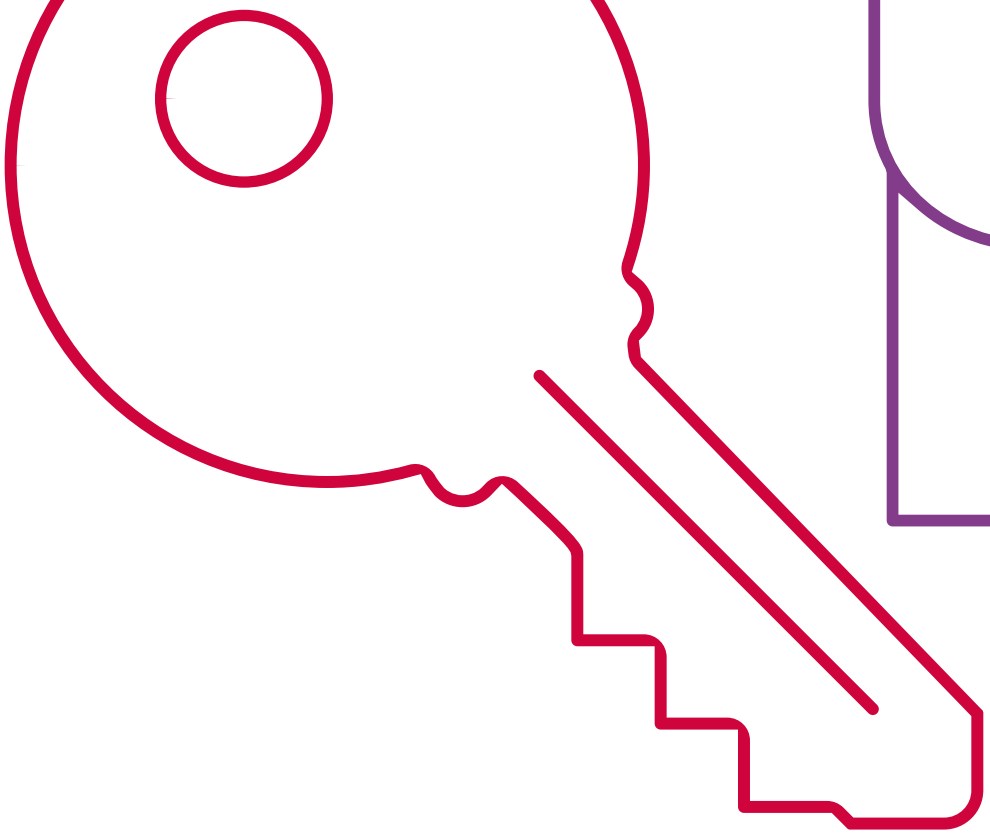
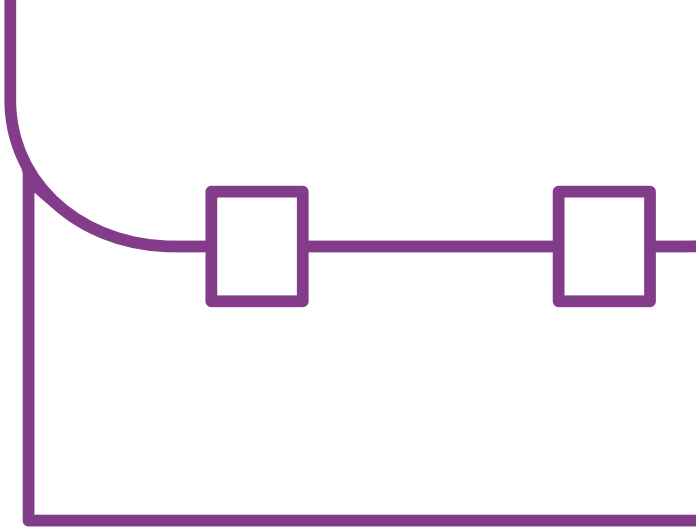
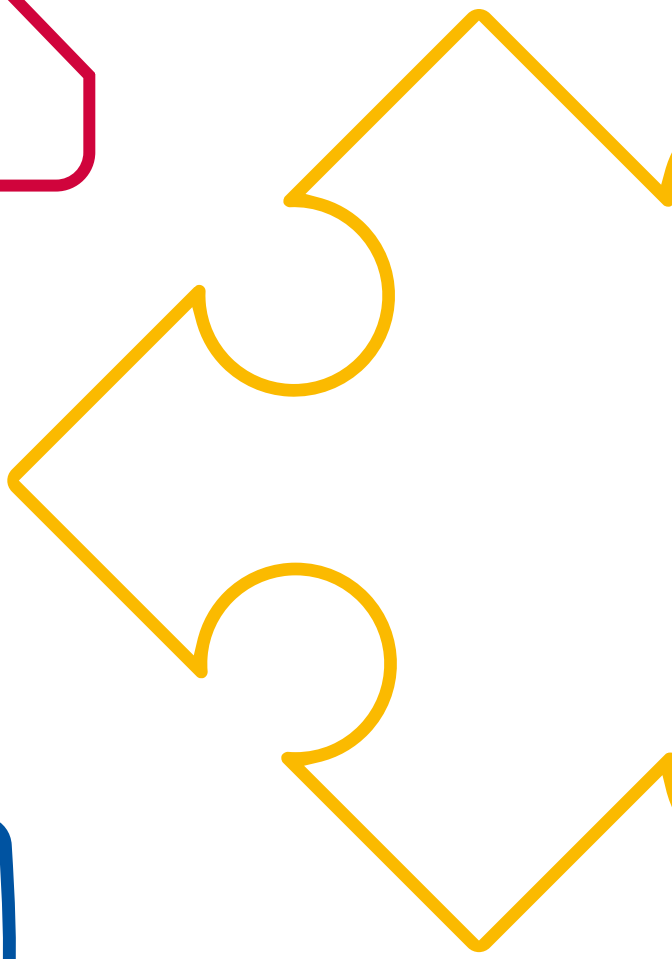




Berkeley Foundation

Annual Review 2018



Berkeley Foundation

Find out more
www.berkeleyfoundation.org.uk

Teens and Toddlers mentoring

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Foreword

We are delighted to introduce the Berkeley Foundation's seventh Annual Review.

This year, our work has helped more than **4,000** people across London, the South of England and Birmingham. We have launched a funding programme which will improve young people's mental health, made new commitments totalling **£2.5 million** and seen an amazing **60%** of Berkeley staff get involved through fundraising, volunteering and Give As You Earn.

We continue to support voluntary sector organisations to improve people's lives in the communities where we work, focusing on four key areas: homes, jobs, skills and care. This year, we have worked with **49** different organisations and their beneficiaries.

Our current strategy draws to a close this year and we are very proud to have been able to commit significantly more funding and reach many more people than we originally planned. We are now looking forward to the launch of our new strategy by the end of 2018.

In the wider world, it has been a precarious year for politicians and ordinary people alike. In this context, organisations like the Berkeley Foundation are more important than ever. We provide an essential source of funding to frontline services. We invest in new models of delivery and we share solutions to some of the biggest issues facing our society.

It is very clear that we make the most impact when we collaborate – with councils, with contractors, and with academics and business. This means working hard to build strong, reciprocal partnerships. It also means aligning the Berkeley Foundation with the Berkeley Group so we can draw on the skills, energy and potential of the whole company.

There are lots of examples in these pages that show how this works in practice. The Foundation is a vital part of life at Berkeley, marrying the Group's ambition to build strong communities with a clear sense of social purpose. Just as Berkeley strives to be a world-class business, so the Foundation shows what can be achieved when business gets serious about changing society for the better.

The Trustees would like to take this opportunity to thank Stuart Cowen, who stepped down as Chief Executive of the Foundation in October. Stuart had a considerable impact on the Foundation during his two years in post, and we wish him all the very best for the future. We are now delighted to be working with Sally Dickinson as she leads the organisation forward.

However, the people that are really at the centre of this review are our charity partners and their beneficiaries. People with huge potential, being given a chance for the first time. Frontline nurses, youth workers and outreach workers who go the extra mile every day for the people they support. Leaders who cut through the daily challenges to see a brighter future.

The stories told in this book are theirs.

Thank you for your support.

Rob Perrins, Chair of Trustees

Tony Pidgley CBE, Trustee

Wendy Pritchard, Trustee

Elaine Driver, Trustee

"The Foundation is a vital part of life at Berkeley, marrying the Group's ambition to build strong communities with a clear sense of social purpose."

Street Elite festival

Find out more
www.berkeleyfoundation.org.uk

Our approach

The Berkeley Foundation was set up by the Berkeley Group in 2011. In seven years, we have committed **£13.3 million** to support young people, families and communities in London, the South of England and Birmingham.

The Berkeley Group provides 'core' funding for the Foundation, pays all of our overheads, and covers the cost of specific fundraising events.

The support we receive from the Berkeley Group means that every penny raised for the Foundation is spent on charitable activities.

On top of this, Berkeley staff do an incredible job of raising money through a busy calendar of fundraising events and Give As You Earn. The Berkeley Group matches everything they raise, pound for pound. We also receive some external donations.

Berkeley West Thames staff at Ealing Half Marathon

Understanding the need

Our work is focused on four key areas: Homes, Jobs, Skills and Care.

Homes
Help to access and sustain good quality housing

Jobs
Reducing barriers to work

Skills
Developing young people's talent

Care
Opportunity regardless of illness or disability

Working in partnership

We build long-term, impactful partnerships with the voluntary sector on three levels:

Strategic Partnerships
Crisis, Imperial College, the Lord's Taverners, MyBnk, Shelter, The Change Foundation, Mayor's Fund for London and the Prince's Trust

Designated Charities
18 charities chosen by staff and local to the Berkeley Group's sites and offices

Community Investment Fund
Targeted funding programmes focused on specific issues, such as improving young people's mental health

Our role

We make **grants** to a range of charities across London, the South of England and Birmingham.

Berkeley staff **fundraise** huge amounts for our partner charities, with events ranging from cake sales to climbing mountains.

Giving time is just as important as money. Berkeley staff **volunteer** regularly, sharing their skills with our partners and their beneficiaries.

Our **capacity building** work aims to help our charity partners become stronger, more resilient, and more financially stable organisations.

Our **thought leadership** events enable us to share what we have learned so far, influence wider policy and practice, and learn from others.

The impact

Since 2014*, our work has reached more than

16,500

people across London and the South of England

We have worked with

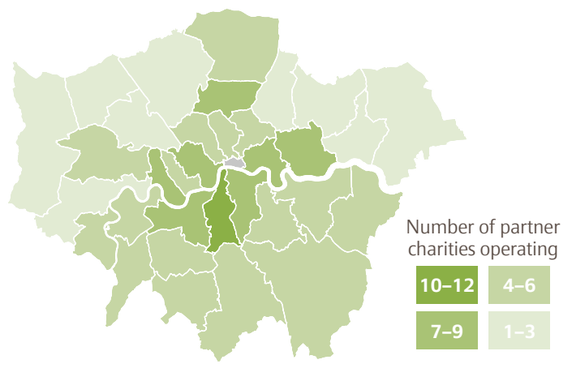
115 charity partners

**Start of current strategy period*

Making it happen

This page gives a snapshot of the Foundation's work this year: the grants we have given, the geographical reach of our support, and the fantastic contribution made by Berkeley staff.

Our reach in London



In total

£2,493,000

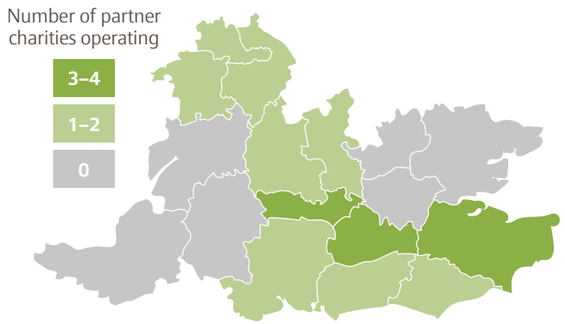
has been given to partner charities in 2017/18, through 35 grants, staff fundraising and Give As You Earn

Berkeley staff have raised more than

£935,000

through fundraising and Give As You Earn in 2017/18

Our reach outside London

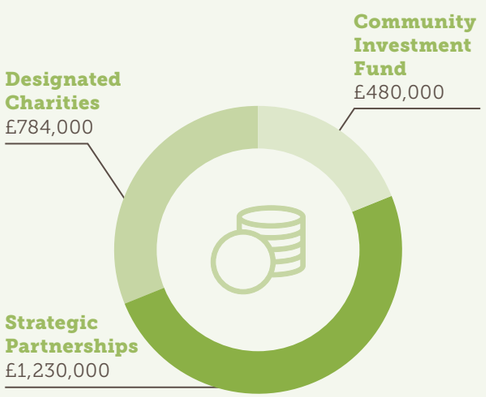


60% **of Berkeley staff did something to support the Foundation during 2017/18**

DIAMOND AWARD 2018
PAYROLL GIVING

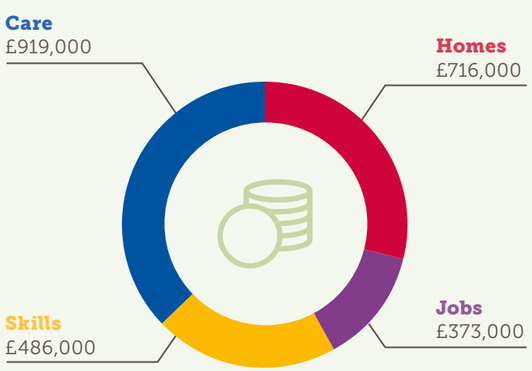
33% of Berkeley staff participated in Give As You Earn and Berkeley was awarded the new Payroll Giving Diamond Award

Giving by type

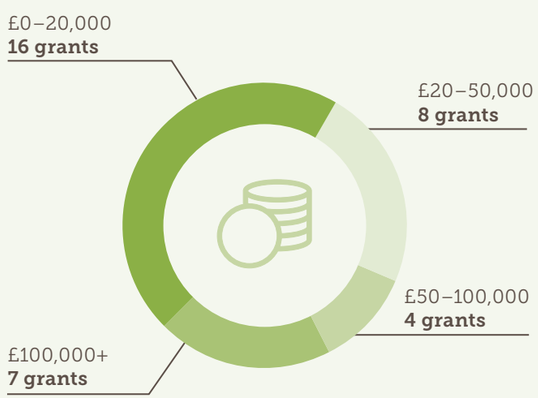


Find out more www.berkeleyfoundation.org.uk

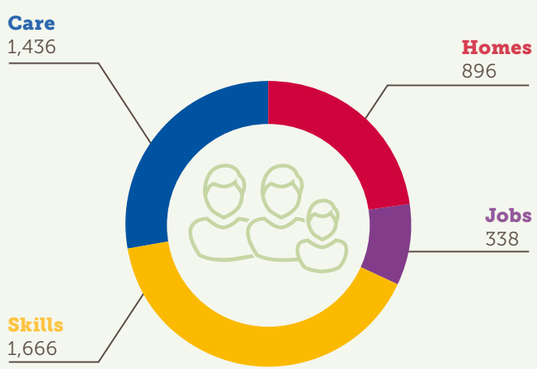
Giving by theme



Grants made by size



Number of people reached by theme



Our impact

Over the last year, we have worked with **49** voluntary sector organisations. We have given or committed **£2,493,000**, and reached more than **4,000** at-risk individuals.

Our work has been supported by the efforts of **1,584** Berkeley Group staff, who between them have raised an amazing **£935,000** and contributed **10,953** hours in volunteer time.

We want to make sure that we are using these resources effectively, and supporting work that is making a real and lasting difference. We work with our partners to evaluate the programmes we are funding: to understand what is working well, and where there is room for improvement. What we learn from this process can be used and shared, to showcase good practice, and to make sure things work better next year and the year after that.

We think about our impact in three ways:

- **The outcomes for the people we support**
- **The impact on our partner organisations**
- **The difference we can make to wider society**

Find out more www.berkeleyfoundation.org.uk

Impact on individuals

Our charity partners, in many different ways, use our funding and support to enable people to improve their lives. Securing a home, moving into work or education, building new skills and accessing new opportunities. These things have the potential to be truly transformative, and have a significant social impact.

Last year, we collected detailed monitoring information on around a third of our programmes – more than 1,300 people – and analysed this information against the London Benchmarking Group's impact framework. This measures depth of impact, and asks whether our support had contributed towards a connection, an improvement, or a transformation in the lives of our beneficiaries.

41% of people we supported had made a connection

This includes people who received housing advice, gained new skills, or reported a change in attitude towards work or education.

13% of people had made an improvement

This includes people who experienced longer-term change, such as an improvement in their housing situation, or a change in attitude or behaviour that lasted beyond the end of the programme.

25% of people experienced a transformation

This includes people who were permanently rehoused or who moved into work.

However, understanding social impact is far from an exact science. People are complicated and their lives are affected by many different factors. Changes can be difficult to understand and quantify, and numbers never tell the whole story.

Take an employability programme. We hope the work we support will help people to get, keep, and progress in jobs they really love, and there are some great examples of this in these pages. Quantifying the number of people into work and the skills they have gained along the way is important, and has a real economic bearing. However, it's no substitute for seeing the pride on a person's face when she talks about her new job and the difference it has made to her self-esteem and her hopes for the future.

Talking to individuals about what worked for them – and what didn't – is often where the real learning comes from.

Case study
Evaluating Creativity Works

In 2017 we commissioned Urban IQ to undertake a full evaluation of Creativity Works, our partnership with Mayor's Fund for London that seeks to address the problem of youth unemployment in London by engaging young people in the creative arts.

Urban IQ reviewed three years of programme data, observed delivery, conducted interviews with young people and stakeholders, and surveyed programme alumni.

Key findings on the first three years include:

- **72%** of participants went on to education, employment or training
- The programme represents value for money
- It is reaching more people in the most deprived areas of London
- Participants would benefit from ongoing support through alumni events
- Grant agreements and reporting should be standardised across delivery partners

These recommendations have informed the fourth year of the programme.

Business mentoring

Impact on organisations

Our work also has an impact on the organisations we partner with.

We work with organisations for the long term: most of our partnerships last for three years, and some for much longer. This enables our partners to plan ahead. They are also able to access additional core funding through our job subsidy scheme, which enables them to employ new support staff, and pro bono management consultancy through the Cranfield Trust.

Next year, we are launching a new Capacity Building Fund, which will bring all this work together. The aim of this fund will be to help our partner charities to operate more effectively. We want them to finish their partnerships with the Berkeley Foundation as stronger, more effective and more resilient organisations than when they started.

Getting better at measuring and understanding our impact on organisations is a key goal for the next year. We want to make sure we have the mechanisms in place to really listen to our partners, support their development, and act on their feedback about the way we work.

Case study *Helen & Douglas House*

"Our long-term relationship with Berkeley Homes Oxford and Chiltern allows us to plan for the future, to ensure we can provide round-the-clock care for terminally ill children and their families.

"Through our partnership with the Berkeley Foundation we were introduced to the Cranfield Trust, a national charity offering pro bono business skills advice and guidance to the voluntary sector. For the last 12 months, we have worked with a Cranfield volunteer mentor who has supported us in evaluating our fundraising income and expenditure.

"As a result of this, we have developed robust and measured ways of working and are now looking at developing team and organisational key performance indicators and some simple dashboard reports to keep us on track as the financial year progresses."

Lauren Kemp, Head of Events & Supporter Partnerships Helen & Douglas House

Impact on the wider landscape

Finally, we can also have an impact on the wider landscape of civil society.

Wherever we can, we make use of our networks and influence to bring people together, share learning and try to influence thought and behaviour.

This year we have launched *An employer's guide to supporting talented young people facing barriers into work*, which encourages businesses to engage with those young people furthest from the labour market. We have done this in partnership with other organisations: Berkeley Group, CIPD, M&S, Movement to Work, University of Bath, Drive Forward and The Change Foundation, among others. Our voices are much more powerful when working together.

The Employer's Guide was launched to an audience of 70 employers in April 2018, 19 of whom signed up to host a work placement for an unemployed young person. The social media campaign has reached more than 40,000 people and the Guide has been downloaded over 300 times.

Work like this is the most difficult of all to measure. But it is crucial to our ability to make a long term difference.

The report can be downloaded at **www.talentedpeoplework.co.uk**

Suleman, Trainee Site Manager, Berkeley Homes North East London

"As a construction company, skills and labour shortages affect us every single day. We are always searching for new talent and this Guide from the Berkeley Foundation is a great resource. It identifies the issue and the scale of it. It offers real insight through the case studies. And it helps us to practically engage marginalised young people in a way that achieves the best results for everyone."

Andy Garton
HPC Frames

Our ten priorities

The Foundation's 2014–2018 strategy came to an end this year. These pages set out our achievements against its ten priorities.

1

Homes

HELP TO ACCESS AND SUSTAIN GOOD QUALITY HOUSING

2014–2018 targets

- **Support at least 2,000 people** facing or experiencing homelessness

Achievements

2,948
people

Our partnerships have **supported 2,948 people** facing homelessness since 2014

2

Jobs

REDUCING BARRIERS TO WORK

2014–2018 targets

- **Support more than 1,000 people** to overcome barriers to work and move into education, training or employment

Achievements

1,034
people

We have supported **1,034 people** to access education, training or employment opportunities since 2014

"My job has increased my confidence at dealing with bigger crowds of people and talking to people I don't know."

Ways into Work client

3

Skills

DEVELOPING YOUNG PEOPLE'S TALENT

2014–2018 targets

- **Help more than 1,000 young people** to develop new skills

Achievements

4,405
children and young people

We have helped **4,405 children and young people** to develop new skills since 2014

"Since the Outward Bound course, his confidence has been significantly improved, especially in class."

Teacher
Chessington Community College

4

Care

OPPORTUNITY REGARDLESS OF ILLNESS OR DISABILITY

2014–2018 targets

- Provide care, support and opportunities for **at least 1,500 people with life-limiting illnesses or disabilities and their families**
- **Launch a major new staff initiative** to address the stigma associated with a disability

Achievements

8,270
people

Our partnerships have **reached more than 8,270 people** with care and support since 2014

30 Berkeley staff took part in Parallel London in September 2017 – London's first fully accessible and inclusive mass participation event

5

SUPPORTING THOSE WHO FACE THE GREATEST BARRIERS

2014–2018 targets

- ✓ Increase our support for **homeless young people and young people with mental health problems**
- ✗ Launch a new partnership **supporting homeless women**

Achievements

£580,000

has been committed to supporting homeless young people and young people at risk of poor mental health

6

GROWING OUR COMMITMENT TO COMMUNITIES

2014–2018 targets

- ✓ Invest or commit a total of **£10 million in our communities**

Achievements

£13.3 million

has been invested or committed by the Berkeley Foundation since 2014

7

ENGAGING BERKELEY STAFF

2014–2018 targets

- ✓ **Ensure that at least one third of employees** are enrolled in Give As You Earn
- ✓ **Grow the overall percentage of staff** getting involved in our work each year, so that everyone is doing something for the Foundation every year

Achievements

60% of staff

involved in the work of the Foundation in 2017/18

33% of staff

are enrolled in Berkeley Group's Give As You Earn scheme

8

CHAMPIONING NEW APPROACHES

2014–2018 targets

- ✓ **Deliver a major thought leadership event each year**, engaging audiences from across the public, private & third sectors

Achievements

80

policy makers and voluntary sector stakeholders attended the launch of The Money House in November 2017, exploring the role of financial literacy in practically preventing youth homelessness

9

BUILDING SECTOR CAPACITY

2014–2018 targets

- ✗ **Incorporate a Capacity Building Plan** into all local Designated Charity partnership strategies

Achievements

5 Foundation charities

Five Foundation partner charities have received consultancy support through the Cranfield Trust, funded by the Foundation

The Foundation has developed a Capacity Building Fund to be launched to all partners in 2018/19

10

PARTNERSHIPS WITH THE RIGHT PEOPLE

2014–2018 targets

- ✓ **Grow from five to eight** Strategic Partnerships

Achievements

8 Strategic Partners

Eight Strategic Partners in place at April 2018

Crisis
Lord's Taverners
Prince's Trust
Imperial College London
The Change Foundation
Mayor's Fund for London
Shelter
MyBnk

Chapter 2 Homes

Help to access and sustain good quality housing

More than 200,000 households in England are recorded in official government figures as homeless: lacking adequate permanent housing. This figure has risen steadily over the last five years.

Changes to the benefits system, combined with increasing rents and a stagnation in wages has resulted in a sharp increase in people losing their private rented sector tenancies, from 11% of homeless people in 2010 to almost 40% in 2017.

We provide resources and funding to organisations tackling the causes of homelessness, working hard to prevent people from losing their homes, and supporting people who have reached crisis point to turn their lives around.

Understanding the need

Rough sleeping

Rough sleeping has increased in London year-on-year for the last five years.

Last year over 8,000 people bedded down on the streets of London. Rough sleepers risk being attacked and experience high levels of mental ill health. Life expectancy on the streets is as low as 47.

Access to private rented sector housing

A third of people living in poverty are housed in the private rented sector (PRS).

With the stock of social housing in decline and house prices rising, the PRS is increasingly the only option available to people who are homeless. However, for people with very limited resources, there are numerous barriers to securing a home in the PRS.

Preventing youth homelessness

Young people leaving the care system are at an increased risk of homelessness.

20% of all young people leaving care will be homeless within two years. The transition into independent living can be hugely challenging, with limited support available.

Find out more www.berkeleyfoundation.org.uk

"Homelessness begins when something bad happens and you don't have family or friends around to help. It could happen to any of us."

Streets of London

Working in partnership

Rough sleeping

We work with organisations across London offering rough sleepers the chance to get off the streets, develop their skills, find a job and secure permanent housing.

We know that doing this work well is about building trust, and following through on your commitments.

Partners: Crisis, Thames Reach, Providence Row, The Connection at St Martin-in-the-Fields, Hope for Southall Street Homeless and SPEAR

Access to private rented sector housing

Our partnership with the Crisis and New Horizon Youth Centre in London supports young people aged 18–25 in housing need; providing 12 months of accommodation and help to get a job, before supporting them to move on into the PRS.

Partners: Crisis and New Horizon Youth Centre

Preventing youth homelessness

We support people at key moments of housing risk – families facing eviction, and young care leavers moving on into independent accommodation.

Our partners help people build the skills to maintain their tenancies, and work to challenge eviction notices so families can stay in their homes.

Partners: Shelter and MyBnk

Our role

Grants

This year the Foundation has invested **£427,000** in helping people to access and sustain good quality housing.

Fundraising and GAYE

Berkeley staff have raised **£289,000** to support our homelessness partners in 2017/18.

Capacity building

We supported SPEAR with a capacity building grant this year which enabled them to employ and train a new Trainee Outreach Worker.

Volunteering

A number of Berkeley divisions have volunteered to support our homelessness partners this year, including Berkeley Homes North East London who provide support with English tuition at Providence Row.

Find out more www.berkeleyfoundation.org.uk

The impact

Case study *Pete's story*

Pete was made homeless six months ago and since then, he's been sleeping on relatives' sofas.

Having been out of work for almost 20 years due to health and substance misuse issues he wanted to see what was out there. He visited one of Providence Row's 'Working on it' employability sessions.

Pete has a love for the outdoors. He wanted to combine this passion with a possible career path and joined a ten week accredited Gardening Trainee Scheme.

Pete now has three accreditations including most recently a Level 2 in Food Hygiene.

He said: *"When my job coach walked into the kitchen to give me the certificate – that was the proudest and best moment."*

Pete has also worked with Providence Row's Reset team and has come off both drugs and alcohol. He said, *"I needed to stop ... it was killing me."*

"Providence Row are helping me. They're there when I need support."

"In the face of rising levels of homelessness, the support we receive from St Edward enables us to keep our doors open."

Charlotte Talbott
Director of Services, The Connection at St Martin-in-the-Fields

Berkeley Homes North East London staff volunteering at Rise Bakery, a Providence Row project

25

tenancies created for young people in the last **12 months** through our partnership with Crisis and New Horizon Youth Centre

Through our funding, our partners have supported

2,948 people

facing or experiencing homelessness since **2014**

Strategic Partner

Crisis Together we will end homelessness

Our support for Crisis' Employment Services team enabled **63** homeless people to move into work in 2017/18.

Young person attending a Crisis Employment Platform

Crisis is the national charity for homeless people. Every day they see the devastating impact homelessness has on people's lives.

Crisis' services have a strong track record of helping homeless people to find and hold onto jobs. Having little or no work is a major cause and consequence of homelessness and it can have a long lasting impact on self-confidence and wellbeing. This can be a difficult journey and it takes time, funding and highly skilled staff who are sensitive to the hopes and needs of every person they work with.

The Berkeley Foundation supports Crisis' Employment Services Team at the Crisis Skylight centres in London, Croydon and Brent. The team provides job coaching, job brokerage, and specialist support. In 2017 our funding enabled the team to help **63** Crisis members into employment and support more than 43 to gain qualifications that will help them find sustainable work in the future.

Funding from the Berkeley Foundation also supports Crisis' 'Help to Rent' programme in London, in partnership with the New Horizon Youth Centre (NHYC). Shortages in social housing mean that private renting is often the only option available to homeless people, yet the private rented sector can be unaffordable and difficult to access. This project enables NHYC to provide a year's accommodation for young people aged 18–25 in housing need, during which time they are supported to improve their employment situation and start saving money. Ultimately, the project aims to help participants move on successfully into mainstream rented accommodation.

In the last 12 months, this project created 25 tenancies for young people, and 89% have been sustained until at least six months.

Case study
Roy's story

Roy registered with Crisis in March 2017. He had been sleeping rough for about eight months. Roy's job coach referred him to a training and volunteering opportunity at the Crisis Café where he learnt basic skills and gained further experience in a hospitality environment. In May he attended a hospitality event at Crisis where he was able to network and meet various employers. With new found confidence he was more open to new opportunities. He was offered an interview and his Crisis Job Coach was able to support him with interview skills preparation, support with travel to his interview and also provide work clothes.

Roy started work in June as a kitchen assistant in a corporate client's offices in central London. He no longer sleeps rough: once he secured employment he was able to pay a deposit for a cheap hostel and will be working with a Crisis Private Sector Rented Housing Coach to find something more permanent.

Name has been changed to protect the individual's identity.

Lessons learned

The last 12 months have seen an increase in the number of people accessing Crisis services with poor written and spoken English. This led to a slowdown in the number of successful job outcomes. In order to help break down barriers to employment, Crisis has recently launched an English language speaking club in the hope that one less barrier may give clients the boost they need to escape homelessness for good.

89%

In the last 12 months, our partnership with Crisis and New Horizon Youth Centre created **25 tenancies** for young people, **and 89% have been sustained until at least six months**

Moving into work

63

Crisis members were **helped into employment** as a result of our funding in 2017/18

83%

83% of Crisis clients taking part in a learning or training activity believe that engaging with Crisis has **helped improve their trust in others**

Designated Charity St William

ThamesReach

St James and St William Charity Cricket Match

Thames Reach supports homeless and formerly homeless people and others who are in housing need. St William supports their Employment and Skills programme.

Much of Thames Reach's work aims to help people escape life on the streets and find somewhere safe to live. Whilst this work is vital, for these individuals to break the cycle of homelessness they must address their unmet needs such as low self-esteem and poor basic skills.

The Employment and Skills team engage participants in personalised training and employment programmes, aimed at building self-confidence along with essential life and social skills. In the past year, the team have supported over **800** people to do just that.

The partnership with St William has had a significant impact on the participants of the Employment and Skills programme.

Case study
Chris' story

Chris has had a really tough time. Misuse of alcohol as well as breakdown in family relationships had led to him becoming homeless. Poor access to education as a child reduced his work options, and he had been unemployed for most of his life. This affected his confidence and left him feeling inadequate.

Last year, Chris signed up to one of Thames Reach's literacy programmes. He graduated from the course quickly and was offered a volunteer position with the Thames Reach outreach service.

Chris is now attending City Lit College to obtain a level 1 Health & Social Care course and his aspiration is to become a full time support worker.

St William staff have raised

£14,700

toward Thames Reach's Employment and Skills programme in the last 12 months

Designated Charity Berkeley Homes North East London

PROVIDENCE ROW
HELPING HOMELESS AND VULNERABLE PEOPLE SINCE 1860

Berkeley Homes North East London staff support Providence Row by volunteering in English classes and serving meals.

Providence Row tackles the root causes of homelessness to help people get off and stay off the streets. When people experience major problems in their lives and have nowhere else to turn, Providence Row is a place they can go to for safety, help and support to overcome what has gone wrong. The charity provides an integrated service of crisis support, advice, recovery, learning and training programmes.

Most are either sleeping rough or living in temporary or insecure accommodation. They are often unemployed and many lack the qualifications needed to help them find work.

Providence Row's partnership with Berkeley Homes North East London is focused on transforming the lives of homeless people in East London by helping them get into work.

Berkeley fundraising supports the charity's employability work, which includes catering, gardening and bakery training schemes, an employability programme, drop-in CV workshops and one-to-one coaching sessions.

Christmas fundraising

In addition to a range of fundraising events, Berkeley volunteers have provided support in English language, IT, and gardening classes, and by helping out with lunch preparation and serving meals.

This support has enabled **90** people to access the employment and training service with 28 of them achieving training accreditations. 25 people were able to apply for jobs and 5 of them successfully moved into work.

Staff from Berkeley Homes North East London have raised an incredible

£115,200

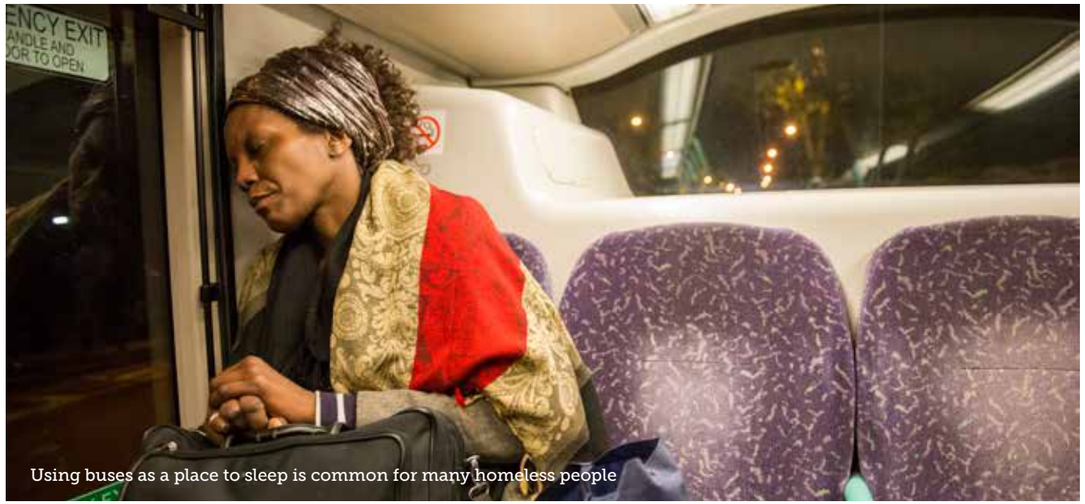
for Providence Row in the last 12 months

"It's made me feel great. More confident in everything and learning new skills all the time."

Providence Row client

Strategic Partner

Shelter



Using buses as a place to sleep is common for many homeless people

The Berkeley Foundation and Shelter have been working in partnership since 2011 to overcome the rapidly increasing issues of homelessness and bad housing.

Shelter helps millions of people struggling with homelessness every year through its advice, support and legal services.

Shelter's Hackney Family Service in East London offers free, holistic support for families at risk of homelessness, and aims to secure access for its clients to safe and affordable housing. The service also helps to address underlying causes and prevent homelessness in the long term.

Since the launch of the service in 2013, the Berkeley Foundation has been the largest corporate funder, contributing **£347,000** in total.

The Foundation also fully funds Shelter's Fulham Advice Service, based in the Shelter shop in Fulham. Advice, support and guidance workers give one-off and ongoing help to anyone who is experiencing housing related issues.

In the last twelve months, **412** support and advice cases were handled by the two services in London.

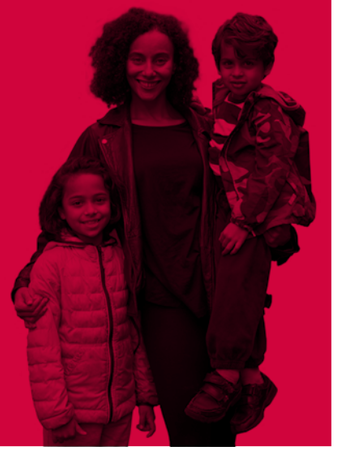
Our partnership with Shelter came to an end in April 2018.

Case study *Nadine's story*

Nadine, a single mum with two young daughters, was referred to the Shelter Hackney Family service for support. She had rent arrears of £7,000 as a result of being in and out of work. With no stable family network to support her, and with an eviction looming, Nadine was showing signs of emotional stress and depression.

In order to halt the eviction, Shelter's solicitor helped Nadine to apply for a court adjournment to allow her time to reduce the arrears and set up a repayment plan. Shelter helped Nadine with money management, budgeting support and helped her secure part-time employment.

Nadine is now able to pay her rent repayment plan and has recently begun a Teaching Assistant Apprenticeship.



Since 2012, more than

750 Berkeley Staff

have raced up **Tower 42** to raise money for **Shelter through Vertical Rush**

Shelter's Hackney Family Service has been shown to create positive returns for the state of between

£1.17 & £3.52

per £1 invested *(nefConsulting, 2015)*

In the last twelve months,

412

support and advice cases were handled by Shelter as a result of our funding

Our partnership 2012–2018

In the last six years, we have invested more than £1m in Shelter's work, including £336,000 raised by Berkeley staff. This has enabled Shelter to provide support and advice to more than 1,700 households in London. More than 750 Berkeley staff have 'powered up the tower' through Vertical Rush and others have run marathons and cycled in support of the charity's work.

Designated Charity Berkeley Homes West Thames

Hope for Southall Street Homeless

Berkeley Homes West Thames' support for Hope for Southall Street Homeless will enable them to employ a Complex Needs Caseworker.

Hope for Southall Street Homeless (HSSH) provides support to local people in Ealing affected by homelessness. HSSH takes an individual approach to supporting its guests, introducing each one to the services he or she needs, and building trust and confidence in each individual.

The shelter provides overnight accommodation with an evening meal, shower and laundry facilities, and breakfast in the morning, but also works with partner organisations in Ealing to access the services each guest needs.

HSSH is supported by Berkeley Homes West Thames, and in 2017/18 colleagues raised an incredible **£35,200** through sporting events including a golf day and the Ealing Half Marathon as well as cake sales and Christmas fundraising. Colleagues also regularly volunteer at the shelter.

This financial support will enable HSSH to employ a Complex Needs Caseworker who will raise the care and support offered to this group of vulnerable local people.

Ealing Half Marathon

"At first I went in and left the same day, not comfortable with others, but thought about it and came back in. Once settled, I thought this is the opportunity to get my life straight and I'm going to take it."

Hope for Southall Street Homeless guest

Last year, Berkeley Homes West Thames staff raised

£35,200

through **sporting events** including a **golf day**

Designated Charity St Edward

The Connection at St Martin-in-the-Fields
helping homeless people seven days a week

St Edward staff have raised **£61,500** for The Connection this year, as well as volunteering in the kitchen every Tuesday morning.

St Edward's Peter Pan Christmas Panto

The fact that 80% of people experiencing homelessness want to work but only 10% are in employment may come as no surprise. People who are homeless have complex needs and are likely to face multiple barriers to work. For many of the people The Connection supports, the skills gap between wanting to work and being ready to work is vast. The charity's Employment & Training Workspace is vital in closing this gap.

During 2017/18, **696** clients benefited from the support of the Employment & Training Workspace, and an impressive 110 of these secured employment. The service is supported by St Edward staff, who raised **£61,500** in the year through fundraising events such as their annual panto. Staff also volunteer in the kitchen every Tuesday morning, and support the charity in collecting client satisfaction surveys.

"In the face of rising levels of homelessness, the support we receive from St Edward enables us to keep our doors open, providing a safe, warm welcome to all, and we can't thank you enough."

Charlotte Talbott,
Director of Services

In 2017/18, St Edward staff raised an incredible

£61,500

through **fundraising events**

Strategic Partner

Young people taking part in The Money House Newham

MyBnk is a leading youth financial education charity which, in partnership with schools and youth organisations across the UK, delivers high quality impactful workshops to young people in schools and vulnerable adults in the community.

Vulnerable young people from difficult and challenging backgrounds are at a greater risk of losing their social housing tenancies due to rent arrears. The Money House has been designed to meet the challenge of engaging vulnerable young adults in financial capability training. It uses a real-life environment to deliver face-to-face training over a five or one day course.

Managing money well opens up new opportunities. For a young person leaving the care system, knowing how to read an electricity meter or understanding contracts and budgeting can help them live independently for the first time in their lives.

During its first year, The Money House has engaged with and trained over **300** young people who are leaving the care system in both Greenwich and Newham; supporting many of these young people on their journey to independent living and equipping them with the skills and knowledge to be able to maintain their tenancies into the future.

The programme has now been mandated by the London boroughs of Greenwich and Newham. This means that a young person has to complete The Money House course before they are able to bid for social housing.

Money House participants are three times less likely to have rent arrears than their peers. Attending The Money House means that 98% of participants now feel more financially confident and able to manage their own personal finances.

The Money House is funded collaboratively by the Berkeley Foundation, JP Morgan Chase Foundation and The Hyde Foundation.

Case study
Hazel's story

Hazel, 20, from the London borough of Newham, is leaving the care system and about to move into her first home.

"I got referred here by my social worker as this is something that every young person has to do before they move out of Newham. Before I came here I would have walked into a new flat, not understanding the tenancy agreement. I would have just signed the paperwork and would have probably been evicted a couple of months down the line. Thankfully after coming to The Money House I am more confident and feel less stressed about getting my flat. I will have read the small print and taken my time. I know what to do and I know where to go if I do need more help."

Name has been changed to protect the individual's identity.

Lessons learned

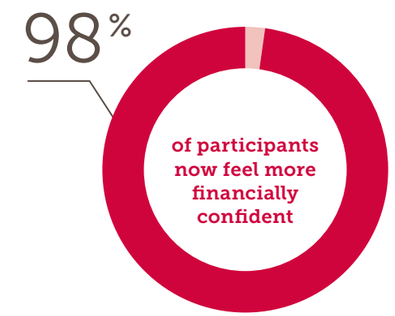
Working across two entirely different boroughs has brought challenges to this project. What works in one borough does not necessarily work in another. A Governance Board was established at the start of the first year with representatives from each of the three funding partners, the MyBnk team as well as key stakeholders from each local authority. Meeting each quarter, the Board enables cross-partner discussion around key areas such as programme delivery, evaluation and communications.

The Money House has engaged with and trained over

300

young people who are leaving the care system in Greenwich and Newham in 2017/18

Attending The Money House means that



and able to manage their **own personal finances**

"The Money House has had a very positive influence on our young people, at a time of great change in their lives. The programme changes lives in a very practical and useful way for young people."

Augustine Fernando,
Team Leader (London Supported Housing), Family Mosaic

Designated Charity St George

SPEAR

homelessness to independence

SPEAR works to break the cycle of homelessness.

For 30 years the charity has been working closely with local communities to ensure everyone has a place to call home. SPEAR's holistic service for homeless people includes not just support with accommodation but the chance to develop skills, find work, tackle addictions and address mental health issues.

In the last 12 months, St George has raised **£35,500** for SPEAR through events including a tag rugby tournament involving Berkeley staff and suppliers. This money has been used to help SPEAR develop new operational programmes, enabling the charity to reach more rough sleepers.

A SPEAR client volunteering

"Like many people who end up on the streets, it wasn't just one thing but a run of bad luck that snowballed. After I lost my job, I lost my house. Living on the streets you never feel safe. People want you out of their way. A friend told me about SPEAR. I met a SPEAR outreach worker and he asked how they could help me. He helped me build my confidence and after volunteering with SPEAR, I now have a job with them and am helping other people like me."

Stephen
SPEAR client

Name has been changed to protect identity

In the last 12 months, St George has raised

£35,500

for SPEAR through events including **tag rugby**

SPEAR clients and staff

Chapter 3 Jobs

Reducing barriers to work

A decent sustainable job is one of the best routes out of poverty, yet many people still find themselves excluded from the labour market.

We believe in helping people see their own potential and take the next step into employment. We work with a number of different partners, all of whom are breaking the stigma of unemployment, helping push through the barriers that prevent people from gaining good, secure jobs and providing the foundation for those who are furthest from the job market to succeed.

Understanding the need

Youth unemployment

Young people aged 16 – 24 face the highest levels of unemployment in Britain.

During the period July to September 2017, youth unemployment was 11%, compared to 4% for the rest of the working age population. 62% of the 790,000 young people in Britain who are currently not in employment, education or training are economically inactive – not actively looking for a job.

Sustaining a job

Staying in work and building your career is just as important as getting a job in the first place.

We want people to have jobs which are motivating, in which they feel supported, and in which they are able to fulfil their potential. Falling back out of work can set you back a long way, creating a cycle of repeated unemployment and benefits claims.

Breaking down barriers to work

Over a third of young people feel that admitting to having a mental health problem would be a real barrier to getting and sustaining employment.

People with mental health issues are more likely to find themselves out of work. The disability employment gap, meanwhile, has remained over 30% for more than a decade. We believe that everybody who wants to work should be supported to do so.

Find out more www.berkeleyfoundation.org.uk

"We were always on the move, meeting new people, gaining new skills and networking with lots of different organisations. The Creativity Works programme team were more than helpful and they honestly have changed my life around for the better."

Creativity Works graduate

Working in partnership

Youth unemployment

Our partners work with young people facing barriers to work to help them build the skills they need to break into the job market. This work can include long-term mentoring, work experience, technical training, job brokerage and much more.

Partners: Mayor's Fund for London

Sustaining a job

Drive Forward works with care leavers to help them to get and sustain a job. Our partnership supports their in-work mentoring programme, which matches young people who have just started work with a mentor.

Partners: Drive Forward

Breaking down barriers to work

We work with organisations that help people overcome barriers to employment. This might include support to better manage a mental health issue or work to build confidence and self-belief. Our partners also support employers to take a more inclusive approach.

Partners: Prince's Trust, Ways into Work and Women into Construction

Our role

Grants

In 2017/18, we gave **£364,000** in grants to organisations working to help people access employment.

Fundraising

Berkeley staff raised **£9,000** for the Prince's Trust through the Palace-to-Palace bike ride.

Thought leadership

In April 2018 we launched *An employer's guide to supporting talented young people facing barriers into work*. This report aims to encourage other employers to open up their businesses to young people from marginalised backgrounds.

Volunteering

222 Berkeley staff have volunteered as mentors for unemployed young people during the first three years of the Creativity Works programme, including 22 this year.

Find out more www.berkeleyfoundation.org.uk

The impact

Case study *Katie's story*

Katie dropped out of college in 2016 due to mental ill health. Initially she thought she was imagining things but it got worse.

The college noticed and spoke to Katie, advising her to get some help. She went to the Prince's Trust.

Initially Katie would panic in the mornings before each session. She had never wanted counselling before because of fear of judgement, but with the help of Fairbridge staff she decided to take up counselling with Mind. She found both one-to-one and peer support really helpful, and was able to open up about her personal needs for the first time.

She has progressed onto the Team programme and gained a work placement with an after school activity club.

Name has been changed to protect the individual's identity.

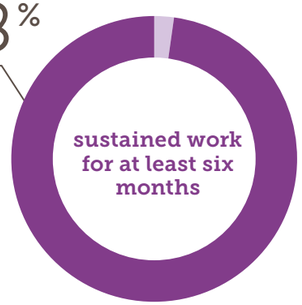
Jobs

"I really wanted a part time job like every other young person. I've been able to get my job, keep it and feel part of a team."

Young person, Ways into Work

Prince's Trust Fairbridge Programme

98%



98% of care leavers supported by Drive Forward have **sustained work for at least six months** after being matched with a mentor (compared with 52% before the programme was introduced)

1,034

Our partnerships have supported **1,034** people to access **education, training or employment** opportunities since **2014**

Strategic Partner

MAYOR'S FUND FOR LONDON
HELPING YOUNG LONDONERS GROW

Creativity Works, our partnership with Mayor's Fund for London, empowers young Londoners from disadvantaged backgrounds to acquire new skills and get closer to the employment market.

The creative sector is one of London's biggest growth areas, but also one of the most difficult to achieve employment in without significant experience and skills.

Creativity Works helps to break down these barriers by offering young people the soft skills, technical know-how, experience and networks to enable them to access these opportunities. Delivered in partnership with A New Direction and Media Trust, the programme has achieved great success in its first three years, with almost **300** unemployed young people moving successfully into employment, education or training.

Young people engage in the programme for 12 weeks, during which time they work on a creative project, attend masterclasses with industry professionals, take part in work experience and build their CVs. Many of the young people are matched with volunteer mentors from the Berkeley Group.

In the last twelve months, **153** young people have taken part in a range of exciting projects, including photographing London Fashion Week alongside professional photographers from the British Fashion Council, and developing a campaign to encourage young people to vote ahead of the General Election in June 2017.

We have now renewed our support for Creativity Works for a further year, ensuring that even more young Londoners will have the opportunity to access the programme.

Creativity Works Multimedia Genius Training graduation

Case study
Joanna's story

Before joining Creativity Works, Joanna made many attempts to move into work. She was looking to follow her passion for creativity, but felt something was holding her back. Creativity Works allowed her to break through.

Joanna joined the project in April 2017, and her first masterclass in photography fuelled her desire to work in the creative sector. She borrowed her cousin's camera and put some of her new learning into practice.

Her confidence and passion for media shone through to the team and she spoke about her new blog she was launching for London Food Month. It just so happened that the Chairman of the Evening Standard and Founder of The Felix Project was in the room that day and offered her a press role. Joanna was catapulted from working on her project to a role covering launches, dinners, film screenings and events all throughout London Food Month.

Joanna has secured freelance photography work with The Felix Project and the Evening Standard where she started a work experience placement in January 2018.

Creativity Works has helped nearly

300

unemployed young people move successfully into employment, education or training over three years

In the last 12 months

22

Berkeley mentors have provided one-to-one employability support to young people participating in the programme

Lessons learned

A three year evaluation of Creativity Works found that the Berkeley staff mentors were a real asset to the programme. However, it recommended that the number of mentoring sessions should be increased, and that communications to mentors and mentees should be reviewed to ensure that clear expectations are set at the start of the process. These findings will inform the fourth year of the programme.

Community Investment Fund

Women into Construction

The Berkeley Foundation has partnered with Women into Construction to help unemployed women to access work experience and jobs with the Berkeley Group.

Esther, Interior Design Graduate, Berkeley Homes East Thames

Women into Construction is a not for profit organisation promoting gender equality in construction.

Providing bespoke support to women wishing to work in the construction industry, Women into Construction assists with the recruitment of highly motivated, trained women, helping to reduce the skills gap and create a more gender equal work force.

In 2017, the Berkeley Foundation worked with Women into Construction to open up work experience opportunities within the Berkeley business for **12** unemployed women.

The programme was a real success, with half of the women going on to secure work within the industry after their placement. Three of them have gone on to secure roles within the Berkeley Group and its supply chain, in roles ranging from interior design to plumbing to construction site management.

Case study
Esther's story

Esther was matched into a work experience placement with Berkeley Homes East Thames as part of the Women into Construction programme. During her two week placement, she undertook tasks such as completing spreadsheets and reading construction drawings for the technical team, whilst also spending time on site.

This gave her unparalleled insight into the industry supported by the knowledge of the Berkeley team surrounding her.

As a result of this opportunity and her academic qualifications, she has now been employed as an Interior Design Graduate with Berkeley Homes East Thames. This is the area in which she wishes to pursue a career, and she is feeling optimistic about her future in the industry.

Community Investment Fund

DRIVE FORWARD

Our support for Drive Forward funds an in-work mentoring scheme to help young care leavers to sustain work.

Young care leavers are often talented, motivated and eager to work. However, they are also more likely to leave school with no qualifications, become involved in crime and experience homelessness.

An increased risk of poor mental and physical health gives young people fewer chances to gain new skills and stable employment. Drive Forward seeks to redress this imbalance by providing a bespoke service supporting care leavers into work.

This is the second year of the Berkeley Foundation's support for a new in-work mentoring project delivered by Drive Forward to help care leavers sustain and progress in work. Pairing professional mentors with young care leavers as they move into a new job provides them with a bedrock of support, helping them to build and sustain the career of their choice.

Before this additional support was introduced, 52% of Drive Forward's young people were able to sustain employment for 6 months or more. Now, for young people who have been paired with a mentor, the figure is **98%**.

In addition, after being matched with a mentor:

95% **report feeling more positive about their current jobs**

90% **report feeling more positive about their future careers**

75% **report feeling more positive about other areas of their lives**

Drive Forward mentor training session

"Jamie has given me a lot of advice on different career fields, particularly within the IT industry. He has even been teaching me some hands-on computer programming."

Phillip, *Mentoring programme participant*

53

young people have been **matched with a mentor** to date, and the project is expected to reach **more than 100 young people by summer 2019**

98%

sustained employment after mentoring

Strategic Partner

Prince's Trust

Working with the Prince's Trust and Mind, we have piloted a new model of mental health support in two Prince's Trust centres.

Prince's Trust Fairbridge programme

The Prince's Trust supports young people to develop the skills and motivation to re-engage with society, get a job or return to education.

In 2017, the Prince's Trust launched its first mental health strategy, underpinned by the vision that mental health should not be a barrier to young people's success. As part of this vision, a new partnership was established with the Berkeley Foundation, to pilot free one-to-one counselling and group therapy for young people enrolled on the Trust's Fairbridge programme.

The programme has enabled a new partnership between the Prince's Trust's Kennington and Poplar centres, and Mind in Tower Hamlets & Newham and Mind in Southwark & Lambeth.

During its pilot year, the programme has supported **27** young people with free one-to-one counselling and many more to access group therapy. The support on offer through the Fairbridge programme has been shown to increase the overall wellbeing of the young people, and early evidence also suggests that participants are seeing improvements to their mental health.

The programme has also trained Prince's Trust staff to spot early signs of mental ill health amongst the young people they work with, and to be better prepared to talk to young people about mental health and signpost them to appropriate local services.

The ultimate aim of this work is to break down a real barrier to work and help more young people move into employment, education or training.

In 2018 and 2019 this support will be rolled out to many more young people across the Prince's Trust's programmes.

Case study
James' story

James, 21, was referred to the Prince's Trust in 2017. He was unemployed and suffers from a speech and language disorder. James spent large chunks of his time alone – his parents had been through a complicated break up and communication between his parents was non-existent.

James joined the Fairbridge programme with a view to building his confidence and learning skills for life. However, it soon transpired that James was feeling unhappy and experiencing low moods, struggling to engage with the group sessions or mix with other young people. He was referred to counselling with Mind and immediately responded positively to the support offered. The open questions his counsellor asked were exactly what he needed to help him understand himself, others and the environment around him.

After attending counselling for five weeks, alongside the Fairbridge programme, James was offered a two week work experience placement at M&S in Canary Wharf. He successfully completed this and has now been offered a three month contract. James is delighted to be working, and his new job has given him the structure and purpose he needed to feel more positive about his day-to-day life.

In the pilot year, the programme supported

27

young people with free one-to-one counselling and **134** young people took part in group counselling

In 2018/19 a further

61

young people will be supported through the programme

Lessons learned

The pilot programme offered fortnightly two hour group therapy sessions. Many young people found it difficult to keep track of when the sessions were taking place and found them too long. The 2018 programme offers weekly one hour sessions instead, which will be more accessible for the young people taking part.

Community Investment Fund

waysintowork

Ways into Work delivers Supported Employment services across Berkshire and Hampshire, with the clear mission of ensuring that everyone who is motivated to work can do so regardless of their disability.

Ways into Work young person enjoying a new role

Funding from the Berkeley Foundation this year has enabled Ways into Work to support

11

young people who would not have otherwise been eligible for its services, with **seven of those moving into paid employment**

Sustained employment outcomes for disabled people are very low, with less than 6% of people living with a learning disability in paid employment. Many disabled people end up on a carousel of employability courses which are designed to increase access to work but often result in unpaid volunteering positions that offer little in the way of progression, security or financial independence.

Ways into Work offers disabled young people the chance to gain paid employment within an environment that is safe and supported. Funding from the Berkeley Foundation this year has enabled Ways into Work to support **11** young people who would not have otherwise been eligible for their services, with seven of those moving into paid employment. The roles are carefully matched to each person and Ways into Work support staff are on hand to support the employer as well as the individual. Roles have included catering, football coaching and customer services.

In addition, Ways into Work has been working closely with Berkeley Homes Western to help the disabled young people they support to access job opportunities within the business, with one young person already having secured a full time role.

"I really wanted a part time job like every other young person, especially as I wanted to earn money so that I could take driving lessons and become more independent. I'm really proud that with the support I've had, I have been able to get my job and be a part of the team."

Young person
Ways into Work

Chapter 4 Skills

Developing young people's talent

We want to equip young people with the skills to thrive in life.

This support is about helping young people to develop soft skills and qualities – communication, resilience, self-belief, critical thinking, teamwork, motivation and leadership – that they will be able to carry with them wherever life takes them.

Too many young people are leaving school without these skills, yet many employers prioritise them as highly as academic success and experience. This strand of our work aims to give young people the tools they need to find their own path to success.

Understanding the need

Marginalised young people

Nearly half a million young people are recorded as not looking for work in Britain today.

This includes some of our most marginalised young people. They may be leaving care, or in touch with the youth justice system. Many are not in touch with any services at all, and are simply classified as 'unknown'. Engaging with these young people is a vital part of our work.

The soft skills deficit

One in three UK employers regard soft skills as more important than academic achievements.

Yet the education system prioritises exam success at the expense of developing confidence, resilience and teamwork. For disadvantaged young people who may be less likely to succeed academically, this deficit is particularly stark.

Science and technology

Science and technology are an increasingly important part of modern life, and STEM skills are crucial to the UK economy.

Science and technology also have the potential to help young people to make sense of the world around them and to build confidence and problem solving skills.

Find out more www.berkeleyfoundation.org.uk

"I learnt how employers want me to behave in the workplace and it made me more confident in myself and my abilities."

Street Elite graduate

Working in partnership

Marginalised young people

Our partnerships focus on long-term, intensive engagement with marginalised young people, many of whom will not be in touch with any other agencies. Whether using sport or the arts, building trusted mentoring relationships is a vital part of this work.

Partners: The Change Foundation and The Big House

The soft skills deficit

Our work to help school-age young people develop the skills they need to thrive takes place in a wide range of settings, from schools and nurseries to city farms and national parks. Our partners focus on helping young people step outside of their comfort zone – and see just what it is they are capable of.

Partners: Outward Bound Trust, Longridge, Power2 and Vauxhall City Farm

Science and technology

Our partnership with Imperial College London inspires young people from White City to get involved in STEM. Using state-of-the-art equipment and student mentoring, young people will develop the skills and knowledge to be able to succeed in an increasingly technological world.

Partners: Imperial College London

Our role

Grants

In 2017/18, we gave **£418,000** in grants to organisations working to build young people's skills.

Fundraising and GAYE

Berkeley staff raised **£68,000** for our Skills partners through fundraising and Give As You Earn this year.

Capacity building

This year we supported Vauxhall City Farm to employ a new Business Support Apprentice to help strengthen their back office systems and processes.

Volunteering

Berkeley staff volunteer through the Outward Bound Trust and Street Elite, helping young people develop their employability skills.

Find out more www.berkeleyfoundation.org.uk

The impact

Case study *Nathan's story*

Nathan is a recent beneficiary of the 'Teens and Toddlers' programme run by Power2. During his time with 'Teens and Toddlers' Nathan undertook a level 1 qualification in interpersonal skills and was given the confidence to interact with others.

"My experience on the 'Teens and Toddlers' programme helped me with the way in which I prepared for my GCSEs.

"In the lead up to my GCSEs there were times when I needed to ask people, including my peers, for help or knowledge or advice on certain things.

"If I hadn't done 'Teens and Toddlers' I would not have been able to muster up the courage to get the information or help I needed."

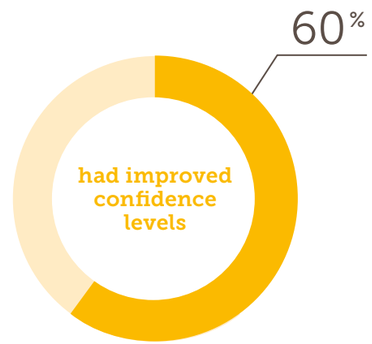
After the programme, Nathan was introduced to a mentor who helped him explore different revision methods.

Name has been changed to protect the individual's identity.

"I can honestly say I walked out of Vauxhall City Farm a far more confident, self-aware, happier, purposeful and motivated person than when I walked in."

Chris

Vauxhall City Farm



60% of young people taking part in the **Outward Bound Trust Work** Readiness programme reported an increase in their levels of confidence.

We have helped

4,405

children and young people

to develop new skills since **2014**

Skills

Strategic Partner

Imperial College London

Our partnership with Imperial College London is inspiring children from White City to engage in STEM.

Science and technology are an increasingly important part of working life, and today's employers are looking for young people who can use technology to respond creatively to challenges in the workplace.

Working in White City, one of the UK's most socially deprived communities, Imperial College London is pioneering a new model of educational outreach that uses 'making' workshops to engage children and young people with science, to build new vocational skills and to foster a can-do attitude to problem solving.

These activities are hosted in the new Reach Out Makerspace, a fully equipped workshop in Imperial College London's White City campus. The Makerspace is fitted with modern tools and equipment not available within a school setting, from 3D printers through to laser cutters, with Imperial College London staff and students providing practical support and expertise.

The three year partnership will enable **750** young people aged 11–18 to participate in programmes focused on developing new skills, generating new ideas and learning how to plan and project manage their inventions. Creations so far have included a traditional clay pot with built in water sensor, a water turbine energy generator, sneakers with speakers and an amphibious cart design.

Through this immersive experience in science, engineering and making, the programme aims to empower young people as practical problem solvers, giving them the skills and tools to take control of their own futures.

Using the bandsaw in The Invention Rooms

Case study
Imad's story

Imad is a 15 year old student from Westminster Academy who participated in the first term of the Maker Challenge Programme. During the programme, Imad designed and worked on an amphibious cart, which had many iterations over the course of the term. Imad's commitment to the programme was evident. He was often the first to arrive and last to leave and kept the programme team updated about his progress in between activity sessions.

He said, *"I had never in my life put in so much effort to research and complete my design. The Imperial College London mentors helped me, with their knowledge being a vital input into my idea. My thought process definitely changed while being involved. I remember having a fixed mindset and now I have a growth mindset, which means I'm passionate about learning from others instead of thinking I know everything."*

Imad, *aged 15*

Students learning about 3D printing with an Imperial College London mentor

The Invention Rooms combines cutting-edge **research and innovation** all under one roof. It's the first facility of its kind in the UK.

Over the next three years, at least

750

young people will benefit from this programme

Skills

Designated Charity St James

St James cricket day

St James has raised

£18,800

for Vauxhall City Farm this year through a range of fundraising events, including a **cricket tournament at the Oval**

Vauxhall City Farm, supported by St James Group, uses the setting of an urban farm to provide educational, recreational and therapeutic activities.

The continued support of St James Group has been invaluable for Vauxhall City Farm, their staff, visitors and beneficiaries. Over the past twelve months, St James has raised **£18,800** through a range of fundraising events, such as the St James cricket tournament at the Oval, which raised over **£11,500** for the Farm.

However, the support goes beyond funding: colleagues from St James have also been involved in making physical improvements to the Farm, improving pathways to make them safer and more accessible to visitors and beneficiaries with physical disabilities.

The funds raised by St James have contributed to the provision of educational programmes, helping over **3,000** children bring their classroom-based learning to life, via visits and educational workshops at the Farm. In addition, the funds have allowed the Farm to support more than 100 unemployed young people to take part in programmes that aim to help them develop their personal, social, practical and employability skills, and move closer to the labour market.

A grant from the Berkeley Foundation has also enabled the Farm to employ a Business Support Apprentice, adding a new and much-needed resource to the team.

Community Investment Fund

Mentor counting with mentee

Our partnership with Power2 (formerly Teens and Toddlers) works towards improving outcomes for emotionally, socially or economically disadvantaged young people aged 13–17, through mentoring relationships with toddlers.

The programme identifies young people most at risk of opting out of education or disengaging with school work.

These teenagers are matched into a mentoring relationship with nursery school children who are in need of additional educational support. Through this relationship, they start to take more responsibility for themselves and others, developing life skills, self-belief and aspirations. This work is combined with classroom learning.

With support from the Berkeley Foundation, Power2 has provided opportunities for **36** young people from Lambeth and Newham to take part in the programme this year, matched with 36 toddlers. Ultimately, the programme aims to help them re-engage with school at a crucial time in their lives, and to achieve at least 5 A–C grades at GCSE.

54

children and young people have taken part in the programme so far this year

Strategic Partner

Street Elite

Street Elite is a sport for development programme delivered by The Change Foundation in partnership with the Berkeley Foundation.

Street Elite provides coaching and mentoring for young people on the edge of gangs and crime, helping them to re-engage with employment, education or training over a period of nine months.

Street Elite works with two groups of young people: the Intervention programme targets those who are unemployed, aged 18–24 years old and on the edge of gangs and crime, while the Academy programme works with a younger cohort of 14–17-year-olds at risk of falling out of the education system.

In 2017, **108** young people took part in the programme. 33 out of 40 unemployed young men and women went into employment or education: an 83% success rate. 56 out of 68 young girls and boys aged 14–17 completed the course.

Today it costs an estimated £65,000 to take a young person from arrest to youth custody and, once incarcerated, a further £42,000 a year to keep them locked up, more than it costs to attend Eton College for the same period. By contrast, it costs £1,700 to support a young person through Street Elite.

The Berkeley Group offers a two week work placement to every young person who completes Street Elite, and 13 Street Elite graduates are currently employed by Berkeley Group.

Street Elite graduates with ambassador Angellica Bell

Case study
Alhasan's story

"Before Street Elite I was doing a bit of bar tending here and there. I didn't have a permanent job or any direction in my life.

"I found out about Street Elite through Ross, a local youth worker. He led football sessions once a week and got me thinking about what I could do for work. I didn't have much confidence at all, but he told me I could achieve things if I put the work in.

"I did a two week construction placement for Berkeley over the summer. At first it was daunting – everyone knows their job and there was all this technical jargon. At the end of the experience, I was lucky enough to be offered a job. I'm now working as a Technical Assistant on a regeneration site in Southall.

"One year on, I've still got a long way to go, but I have an idea of what I want to do in the next four years of my life."

Alhasan, *aged 20*

Lessons learned

Street Elite works because of the intensity of the support it provides. Participants build very strong trust-based relationships with their coach-mentors, often lasting far beyond the end of the programme. This high level of support is vital, but it also makes the programme difficult to scale.

In 2017/18

108

young people took part in the programme.

83%

33 out of 40 unemployed young men and women achieved a **positive outcome** from the course

Community Investment Fund

THE OUTWARD BOUND TRUST

The Work Readiness Programme, a partnership between The Outward Bound Trust and the Berkeley Foundation, enables young people to attend Outward Bound® courses and provides employability support.

The Outward Bound Trust

This year, the Work Readiness Programme is expected to reach

104

young people aged 14–16 across eight schools

The programme aims to equip disadvantaged young people with the skills to support their successful entry into employment: communication, resilience and team work, and awareness of the workplace.

In 2017/18 we have scaled up the programme, which is expected to reach **104** young people aged 14–16 across eight schools. Each group is supported to attend an Outward Bound Trust residential course in the Lake District or Snowdonia. Before and after the course, they take part in employability skills workshops delivered by Young Enterprise with Berkeley volunteers.

The Outward Bound® courses use adventurous activities in mountainous locations to help develop the skills and confidence of young people. The employability sessions include a mix of workshops, career talks and site visits to help young people gain an insight into the world of work.

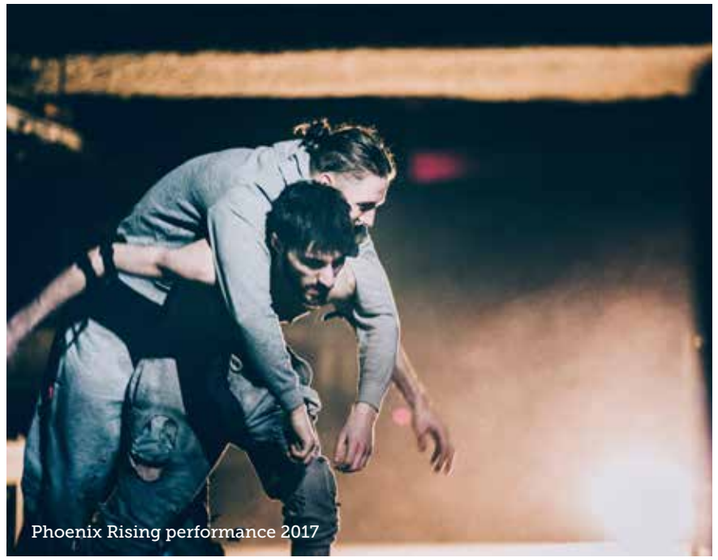
Ongoing evaluation of the programme highlights the positive impact on participants' confidence and on their actions and behaviours when working and communicating with others.

60% of young people taking part in the programme reported an increase in their levels of confidence.

Community Investment Fund

THE BIG HOUSE

In 2017 we supported The Big House to deliver theatre workshops to 90 care leavers and intensive support to 15 young people.


Phoenix Rising performance 2017

Every young person should have the same opportunities in life. Sadly, for many young adults leaving the care system, this is not the case.

While only 1% of children in England and Wales have been in care, they account for 23% of the adult prison population and 40% of all prisoners under 21.

The Big House (TBH) refuses to accept these inequalities. They have developed a unique model that harnesses the power of theatre to transform the lives of care leavers, helping them overcome emotional barriers, become job ready, and lead independent lives.

During 2017, the Berkeley Foundation funded TBH to deliver an Open House Project to **14** young people. This is the charity's most intensive programme, and participants attended eight weeks of drama, life and employment skills workshops, before performing in a three-and-a-half week run of their own production Phoenix Rising. The professional-standard production received three "Off West End" award nominations.

Many of the young participants have already moved into work, including one who has started the Young Directors' programme at the Young Vic, and another who has secured employment supporting vulnerable children at a Pupil Referral Unit in East London.

14

young people took part in the Open House project funded by the Berkeley Foundation

"Phoenix Rising was special. I gained so much from this journey. A better relationship with myself, friendships and an empowering way to confront my own demons. The Big House have my back and for that I am grateful."

Project participant

Community Investment Fund

Young person enjoying a climbing activity

In 2017/18 we supported 96 young people to take part in residential trips to Longridge Activity Centre.

Nestled next to the River Thames in Buckinghamshire, Longridge provides a variety of land and water-based activities.

These give young people the opportunity to get out of their comfort zone and develop vital soft skills such as confidence, teamwork, resilience and leadership.

Over the 2017 summer and half-term holidays, the Berkeley Foundation supported 12 groups of young people to take part in residential trips to Longridge. The young people, many of them young carers, were nominated by a range of organisations, including partner charities ellenor, Honeypot Children's Charity, Power2, Richard House Children's Hospice, The Rainbow Trust and Surrey Young Carers.

The Berkeley Foundation supported

96

young people to take part in **residential trips to Longridge**

Community Investment Fund

Floreat Academy pupil

Floreat Education Trust enables children to flourish by using the most effective educational programmes available.

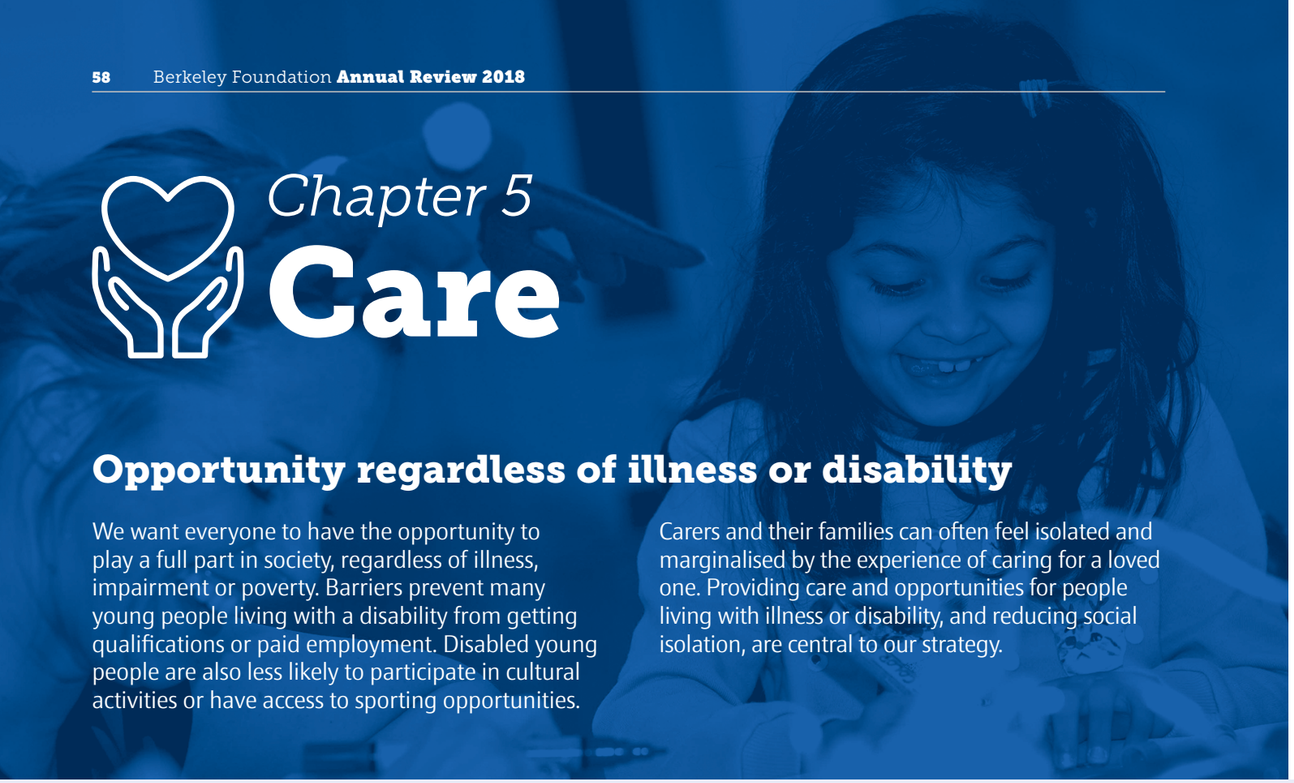
Their work is based on three core values: character – broadening a range of character virtues; core skills – excellent numeracy, literacy and critical thinking skills; and knowledge – a deep knowledge and understanding of the essential facts about the world.

Supported by the Berkeley Foundation, Floreat's schools continued to thrive in 2017. Our three year grant has enabled the three primary schools in Brentford, Wandsworth and Wokingham to provide a world-class education to **381** pupils in total.

Three primary schools have provided world-class education to

381

pupils in total



Chapter 5 Care

Opportunity regardless of illness or disability

We want everyone to have the opportunity to play a full part in society, regardless of illness, impairment or poverty. Barriers prevent many young people living with a disability from getting qualifications or paid employment. Disabled young people are also less likely to participate in cultural activities or have access to sporting opportunities.

Carers and their families can often feel isolated and marginalised by the experience of caring for a loved one. Providing care and opportunities for people living with illness or disability, and reducing social isolation, are central to our strategy.

Understanding the need

Supporting the provision of high quality care	**There are almost 50,000 young people aged under 19 in Britain living with a life-limiting condition.** Hospices and respite centres provide the support to enable young people living with life-limiting conditions to live as well as possible and die with dignity.
Addressing the stigma of living with a disability	**Disabled people are half as likely to participate in sport as their non-disabled peers.** Over a quarter feel that they have less choice when it comes to leisure activities than non-disabled people. This contributes to the social isolation experienced by many disabled people.
Reducing social isolation	**Our social relationships are a key factor in determining our quality of life.** Groups at increased risk of social isolation include families affected by poverty, young carers supporting a family member, and older people.
Improving mental health outcomes for young people	**Mental ill health affects one in four people every year.** We know that 50% of mental health issues are established by age 14 and 75% by age 24.

Find out more www.berkeleyfoundation.org.uk

"They don't see someone with a disability, they see a team-mate like themselves."

Parent, Lord's Taverners Super 1s programme

Working in partnership

Supporting the provision of high quality care	Our partnerships with many hospices and caring organisations provide ongoing support to young people, their siblings and carers, where and when it is needed from diagnosis through to bereavement and beyond.	**Partners:** Evelina, Helen & Douglas House, Richard House, North London Hospice, Rainbow Trust, ellenor, Demelza and Momentum
Addressing the stigma of living with a disability	We work with organisations that provide disabled young people with access to inclusive, accessible and sustainable sporting opportunities.	**Partners:** The Lord's Taverners and READY
Reducing social isolation	Our partnerships with organisations supporting young carers enable them to meet peers and enjoy experiences other children take for granted. We also support isolated older people and families living in poverty.	**Partners:** Surrey Young Carers, Daisy's Dream, The Honeypot Children's Charity, Sir Simon Milton Foundation and Mayor's Fund for London
Improving mental health outcomes for young people	Our Improving Youth Mental Health funding programme supports young people who are at risk of or experiencing mental health issues.	**Partners:** MAC-UK, Leap Confronting Conflict, St Matthew's Project, Free to Be Kids, Harlequins Foundation, Anna Freud National Centre for Children and Families

Our role

Grants

This year the Foundation has invested **£456,000** in partnerships with caring organisations.

Fundraising and GAYE

Berkeley staff have raised **£463,000** to support partners under the Care theme.

Capacity building

Four of our Care charity partners have accessed consultancy support through the Cranfield Trust this year.

Volunteering

Staff from Berkeley Homes Southern volunteer in the MERU workshop, adapting toys and games for disabled children.

Find out more www.berkeleyfoundation.org.uk

The impact

Case study Bradley's story

Three year old Bradley has been under the care of ellenor since he was six weeks old. When he was born, it was 45 minutes before he took his first breath and he began experiencing seizures almost immediately. He suffered brain damage and his case is complex. Bradley's mum really values the support that the specialist children's team provides.

She can call ellenor whenever she is worried and a nurse will give advice or visit her at home. Bradley attends ellenor's drop-in sessions and has benefited from music therapy.

"Having the ellenor team by my side gives me a voice – they help me to be heard."

Bradley's mum

Care

"When the unthinkable happens we are there to support families through the toughest time of their lives."

Bianca Effemy
Founder, Momentum Children's Charity

Our partnerships have reached more than

8,270

people with care and support **since 2014**

Our new *Improving youth mental health* **funding programme is expected to reach more than**

900

young people

in the next **12 months**

Leap Confronting Conflict workshop

Strategic Partner

LORD'S TAVERNERS
Giving young people a sporting chance

Super 1s

Super 1s, our partnership with the Lord's Taverners, delivers year-round cricket coaching and competition to disabled young people across London and Warwickshire.

Super 1s finals at Lord's

Disabled young people are half as likely to participate in sport as their non-disabled peers, and over 25% of disabled people feel that they have less choice when it comes to leisure activities than other non-disabled people.

Launched in 2013, the Lord's Taverners Super 1s (formerly the Disability Cricket Championships) offers disabled young people weekly cricket coaching sessions across 32 London boroughs, an inter-borough tournament and an annual finals and awards evening, held at Lord's Cricket ground last year. The programme focuses on the personal skills and wellbeing of its participants and provides opportunities to have fun, compete and make new friends.

The programme increases opportunities for disabled young people to socialise outside of school while improving health and fitness. It increases confidence and self-esteem, and empowers young people to learn new skills. This year, **373** young people have taken part in the programme through almost 650 hub sessions – more than ever before.

Funding from the Berkeley Foundation contributes towards coaching sessions, venue hire, competitions, trophies, kit, a monitoring and evaluation system and training opportunities. Participants in the programme are given opportunities to earn sports leaders' awards and accredited qualifications. Some have progressed on to play cricket at a higher level, and one young person is now in the process of becoming a qualified coach.

The programme has been a huge success in London and is now being rolled out nationally. The Foundation has committed further funding to support the expansion into Warwickshire in 2018.

Berkeley Foundation support for this programme has enabled the Taverners to leverage in additional funding from Sport England and Wembley National Stadium Trust.

"The skills James learned playing cricket hugely helped him taking his school exams. Things like patience, strategic thinking, concentration and, of course, confidence."

Neil, Kingston
Hub mentor

Case study
Alex's story

Alex (15) is autistic and getting through everyday life can be a struggle. She feels she isn't understood and doesn't fit in with her peers. She is reluctant to go to school, where she is often bullied, and tends to stay at home at the weekends. The only exception to this is when playing cricket. On practise days she is excited and up early, even in mid-winter, in anticipation of going to training and meeting her friends there.

"Cricket has become the highlight of her life," says Alex's mum. *"She just loves it and she is a different person because of it. The team are her friends, they accept her and listen to her and make her feel welcome."*

"I am so proud of her – what she has overcome and what she has achieved. I now feel really positive about her future."

Alex still finds school difficult, but her family can see real differences. She is fitter and happier and playing with the team has given her confidence, independence and something to look forward to each week.

Lessons learned

In its early years, Super 1s was delivered in a mixture of SEN schools and community settings. Delivery teams have found that delivery in the community is both more effective and more inclusive. It enables young people from mainstream schools to access the sessions and ensures that the programme and its participants form an active, visible part of the local community.

This year

373

young people have taken part in the programme

Sam Billings, England Cricketer and Lord's Taverners Ambassador

Care

Strategic Partner

MAYOR'S FUND FOR LONDON
HELPING YOUNG LONDONERS GROW

Kitchen Social
good things to eat and do

For children from low-income backgrounds, the school holidays can be a difficult time. With no free school meals or teacher support, hunger and social isolation are a reality for many young Londoners.

Young people participating in Kitchen Social at Paradise Park

Over half a million young Londoners will struggle for food during the school holidays and this figure is expected to increase. The number of children living in working households that fall below the poverty line has grown by over 70% in the last decade.

Health services report that the BMI of poorer children can increase during the holidays, due to inactivity and poor diet. Teachers also report malnourished children returning to the classroom at a disadvantage to their peers, with reduced ability to concentrate and socially integrate.

Many young people will never claw back this learning and health disadvantage to fulfil their potential.

Our partnership with Mayor's Fund for London Kitchen Social programme aims to address this growing and serious issue. Through a network of community-based hubs, the project gives children a safe place to go during the holidays where they can socialise and get a free healthy meal. The hubs also provide activities that build children's mental and physical wellbeing, as well as teaching them life skills.

Frank Field MP enjoying lunch with children at Kitchen Social

With funding from the Berkeley Foundation, Kitchen Social will provide

27,000

free meals and engagement activities to at least **4,320 children and young people** over the next three years

Since the launch of the project in 2017, Kitchen Social has served **10,800** meals to **1,728** children and young people. Youth clubs, schools, churches, adventure playgrounds and community centres across London are among those providing free meals and activities for the Capital's hungry children.

Over the next three years with support from the Berkeley Foundation, Kitchen Social will provide **27,000** free meals and engagement activities to at least **4,320** children and young people.

"It is unacceptable for any child in our great city to ever experience hunger or social isolation. Equally, it is not right that in a city as rich as ours, some parents are having to skip meals themselves in order to feed their children. Preventing young Londoners from going hungry during the school holidays is a challenge that can be overcome by bringing together communities across the Capital to look out for some of the city's most disadvantaged children. I welcome the Kitchen Social programme, which will help tackle food inequality and provide London's youngsters with healthy meals over the holidays, allowing them to flourish upon their return to school."

Sadiq Khan,
Mayor of London

Designated Charity Berkeley Homes South East London

Evelina London Children's Hospital

Evelina London Children's Hospital is the UK's only purpose-built children's hospital. With support from Berkeley Homes South East London, it is now expanding its Neonatal Intensive Care Unit.

Berkeley Homes South East London GAA 7s football tournament

Evelina sees over 55,000 children every year, with a range of life-long or urgent conditions.

The hospital is designed to be child-friendly and is also focused on families, making them part of their children's care as much as possible and looking after their needs.

Since June 2017, Berkeley Homes South East London has raised **£66,900** through a range of fundraising events, including **£50,000** from their hugely successful annual Gaelic Football Tournament. This money is being used to purchase ventilators for the brand new Critical Care ward, which provides treatment to some of the UK's most premature babies.

Berkeley Homes South East London has raised

£66,900

through a range **of fundraising events**

Case study
Maneet's story

Maneet was born three months' prematurely, weighing just 1lb 1oz. He was transferred to the Neonatal Intensive Care Unit, where the next day he suffered a significant bleed to the brain, in addition to a number of other serious complications such as surgery to treat bowel problems that are so often common in premature babies. His parents spent the next eight months at their son's bedside in the unit.

"They cared for him like he was their own. They became his second family, their generosity and their care towards him was phenomenal."

Maneet's dad

Maneet is now a 'happy go lucky' little boy, who lives at home and comes for regular check-ups at Evelina London.

Designated Charity Berkeley Homes Western

Daisy's Dream

Daisy's Dream provides support for children living with the impact of bereavement or life-limiting illness. Funds from Berkeley Homes Western have enabled them to reach **40** families this year.

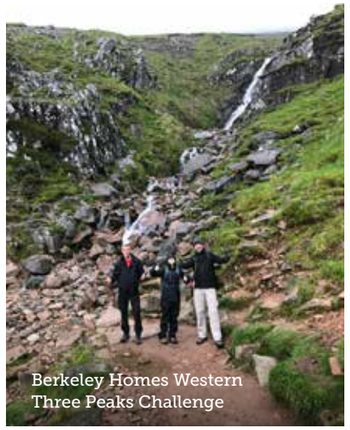
The majority of the charity's work involves one-to-one support for children at home or school helping them to cope with the wide range of emotions associated with loss and trauma. Help, advice and support is also available to the family as a whole as well as to professionals whose work brings them into contact with bereaved children and young people.

The charity holds a range of group activities throughout the year, enabling children and families to come together, make new friends and understand that they are not alone. In the last 12 months, Berkeley Homes Western has raised **£9,900** through the Three Peaks Challenge, a memory walk and Go-Karting, enabling the charity to support more than **40** families over the course of the year.

Berkeley Homes Western have raised

£9,900

through the **Three Peaks Challenge**, a **memory walk** and **Go-Karting**



Berkeley Homes Western Three Peaks Challenge

A young girl writing her story

Designated Charity Berkeley Homes Oxford & Chiltern

Helen & Douglas House
hospice care for children and young adults

Helen & Douglas House cares for terminally ill children, young adults and their families at their hospice in Oxford and at home.

They provide medical, emotional and practical support, helping families deal with the implications of living with a child who will die prematurely, so they can make the most of their time together.

Over 88% of Helen & Douglas House income comes from fundraising, events and partnerships. Berkeley Homes Oxford & Chiltern has been fundraising for the House for the past 19 years, providing crucial long-term support. In the last year staff have raised **£15,100**, enough to fund the entire medical and outreach teams for a week. Staff have taken part in bake-offs and completed a 20 mile sponsored walk, as well as giving through Give As You Earn.

In the last 12 months, Berkeley staff have raised

£15,100

enough to fund the entire medical and outreach teams for a week

Berkeley Homes Oxford & Chiltern staff completed a 20 mile sponsored walk

Community Investment Fund

Richard House
London's first children's hospice

We support Richard House to train their carers and nurses, ensuring they maintain the highest clinical standards.

Richard House supports children and their families from East London and Essex with life-limiting or life-threatening conditions.

Now in its fourth year of support from the Berkeley Foundation, Richard House remains committed to delivering the highest quality of clinical care to the children and young people who access its services, free of charge. Funding from the Foundation supports the Practice Development Programme and, specifically, the Practice Development Facilitator. This post is pivotal to the training and development of carers and nurses, ensuring that Richard House achieves and maintains the highest clinical standards and competencies in all aspects of the care it provides.

Richard House

Case study Anayah's story

20 month-old Anayah suffers from a condition that causes severe muscle weakness throughout her body, including her respiratory system. As a result, she can't breathe on her own and is connected to a ventilator 24 hours a day. She spent the first eight months of her life in hospital before she was referred to Richard House, who trained her mum, dad and home carers to look after her. This enabled her to go home and be with her family rather than living in hospital and meant her parents could spend some time together with her two brothers and have some rest.

"Anayah has been back three times for residential care. It's so important as it gives me the chance to have a little break and spend time with my two sons and my mother who is ill. All of the nurses are amazing. Anayah loves it here and so do I."

Anayah's mum

Designated Charity St James London North

NORTH·LONDON HOSPICE

Over five years, St James London North has raised more than **£70,000** for North London Hospice.

Having just celebrated the 25th anniversary of its in-patient unit in Finchley, North London Hospice continues to provide high quality care to people with life-limiting illnesses, either at the hospice or within the patients' own homes across the London boroughs of Barnet, Enfield and Haringey.

In addition, the hospice's Health & Wellbeing Centre provides physiotherapy, complementary therapies, art therapy and much more to help patients cope with the physical and emotional impact of their illness. Last year, the hospice cared for **2,175** patients.

With NHS funding contributing just 30% of the total costs, the Designated Charity partnership between St James London North and North London Hospice has been vital in enabling the hospice to meet the increasing demand for its services as it copes with people living longer, with more complex illnesses.

Over five years of support, including proceeds from this year's St James Charity Ball, St James London North raised in excess of **£70,000**, which has enabled the charity to provide care to a total of **35** patients.

In the last year, St James London North has raised

£28,300

for **North London Hospice**

Support from St James London North has enabled the hospice to care for

35

patients over five years

St James London North Charity Ball

Designated Charity St James London South

RAINBOW TRUST
SUPPORTING FAMILIES WITH A SERIOUSLY ILL CHILD

In 2017/18, support from St James London South enabled Rainbow Trust to support **18** families.

Last year Rainbow Trust supported **2,379** families, over 5% of the 40,000 families in England who have a child with a life-threatening or terminal illness.

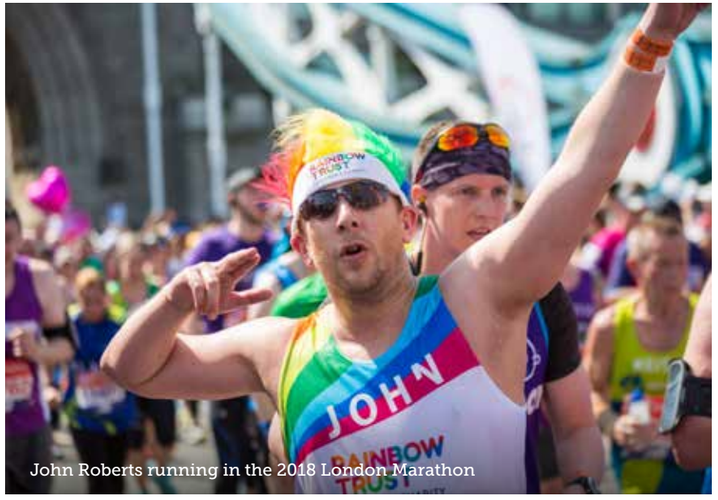
The charity pairs each family with a dedicated Family Support Worker to help them face and make the most of each day.

Family life is often turned upside down when a child is diagnosed with a life limiting condition and time becomes more precious than ever.

Family Support Workers spend time with the family, helping them to make sense of the situation, taking siblings for days out or helping parents with school runs.

In 2017 staff from St James London South raised an incredible **£30,800** for Rainbow Trust through their Designated Charity partnership, participating in a range of fundraising events from Go-Karting to running in the London Marathon. This income has enabled Rainbow Trust Family Support Workers to support **18** families.

Rainbow Trust beneficiary



John Roberts running in the 2018 London Marathon

In 2017/18 staff from St James London South raised

£30,800

for the Trust through a range of fundraising events from **Go-Karting** to running in the **London Marathon**

Designated Charity Berkeley Homes Eastern Counties

ellenor provides care and support for terminally ill children and their families. These children suffer from a wide range of conditions; some with a much shorter life expectancy than others.

ellenor enables them to make the most of whatever time is left. They deliver their care in the comfort and security of the home, keeping families together when it matters most.

Berkeley Homes Eastern Counties has been working with ellenor since 2014. The longevity and value of the partnership enables ellenor to plan its care with confidence.

During 2017/18, Berkeley colleagues raised an incredible **£27,800** for the charity, enabling it to care for five children.

In addition to fundraising, Berkeley volunteers helped at the ellenor Children's Christmas Party and renovated a disused bathroom into a play therapy room.

Staff from Berkeley Homes Eastern Counties have raised

£27,800

for the charity this year, enabling it to **care for five children**

Berkeley Homes Eastern Counties volunteers with staff at ellenor

Designated Charity Berkeley Homes East Thames

Funding from Berkeley Homes East Thames supports two full time nurses at Demelza, providing **1,374** hours of care.

Berkeley staff have raised an incredible

£63,400

to help Demelza **support children** with **terminal medical conditions**

Demelza Hospice Care for Children provides specialist care and emotional support for children with terminal conditions and their loved ones, so they can enjoy their time together as a family, for as long as they have.

During 2017/18, Berkeley Homes East Thames has raised an incredible **£63,400**. This equates to **53** additional days of support for children with terminal conditions, some of which are so complex they may not have a cure.

Consistent support from Berkeley Homes East Thames has also resulted in an increase in brand awareness for Demelza in London, supporting the charity's strategic objective of reaching more families in this area.

Staff at Berkeley Homes East Thames have been volunteering to help Demelza with the construction of its new Sensory Garden.

5-a-side football

Case study
Milly's story

Ben and Becky have four children. Life is uncertain for the family, as Milly, now seven, lives with an undiagnosed condition. When Milly was born, the family were warned she may not live beyond the age of two. Milly needs one-to-one care; is fed through a tube and has to use a wheelchair. She is unable to walk or talk and the family live with the constant fear of throat seizures happening at any time.

"Milly is happier since the Demelza nurses have been coming in regularly to look after her. When times have been really tough, Demelza has helped us gel a little bit more by having that quiet time."

Becky, *Milly's mum*

Designated Charity Berkeley Homes West London

momentum
Children's Charity

Berkeley Homes West London Dragon Boat Race

Momentum Children's Charity supports children with cancer and other serious illnesses. At any one time, the charity supports more than **150** families, and **100** bereaved families, as well as thousands more benefiting from its refurbishment projects in local children's wards.

In 2017, the children and families supported by Momentum benefited from a range of therapies, including music therapy and counselling, as well as 70 organised respite breaks. Holidays, trips and treats give a sense of normalcy and enable families to enjoy time together. Families tell Momentum that their therapy services help children deal with the confidence issues and emotional stress that can arise from being in hospital.

Berkeley Homes West London is Momentum's largest corporate supporter, and in the last 12 months, staff have raised an incredible **£61,100** through a range of events including a Peter Pan Christmas Panto, a Dragon Boat Race, marathons and the annual Berkeley Homes West London Boxing event. These funds enable Momentum to support more children with cancer and other serious illnesses, and transform more hospital wards and patient rooms into relaxing spaces which children can enjoy.

In the last 12 months, Berkeley Homes West London has raised

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Designated Charity Berkeley Homes Central London

READY

In their first year of partnership, Berkeley Homes Central London has raised **£44,700** for READY, as well as helping develop the charity's website.

READY (Recreation and Easy Access for Disabled Youth) is a small charity, run entirely by volunteers.

READY supports disabled children to participate in sport. Whether through the provision of wheelchairs, prosthetic limbs, swimming lessons or specially adapted bicycles, READY will try to help these youngsters fulfil their dreams.

READY's aim is to assist any child, no matter what their ability. They have been helping young people to enjoy, participate and reach their full potential through sport for more than 25 years. Through READY's support, beneficiaries have been able to achieve global success, gaining medals in both Rio and London.

This is the first year of READY's partnership with Berkeley Homes Central London. Berkeley staff have been busy supporting the charity in a variety of ways, from helping develop their website to fundraising through a London to Paris bike ride. As a result of these efforts, staff have raised **£44,700**, helping READY reach out to even more children who dream of participating and succeeding in sport.

Berkeley Homes Central London has raised

£44,700

towards **READY's work with disabled children** who dream of participating and succeeding in sport

London to Paris bike ride

Case study
Kare's story

Kare is a three time Paralympic medallist, and holds a number of other sporting accolades. She was motivated by the 2012 Olympic Games, and inspired to get involved in wheelchair racing after watching athletes with similar disabilities on television. Kare approached READY in 2013 for financial assistance with purchasing a racing wheelchair. A few months later, she received her brand new chair and READY continued to support her with financial assistance as her career developed.

"Thank you READY for keeping hope alive for many young people like me. Thank you for turning our disabilities into possibilities. READY has given me the freedom to excel beyond my dreams!"

Kare, *aged 17*

Designated Charity Berkeley Homes Southern

MERU
from disabilities to possibilities

MERU (Medical Engineering Resource Unit) is part of national charity Queen Elizabeth's Foundation for Disabled People.

MERU designs and custom-builds equipment for young people with complex disabilities for whom there is nothing else available. The charity depends entirely on donations and last year, thanks in part to ongoing support from Berkeley Homes Southern, MERU was able to help almost 2,000 children experience independent mobility for the first time in their lives.

The charity specialises in producing Bugzis, powered wheelchairs for very young and profoundly disabled children. Each Bugzi is bespoke, and allows its user to achieve more independence than ever before.

During 2017, more than 40 Berkeley colleagues volunteered at MERU, helping them to build new Bugzi wheelchairs and adapt children's toys. In one session alone, Berkeley volunteers helped to adapt over 60 toys for children with disabilities to have as Christmas presents.

Staff also raised **£22,900** for the charity this year with support from their supply chain, through events including a 5-a-side football tournament and a team endurance Go-Karting race. Funds raised in 2017/18 have gone towards the purchase of three new Bugzi wheelchairs.

One of these, Fintain, is 5 years old and has an undiagnosed condition resulting in a significant cognitive impairment and limited visual processing. Fintain, who goes to an SEN school in London, uses his Bugzi to gain skills that will enable him to use a powered wheelchair in the future.

Berkeley staff preparing Bugzi wheelchairs

This year, Berkeley Homes Southern has raised

£22,900

enabling the charity to provide **three new Bugzi wheelchairs** for severely disabled children

Berkeley staff volunteers adapted over

60

toys for children with disabilities to have as **Christmas presents**

Designated Charity St George

the honeypot children's charity
one childhood, one chance

Since 1996, Honeypot has been working to enhance the lives of young carers and vulnerable children aged 5–12 years by providing respite breaks and ongoing outreach support.

St George Clay Pigeon Shoot

Honeypot gives young carers a break from demanding and stressful responsibilities at home and provides a safe and nurturing environment in which they can develop their full potential.

The Honeypot Playbus visits children in their own communities; providing them with a safe place to make new friends, try new activities and simply enjoy being a child. Two Honeypot houses, one in Hampshire and the other in Wales, provide respite for 12 children each weekend.

Honeypot is supported by St George and, in 2017/18, staff raised an amazing **£54,300** through a range of fundraising events, including a Clay Pigeon Shoot supported by their supply chain. This support enabled the charity to work with 100 Honeypot children ('Honeypot Heroes') for a full year.

St George staff raised

£54,300

through a range of fundraising events, including a **Clay Pigeon Shoot** supported by their supply chain

Case study
Ellie's story

Ellie is 10 years old and lives in Buckinghamshire. Her younger brother has a life-limiting disease and is receiving palliative care. Ellie spends a great deal of time at the hospital, but tries to help her mother as much as she can. Visiting Honeypot House was much needed respite for Ellie. To her, the most special part of her break was being able to befriend children in similar circumstances.

"Even though I missed and worried about my mum and brother, I had a great time being able to play with friends and make new ones."

Ellie, *aged 10*

Designated Charity Berkeley Group

Action for Carers Surrey
Surrey Young Carers

Surrey Young Carers supports children aged 5–24 years who have a family member with a disability or long-term illness.

Berkeley Group Three Peaks Challenge

One in 12 young carers are caring for more than 15 hours each week and one in 20 miss school because of their caring responsibilities. They are at risk of missing out on their childhoods, gaining fewer qualifications than their peers and having reduced employment prospects. There are estimated to be over 750,000 young carers in the UK, and 14,000 in Surrey.

Surrey Young Carers provides shared experiences that enrich the lives of local young carers, increasing their confidence and opening up new opportunities for fun, learning and friendship.

The charity celebrated its 21st anniversary in 2017 with a family fun day supported by Berkeley staff, who donated gifts and baked cakes. Berkeley staff have also raised **£12,400** through a range of events, including a Three Peaks Challenge undertaken by 13 staff members and raising over **£11,000**.

Following on from a theatre tour around 15 schools in 2016, the charity made a film and support materials that were launched in January 2018 on National Young Carers Awareness Day.

Berkeley staff have raised

£12,400

this year through a range of events, including a **Three Peaks Challenge**

Community Investment Fund

MSTC

Multiple Sclerosis (MS) is a neurological disease affecting the central nervous systems of 2.5 million people worldwide and 100,000 people in the United Kingdom.

Multiple Sclerosis is the most common cause of disability among young people in the UK.

The Multiple Sclerosis Trials Collaboration (MSTC) aims to get people with MS onto trials and involved with research. It has treatments available for early stages of MS and its key aim is to test more treatments, more efficiently. In 2017, 270 people in the UK living with MS have been involved in its trials.

The Berkeley Foundation's support continues to underpin the work of MSTC, with funding supporting a coordinator and post-doctoral scientist as well as small studies that allow the development of new projects. This support has enabled MSTC to win a larger **£3.8m** grant, as a result of its previous trials and research.

Support from the Berkeley Foundation has enabled MSTC to win a larger grant of

£3.8m

Care

Community Investment Fund

SIR SIMON MILTON FOUNDATION

Sir Simon Milton Foundation is a Westminster-based charity committed to tackling loneliness and isolation amongst older people.

For the past four years, the Berkeley Foundation has supported the charity's Christmas Hamper programme, delivering hampers to some of the most disadvantaged older people living in Westminster. During Christmas 2017, **370** hampers were delivered across Westminster, in addition to extra hampers given to carers in recognition of the often challenging work they do.

During Christmas

370

hampers were delivered across Westminster

"I have had my hamper delivered. I am absolutely chuffed to bits, a really big thank you once again for the kind gift. I turned 90 this year and it has really made my year."

Doreen

"I just wanted to say thank you, I got a lovely surprise, a hamper arrived this afternoon. I have lived here for 36 years and this is the first time I've had a hamper, so I am quite excited by it."

Francis

Improving youth mental health

In August 2017, the Berkeley Foundation launched a funding programme aimed at supporting the improved mental health, wellbeing and resilience of young people aged 11–18 in the communities where we work.

Adolescence is a time of rapid change and development – physically, socially and emotionally. Many young people will also experience changes in their mental health during this period: 50% of mental health issues are established by age 14 and 75% by age 24. Despite this, just a quarter of young people with a mental health issue get the right professional help.

This funding programme aims to engage young people who have an increased risk of developing a mental health issue, and those who are experiencing early symptoms, in activities which will promote positive mental health. We want to prevent young people developing serious mental health issues, and give them the tools and resilience to cope and to thrive.

We are supporting six organisations through the Improving youth mental health programme, with a total of **£280,000** in funding.

Community Investment Fund

Harlequins FOUNDATION

The Harlequins Foundation's mental health campaign, METTLE, will raise awareness of mental health and wellbeing amongst young people in the Borough of Richmond-upon-Thames.

Rugby coaching session with school children

The programme challenges the stigma surrounding mental ill health and aims to build up mental resilience. METTLE is delivered by specially trained Harlequins coaches using rugby as an engagement tool, and is targeted at young people about to make the transition from primary to secondary school. Coaches act as positive role models for the children involved, exploring issues around dealing with emotions and forming positive relationships with others.

An evaluation of the pilot programme showed that participants' parents reported improvements in their children's ability to cope with problems, setbacks and challenges since taking part in METTLE.

Community Investment Fund

ST MATTHEWS PROJECT

St. Matthew's Project started in the summer of 2004 from a kick about in the local park for young people from one estate in Brixton.

Young footballers after a coaching session

The football-based youth charity has seen an increase in young people dealing with mental health issues and destructive behaviours. Many face issues such as family breakdown, poverty and crime on a daily basis.

Fit for Life will offer free football sessions combined with mental health and wellbeing workshops for young people living in the Tulse Hill and Brixton area of Lambeth. Weekly group counselling sessions will be followed by two hours of football coaching and healthy food. The project builds on a pilot programme developed over the summer of 2017, and the charity hopes to see improvements in confidence, resilience and emotional literacy among the young people who take part.

Community Investment Fund

Thrive Mentoring enables children to experience adventure, to learn that it is alright to make mistakes and to discover their own personalities and strengths.

Young people developing their skills at a rafting activity

Free to Be Kids' Thrive Mentoring Project will work with 11–14-year-olds across London who have already taken part in the charity's 'Thrive Outside' therapeutic residential project and have been identified as needing additional support. Over 75% of the young people taking part in 'Thrive Outside' have experienced a significant loss or bereavement in the past year, and others are at risk of exclusion.

The Thrive Mentoring Project will provide six months of one-to-one mentoring from a supportive adult already known to the participants. It aims to provide young people who may otherwise feel rejected or excluded the opportunity to build a lasting relationship with a 'helping adult' and change those feelings to ones of value and better emotional health.

Community Investment Fund

Anna Freud National Centre for Children and Families

The States of Mind project will support young people living on Peabody housing estates in Hackney.

The States of Mind project will work with local young people through a peer mentoring model, to identify the key mental health issues that concern them, and work through how best to respond to and manage these issues. This youth-led project will work with those who are at risk or have experience of mental ill health, substance misuse, exclusion from school, homelessness, family breakdown and offending behaviours. This cohort of young people rarely view support services in a positive light, but have been heavily involved in the design and development of this project.

The project is a collaboration between the Anna Freud National Centre for Children and Families, OWLS and Peabody.

Anna Freud National Centre for Children and Families

Community Investment Fund

MAC uk

MAC-UK is transforming mental health delivery by taking services to the places where young people are and engaging them in service design and delivery.

By taking mental health professionals out of the clinic and onto the streets, MAC-UK begins to reduce the inequalities that lead to poor outcomes for young people who are excluded.

With funding from the Berkeley Foundation, MAC-UK will be training up two newly qualified mental health practitioners in the MAC-UK delivery model. Each practitioner will work directly with young people engaged with MAC-UK, as well as spending three days each week embedded in another mental health service. The project, running in Barnet, Islington, Hackney and Haringey, aims to spread MAC-UK's insight and expertise more broadly, beginning a process of service transformation.

'Street therapy' in action

Community Investment Fund

leap® confronting conflict

Life chances and opportunities for young people in care are greatly reduced compared to young people living with their birth families.

Young people in care have resilience and courage. With the right support they can unlock their potential and thrive.

For young people in care, building and maintaining a supportive relationship with their carers is paramount to their wellbeing. Stable, well-managed relationships provide a platform for young people to achieve their potential and transition successfully into adulthood.

Leap will work with young people and their adult carers in foster care and residential children's homes. They will gain the skills to manage conflict effectively, enabling them to build supportive relationships, and ultimately promoting positive mental wellbeing.

The programme will take place over two years, with young people and their carers at the heart of its development.

Young people participating in conflict management training

Thank you

The Foundation owes a huge debt of gratitude to the following people and organisations:

Berkeley Group, for its vital and ongoing support. This funds the Foundation's overheads, meaning that every penny raised goes to charitable activities. It supports our core programmes and partnerships. And it also provides access to expert advice from the Group Finance, Legal, IT and External Affairs teams.

Our **Foundation Reps**, for their unflagging commitment and hard work. This team of volunteers make our work possible, by rallying their colleagues, organising events, and encouraging people to get involved. We couldn't do it without them.

The amazing **Berkeley staff**, so many of whom got involved this year by running marathons, baking cakes, climbing mountains, mentoring young people, payroll giving and more; and, of course, everybody who sponsored them!

The 24 **Berkeley Group graduates** who each spent two weeks working with the Foundation team during their graduate rotation.

The company's **subcontractors and supply chain**, who contribute hugely to our fundraising efforts by gamely taking part in golf, football and rugby tournaments, dragon boat races, quizzes, dinners and more.

Our **partner charities**, for their commitment to working together towards a common goal. We can only make a difference by working closely with others. We value our partnerships enormously and learn from them on a daily basis.

Finally, I would like to thank my fantastic colleagues in the **Berkeley Foundation team** for everything they have contributed to the publication of this Review.

Thank you all for your support. I look forward to working with you to grow our work and deepen our impact into 2019 and beyond.

Sally Dickinson
Head of the Berkeley Foundation

Strategic Partners

Crisis – Together we will end homelessness
Imperial College London
Lord's Taverners – Giving young people a sporting chance
Mayor's Fund for London – Helping Young Londoners Grow
MyBNK
Prince's Trust
Shelter
The Change Foundation

Designated Charities

Action for Carers Surrey – Surrey Young Carers
Daisy's Dream
Demelza – Hospice Care for Children
ellenor.x
Evelina London – Children's Hospital
Helen & Douglas House – hospice care for children and young adults
Hope for Southall Street Homeless
MERU – from disabilities to possibilities
momentum – Children's Charity
North London Hospice
Providence Row – Helping homeless and vulnerable people since 1860
Rainbow Trust – Supporting families with a seriously ill child
Ready
SPEAR – homelessness to independence
ThamesReach
The Connection at St Martin-in-the-Fields – helping homeless people seven days a week
the honeypot children's charity – one childhood, one chance
Vauxhall City Farm

Community Investment Fund

Anna Freud National Centre for Children and Families
Bag Books
Cranfield Trust
Drive Forward
Fight for Peace – Lutta Pela Pat
Floreat Education
Free To Be
Harlequins Foundation
leap – confronting conflict
The Adventure Learning Charity – Charity No 1154818
A Lord Mayor's Appeal Initiative
MAC uk
MSTC
Richard House – London's first children's hospice
Sir Simon Milton Foundation
St Matthew's Project
POWER²
The Big House
Felix – The Felix Project – Good food for good causes
The Fire Fighters Charity
The Outward Bound Trust
waysintowork
Women into Construction

Acknowledgements

Trustees

Rob Perrins
Wendy Pritchard
Tony Pidgley CBE
Elaine Driver

Foundation Team

Sally Dickinson
Rose Keene
Henry Ellison
Peter Jones
Chioma Ikokwu
Clare Maddison

Berkeley Group Support

Alastair Bradshaw
Emma Lidefjard
Matt Bell
Sophie Harrison

Lead Foundation Representatives

Berkeley Group and IT
Louise Clarke and Heleen Dreiver-Devanand

Berkeley Homes Central London
Analise Yager

Berkeley Homes East Thames
Mark Carter

Berkeley Homes Eastern Counties
Georgina Tebay

Berkeley Homes North East London
Fionna McDermott

St Joseph
Louise Woollen

Berkeley Homes Oxford and Chiltern
Sarah Goodchild and Kimberley Silk

Berkeley Homes South East London
Damian Bates

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Ben Annetts

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Danny Ellis

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Richard Watler and Jags Sanghera

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Liz Pickston-Bartlett

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James Bird and James Nicholson

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Ashley Ridgley

St James London North
Sarah Maund

St James London South
Rachel Hall

St William
Nick Gleave

Teens and Toddlers mentoring

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

Tel: 01932 868 555

www.berkeleyfoundation.org.uk

Supported by

The Berkeley Foundation is the working name of
The Berkeley Charitable Foundation, a registered charity in
England and Wales (Charity Number 1152956) a registered
company in England and Wales (Registered Number 8548400).