.

# ‘We’re helping to broaden horizons’

**Marlon Gayle**  
Director of Operations, SkyWay



Check out SkyWay and Hackney Quest's How to Guide on building a successful partnership.



**Marlon Gayle, Director of Operations at SkyWay, talks about SkyWay's approach and impact.**

"Change can be hard at any stage of life but the move from one school to another brings specific challenges that can affect any child's self-esteem and their mental health. Having support before and after this transition is known to help young people settle into their new school environment. We worked with Hackney Quest to offer weekly support sessions for young people, with a focus on youth-led skills development and mentoring support.

The skills-based activities, including educational trips, helped to broaden horizons and we were able to support some of the older ones to gain work experience. Staff would use this space to support young people, manage their emotions and encourage them to make good decisions in spite of emotional distress. We also ran intra-family support sessions, which empowered parents and caregivers to offer appropriate support at key transition points."

**Peter's story**

"Peter is 8 years old, and in Year 3 in one of the local primary schools. He was having some behaviour issues so the school decided to send him to an alternative provision. This provision was in another borough, which made travel very difficult. Failing to attend would lead to exclusion from school.

Peter's mum suffers from depression and anxiety and was unable to take him. We supported her by being her advocate in school meetings between multi-disciplinary teams, and helped her build her confidence back. In the end, Peter was transitioned into another primary school where he has settled in well and is much happier. Peter's mum is grateful for all the support."

83%

83% young people felt more confident and optimistic about their future

130

In 2022/23, our partnership with SkyWay supported 130 young people

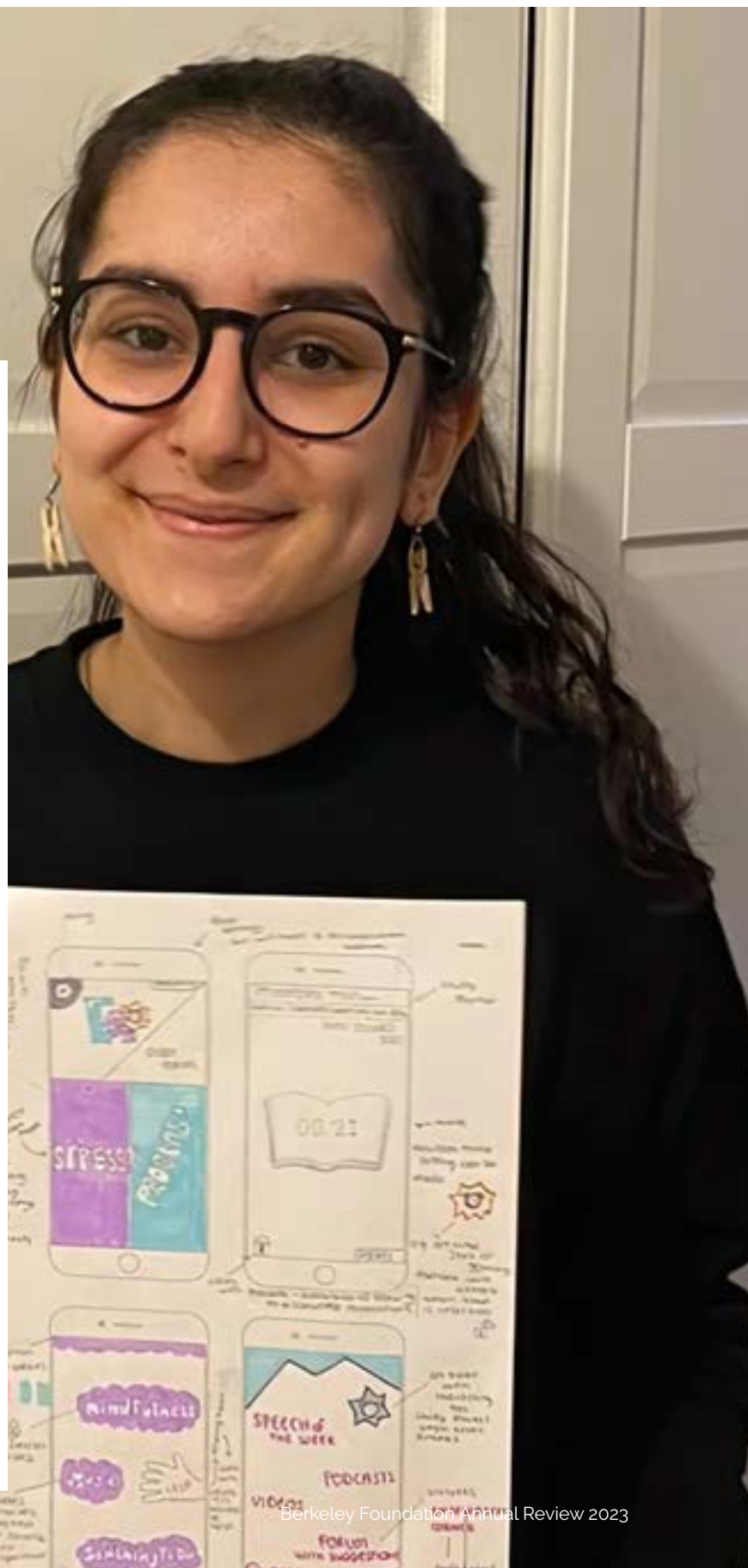
**Tamara Carpar took part in the Maker Challenge in 2020, and is now studying Design Engineering at Imperial College London. This year, she became an Outreach STEM Ambassador, providing guidance and support to young people taking part in the Makerspace programmes.**

"I applied to the Maker Challenge knowing it would be a great programme to understand the different Engineering fields as well as learning new skills. The skills I learnt inspired me to go further and apply to Imperial College London.

During the programme, I had lots of opportunities to ask the student ambassadors questions about their experience at Imperial. The skills I gained eased my nerves around interviews and writing my personal statement. Once the lockdowns ended and we were finally able to enter the Makerspace, I enjoyed exploring the tools, experimenting, soldering and using machinery around the workshop. I applied my skills to complete various projects, which I talked about in my university interview.

I got accepted to study Design Engineering at Imperial in September 2022. The Maker Challenge provided me with a taster into specialist engineering software, and I got a head-start in learning to operate equipment such as laser cutters and 3D printers, which has been useful in my degree.

I became an Outreach STEM Ambassador because I found asking questions to a student closer to my age less nerve-racking and a lot easier to understand. Imperial is a competitive university, so it's nice to ask someone in-person instead of being bombarded with information online. Hearing from students' experiences made me a lot more confident in knowing that Imperial was the place for me."



Since 2017, our partnership with Imperial College London has enabled more than 1,000 young people from White City and the surrounding areas to participate in the Makerspace Programmes. The programmes use design and innovation to build skills and expose young people to different career pathways.

This year, 324 young people developed new skills through the programme.

**‘The skills I learnt inspired me to go further’**

**Tamara Carpar**  
Former Participant and Outreach  
STEM Ambassador, Maker Challenge

**Imperial College  
London**



In 2021 we funded The Makerspace Manual: A Guide to Bringing Ideas to Life. It's a great resource for teenagers, schools, teachers, educators, community groups, and makers.



Street Elite is a nine-month coaching and mentoring programme delivered by The Change Foundation. It is aimed at young people who are impacted by violence, crime and inequality, helping them to re-engage with employment, education or training.

We have been supporting Street Elite since 2013. This year, 108 young people took part and over 80% of them transitioned into work or education. We also had the highest number of female participants in the programme's history.

Over half of the coaches who delivered Street Elite this year have come through the programme themselves, making them ideal role models and mentors for the young people involved.

# ‘Coach Mentors help young people secure work that changes their lives’

**Navjeet Sira**

Director of Design and Impact, The Change Foundation



Read more about the impact of Street Elite this year.



**Navjeet Sira, Director of Design and Impact, The Change Foundation, talks about the value of Street Elite Coach Mentors.**

"Each year, at least 80% of Street Elite graduates transition from being unemployed or underemployed to starting work that suits them and their aspirations. These young people are 'unknown' within official employment statistics and often divorced from mainstream services, becoming vulnerable to crime, violence, and inequality. They are often recruited to the programme through estate walks, local charities and youth centres, or through word of mouth in the local area.

Street Elite Coach Mentors are central to the Street Elite ecosystem of long-term sustainable change. 60% of the Street Elite staff team came through the programme. Coach Mentors build a relationship of trust and friendship by being consistent, reliable and non-judgemental.

"We are a bridge that connects two different worlds, where they come from and where they want to go."

Coach Mentors come from the same communities as the young people and provide practical advice on how to achieve their goals.

"You are someone who can regulate their feelings and explain and validate that they are not alone."

To provide this level of support, Coach Mentors are highly trained in trauma-informed practices, counselling, mental health first aid and suicide prevention.

In its twelfth year, Street Elite continues to meet societal challenges through incredible, round the clock coaching and confidence building activities. Against a backdrop of economic challenges, the cost of living crisis and mental health epidemic; these Coach Mentors help young people secure work that not only changes their lives, but also the lives of their families and generations to come."

**108**

took part in the Street Elite programme this year.

**80%**

of participants have successfully transitioned into work or education.





Lord's Taverners

Impact goal

3

# Health and wellbeing

## Our investment in 2022/23

£1,686,000

We invested £1,686,000 in 2022/23 in charities working to ensure that young people and their communities have the support they need to live happier, healthier lives.

## Our impact in 2022/23

8,208

Our partnerships supported 8,208 people with their health and wellbeing this year.

## Our charity partnerships

### Strategic Partners

Mayor's Fund For London  
Lord's Taverners

### Community Partners

Action for Carers Surrey  
AFK  
Alexander Devine Children's Hospice Service  
Demelza ellenor  
Helen & Douglas House  
Home-Start London  
Honeypot Children's Charity  
Mencap  
Momentum Children's Charity  
Rainbow Trust Children's Charity  
Rethink Mental Illness  
St Giles  
The Grange at Bookham  
Triangle Adventure Playground

### Community Investment Fund

Association of British Neurologists  
Anna Freud  
Khulisa  
MSTC  
Richard House Children's Hospice  
St Matthew's Project

## Understanding the need

### Building the foundations for a healthy life

Eating healthy and nutritious food has become a real challenge for many families: 53% of lower income households report that they are now unable to afford healthy food<sup>1</sup>, yet a nutritious diet and regular exercise are the foundations for a happy and healthy life.

### Improving youth mental health

Every young person deserves the right to seek support and have someone to turn to about their mental health. However, waiting times remain long<sup>2</sup> and young people from Black and Minoritised communities are traditionally underserved by existing mental health services. When trying to access help, they are more likely to face systemic barriers and often experience racism, stigma and discrimination<sup>3</sup>.

### Accessing high quality care and support

Young people who are facing life-limiting or terminal illness, and their families, need access to the best possible care and support. Finding the right networks and support systems can be a lifeline for families who find themselves in the most challenging of circumstances.

## Our role

### Working with expert organisations to deliver real change

This year, our long-term partnership with the Mayor's Fund for London has gone from strength to strength, supporting young people to live happier and healthier lives. Over the next three years, we will continue to support the Kitchen Social programme, offering free nutritious meals and activities to children during the school holidays. We've also seen young people improve their physical and mental wellbeing through our 10-year strong partnership with the Lord's Taverners.

### Supporting young people from Black and Minoritised communities

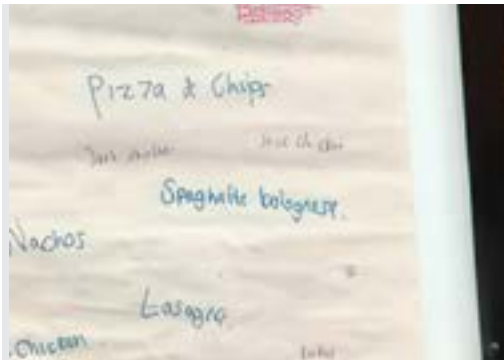
Through our five-year funding programme *Improving Youth Mental Health*, we are working with four brilliant charities to promote positive mental health in adolescents and improve the support systems around them. This year, through our Resilience Fund, we have also started working with 10 organisations focused on improving the mental health and wellbeing of young people from Black and Minoritised communities.

### Adding value through our relationship with Berkeley Group

Many of our local Community Partners offer high quality care and support for children and families suffering from life-limiting illnesses. These charities are supported by our Berkeley Group colleagues through fundraising, volunteering and payroll giving - from Berkeley staff collectively raising £837,000 in support of our Health and Wellbeing goal in 2022/23, to Berkeley St George sub-contractors resurfacing a basketball court for Honeypot's young carers to enjoy.

<sup>1</sup>The Food Foundation. 2023. *From purse to plate: implications of the cost of living crisis on health* <sup>2</sup>YoungMinds. 2022. <https://www.youngminds.org.uk/about-us/media-centre/press-releases/mental-health-waiting-times-harming-young-people/>. <sup>3</sup>Young Minds & UK Youth. YEAR. *Someone to turn to: Being a trusted adult for young people*.





**Kim Buchan, Project Manager at Kitchen Social** talks about the holistic nature of Kitchen Social.

"Kitchen Social offers a hot nutritious meal alongside social opportunities, such as sport, theatre and play, inspiring leadership, teamwork, and confidence. Holiday provision creates a community that supports the social wellbeing of the young person and their family and builds a network of systems that support the whole family.

**Global Generations' Story Garden**, a Kitchen Social hub in Camden, has been operating since 2018. As well as transforming the space from a disused brownfield site into a flourishing garden, the team has provided opportunities for families and young people to thrive.

The Kitchen Social sessions that they deliver focus on three main areas: Cooking, Gardening and Food Growing, and Crafts. The sessions show how food is grown, where it comes from and how it can be prepared, following farm to fork principles, to help families to understand that being healthy is about variety and balance."

A parent describes their experience:

"The Story Garden gives me a great safe outdoor space to be with my son - it gives him the freedom to safely play and to run around, to meet other local kids and to just be himself. It has had the most positive impact on our relationship. I feel confident being out in the garden and learning new skills - about nature, plants and about gardening. Fresh fruit, fresh air and play. It's wonderful."



**17,446**  
In 2022/23, our partnership provided 17,446 nutritious meals for families across London.

**£1.5m**  
Our total investment in the Kitchen Social programme since 2017

Kitchen Social, a Mayor's Fund for London programme, is a network of community hubs across London that support families to build a healthy life for their children by providing nutritious food and enriching activities in a safe space.

This year, Kitchen Social provided 17,446 meals to 3,392 young people across 25 Berkeley Foundation-funded hubs. In response to the cost of living crisis, we made an additional grant to the Mayor's Fund, which enabled Kitchen Social to distribute more than 500 extra Take and Make boxes across London. Each box contains ingredients for four portions of healthy food to feed a family, alongside recipe cards and online cooking tutorials.

# ‘Kitchen Social encourages children to take control of their creativity and build confidence’

**Kim Buchan**  
Project Manager, Kitchen Social



Watch a film about Kitchen Social and what it means to families.

Khulisa delivers social and emotional programmes in schools and communities, helping young people to thrive. Our partnership supports the expansion of Khulisa's whole-school approach to mental health across London, which involves a mixture of drama-therapy, small group and 1:1 sessions, while training the adults around them on how to create nurturing environments where pupils can thrive.

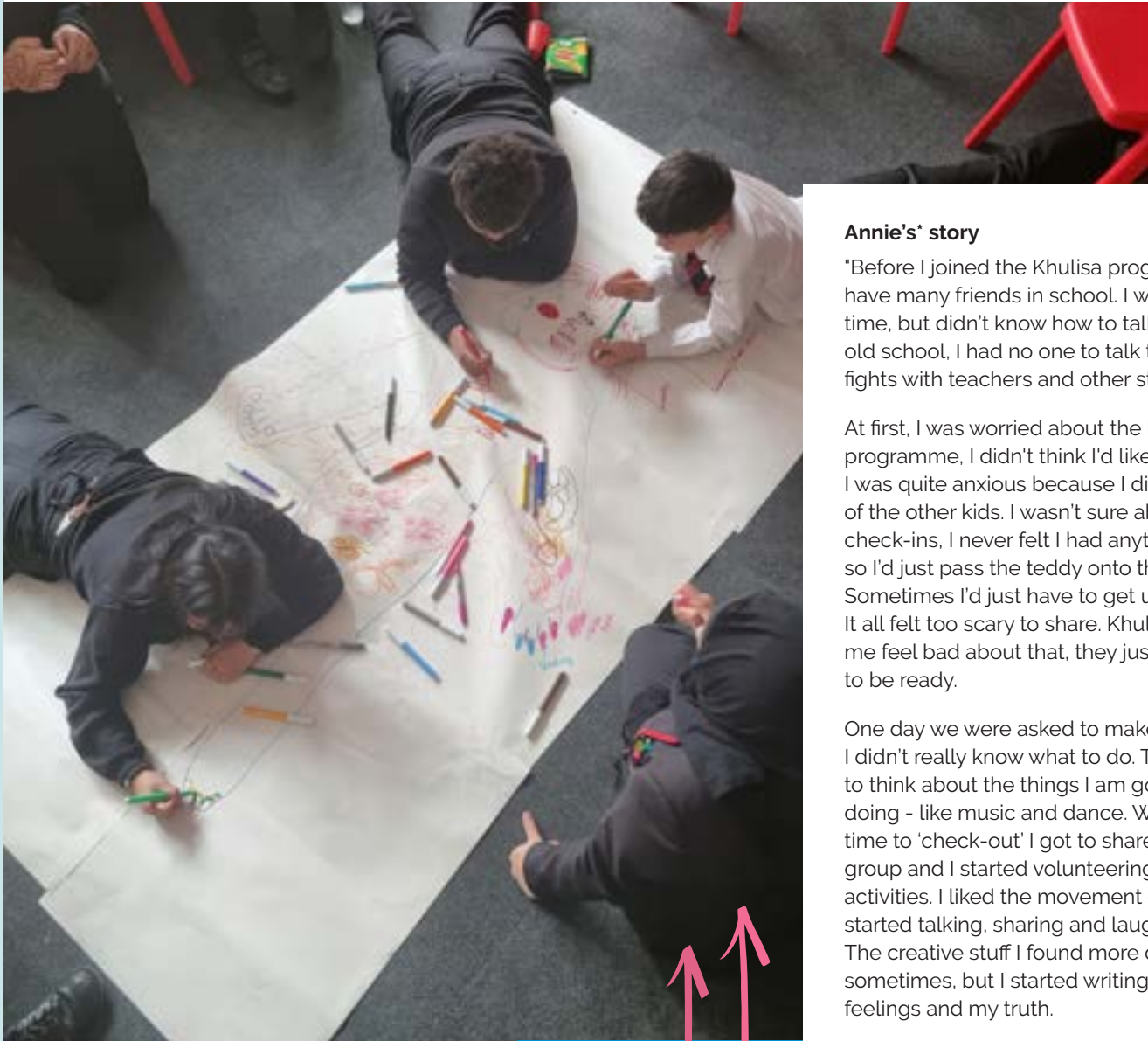
In 2022/23 our work together supported 19 young people through the 'Face It' programme and trained 51 professionals. 62% of young people improved their wellbeing and 91% of professionals, parents and carers accessing Trauma and Resilience Training improved their understanding of trauma.

‘By the end of the programme I could share my worries with my teachers’

Annie\*  
Participant



Watch this youth-led film about the 'Face it' programme and its impact on young people.



Annie's\* story

"Before I joined the Khulisa programme I didn't have many friends in school. I was angry all the time, but didn't know how to talk about it. In my old school, I had no one to talk to and got in fights with teachers and other students.

At first, I was worried about the Khulisa programme, I didn't think I'd like the teachers and I was quite anxious because I didn't know any of the other kids. I wasn't sure about doing the check-ins, I never felt I had anything good to say, so I'd just pass the teddy onto the next person. Sometimes I'd just have to get up and leave. It all felt too scary to share. Khulisa never made me feel bad about that, they just waited for me to be ready.

One day we were asked to make a drawing, I didn't really know what to do. They helped me to think about the things I am good at and enjoy doing - like music and dance. When it came time to 'check-out' I got to share this with the group and I started volunteering myself for more activities. I liked the movement ones best and started talking, sharing and laughing more. The creative stuff I found more difficult sometimes, but I started writing down my feelings and my truth.

By the end of the programme I could share my worries with my teachers and talk about how I feel in my body when I get upset and angry. I've asked for more 1:1 support in my school and I feel much calmer and happier."

\*Name changed for safeguarding and sensitivity.

62%

of young people improved their wellbeing





Demelza

**Lila Dowie, Head of Corporate Partnerships and Trusts at Demelza, describes the partnership.**

"Demelza supports over 2,500 children and their family members every year. The money raised by Berkeley Homes East Thames this year alone, will enable us to fund two specialist children's nurses for a year. We are really grateful for their ongoing support. The Berkeley relationship keeps going from strength to strength and we look forward to developing our relationship further in the year ahead."

**Demelza supports Jaxson-James and his family. His mum, Laura, explains the impact that Demelza has on them.**

"The nursing and care team is amazing with Jaxson; they bring out his smiles and giggles, and their clinical expertise gives me and his dad Jim the confidence to hand over his complex care to them. Jaxson loves the sensory room – with the heated waterbed that keeps him cosy despite his

poor blood flow – and having use of the hydro pool at Kent is a godsend considering Jaxson may never be well enough to use a public pool. Without Demelza, we'd be isolating at home, too scared to take Jaxson out in case he catches a virus that could kill him. Demelza has helped us live a happier life - we don't know what the future holds for Jaxson but we're able to enjoy every precious day we have together."

£800,000

Demelza has received over £800,000 in funding over the last decade.

Demelza cares for children who are facing serious or life-limiting conditions throughout Kent, South East London and East Sussex. The charity has been Berkeley Homes East Thames' Community Partner since 2012, receiving over £800,000 in the last decade from staff fundraising, donations through payroll giving and grants from the Berkeley Foundation.

This year, staff raised over £59,000 for Demelza through payroll giving donations and events, including a 5-a-side football tournament, and over £40,000 in match funding from the Berkeley Foundation. They also volunteered 192 hours of time and expertise, and organised for two garden pods to be installed in Demelza's garden, giving the staff, volunteers and families a place to relax among nature.

**‘Demelza has helped us live a happier life’**

**Laura**  
Mum to Jaxson-James





Impact goal

# Youth leadership

Groundwork London

## Our investment in 2022/23

# £138,000

We invested £138,000 in 2022/23 in charities working to make sure young people can positively impact their own lives and the communities in which they live.

## Our impact in 2022/23

# 76

Our partnerships supported 76 young people to gain skills and knowledge to take on leadership roles.

## Understanding the need

### Building leadership skills

A survey by BBC Radio 1 and Newsbeat found that only 26% of young people felt positive about the future of the environment<sup>1</sup>. Involving young people in the issues that matter to them, and giving them the skills they need to take on leadership roles, both locally and nationally, will allow them to build networks, influence change, and create a stronger society.

### Valuing lived experience

Young people are often viewed as 'inexperienced', but in reality, they are the only people to have first-hand, lived experience of the everyday challenges facing today's youth. It is their lived experiences that inform the decisions they make and the way they view the world around them. It is therefore vital that we value this experience and actively engage young people in decision-making processes.

### Amplifying youth voice

Too many youth services are still designed 'for' and delivered 'to' young people, rather than being developed and delivered 'with' and 'by' young people. Young people are experts in their own lives. By valuing this expertise, strengthening young voices and making sure they are heard, we can help them to shape the services, systems and policies that affect their lives, and have a say over the issues that matter to them.

## Our role

### Preparing future leaders for the green economy

Groundwork London is expert at using green space social action to help young people develop skills and prepare them for a future working in the green economy. Our new Strategic Partnership aims to help young people from across London and Hampshire build leadership skills and engage with local environmental issues. The Berkeley Group sustainability team is also sharing its expertise through the programme, and we hope to provide work experience and placement opportunities for the young people taking part.

### Involving young people in the Foundation's decision-making

We want to make sure that young people are able to play an active role in the work of the Foundation, and we believe this will ultimately help us make better decisions. This year, we worked with Salaam Peace to facilitate a small Youth Panel, which provided valuable insight and feedback on applications to our Resilience Fund. We will be building on this in 2023/24 through our new partnership with LandAid and St Basils.

### Investing in youth agency

Increasingly, we are working with our partners to ensure that young people have a clear role and voice within their organisations. This ranges from creating paid roles for former programme participants (for example as coaches working with the next generation of young people) to delivering youth-led research projects which have shaped both programme delivery and policy influencing work. For example, our partnership with MAC-UK has created a sustainable platform for young people to influence the future of mental health provision in Barnet.

## Our charity partnerships

**Strategic Partners**  
Groundwork London

**Community Investment Fund**  
MAC-UK

**Development Fund**  
St Basils Youth Voice

<sup>1</sup>Whyte-Smith, H. 2022. Ipsos: Only a minority of young people claim to be positive about the future of UK politics (17%) and the UK economy (20%) | Ipsos



Groundwork London is a community charity that has been at the forefront of social and environmental regeneration for over 40 years. Today they have a simple mission: to create better places, improve people's prospects, and promote greener living and working across London. They are experts in mobilising practical community action on poverty and the environment.

Their work includes developing young people's skills and preparing them for future employment in the green economy by providing opportunities, coaching and wider social and emotional support.

# ‘They become the change they wish to see and the leaders of tomorrow’

**Shabaz Ferozdin**  
Youth Manager, Groundwork London



“It was really good to see the Youth Leadership programme in action - seeing the students researching about air pollution and expanding their awareness with this issue.”

**Katie Sampford**  
Berkeley Group Volunteer

Our Strategic Partnership with Groundwork London launched in 2022, with delivery starting in early 2023. Together, we have developed a 14-week bespoke leadership programme, which incorporates workshops and a leadership residential. Young people will apply the skills they learn to local green spaces, using social action to improve their local environment and their own lives, gaining employability skills and confidence while engaging with nature.

In the first year, the Groundwork team are working with 76 young people across London. There are many opportunities for Berkeley staff to get involved, including hosting site tours for the young people, delivering talks and workshops during the leadership modules, and working with Groundwork on the curriculum design.

**Shabaz Ferozdin, Youth Manager at Groundwork London talks about the partnership.**

“We are excited to be working in partnership with the Berkeley Foundation to support young people across London and Hampshire to cultivate and develop future leaders. At Groundwork London we believe leadership projects provide the opportunity for young people to discover their potential and empower them to take charge of their future whilst making a difference to their communities through social action. By stepping up and taking on these challenges, they become the change they wish to see and become the leaders of tomorrow.”

Olga Ambrosiewicz, Programme Tutor at Groundwork London describes the impact of the programme.

“8 weeks ago, these young people were sat quietly at the back of the classroom. Now they are contributing to their team's efforts by discussing food waste, the importance of safe and sustainable travel, and knife crime in their community...and they have done public speaking! Quite a different picture.”

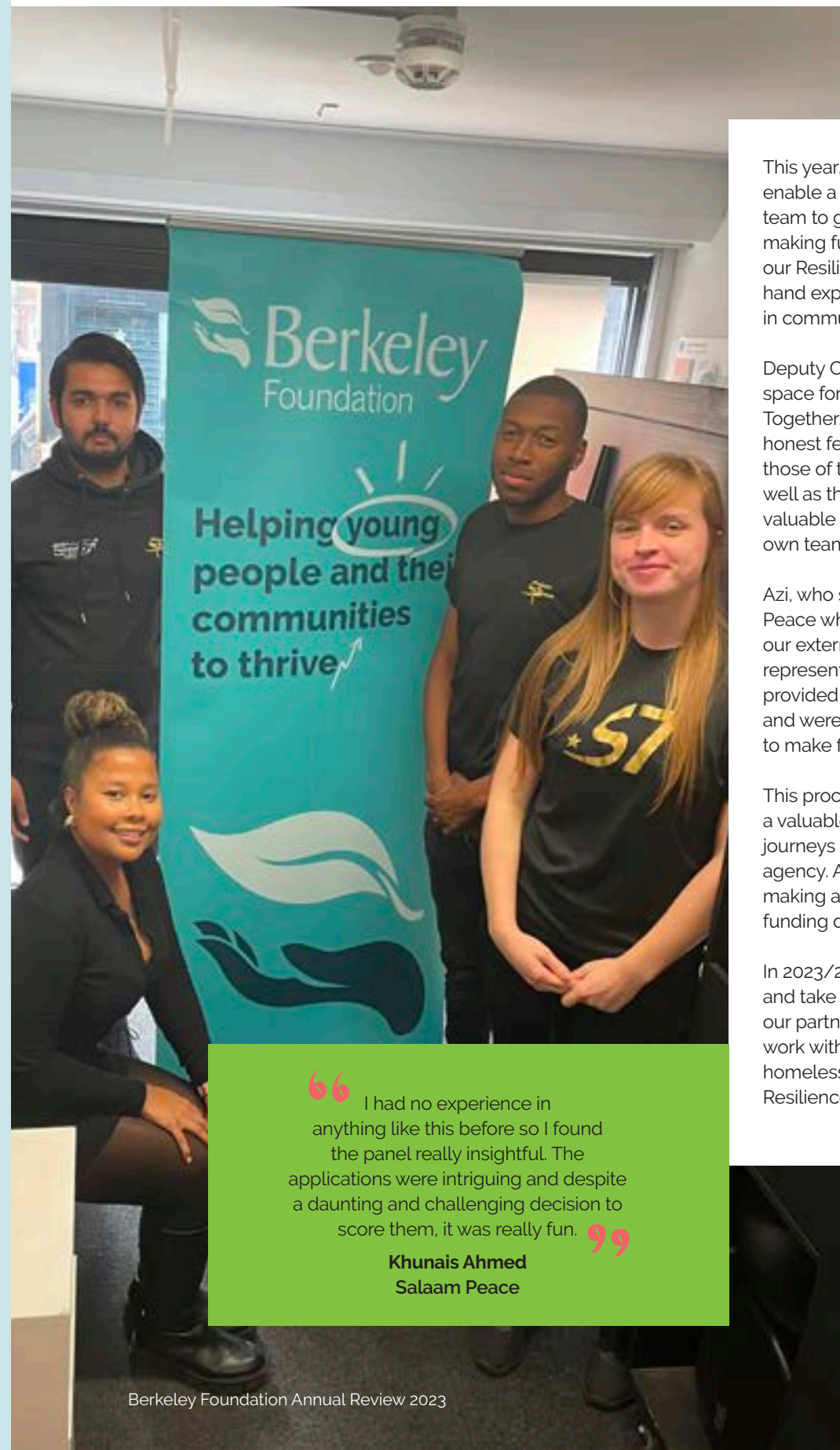


Salaam Peace is a community engagement CIC that uses sports and social education to bring together people from diverse backgrounds and improve community cohesion in Waltham Forest, Hackney, Haringey and Newham. We are supporting Salaam Peace to increase its organisational resilience.

All current staff began their journey as participants of the programme, before progressing into volunteering and employment. 80% of staff and volunteers are aged 14-25, making this a genuinely youth-led organisation with expertise in involving young people in decision-making.

# ‘The Berkeley Foundation Youth Panel was a great experience’

**Che Clarke**  
Salaam Peace



This year, we worked with Salaam Peace to enable a small group of young people from their team to get involved in scoring applications and making funding recommendations for Year 2 of our Resilience Fund. The staff members have first hand experience of both leading and participating in community provisions.

Deputy CEO, Azi Mohammed, facilitated a safe space for the young people to feel comfortable. Together, we empowered them to share their honest feedback based on their own needs, and those of the young people they work with, as well as their personal experiences of services – valuable expertise that we lacked within our own team.

Azi, who started his own journey with Salaam Peace when he was 11, also participated in our external assessment panel made up of representatives from our partner charities. They provided their own insights as service providers, and were led by feedback from the Youth Panel to make final funding recommendations.

This process has shown us that we can play a valuable role in supporting young people's journeys towards increased confidence and agency. Actively involving them in our grant-making also enables us to make more informed funding decisions.

In 2023/24, we are excited to build on our learning and take this approach one step further. Through our partnership with St Basils Youth Voice, we will work with young people with lived experience of homelessness to design and develop our next Resilience Fund programme.

“ I had no experience in anything like this before so I found the panel really insightful. The applications were intriguing and despite a daunting and challenging decision to score them, it was really fun. ”

**Khunais Ahmed**  
Salaam Peace



**The team at MAC-UK explains the youth-led approach they have adopted in Barnet.**

"MAC-UK is passionate about empowering young people to create the change they want to see in their communities. Our team, made up of practitioners and young people with lived experience, works alongside services and organisations. We hang out, reflect, teach, mentor, encourage, listen, supervise, test, and learn, so that we and other services can engage and respond to young people's psychological and environmental needs.

Working with Youth Realities, Art Against Knives and Barnet Local Authority we provided spaces for reflection on the work, thinking about opportunities for working together and sharing learning. This included ways to improve effective communication between statutory and non-statutory organisations, opportunities for meaningful youth involvement and supporting young people who self-harm.

Alongside Barnet-based charity Youth Realities, we worked with three young adults who contributed in multiple ways. Our staff appreciated their contexts and any challenges they were facing and responded with flexibility and understanding. Through sharing learning from their lived experience, being part of meetings, planning sessions and other forums, the Youth Consultants contributed to different projects, which have influenced how local services reach disengaged young people.

They have also developed plans for youth-led creative spaces and led on a research project to support young people at risk of exclusion and exploitation in schools, using creative methods such as spoken word to communicate the experiences of young people to professionals in the education, care and philanthropy sectors."



Illustration by Niall Murray,  
Graphic Designer

“I've never had nothing like this before. I feel appreciated and valued for the efforts that I can put in [...] the level of respect, the level of understanding and support - it's had a positive impact. And I'm hoping that I've had a positive impact as well.”

**MAC-UK Youth Consultant**

MAC-UK exists to transform the health, social and economic inequalities of excluded groups. They take mental health practice out onto the streets and into communities, to support and empower young people where and when they need it. They do this with (and not for) young people, organisations and services to create long-term change.

This year, our funding has supported MAC-UK to appoint three local, unemployed young people as Youth Consultants. They have worked with local statutory services and excluded young people to develop a sustainable, youth-led platform for mental health support in Barnet.

**‘I feel appreciated and valued for the efforts that I can put in’**

**Youth Consultant**  
MAC-UK





Newham All Star Sports Academy

Impact goal

5

# A resilient voluntary sector

## Our investment in 2022/23

£328,000

We invested £328,000 in 2022/23 to help voluntary organisations build strength and resilience.

## Our impact in 2022/23

20

We supported 20 Resilience Fund Partners during 2022/23.

## Our charity partnerships

### Resilience Fund

Ambition Aspire Achieve  
Art Against Knives  
BelEve  
Berkshire Youth  
Breadwinners Foundation  
Bromley Experts by Experience  
Circle Collective  
High Trees Community Development  
Khulisa  
Newham All Star Sports Academy  
Reaching Higher  
Salaam Peace  
Sister System  
Small Green Shoots  
Spiral Skills CIC  
Success Club  
Sunbeams London  
The Boury Academy  
Women into Construction  
Youth Realities

## Understanding the need

### Building organisational resilience

The rising cost of living is not only increasing demand from young people and their communities, but is also placing an unprecedented burden on charity operations, finances and staff. These challenges are often exacerbated for small-to-medium sized charities, as resource to invest in organisational development is limited. Strong strategic planning, robust systems, financial sustainability and effective leadership and people are vital building blocks for organisational resilience.

### Dealing with stress and volatility

We know that the voluntary sector is operating in a fast-changing external environment and demand for services is only increasing, placing unprecedented stress on charity staff. Responses from a 2022 IVAR survey highlighted stress, volatility and exhaustion as key concerns across the sector<sup>1</sup>. Through our Resilience Fund learning programme, we strive to encourage mutual support and empathy to help organisations face these challenges as a strong and resilient collective.

### Supporting core costs

In addition to increasing energy bills, charities are also facing the significant impacts of inflation. Research shows that the charity sector would need to find an additional £6.1bn by 2024 to ensure staffing costs are in line with current inflation levels<sup>2</sup>. CAF also reports that 50% of organisations surveyed have had to use their reserves to cover day-to-day running costs<sup>3</sup>. Supporting charities with unrestricted funding and grants towards core costs can help organisations to survive and prosper, ensuring they will be around to support young people and their communities for many years to come.

## Our role

### Building a stronger voluntary sector

Launched in 2021, our Resilience Fund represents a £900,000 investment over four years in building the organisational resilience of small-to-medium sized charities. This year, we continued to support 10 organisations working in the youth employment sector, to carve out time for their own resilience journeys – from allowing space to think strategically, to investing in IT systems and HR processes. We also launched the second year of the fund and committed £300,000 across 10 grants to organisations supporting young people from Black and Minoritised communities to improve their mental health.

### Creating a culture of learning and support

As part of the Resilience Fund and our wider 2030 Strategy, we are committed to helping our partners learn from each other. In partnership with the Social Innovation Exchange, we delivered the first year of our four-year learning programme, which aims to create a culture of support and learning among organisations working in similar and complementary ways. This year, we delivered two events that provided a safe space for peer learning, support and solutions-focused activities.

### Adding value through volunteering and unrestricted funding

As a direct response to the cost of living crisis, we have encouraged Berkeley staff to support our charity partners through volunteering, and by using their commercial services. This year, we committed £30,000 through unrestricted Cost of living grants to our Resilience Fund Partners. We invested a further £360,000 in unrestricted grants across our partnerships and will look to support more of our charity partners with flexible grants in 2023/24.

<sup>1</sup> Caffyn, A. Cairns, B and Firth, L., 2022. *In the face of overwhelming need*. IVAR

<sup>2</sup> Pro Bono Economics, 2022. <https://www.probonoeconomics.com/news/average-charity-donation-of-20-a-month-will-be-worth-less-than-15-by-2024-study-finds>

<sup>3</sup> Charities Aid Foundation, 2023. *CAF Charity Resilience Index: How the cost-of-living crisis is affecting the sector*.



Breadwinners Foundation is an award-winning grassroots charity that is dedicated to empowering refugees and young people seeking asylum by providing them with employment, training, mentoring and work experience. They achieve this by employing refugees to sell artisan bread in markets across London, Brighton, and online through their wholesale model.

In 2022/23, our partnership supported an uplift in the core team's time, releasing the Director to focus on strategy development and income generation. Our work together also supported the development of the staff team through peer-learning sessions, staff coaching and supervision. This year, Breadwinners has expanded operations, including a new wholesale model, which has contributed towards a 43% growth in sales income.

# ‘We moved from a grassroots start-up to a better-established organisation’

**Martin Cosarinsky Campos**  
Director, Breadwinners Foundation



**Martin Cosarinsky Campos, Director at Breadwinners Foundation, talks about the impact of our partnership.**

“With the support from the Berkeley Foundation Resilience Fund in 2022/23, Breadwinners was able to increase our income by 43% and consequently, grow our impact by 20%, supporting 119 young refugees through our programmes. Our collaboration also led to the growth and advancement of the staff team and our innovative approach and impact were recognised through multiple awards.

The biggest challenge Breadwinners Foundation faced was the turnover of staff, with experienced long-lasting core team members leaving the organisation. The Berkeley funding was instrumental in helping Breadwinners Foundation cope with this change and set up the groundwork to move from a grassroots start-up setting to a better-established organisation with a core team fully on payroll, supported with training and coaching, flexible working, and holidays that are taken.

Breadwinners Foundation now has the opportunity to form a strong structure to ensure personal development of the core team, with better finance to support it, and the potential to scale Breadwinners to other cities, tendering for bigger wholesale customers, and delivering new programmes.

Looking ahead, the Breadwinners Foundation is committed to building on its strategy and culture, striving for sustainable growth and income diversification so we can continue to provide long-term support for refugees and young people seeking asylum in their journey towards

“Resilience has become the backbone of our work this last year. We now have an agreed strategy, new trustees and new governance model with clear accountability for trustees.”

**Berkshire Youth  
Year 1 Resilience Fund Partner**

**43%**

With our support, Breadwinners was able to grow its income by 43%.



Reaching Higher

Reaching Higher is a youth-led, community-based organisation in Croydon that supports young people through sports activities, creative arts, leadership training, 1:1 mentoring and holiday activity schemes. The Resilience Fund grant will support Reaching Higher to employ an Executive Director, offering additional capacity and support for the Managing Director. The additional resource will help to develop and strengthen Reaching Higher's core systems and will release the Managing Director to focus on strategic planning, partnership building, and diversifying the charity's income streams.

Sister System

Co-founded by care-affected girls, Sister System is an alternative education provider that offers educational empowerment programmes, therapeutic mentoring and wellness activities to care-affected girls aged 13-24. Our funding will enable Sister System to recruit a Senior Operations Manager to oversee core operational functions, including the day-to-day running of the organisation, HR, finance, business development, IT and CRM management. This will allow additional time for the Directors to focus on strategy, governance and sustainable growth.

Spiral Skills CIC

Spiral Skills CIC is a Lambeth-based social enterprise supporting young people through skills-based activities, personal development workshops, employment programmes and 1:1 mentoring. The grant will support Spiral to grow its corporate and philanthropic partnerships, aiming to increase the organisation's financial sustainability. It will also contribute towards the upgrade of Spiral's monitoring and evaluation systems, which will help to improve service delivery and increase income generation for this small but inspiring organisation.

Ambition Aspire Achieve

Ambition Aspire Achieve supports young people, many of whom have special educational needs or disabilities, to overcome challenges and achieve their full potential. The charity operates two youth clubs in East London, providing targeted youth-work, mentoring and personal development. Our funding will help Ambition Aspire Achieve to hire a new Business Manager who will support the organisation's core functions, including fundraising, marketing and the development of the charity's monitoring and evaluation systems. This will allow the charity's CEO more time to focus on strategy and partnership development.

Khulisa

Khulisa is an award-winning social justice charity supporting young people with the social skills and emotional support they need to thrive. Khulisa offers intensive, therapeutic group programmes for excluded or marginalised young people who present challenging or antisocial behaviour, alongside trauma-informed training for parents and carers. The grant will help Khulisa to employ a Youth Engagement Manager who will deliver the charity's youth engagement strategy and embed youth voice across the organisation. This will help to inform future programmes while supporting Khulisa's growth plans and financial sustainability.

Newham All Star Sports Academy

Newham All Star Sports Academy offers disadvantaged young people basketball sessions, and educates them on the dangers of knife crime, county lines and gang culture. The charity provides a safe environment for young people to thrive and become employable and responsible leaders. Our funding will help the organisation to increase staff capacity to support with project delivery and fundraising. This will allow the charity's CEO more time to network and secure longer-term funding.



The Boury Academy

“ The funding will allow us to employ new staff and create and develop a sustainable business model to make us less reliant on grant funding in the future. It will help us to focus on long term strategy whilst ensuring our young people have access to our hub and their safe space, and will really help embed us into our community. ”

The Boury Academy



Success Club

A community-led charity in Enfield, Success Club supports young people who are at risk of academic and social under-achievement, by providing wellbeing and personal development support underpinned by mindfulness practice. Our funding will support Success Club to recruit a part-time Business Development Manager, who will implement the charity's Earned Income Strategy over the next two years. The new role will help to build a sustainable business model for the small charity, allowing for the development of new partnerships and increased income.

Sunbeams London

Led by and for women and girls, Sunbeams London provides mental health support for 8-16 year olds from Hackney's Stamford Hill Orthodox Jewish community. The charity offers 1:1 mentoring, peer support and therapeutic sessions, alongside guidance and support for parents and teachers. The Resilience Fund grant will support an uplift in the Fundraising Officer and Strategic Development Officer's time, as well as consultancy support to help the charity implement new monitoring tools. This will enable Sunbeams to improve its impact measurement and increase and diversify its funding streams.



Youth Realities

The Boury Academy

A performing arts school based in Lambeth, The Boury Academy supports young people through training and workshops and offers wraparound support, including mentoring, coaching and wellbeing support. Through our grant, they will recruit a part-time Academy Coordinator to be the first point of contact for young people and their parents, ensuring improved operational efficiency. This post will release more time for the Academy's CEO to focus on strategy, long-term planning and the diversification of income streams.

Youth Realities

Youth Realities is a youth-led charity in Barnet supporting young victims and survivors of relationship abuse and violence. Founded by an abuse survivor, the charity offers creative education and support for young survivors aged 11-25, empowering them to access safety, happiness and freedom from violence. Our funding will contribute towards the costs of a Fundraiser who will develop a fundraising strategy, bring in multi-year grants and increase corporate support for the long-term sustainability of the organisation. This will allow the CEO of this small but powerful charity to focus more time on organisational growth and development.

“

We're pleased and excited to be funded by the Berkeley Foundation over the next two years to support our fundraising capacity; which until now has been a key gap in our provision. This funding will enable us to grow and sustain our life changing work with young people impacted by abuse and violence in Barnet and beyond.

Youth Realities

“

The facilitated learning sessions allowed for reflection, shared experience and honesty in a safe, non-judgemental space.

Resilience Fund Charity Partner

£295,180

In 2022/23, we invested £295,180 in organisational resilience projects across 20 small-to-medium sized organisations.

Success Club





# Thank you

Our relationship with the Berkeley Group enables the Foundation to invest in long-term partnerships with expert charities and add value through the businesses networks, skills and expertise. Together, we are supporting inspiring work in our communities.

It has been a real honour to work in partnership with such an incredible network of dedicated charity partners over the last year.

I'd like to thank each and every one of you for your tireless commitment to our local communities during what has been a particularly challenging year for everyone. We have worked together to help young people find somewhere safe to live, build sustainable careers, lead happier and healthier lives, and make a positive impact in our communities – and we couldn't have achieved this without the support of the Berkeley Group and its staff.

The core funding and support services provided by the business enables us to build long-term partnerships, make valuable connections and have a stronger presence in the areas where Berkeley operates.

Thank you to colleagues across the business for volunteering their time, sharing their skills and expertise, fundraising and donating through our payroll giving scheme. Our strong team of Foundation Champions has

continued to inspire and engage staff in the Foundation's work, and many of them have gone the extra mile to support partners through the cost of living crisis. I'd also like to thank the Berkeley Group's suppliers and sub-contractors who add further value to our work by supporting fundraising events and offering work experience and employment to young people supported by our partner charities.

Finally, I'd like to say a special thank you to the Foundation team and Trustees for their invaluable support during my interim leadership role. Their flexibility and guidance has been hugely appreciated and I have been privileged to work with such passionate and committed people.



**Clare Maddison**  
Interim Head of the Berkeley Foundation



## Acknowledgements

### Trustees

Rob Perrins - Chairman  
The Ven. Elizabeth Adekunle  
Piers Clanford  
Alison Dowsett  
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### Foundation team

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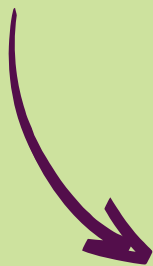
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