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Supported by



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BERKELEY FOUNDATION ANNUAL REVIEW 2017

Berkeley Foundation Annual Review 2017



WE ARE A
catalyst FOR *change* FOR the most
DISADVANTAGED
PEOPLE in our
COMMUNITIES

BERKELEY
Meets the overheads
OF THE
FOUNDATION
SO THAT
every penny
GOES TO CHARITABLE ACTIVITY



We focus our
GRANT-MAKING ON
DEVELOPING
innovative solutions
TO SOCIAL PROBLEMS

WE BUILD long-term,
impactful PARTNERSHIPS
WITH THE
PUBLIC, PRIVATE AND VOLUNTARY
sectors

We work hard
TO HARNESS BERKELEY'S
CORPORATE STRENGTHS &
engage all ^{BERKELEY} staff
IN OUR WORK



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Introduction

Now in its sixth year, the Berkeley Foundation is more committed than ever to improving the life chances of the most disadvantaged people in society.

2016/17 has seen a step-change in the Foundation's commitment to the third sector, the launch of two major new partnerships, and the publication of a revised strategy which charts a clear course for the future.

Our support has enabled our charity partners to reach 5,500 people in London and the South of England over the last 12 months. In that time, we have committed £3 million through our charitable programmes, bringing the cumulative total since 2011 to £11.2 million, a growth in the last year of 37%.

This growth has been reinforced by the unflagging support of Berkeley Group staff, who have raised an incredible £876,000 this year with the generous support of their friends and families, as well as Berkeley's contractors and consultants.

Our fifth anniversary celebrations in April 2016 raised £250,000 towards the Foundation's work. These funds have been reinvested in new partnerships with MyBnk, The Prince's Trust and Teens and Toddlers, taking the Foundation into important, challenging and exciting new territory around care leavers, mental health, and educational outreach.

We have also renewed a number of our existing partnerships, enabling programmes which are now well established to scale up. We are committed to building strong and enduring relationships, and believe that investing for the long-term is the best way to maximise the impact of our funding. It enables us to build true partnerships which are about harnessing skills, expertise, brand and reach.

Adding value is at the core of Berkeley's business strategy and - in just the same way - the Foundation must add value to the voluntary sector through innovative ideas, strength and capacity, not just funding.

One example of this is the Lord's Taverners Disability Cricket Championship (DDC). Launched in 2013, this programme enables disabled young people to participate in year-round cricket training and competition. In three years, the DCC has expanded from four to 23 London boroughs, and by 2018 we are expecting there to be an DCC hub in every borough in London. It has been wonderful to see the young people reached in the early cohorts growing in confidence and ability. Some have gone on to compete at county and even national level, while others have trained as coaches to build the longer-term sustainability of the programme.

As our work has evolved, we have also sought to collaborate with other businesses. This increases the level of funding, knowledge, expertise and opportunities we are able to offer our partners. Our recent collaboration with J.P. Morgan Philanthropy and the Hyde Group, for example, has seen three quite different organisations coming together to support The Money House, a programme which helps care leavers to avoid homelessness by improving their financial management and skills for independent living. The collaboration has allowed MyBnk to take on the programme and double its capacity, reaching many more at-risk young people.

The Foundation's fifth birthday was not just a time to celebrate but also an opportunity to take stock, look forward, and consider where we should be in another five years. This led to some focused work with our charity partners and wider stakeholders to revise and update our strategy.

As well as focusing in on particular, urgent issues within each of our four themes, the 2017 edition of our strategy identifies a number of priority beneficiary groups, including homeless women, homeless young people, and young people with mental health issues. It also reiterates our commitment to long-term partnerships, innovative new approaches, and capacity building.

The Foundation combines the corporate strength and expertise of the Berkeley Group with an amazing level of commitment from Berkeley staff to fundraising and volunteering. It shows that it is possible to marry commercial success with a real sense of social purpose.

We hope you enjoy reading about our work.



Find out more To read more about the Foundation scan the QR code or visit: www.berkeleyfoundation.org.uk



How it works

The Berkeley Foundation was set up by the Berkeley Group in March 2011. Now six years old, we have committed £11.2 million to our charitable partners.

The Berkeley Group provides 'core' funding for the Foundation, pays all of our overheads, and covers the cost of specific fundraising events. We also receive some external donations.

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 fundraising events and Give As You Earn. The Berkeley Group matches everything they raise, pound for pound.

The diagram below illustrates how the Foundation works.

Our work is focused on four key areas:

Homes:

Helping 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.

Within each of these areas we invest in three ways:

- In seven Strategic Partnerships with Shelter, Crisis, the Lord's Taverners, The Change Foundation, Mayor's Fund for London, The Prince's Trust and MyBnk.
- In 18 Designated Charities chosen by staff and local to the Berkeley Group's sites and offices.
- Through our Community Investment Fund, which makes smaller grants to projects that complement our work.

This model allows us to build long-term partnerships and an in-depth understanding of some of the most challenging issues facing society, as well as providing a test bed for innovative new solutions to these problems.

Berkeley meets the overheads of the Foundation so that every penny raised goes to charitable activity.

Berkeley staff have raised more than

£876,000

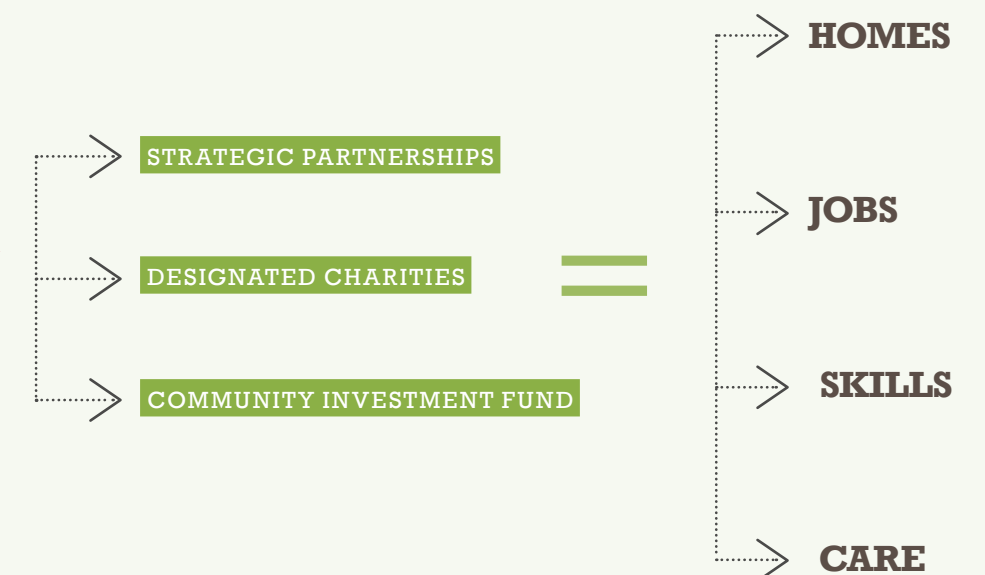
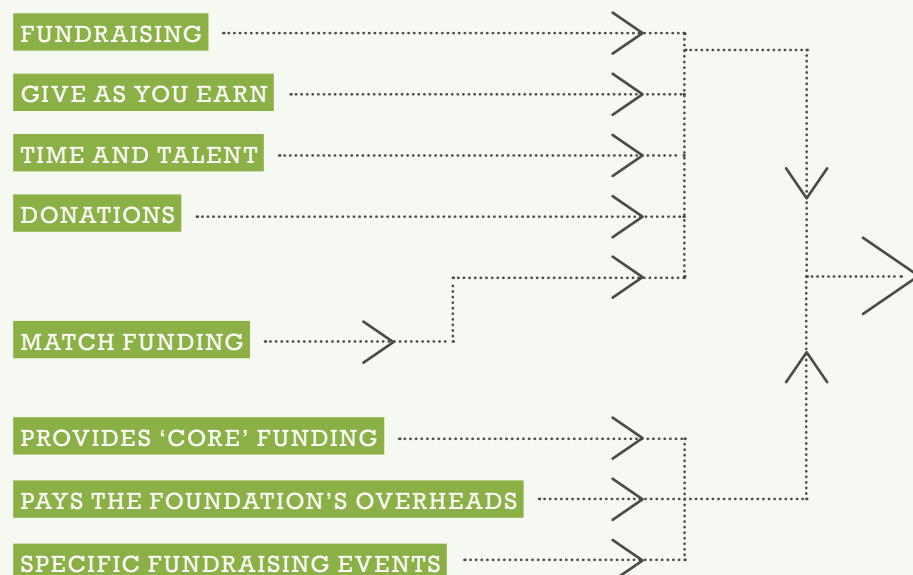
through fundraising and GAYE in 2016/17.



BERKELEY STAFF INVOLVEMENT



BERKELEY GROUP SUPPORT



“
 WE ARE A
 catalyst FOR change
 FOR the most
 DISADVANTAGED
 PEOPLE in our COMMUNITIES
 ”



Our impact

The Berkeley Foundation exists to make a difference to the lives of young people and their communities in London and the South of England.

We believe we should live in a society in which everyone plays an active role and where everyone can thrive - regardless of socio-economic background, gender, ethnicity or disability.

Research shows that the UK is one of the most unequal societies in Europe. In London and the South, the disparities can feel very stark indeed. Homelessness in London has more than doubled since 2009/10, the national low point, rising much faster here than anywhere else in the country. Too many young people are still leaving school without the skills and resilience they need. While overall unemployment rates have fallen, many groups have yet to see the benefit of this.

We support our third sector partners to address these issues. Some of them work with individuals to help them develop their skills, knowledge and resilience. Others support people to move into work or accommodation, or access vital care. We also help unemployed individuals secure sustainable employment in the construction industry.

Evaluation of these programmes has shown that our charity partners really are making a difference to the lives of individuals. An external evaluation of Street Elite, our award-winning partnership with The Change Foundation, has shown that over five years it has helped 78% of its disengaged participants into employment, education or training – more than 200 young men and women.

As well as this work with individuals, we also aim to help build the capacity of the charity sector so that it can operate more effectively and, where possible, use our influence to shape the wider context in which we all operate. This work is long term and harder to evaluate on an annual basis. The following pages give some examples of what we have done in the last year.

None of this is without a challenge, and our approach to impact evaluation is constantly evolving. We have taken a major step forward this year by reviewing and re-launching our strategy, a process which has enabled us to define a clear set of outcomes to measure our work against. Our new strategic plan and our progress against this, are set out at the end of this chapter.

We have committed over

£11.2m



This has been used to support more than 100 charities since 2011.

We have reached over

12,000 people



The Berkeley Foundation has reached more than 12,000 people in London and the South East in five years.



Find out more To find out more about our impact scan the QR code or visit: www.berkeleyfoundation.org.uk/our-strategy

We can have an impact on three levels

Impact on individuals

The majority of our partnerships aim to transform the lives of vulnerable or at-risk individuals. This work is, for the most part, carried out by expert staff and volunteers in the fantastic frontline charities we work with.

They might provide training and mentoring, job opportunities, advice and guidance, practical support or vital care. They deserve enormous credit for the difference they are able to make to people's lives.

We also support individuals directly. Our Job Creation Programme has helped over 480 unemployed people to find work within the Berkeley Group and its supply chain. Berkeley staff get involved in our other partnerships by acting as mentors, giving careers talks, hosting work experience placements, helping with English classes, and much more.

Working closely with our charity partners, we measure the difference this makes in a range of ways, from collecting end of project feedback to longitudinal studies which bring alive the impact of a programme over several years. We think it's crucial to understand what is working well – and not so well – so that we can keep improving outcomes for the individuals at the heart of our work.



Sam's story

Sam has severe physical disabilities and is largely a wheelchair user. He played sport at school but has found it very difficult to participate in any sport since then.

Before joining the Lord's Taverners Disability Cricket Championship hub in Bexley, Sam had not played cricket before.

"I did not think I could play cricket in this way, I thought my limitations would be too much."

Within a couple of weeks both his skills and self-confidence had improved.

Sam has a very positive attitude, and is always keen to try new things. He is determined to find innovative solutions to the restrictions he faces. When he started playing, he played from his powered wheelchair, but soon found that playing on his knees improved his game.

Sam has gone from strength to strength since he joined the team. His exemplary and level headed attitude means he has become a real leader, with the other players respecting and listening to him.

Communication skills have improved across the whole team, as other team members act as Sam's runners, listening to and acting on his instructions.

Sam is now training to coach other young people.

"I have always wanted the opportunity to coach so I can help other disabled people experience and enjoy what I have. I like to try everything and I never give up."

Impact on organisations

By helping to build the capacity of the charity sector, we can multiply the impact of our work. We provide support to our partners which may help them raise more money, operate more effectively, or reach more people.

A number of our partners have started working with the Cranfield Trust this year, accessing free management consultancy support in areas such as marketing, fundraising and strategic planning.

Some have also benefitted from Job Creation Programme subsidies, which they can use to build their team by employing a new member of staff. Several charities have used this to support roles that are otherwise difficult to fund, such as admin and fundraising positions. Others have expanded their frontline capacity, like Toyhouse, who have used the funding to grow their delivery team, enabling them to reach an additional 570 children and family members this year.

We have also been following up on the longer-term impact of some of our past grants. In 2014, Leap Confronting Conflict received £8,500 from the Berkeley Foundation to revise and develop its training programme for young women affected by gangs, GirlStory. This donation enabled Leap to redevelop the programme curriculum, ensuring it was updated and relevant to the issues facing young women at the time. As well as directly benefiting the 12 young women who took part in the pilot, this work has had an impact on the charity's wider delivery methods, and a number of new and existing programmes now draw on the GirlStory methodology.

“ Stephen, from Berkeley Homes North East London, has been instrumental in securing reputable contractors for some major capital expenditure works that we are due to carry out. His advice and support has been very beneficial for our board of Trustees who have little or no knowledge of engineering. ”

Andrew Long
Buildings Manager, Providence Row

Impact on the environment

Finally, we aim to shape the wider context we are operating in. This may involve investing in innovative new solutions to social problems, publishing the results of our work so that others can learn from our experiences, and hosting thought leadership events to encourage collaboration across the public, private and voluntary sectors.

In 2016/17, we brought together academics, local and central government officials, sport for development charities and businesses at the Emirates Stadium in June 2016 to discuss the challenges of engaging young people from the capital who are involved in gangs and crime. You can read more about this event later in the chapter.

Street Elite five year review

In 2016, we commissioned Oxford Brookes to complete a longitudinal study on Street Elite, our partnership with The Change Foundation, which uses sport to engage young people on the edge of gangs and crime and help them move into work.

Oxford Brookes had been producing annual external evaluations of the programme since 2013. As part of the longitudinal study, they reviewed the evidence they had collected over the years through interviews with participants and coaches, film captured on body-worn Go Pro cameras, and WhatsApp conversations. They also conducted new, in depth interviews with 20 graduates from the programme.

The researchers concluded that Street Elite provides 'a gold standard for Sports Based Intervention work with young people living on the edge of gangs and crime'. The strengths of the programme include the intensive, stable mentoring relationships the participants develop with their coaches, the joined-up, multi-agency approach taken by The Change Foundation, and the role of the Berkeley Group and other partners in providing aspirational employment opportunities for the participants.

This research has been published in a report called *Engaging hard to reach young people through sport*. It is now being used to inform the expansion of the Street Elite model into a new Street Elite Academies programme aimed at a younger 14-17 year old cohort.



Our ten priorities



Find out more Our strategy can be found here: www.berkeleyfoundation.org.uk/our-strategy

HOMES

HELP TO ACCESS AND SUSTAIN GOOD QUALITY HOUSING

TARGET FOR 2018

PROGRESS

Support at least 2,000 people facing or experiencing homelessness.



Our partnerships have supported 2,052 people facing homelessness since April 2014.

83% of families supported by Shelter's Hackney Family Service this year were helped to stay in their current home or find alternative accommodation.

“I had been sleeping rough for six months and had lost my sense of purpose and direction when I called the SPEAR helpline. I now manage one of the hostel gardens... I have gone a long way in one year.”

Leo
SPEAR client

JOBS

REDUCED BARRIERS TO WORK

TARGET FOR 2018

PROGRESS

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



“HeadStart has taught me things that I never knew before going into the workplace...I believe the more experience you have, the more doors you will open for yourself in the future.”

Adonis
HeadStart London participant

We have supported



Alongside our partners, we have supported 696 people to access education, training or employment since April 2014.

82% of participants in the third year our Job Creation Programme are still in work.

SKILLS

DEVELOPING YOUNG PEOPLE'S TALENT

TARGET FOR 2018

PROGRESS

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



63% of participants in the Outward Bound Trust Work Readiness Programme reported an improved ability to work in a team following the course.



Our partnerships have reached 2,739 children and young people with skills development programmes since April 2014.

“We played football and talked about how to work under pressure. In the one-to-ones with my coach, I learned how to take criticism and deal with tricky situations.”

Marc
Street Elite participant

CARE

OPPORTUNITY REGARDLESS OF ILLNESS OR DISABILITY

TARGET FOR 2018

PROGRESS

Provide care, support and opportunities for at least 1,500 people with life-limiting illnesses or disabilities and their families.



Launch a new staff initiative to address the stigma associated with disability.

BY 2018

“I have always wanted the opportunity to coach so I can help other disabled people experience and enjoy what I have. I like to try everything and I never give up.”

Sam
Lord's Taverners Disability Cricket Championship participant

We have reached



Our support for care initiatives has reached 6,834 people since April 2014.



460 disabled young Londoners have taken part in the Lord's Taverners Disability Cricket Championship in its first three years.

5

SUPPORTING THOSE WHO FACE THE GREATEST BARRIERS

TARGET FOR 2018	PROGRESS
Launch a new partnership supporting women at risk of homelessness.	BY 2018
Increase our support for homeless young people and young people with mental health problems.	✓

Current progress

40 homeless young people

36 young people

Our support for Crisis's PRS access scheme will see 40 young homeless people move into sustainable housing.

Our new partnership with the Prince's Trust and Mind will provide counselling and peer support sessions for 36 young people with mental health issues.

“ In order to ensure we give young people the best possible opportunity to pursue their education and career goals, it's vital that we provide this much needed mental health support. ”

Chris Harris
Mental Health Advisor, The Prince's Trust

6

GROWING OUR COMMITMENT TO COMMUNITIES

TARGET FOR 2018	PROGRESS
Invest or commit a total of £10 million in our local communities.	✓

Current progress

£11.2M

We have invested a total of £11.2 million in our local communities, of which £6 million has been committed since April 2014.

7

ENGAGING BERKELEY STAFF

TARGET FOR 2018	PROGRESS
Ensure at least one third of employees are enrolled in Give As You Earn.	✓
Grow the overall percentage of staff getting involved each year, so that everyone is doing something for the Foundation every year.	58%

Current progress

1,456

1,456 of Berkeley's current staff (58%) did something to support the Foundation in 2016/17.

8

CHAMPIONING NEW APPROACHES

TARGET FOR 2018	PROGRESS
Deliver a major thought leadership event each year, engaging audiences from across the public, private and third sectors.	✓

In June 2016, we brought together local and central government representatives, other charities and businesses to celebrate the launch of our report on the Street Elite programme - *Engaging hard to reach young people through sport*.

Street Elite with Ian Wright - every young person deserves to get a break in life @StreetEliteUk.

ELBA representative 07 JUN 16

Inspired by how much mentors at Street Elite mean to the young people – you can see hope in their eyes.

Hannah Screech
Business Development Professional 07 Jun 16

Street Elite has spent the last 5 years tackling youth unemployment with 78% of participants now in education or employment @ChangeFdn.

Beyond Sport representative 07 Jun 16

9

BUILDING SECTOR CAPACITY

TARGET FOR 2018	PROGRESS
Incorporate a capacity building plan into all local Designated Charity partnership strategies.	BY 2018

Current progress

4 partner charities

Four of our partner charities are receiving management consultancy support from the Cranfield Trust, supported by the Berkeley Foundation.

10

PARTNERSHIPS WITH THE RIGHT PEOPLE

TARGET FOR 2018	PROGRESS
Grow from five to eight Strategic Partners.	67%

The launch of the partnerships with MyBnk and the Prince's Trust have taken us from five to seven Strategic Partners, with an eighth planned for 2017/18.

MyBnk

Prince's Trust

“ WE BUILD long-term,
 impactful PARTNERSHIPS
 WITH THE
 PUBLIC, PRIVATE AND VOLUNTARY
 sectors ”

Strategic Partnerships

Our Strategic Partnerships form the bed-rock of our charitable giving. They provide a core of strong, well-resourced, long-term partnerships, addressing the needs of the most disadvantaged people in society.

This year has seen our Strategic Partnerships grow from five to seven, stretching across our four themes: Homes, Jobs, Skills and Care.

These themes are, of course, closely interlinked, and many of our partnerships cross over two or more of them. Our partnership with Crisis, for example, builds the skills of their homeless clients and helps them to move into work, as well as addressing housing needs. A holistic approach is often required to address the needs of the most vulnerable in society.

As our partnerships have matured, our understanding of the issues has evolved and our approach has become more innovative. All our Strategic Partners are providing new solutions to entrenched issues – from private rented sector access schemes to new models of mental health support.

As well as making a real difference to the lives of their beneficiaries, these partnerships engage Berkeley staff on a number of different levels. Alongside the serious work of addressing deprivation and disadvantage there are lighter moments. Everyone who volunteers at the Street Elite Festivals comes away smiling. Mentors who support participants in the Creativity Works programme are inspired by the creative endeavours of their mentees. Volunteering for Crisis at Christmas is always a thought-provoking and rewarding experience.

The lessons that staff learn through volunteering with our partners are brought back into the office, enriching the working life of the company as well as our charity partners.



Find out more To find out more about our Strategic Partners scan the QR code or visit: www.berkeleyfoundation.org.uk/who-we-support

Shelter

Through their advice, support and legal services Shelter helps millions of people every year struggling with bad housing or homelessness. They ambitiously campaign for a future where no one will have to turn to Shelter for help.

The Berkeley Foundation and Shelter have been working together in partnership since 2011, to overcome the rapidly increasing issues of homelessness and bad housing. The Berkeley Foundation has been specifically funding Shelter's Hackney Family Service and the Fulham Advice Service.

Shelter's Hackney Family Service in East London offers families free, expert housing advice on a range of housing topics. The service aims to prevent homelessness and secure access for their clients to safe and affordable housing, while also working to create a package of support that will help them to address underlying causes and prevent homelessness in the long term.

“When I realised that my family were going to become homeless I contacted Shelter straight away, I basically got coached through every step of the process.”

Kimberly
Shelter service user

CAR
JBS
HOMES
KILLS

Support and advice

582 cases

582 support and advice cases handled by the Hackney Family Service and Fulham Advice Service in 2016/17 as a result of our funding.

Economic impact

£1.17 - £3.52

£1.17 - £3.52 returned to the state for every £1 invested in the Hackney Family Service in its first year.

Suzy's story

Suzy lives with her partner and five month old daughter but is currently on maternity leave. Suzy has depression and anxiety following the murder of a close family member in a tower block estate a number of years ago, and started struggling when her partner suffered a stroke in November 2015. Since suffering the stroke, Suzy's partner found it impossible to climb the 40 steps to access their flat and as a result has been mostly housebound. With a young daughter in the family it has been extremely difficult for them to manage daily living and Suzy has

been finding it increasingly hard to cope as the only parent able to leave the house.

The family requested a transfer to more suitable accommodation, however the council refused to take into consideration Suzy's situation and only offered accommodation with stairs to climb. Suzy came to Shelter as her housing officer refused to consider the impact of these health conditions on the family when making accommodation offers. The Shelter advisor contacted her GP and councillor and explained

what sort of evidence Suzy needed. After providing strong supporting statements confirming that her partner's mobility would be significantly impacted by this accommodation, the Shelter advisor also discussed with Suzy whether she felt she needed additional support.

Upon review, the council accepted that the family needed suitable accommodation and they made an offer of a ground floor property, offering the best chance for the family to begin to cope with their new circumstances.





Richard's* story

* Name has been changed to protect client's identity

Richard was working as a painter decorator in London. Although a skilled worker, his employment was unstable and a lack of jobs during a quiet period resulted in him sleeping rough.

"I had nowhere to live, no money whatsoever, it was horrible. I was sleeping rough for some time. Most of the time I walked through the night to keep myself warm, and when it was the day, I closed my eyes for three or four hours."

Richard came to Crisis where he was given a warm welcome.

"When I first came to the Crisis reception, I was like: 'Wow, there is actually somebody who is willing to help me.'"

He started a Painting and Decorating course and completed his CSCS qualification. He also did courses in asbestos awareness and demolition. Soon after, a job came up with Stone & Ceramic through the Berkeley Foundation's Job Creation Programme.

"I went for the interview at Stone & Ceramic. I was completely honest because I felt I didn't have anything to lose. I just tried to be myself to get any kind of job."

Richard was successful and was offered a job as a labourer before being quickly promoted.

"I started labouring, doing the masonry and tiling, before starting to supervise. After all those promotions they promoted

me to trainee site manager. Now I have the full two blocks, which I'm doing with the senior manager and one supervisor. This company has given me lots of opportunities, I am planning to stick with them."

Since he moved into work, Crisis has also supported Richard to find a room in a shared house in the private rented sector. He says:

"Crisis is quite professional, but easy and approachable to everyone. If you don't understand how some professionals can help you, they will explain it for you. There is always a person who will understand you and they will never judge you, which is amazing."



Crisis' innovative education, employment, housing and wellbeing services help homeless people transform their lives.

The Berkeley Foundation supports Crisis' Skylight London Employment Services Team, helping single homeless people into meaningful and sustainable employment. The service provides one-to-one coaching, CV writing, interview and application skills, job brokerage, employment-related courses and grants.

The need for this service is enormous. 275,000 people approached their local authority for homelessness assistance in 2016 alone. Research shows only 2% of people who are homeless are in full time employment.

Funding from the Berkeley Foundation is expected to help 65 Crisis clients into work in 2016/17, and support more than 70 people to gain recognised qualifications that will help them on the road to a stable job.

In the last 12 months, seven Crisis clients have also found work with the Berkeley Group, its subcontractors or supply chain, through our Job Creation Programme.

In October 2016, we renewed our partnership with Crisis for another three years. We have committed more money to the Employment Services Team, which is now working pan-London, with centres in Brent and Croydon as well as Aldgate.

We are also investing £30,000 in Crisis' Private Rented Sector Access Development Scheme per year, supporting an innovative partnership between New Horizon Youth Centre and Network Homes. This project is testing new ways to help young homeless people access housing in the private sector – often the only accommodation available to them. In its first year, the project aims to support 20 young people.

Help into work



102 homeless people

Over three years our funding has enabled Crisis to help 102 homeless and formerly homeless people successfully move into work.

Berkeley employment



23 Crisis clients

23 Crisis clients have been supported into jobs within the Berkeley Group and its supply chain since the start of the partnership.

"Crisis has given me so much strength and I believe in myself. I've never believed in myself."

Crisis service user



The Mayor's Fund for London empowers young Londoners from disadvantaged backgrounds to acquire the skills and opportunities they need to secure employment, climb the career ladder and escape poverty.

Creativity Works, our partnership with the Mayor's Fund for London, seeks to address the problem of youth unemployment in London by engaging young people in the creative arts.

One in six jobs in London are now in the creative industries, presenting a significant level of opportunity for young Londoners. At the same time, youth unemployment in the Capital remains high, at around 10.7%, the same as the rest of the country. Creativity Works is a 12-week programme which helps unemployed young Londoners gain the soft skills, technical skills, experience and networks to access these opportunities and others.

Since the programme was launched in 2014, 287 young Londoners have completed Creativity Works, with 208 of these having moved into employment, education or training within six months – a success rate of 72%.

These young people have taken part in 14 different projects spanning fashion, product design, outdoor arts, events, media, film and festivals. Each project includes soft skills training, masterclasses from industry experts, including Jean Paul Gaultier, Peter Andre and Alesha Dixon, live work experience and professional mentoring.

Highlights of 2016/17 included Creativity Works: Festivals, which saw 25 young people get involved with music events across the Capital, and Creativity Works: Design and Making, which gave participants the opportunity to respond to live design briefs. One group designed a new, multi-functional walking stick for their client, and were able to find a solution which looked stylish as well as improving his comfort and mobility.

The programme is delivered in partnership with A New Direction, Create London and the Media Trust.

CAR
HOMES
J HOBBS
KILLS

Positive results

287 young people

287 young people have started on these projects and, to date, 208 have achieved a positive outcome.

Mentoring

200 Berkeley staff

Since June 2014, more than 200 Berkeley staff members have volunteered to mentor programme participants.

Projects

14 projects

14 Creativity Works projects have taken place since 2014, including Film, Fashion, Design and Outdoor Art.

“We help young people play a greater part in the future of London.”

Oliur Rahman

Head of Employability Programmes, Mayor's Fund for London



Raiché's story

Raiché has always had a passion for events and helping others. When she found herself unemployed after leaving university, she signed up for the Mayor's Fund for London's Creativity Works: Festivals project.

During the project, Raiché worked with a team to deliver two outstanding events, including a film screening at Dalston Roof Park, and a talent showcase at OSLO in Hackney.

After Creativity Works, Raiché worked with A.N.D to apply for a

variety of opportunities, successfully gaining a place at the Cato Academy for tour managers.

She hasn't looked back since, and regularly comes back to advise new recruits to Creativity Works and new mentors.

Raiché is now in the process of setting up a new charity for burns survivors, alongside her work commitments. She was awarded the Mayor's Fund for London Young Londoner of the Year Award in 2016, in recognition of her achievements.



“Creativity Works has helped me to develop myself and discover my career. Events are my passion. I love them.”



Marc's story

Unlike most of the other guys, I left college with a degree, but I knew it wasn't what I wanted to do so I felt pretty disheartened. I spent the next six months at home doing nothing.

I heard about Street Elite from a friend who had been on the programme two years ago. I started attending the training where we played football and talked about how to work under pressure. In the one-to-ones with my coach, I learned how to take criticism and deal with tricky situations.

Throughout the training I wasn't sure what I wanted to do, but I decided to take a work placement with Berkeley. I worked on a building site for two weeks and got experience in all areas; like health and safety, technical, construction and planning. Time flew so quickly – they'd give me a task to do and before I knew it, it was midday already. It really opened my eyes and I knew it felt right. The great thing about construction is that you constantly get to see the progress you've made.

I was offered a full time job on one of Berkeley's London sites a few months later. Now, I'm proud to say that I'm training to be a Site Manager. I know I'm still learning, but the more I learn, the more I can understand. In my first week I was asking questions like 'What's that?' and 'Where do I go?' Now I'm asking, 'Can I solve the problem this way?' It feels great to be learning with such a friendly and supportive team around me.

STREET ELITE



Delivered in partnership with The Change Foundation

Street Elite is a sport-for-development programme delivered in partnership with The Change Foundation, which provides coaching and mentoring for young people on the edge of gangs and crime.

Street Elite works with the hardest to reach 18-25 year olds, many of whom are profoundly disengaged from society and may not be in touch with any other agencies or support. The programme is delivered in five phases:

FACE-TO-FACE RECRUITMENT

Coach mentors spend two months walking local estates, meeting youth workers, and inviting young people to take part. This approach has proved highly effective.

TRAINING AND MENTORING

The training is two hours per week, and participants are paid to attend. Outside of the sessions there is regular contact with the coach mentors, as the mentoring relationship develops.

COMMUNITY ENGAGEMENT

After 12-14 weeks of training, each cohort begins volunteering in their local community. This tests their emerging skills and confidence.

GRADUATION

The training culminates in a series of half day sports festivals, each engaging around 200 local school children. The participants help run the day, and are awarded their certificates.

EMPLOYMENT

Everyone who completes Street Elite is guaranteed a two week work placement. Sometimes this leads to a job. 15 Street Elite graduates are currently employed by the Berkeley Group.

In its first five years, Street Elite reached more than 300 young people, with over 78% re-engaging with employment, education or training after taking part in the programme. A five year longitudinal evaluation carried out in 2016 highlighted the importance of the relationships between participants and their coach mentors: on average, participants had 38 hours of contact with their coach mentors over a nine month period, and the intensive nature of the relationships was deemed to add real value to the programme.

In 2016 we renewed our partnership with The Change Foundation for a further three years. Going forward, the team will take the best practice learned in the first five years, and apply this to a younger age group through a new programme called Street Elite Academies. This recognises that young teenagers and even children as young as nine are increasingly finding themselves involved in and on the edges of gang culture. Street Elite Academies will engage 60 at-risk 14-17 year olds, using sport and mentoring to encourage positive decision making. Alongside this, we will continue to deliver the core Street Elite programme to 45 18-25 year olds each year.

Participants

300 young people



More than 300 young people have taken part in Street Elite since 2011.

Positive outcomes

78% success rate



78% of participants have successfully moved on into employment, education or training.

Festivals

3,300 school children



Over 3,300 school children have taken part in 21 Street Elite festivals across London since 2011.

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The Lord's Taverners Disability Cricket Championships provide year round cricket coaching and competition to disabled young people. The Lord's Taverners is the UK's leading youth cricket and disability sports charity.

Seven out of ten disabled people want to be more active. The Lord's Taverners Disability Cricket Championship (DCC) provides disabled young people with access to year round inclusive, accessible and sustainable cricketing opportunities. The programme offers weekly training at hub locations across London, alongside quarterly inter-borough tournaments and an annual final event.

Since the partnership with the Berkeley Foundation began, the DCC has grown from four to 23 London boroughs, and is aiming to expand into the remaining nine boroughs by 2018.

Over 450 taster sessions and 1,000 weekly coaching sessions have been delivered so far, with over 460 regular participants.

The funding from the Berkeley Foundation has contributed towards coaching sessions, venue hire, competitions, trophies, kit, a monitoring and evaluation system, and training opportunities to enable participants to become qualified leaders or coaches. This, in turn, has created pathways for young people to become ambassadors for the sport.

Alongside a lack of opportunity, psychological barriers have been found to be the biggest factor in preventing disabled people from taking part in sport. The DCC coaches nurture and develop the participants to increase their confidence, self-esteem and wellbeing, with positive changes recognised by parents, teachers and coaches alike.

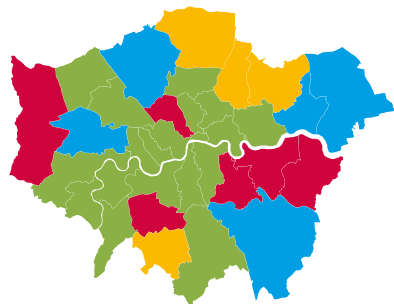
The Foundation's ongoing funding will help the DCC to continue to expand over the coming years. Great partnerships have been forged with the County Cricket Boards of Essex, Kent, Middlesex, and Surrey, and additional funding continues to be provided by Sport England and Wembley National Stadium Trust. From this solid base the Taverners are now beginning to take the programme nationwide, offering increased opportunities for disabled young people across the country.

Regular participants



460 young people have taken part in regular cricket coaching sessions since the launch of the programme.

Growth Map



- Current DCC Hubs at April 2016
- Expansion during 2016/17
- Expansion during 2017/18
- Expansion during 2018/19

Grace's story

Grace is autistic and after living abroad found adjusting to a new school and making new friends both disruptive and challenging.

Just like her family, Grace loves sport, particularly cricket. She was introduced to the Lord's Taverners Disability Cricket Championship and welcomed into the Westminster Disability Cricket team where she was able to attend weekly cricket coaching sessions. The coach was impressed with how well Grace integrated into the group, and quickly selected her to take part in the DCC Finals held in October 2016.

Being part of a competitive team has really helped Grace's communication and social skills, making it easier for her to settle in. The team gives a sense of belonging; she has made new friends and an important school network.

Playing disability cricket has hugely boosted Grace's confidence and self-esteem, and given her a much needed focus through difficult times.





“Before the course I was in debt with loads of people. I had rent arrears and council tax arrears and I didn’t know what to do. The project was wicked, I took a lot from it and I met new people. It wasn’t boring and I really want to be involved in the project in the future in some way.”

Bill

Money House graduate

MyBnk

MyBnk, a leading charity specialising in financial education, is one of the Foundation’s newest Strategic Partners. MyBnk works with 25,000 young people in schools and vulnerable young adults every year.

Their programme, The Money House, delivers crucial financial training and independent living skills to young people leaving the care system. The programme is a one or five day financial capability training course, aimed at 16-25 year olds who are leaving the care system and moving into independent living.

Sadly, young adults leaving the care system face a higher risk of unemployment, homelessness, mental health issues and offending than their peers. 20% of care leavers experience homelessness within two years of leaving the care system.

The Money House intervenes at the point of transition, helping participants to become more confident about money and living on their own by providing real-life skills training in a unique setting that brings financial education to life.

The programme is delivered in a real life flat in Greenwich, replicating conditions young people may live in when they move into their own accommodation. Topics include prioritising bills, avoiding debt, managing weekly and monthly budgets, tenancy agreements and rights, and planning for the future.

The Money House started life in 2012 as a Big Lottery funded project, developed by The Hyde Group and aided by MyBnk, who wrote the curriculum and provided training to the delivery team. Over four years, the programme reached almost 600 young people.

99% of those who completed the five day training programme said they felt more confident about their financial situation. Of the 63 young people who completed The Money House and were housed by the Royal Borough of Greenwich, none have been evicted. Eviction rates for this age group in Greenwich can be as high as 12% - so programmes like this really can help reduce youth homelessness.

MyBnk took over the The Money House in January 2017, as part of a collaboration with JP Morgan, The Hyde Group and the Berkeley Foundation. Over two years, the programme is expected to reach 800 young people who are either about to become social housing tenants or already live in a socially rented home.

The programme will continue to be delivered in Greenwich and will be expanded into a second location in Newham in 2017.

Targets

800 young people



The collaboration with JP Morgan and The Hyde Group is expected to reach 800 disadvantaged young people over two years.



Prince's Trust

The Prince's Trust helps disadvantaged young people to get their lives on track. Our new partnership provides additional mental health support for the young people on their programmes.

Founded by HRH The Prince of Wales in 1976, The Prince's Trust supports 11-30 year olds who are unemployed or struggling at school and at risk of exclusion.

Many of the young people helped by The Prince's Trust are in or leaving care, facing issues such as homelessness or mental health problems, or have been in trouble with the law. The Trust's programmes give vulnerable young people the practical and financial support needed to stabilise their lives, helping to develop self-esteem and skills for work.

Our new partnership aims to build on this work by improving outcomes for young people with mental health issues who are engaging with The Trust and not receiving mental health support elsewhere. In its pilot year, support will be focused on The Trust's Fairbridge Programme, which works with those young people who are furthest from the labour market.

Fairbridge combines group activities, opportunities, experiences, outdoor learning and one-to-one support to help young people gain the personal, social and life skills needed to stabilise their circumstances.

When ready, young people are supported by a dedicated staff member to move on to another positive engagement such as a Prince's Trust programme, education, an apprenticeship, training, volunteering or employment.

In 2015/16, 34% of new Fairbridge recruits in London and the South East had a mental health issue. Our partnership will enable The Trust, working in close collaboration with two local Mind branches, to introduce one-to-one counselling and peer support for 36 of these young people in their Poplar and Kennington centres. It also aims to equip The Trust's Fairbridge staff with the confidence and language to support young people with mental health barriers through bespoke training.

Ultimately, the aim is to pilot a new model for delivering mental health support within Prince's Trust centres, and to move young people with mental health barriers into a better place and a positive outcome.

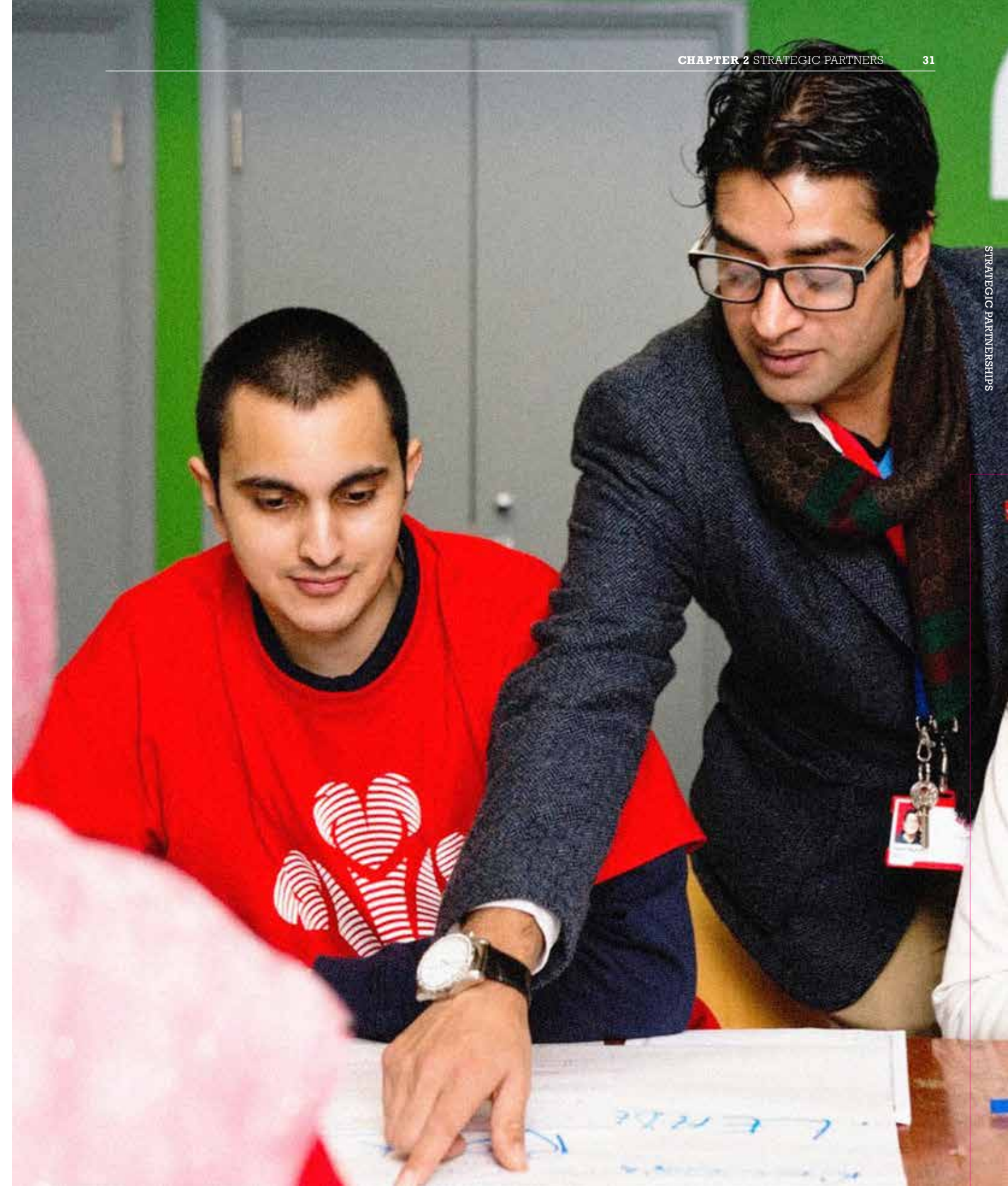
Support

36

young people

The project aims to support 36 young people in some of the most deprived communities in London.

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James' story

Job Creation Programme candidate, James, 53, had worked all his life in the hospitality industry. Starting as an apprentice chef, James progressed to become an area manager and eventually started his own business.

After a successful eight years, James noticed significant changes within the industry and he was forced to close his business. Finding himself unemployed for the first time in his adult life, James was determined to find work.

After applying for hundreds and hundreds of jobs and receiving no response, James began to doubt his employability and decided to seek

support from the Cardinal Hume Centre, a charity based in Westminster which enables people to gain the skills they need to overcome poverty and homelessness.

James began working with Sarah from the Centre's employment team and he felt like he was taking a step in the right direction as Sarah supported him to identify his strengths and weaknesses, rewrite his CV and prepare for interviews.

After a successful interview with Tina Rosenow, Project Officer at the Berkeley Foundation, James was put forward to interview for the role

of Day Duty Manager with supply chain company, Rendall and Rittner. Impressed by James' knowledge, experience and professional demeanour, Rendall and Rittner saw the value James could bring to the role and offered him the job!

"It's not until you get the job you wanted that you realise a weight has been lifted off your shoulders and you walk down the street feeling proud again. Now I get up and go to work with a spring in my step, thinking about what I'll achieve for the day."

BERKELEY FOUNDATION JOB CREATION PROGRAMME

The Berkeley Foundation's Job Creation Programme creates sustainable jobs within the Berkeley Group, its supply chain and our partner charities for unemployed individuals.

Within its first two years, the Job Creation Programme (JCP) was able to successfully identify the skills and potential of over 450 jobless individuals and match them to a range of work opportunities across Berkeley Group, its supply chain and partner charities.

In the programme's third year, our focus has been on engaging more intensively with a smaller number of individuals who face significant barriers to employment. These have included people experiencing homelessness, leaving care, and ex-offenders. 34 people have secured employment, and 82% of these remain in work.

These individuals have moved into jobs ranging from construction site-based roles as apprentices, to administration, and building management positions. Others have moved into roles with our partner charities, supported through our JCP subsidy scheme.

Many of the candidates have been referred by a strong network of provider organisations that support the aims of the JCP, in respect of youth unemployment, long-term unemployment and gender diversity. New partners in 2016/17 include Drive Forward, Catch 22, Women into Construction and Working Chance. The JCP has also continued to work closely with Crisis and the Cardinal Hume Centre; two charities committed

to supporting homeless people back into work and accommodation.

A personalised support package has been designed to help people sustain and progress in work. Successful candidates from the third year of the programme have been able to access:

- Ongoing support from the Berkeley Foundation's Project Officer, Tina Rosenow
- Mentoring from Berkeley Group staff
- A new Training and Development Fund to assist with the costs associated with starting work and any training and development needs.

The Training and Development fund has proved invaluable. Applications have been received to fund initial travel costs, purchase PPE and tools, and pay for training courses that will help candidates take the next step in their careers.

Finding a job is only one part of the journey to employment, and everyone's journey is unique. Acknowledging the additional needs and barriers that may impact upon a candidate's ability to find a job and remain employed means that the JCP, in collaboration with provider organisations and employers, has been able to provide appropriate, tailored support enabling candidates to sustain their roles and improve their life chances for years to come.

Outcomes

34 people

34 unemployed individuals have successfully moved into work in the third year of the programme.

82%

82% of third year candidates remain employed.



“
 We work hard
 TO HARNESS BERKELEY'S
 CORPORATE STRENGTHS &
 engage all staff
 BERKELEY

 IN OUR WORK ”

Designated Charities

We have 18 local partnerships with organisations nominated and selected by our staff. These range from grassroots homelessness projects to children's hospices to a charity providing horticulture therapy in Battersea Park.

They are long-term relationships lasting at least three years and, in some cases, much longer. This gives the two organisations the chance to really get to know and understand each other.

A partnership plan is developed which focuses not only on support through fundraising but also on staff volunteering and capacity building. Berkeley staff have supported their local partner charities in a variety of ways, including printing newsletters, renovating kitchens, installing floodlights, redesigning logos and advertising on land deals.

Designated Charities are the main focus of staff fundraising across the business. In the last year, staff raised an amazing £627,000 for their community charities through an amazing array of fundraising events and through Give As You Earn. This money can make a huge difference to the small, local organisations we support.

Volunteering and in-kind support are also crucial. Staff at Berkeley Homes North East London support their Designated Charity, Providence Row, by assisting with English classes and cooking and serving lunch for the charity's homeless clients. At the Berkeley Group head office, meanwhile, the team have collected Easter eggs, books and toys as gifts for the young people supported by Surrey Young Carers.

The following pages put the spotlight on the fantastic work our Designated Charities are doing in communities all over London and the South.

**Fundraising
and GAYE**

£627,000

**has been raised by staff in the last year
for Designated Charities.**



Find out more To find out more about our Designated Charities scan the QR code or visit: www.berkeleyfoundation.org.uk/who-we-support



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Bexley SNAP, Designated Charity for Berkeley Homes West London until April 2017, provides support for disabled young people and their families.



Berkeley Homes West London Annual Boxing Charity Gala Dinner.

Bexley SNAP provides opportunities for disabled children to grow, develop and enjoy themselves through a range of services and experiences such as residential trips, youth clubs and holiday play groups.

These activities give parents a much needed opportunity to relax, enjoy some quiet time, or complete daily tasks. They also support the families of disabled children by providing counselling and training courses.

Bexley SNAP has been the Designated Charity of Berkeley Homes West London for the last three years, and Berkeley staff have fundraised significant amounts throughout the partnership. This year has been no exception with over £41,000 raised through quiz nights, a strong-man competition and the annual Black Tie and Silent Auction Boxing Dinner.

Thank you to the teams at Bexley SNAP and Berkeley Homes West London for everything you have done to make this partnership such a success.



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Daisy's Dream, supported by Berkeley Homes Western, works with children, young people and families who are living with the impact of serious illness or who have experienced the death of someone close to them.

Serious illness and bereavement can have a devastating effect on children and young people. However with the right support and information, they can be helped to understand what has happened and move forward positively. Since Daisy's Dream was founded in 1996, over 7,600 children and young people have benefitted from its services.

Daisy's Dream provides free professional support delivered by a team of experienced Family Workers. The service ranges from immediate telephone advice and support, to ongoing one-to-one support for children and young people delivered either at home or in school. Group events take place throughout the year

bringing children and families together to share their experiences, make new friends and establish support networks. Training and advice is also available for professionals whose work brings them into contact with a bereaved child.

Last year Daisy's Dream supported over 700 children and young people.

Daisy's Dream is the Designated Charity for Berkeley Homes Western. Over the last year energetic members of staff have participated in half marathons and a local Santa Run, as well as organising dress down days and Christmas sales. Two members of staff ran in the 2017 London Marathon for Daisy's Dream and a group of staff are in training to complete The Three Peaks Challenge in June 2017.



Children enjoying Daisy's Dream play services.

Chloe & Ethan's story

Chloe and Ethan were aged six and four when their mum was diagnosed with cancer. As her condition began to deteriorate, their mum contacted Daisy's Dream for help. She was unsure how to explain the nature of her illness to the children, and how best to prepare them for the fact that she may not recover.

Daisy's Dream supported Chloe and Ethan's mum to talk with her children about her illness and also worked directly with the children, helping them to understand that although the doctors were trying to help, they couldn't always make people better.

Sadly, Chloe and Ethan's mum died a year after her initial diagnosis. The children are now adjusting to life without their mum. They are able to talk openly about her with their dad, and are learning to face the future together.

The support for the family continues, and Daisy's Dream will be there for as long as it is needed.



Demelza, supported by Berkeley Homes East Thames, provides expert care for babies, children, and young people with life limiting conditions in the South East of London.

Demelza ensures that families receive support and specialist care when they need it most; from diagnosis, in their daily lives, and through difficult times such as bereavement.

Their vision is to improve the quality of life for children and young people with life threatening or life limiting conditions, and their families. Their support is provided in the family home and at Demelza's hospices in East Sussex, Kent and South East London.

Demelza strives to create happy memories that will last. They deliver an outstanding quality of care and are always on hand to support families, easing any worries and fears they may have. They aim to ensure no child or family will struggle alone.

Berkeley Homes East Thames' partnership with Demelza began in 2012, and has since gone from strength to strength. In 2016/17, Berkeley Homes East Thames staff have raised over £60,000 from fundraising and GAYE in support of their work.

This support has enabled Demelza to reach an additional 44 families in their own home, providing vital care and support.



Izzy enjoying the care of Demelza.



Izzy's Story

Izzy has quadriplegic spastic cerebral palsy due to a lack of oxygen at birth, and as a result, is fed via a tube and requires a wheelchair.

Her mum Charmaine says: *"She is not able to do anything for herself, so we need to do everything for her. Demelza's help means switching off your alarm and having a good night's sleep, knowing that she is ok."*

The family have been using Demelza's facility in Eltham for five years but were not sure about it to begin with. Charmaine explains: *"When Demelza was first mentioned, all we heard was 'hospice' but we went and saw it and thought it was amazing."*

Izzy enjoys her stays too: *"She knows the staff, she's well taken care of and she gets involved in the activities, music therapy, and painting."* This provides peace of mind for the family: *"Knowing she is safe, knowing if something goes wrong someone will call us: that's how much we trust Demelza."*



ellenor, supported by Berkeley Homes Eastern Counties, provides vital support for terminally ill children and their families in Kent. They are the only organisation in Kent providing hospice care for children in their homes.

Demand for ellenor's services continues to grow and referrals were up by around 15% last year.

The funds raised by Berkeley Homes Eastern Counties help the charity to keep pace with the growing number of referrals and ensure their much needed services remain available to all.

ellenor support staff may work with siblings and parents to help them come to terms with loss, or simply enable family members to benefit from a few hours of respite to complete daily tasks, attend appointments, or get some much needed rest. This support is available 24 hours a day, 365 days a year.

Last year alone, ellenor delivered 4,600 hours of respite care to families, which equates to 12 hours a day.

This year, Berkeley Homes Eastern Counties raised enough money to keep the children's team on the road for eight months. Without this support the nurses and respite carers simply couldn't visit patients in their homes.

In addition, the Foundation has provided £10,000 in employment subsidies to support two roles in ellenor's fundraising team, both of which have had a positive impact on income levels. Income received from the Big Lottery has grown, and the funding has also allowed ellenor to improve its data capture processes, helping to target its direct marketing and increasing the level of income generated.

Berkeley Homes Eastern Counties staff have volunteered at a Family Fun Day in the summer and at ellenor's Christmas and Easter parties. As many of the patients have very complex needs, ellenor relies on volunteers to provide an extra pair of hands to assist with entertaining children and serving refreshments.

These events allow parents to meet with others in similar circumstances and share their experiences. This additional support and comfort combats feelings of isolation, helping parents to no longer feel like they're going through the experience alone.

"These events wouldn't happen without the help we get on the day from our volunteers."

Rebecca Scalzo
Head of Children's Services,
ellenor



A family benefiting from ellenor's services.



Helen & Douglas House, supported by Berkeley Homes Oxford and Chiltern, provides specialist palliative care and emotional and practical support.

The charity supports children and young adults under the age of 35 with life shortening conditions, and helping them to live as well and as fully as possible to the end of their lives.

Their support extends to the wider family, including siblings. Siblings of very ill children are not always given the time and attention their brother or sister receives, for obvious reasons. It can be very difficult for siblings to talk openly and honestly about their feelings when their sibling is terminally ill.

Only 12% of Helen & Douglas House income comes from statutory sources, and as such are very reliant on donations. Berkeley Homes Oxford and Chiltern has had a successful partnership with the charity for over 18 years. This year staff have raised over £16,000.

The funding has facilitated the provision of play within Helen House, where play specialists encourage life limited children and their siblings to play during their respite stay. Approximately 200 families have been supported this year in Helen House.

In Douglas House, a hospice for young adults, a further 160 families have been supported this year. Additionally, the outreach team has been able to support families within their own homes, and the support and bereavement team provides a vital ongoing counselling service to families for as long as they need it.

In August 2016 the Berkeley Foundation hosted an activity weekend at Longridge Activity Centre on the Thames near Marlow. Eight siblings from Helen & Douglas House attended and had a fabulous time climbing, kayaking, swimming and camping together.

“It’s an amazing place and you can do lots of fun activities and make new friends.”

A sibling from Helen & Douglas House who took part in a Longridge trip.



BHO&C staff as part of the Helen & Douglas House team at the top of Mt Kilimanjaro.

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MERU (Medical Engineering Resource Unit), supported by Berkeley Homes Southern, manufactures specialist equipment for disabled children and young people.

MERU is part of the QEF (Queen Elizabeth Foundation) family of charities. MERU designs and manufactures life-changing specialist equipment for disabled children and young people with disabilities. The equipment is engineered and personalised to the individual's needs and disability. Often the disabilities are so complex there is nothing else available to meet the individual's needs.

Funds raised by Berkeley Homes Southern in 2016/17 have supported MERU's Bugzi project. Bugzi powered wheelchairs offer children with severe disabilities the opportunity to live, learn and have fun. They are able to experience independent mobility for the first time in their lives.

Children are not only safe and comfortable but they can explore and discover new and exciting things without needing to rely on anyone else. Bugzis help each child to achieve their goals and give them the freedom to enjoy their childhood.

Through furniture sales, go-karting days and a Great Berkeley Bake Off, Berkeley staff have raised enough in 2016/17 to support the development and build of seven new Bugzis, each allocated to a child aged between 1 and 6. This equipment will revolutionise the children's lives and support their growth and development.



MERU team and Berkeley Homes Southern funded Bugzis.

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Millicent's story

Millicent has a degenerative life-limiting condition called Spinal Muscular Atrophy. This a genetic disease that causes muscle weakness and progressive loss of movement. Her parents wanted to give her as much independence and quality of life as possible. With the aid of her Bugzi and a trial with Great Ormond Street Hospital, Millicent is doing very well. Her father, Elliot, says: *"A heartfelt thanks to the staff at Berkeley Homes for making this kit possible."*



This year staff from Berkeley Homes Southern have helped fund 7 Bugzis.



Muscular Dystrophy UK, Designated Charity for St George until December 2016, brings individuals, families and professionals together to combat muscle-wasting conditions.

Around 70,000 children and adults in the UK are affected by rare progressive muscle-weakening and wasting conditions.

Muscular Dystrophy UK provides a range of services and resources to help those affected to live as independently as possible by supporting high quality research and ensuring everyone has

the specialist care and support they need no matter where they live.

In the last year, staff at St George have raised an incredible £50,000 through events such as a Clay Pigeon Shoot and the BUPA 10K.

These funds directly support the Trailblazers, a nationwide network

of young disabled people and their supporters. They campaign for change and provide guidance to those living with similar conditions.

MDUK's aim is to ensure that all young people with muscle-wasting conditions can access the education, employment, social opportunities and services they need.



Royal Trinity Hospice, Designated Charity for St Edward until December 2016, provides expert and compassionate end of life care, support, information and advice to patients and their families.

The majority of patients choose to die at home, in a comfortable and familiar environment with friends and family around them. This is why Royal Trinity Hospice delivers care for people wherever they call home.

The support of St Edward has been vital to help fund part of the community nursing team as they care for an ever increasing number of patients and their families. This year has seen a significant increase in work with dementia patients across Kensington and Chelsea.

RTH recognises there is a lot more to providing excellent end of life care than symptom and pain control alone. Therefore, it is paramount that the high standards of medical and nursing care are combined with meeting the social, emotional, spiritual and welfare needs of patients.

The team at St Edward have supported RTH with helpful guidance, advice and introductions in the search for suitable premises for their new centre in Kensington. Staff have also volunteered

at events and provided ad-hoc advice on other aspects of RTH's work, as well as championing the good work the Hospice provides.



North London Hospice, supported by St James London North, provides high-quality care and support to those at the end of their lives. It looks after more than 2,000 terminally ill patients a year in an inpatient unit and in their own homes.

2017 marks 25 years since the opening of the North London Hospice inpatient unit. As one of the charity's core services, this achievement marks a significant milestone in the provision of hospice care in North London. The impact over the quarter century has been enormous, with many thousands of people facing life-limiting illnesses receiving the vital support and care they need from the North London Hospice team.

The charity's catchment area covers the London boroughs of Barnet, Enfield and Haringey. It receives less than 30% of its funding from the NHS, with donations from supporters such as St James London North staff making a significant difference to its work.

From holding a successful annual golf day and football tournament, to trekking 50km across Iceland in three days, St James staff have been thoroughly involved in raising funds for the Hospice.

This year staff have raised £22,000 to support the incredible work the team at North London Hospice do.

Simon's story

Born with a blocked bowel and diagnosed with cystic fibrosis at birth, Simon overcame these obstacles to pursue his dream to be a professional musician. He became a drummer for Chas and Dave after being talent spotted at the Chickenshed Theatre by the stars themselves. He played two gigs a night with his oxygen cylinder hidden behind his drum kit.

In 2012 he received a call saying there was a set of lungs ready for him, and after a 17-hour procedure, he was able to live a normal life. Simon had a very positive attitude to life and was a real inspiration to others.

However, in January 2016, four years after his transplant, he was diagnosed with incurable cancer and later that year Simon was admitted to the Hospice.

With the help of the staff at North London Hospice, family, friends and generous locals, Simon was able to marry his partner Claire with less than a day's organising.



The wedding ceremony took place at 4pm on Tuesday, June 21, in the Hospice's Room of Quiet. The new Mrs Cooper said while the year had been difficult and the day had a twinge of sadness, it was also a day of celebration.

She said, *"My husband and I lived at the Hospice for a month; it felt like home, relaxed, friendly and you could tell the staff, nurses and volunteers had passion in what they do."*

"Our wedding was perfect. Simon and I said it was the happiest time of our lives. Simon was comfortable and happy being there at the Hospice. Simon passed away in July, peacefully and with care, respect and dignity."





HELPING HOMELESS AND VULNERABLE PEOPLE SINCE 1860

Providence Row, supported by Berkeley Homes North East London, works with homeless and vulnerably housed people in East London, offering an integrated service of crisis support, advice and training programmes.

The charity's aim is to ensure that homeless people, who are so often excluded from mainstream services, gain the support and opportunities they need to create a safe, healthy and sustainable life away from the streets.

The partnership with Berkeley Homes North East London has helped transform the lives of homeless people in East London by helping them into work and off the streets. Finding employment and housing opportunities can feel like an uphill battle, even more so if they are affected by substance abuse, physical or mental health issues.

The money raised by Berkeley staff has provided the charity with greater financial stability and has significantly supported Providence Row's employability programme, training schemes, drop-in C.V. workshops, and one-to-one sessions.

At present it costs £1,500 for one person to complete a trainee scheme and £350 to access the employability programme. The funding received has supported 37 people through a trainee scheme and 25 people to access employability sessions.

In addition to fundraising, BHNEL staff have also volunteered their time to prepare and serve lunch to rough sleepers, help with the refurbishment of the Resource Centre and assist in English classes. This practical support increases the capacity of the classes for non-native English speakers, making one-to-one sessions possible, which in turn boosts English skills and self-confidence.

Support

53 staff
volunteers

53 Berkeley Homes North East London staff members have volunteered with Providence Row this year.

“The enthusiasm of a number of key Berkeley Homes staff has been a huge highlight, particularly in organising amazing events and raising significant funds for the charity.”

Tom O'Connor
Chief Executive, Providence Row



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The Rainbow Trust, supported by St James London South, works with over 2,000 families who care for a child with a life threatening or terminal illness.

The Rainbow Trust offers bespoke 24/7 support to children aged 0-18, 365 days a year, regardless of their diagnosis.

The Trust celebrated its 30th birthday in 2016 with a range of events. As part of this, St James London South organised fundraising events including go-karting, clay pigeon shooting, golf days and racing up the Leadenhall building; all of which contributed to over £25,000 being raised in the past year.

The money raised by St James London South could help pay for a Family Support Worker for a whole year, supporting up to 50 families. The Trusts' Family Support Workers support not only the child in need but the whole family, including the parents, carers, brothers, sisters and grandparents.

Fundraising

£25,000

has been raised by St James London South for Rainbow Trust in 2016/17.

Support

50 families

Berkeley fundraising could support 50 families by covering the cost of a family support worker.



St James Staff at the top of the Leadenhall Building.

CAR
HOMES
JBS
KILLS



SPEAR, supported by St George, is a Richmond-based charity that helps break the cycle of homelessness.



SPEAR client achieving his CSCS construction qualification.

The charity provides a holistic service: not just a safe place to stay, but also a chance to develop skills, find work, tackle drug and alcohol addictions and address mental issues.

Since SPEAR's partnership with St George began in 2012, over £150,000 has been raised through various events, including football tournaments and the £10 Challenge. This support ensures those facing homelessness in West London can continue to access SPEAR's services.



Prudential Ride London 2016.

Alongside the funds raised by St George, the Berkeley Foundation has continued to support SPEAR by providing £10,000 towards the cost of a Trainee Outreach Worker. This post has been taken up by somebody who is currently unemployed and involves 12 months of intensive training as part of SPEAR's busy outreach team.

CAR
HOMES
JOBS
KILLS

David's story

I'd been aware of SPEAR as I lived next door to one of the hostels. However, I never knew I'd be needing their help.

When it came to GCSEs, I was dealing with my father dying and dropped out of school. As my dad was my main support, I never sat any GCSEs. When I was evicted from my flat, I didn't know what to do. Being 17 and living alone I didn't have the ability to maintain a tenancy. I certainly wasn't ready to face life on the street and I was scared to ask for help.

When SPEAR housed me, it was hard at first living with others, but the hostel workers didn't let me wallow. They would chat to me through the door and leave me bacon butties and mugs of tea. I was finally able to talk to the SPEAR Hostel Workers about school and the recent loss of my dad and they understood. Knowing I'm not great with classroom situations, they found a SPEAR volunteer to visit and tutor me 'one-to-one' each week.

I passed a CSCS (health & safety) test for a building site and then I started a Level 1 Diploma in plumbing. My literacy improved rapidly and for the first time in my life, I actually felt I could consider a job - a future. I wished I could have told my Dad, as he would have been very proud. But knowing SPEAR was there meant a lot.



Surrey Young Carers is part of Action for Carers Surrey and is the Designated Charity for Berkeley Group.

Surrey Young Carers supports children under the age of 18 who have a family member with a disability or long-term illness. They provide information, advice and guidance, direct support, and a range of activities.

One in twelve children and teenagers are looking after someone - but many are too embarrassed or afraid to come forward to ask for help, or, having been a carer for so long, they haven't recognised what they do.

Half of all young carers provide up to 10 hours of care a week, while many others are caring for more than 50 hours a week. It's not surprising that young carers often struggle to fit in other activities like school work, playing sport or meeting up with friends.

Support from the Berkeley Foundation in 2016/17 has part-funded a theatre production touring 22 secondary schools across Surrey in January and February 2017, raising awareness of young carers' issues among an audience of 4,500 young people and education staff. The Foundation's funding will enable the production to be filmed and distributed to all secondary schools in the county as an educational resource.

In addition, the charity has received £2,000 in fundraising from the Berkeley Group offices in Surrey. This support has paid for 100 young carers aged under eight to have days out at children's farms, outdoor adventure parks and Christmas events to see Father Christmas. Berkeley staff have also bought Easter eggs and Christmas books for over 200 young carers.

Berkeley staff members have attended some of these events to see the impact the funds they have raised has made on the lives of the young carers. they

are supporting. These events are crucial, giving young carers the chance to have a break, meet other children in similar situations and be a child for the day.

One young carer's parent said:

"My daughter attended the fun day and had a fantastic time. She said it was the best day of her school holiday and it was great to see so many other young carers."



The money raised helped fund a Surrey Young Carers Theatre of Debate production 'People like Us', which raised awareness of young carers' issues.

“Your support is vital in ensuring we remain sustainable and can develop programmes for new funding streams.”

Heidi Shrimpton
Head of Fundraising, SPEAR



CAR
HOMES
JOBS
KILLS

Thames Reach, supported by St William, is a homelessness charity providing services to some of London's most vulnerable people.



Their mission is to help homeless people to find decent homes, build supportive relationships and lead fulfilling lives. Thames Reach was selected as the charity partner for St William in 2016; a partnership that seeks to provide practical solutions to homelessness and recognise the value of employment.

At the forefront of Thames Reach's work is London Street Rescue, a pan-London outreach service working with people sleeping rough on the streets to offer them a lifeline. This is volunteer dependent and there is a heavy reliance on the staff working for the charity's partners to fill these roles.

The staff at St William have been involved with Lambeth High Street: an accommodation-based project local to their office in Vauxhall. The service offers practical resources and financial support to former rough sleepers with enduring mental health problems.

The garden at Lambeth High Street provides a safe and tranquil place for residents to sit in and interact with others; vital for people prone to self-isolation. Volunteers from St William are working with landscape architects and staff of the project to design a garden, which they can develop and maintain; leaving a legacy that residents can enjoy for years to come.

“Collaboration to develop a programme of training, on-site visits and work placements, provided and hosted by St William staff, will help give homeless people a real step up in their employment prospects.”

Martyn Robson

Head of Business Development, Thames Reach

Redecorating the Thames Reach centre.



CAR
HOMES
JOBS
KILLS

Thrive, supported by Berkeley Homes Central London until April 2017, is the leading charity in the UK using gardening to change the lives of disabled people.

Thrive's social and therapeutic horticulture programmes provide meaningful activity for people who are living with disabilities or ill health, or are isolated, disadvantaged or vulnerable, helping to improve their physical and mental health.

Funds raised by Berkeley Homes Central London continue to support Thrive's General Therapeutic and Working it Out programmes. The money raised contributes to the delivery of eight General Therapeutic sessions every week enabling Londoners living with disabilities to gain skills and experience in gardening.

Additionally, Working it Out has been able to expand and now delivers Level 1 and 2 City and Guilds qualifications two days a week.

This support has allowed more people to attend weekly sessions, provided guidance to those undertaking qualifications and assisted clients wishing to move into an apprenticeship or full-time work.

Berkeley staff have also given up their time to run a stall during the Chelsea Fringe week, join a wreath making session, and help clients prepare potted seedlings for sale.



Martell

Martell's story

Martell is dyslexic, has mild autism and suffers from depression. He came to the Battersea Centre in 2015 after finding out about Thrive through his Disability Advisor. Martell faces many challenges: his condition can make sleeping difficult, and the medication he takes can often cause him to oversleep. Thrive believed he was an obvious candidate for progression as he showed enthusiasm for gardening and a desire to know more about plants.

Martell was a little anxious about moving on to a qualification course but he settled into the team immediately and has done really well. He now comes to Thrive once a week to maintain the Winter Garden and has the sole responsibility for looking after a few beds and borders close to where he lives.

Gardening at Thrive has helped Martell in many ways; he has become more socially engaged,

his time-keeping has improved and the programme has given structure to his week. Martell has become more confident within the team, helping others by offering tips and guidance.

Ultimately, it has helped him to gain employment at a local garden centre where he works for three days a week. He is learning the names of many popular garden plants and has plenty of customer interaction – a fantastic achievement!



Toyhouse, supported by Berkeley Homes South East London until April 2017, is a community based, grass roots family support organisation which uses play to engage local families and children.

Toyhouse's services are mostly universal, but some are targeted specifically to those with additional needs such as depression, mental health issues and physical disabilities.

They support families in need by providing access to high quality toys and play environments, where children can learn in a way that is suited to their stage of development.

Funding received from Berkeley Homes South East London and Berkeley Foundation has been crucial to supporting their services, including

a home visiting mobile toy library, an after school cook club and craft club, and learning through play sessions for parents and children together.

In 2016/17, Berkeley staff have volunteered their time to help plan and deliver the Halloween Party, assist with the Secret Santa campaign, and organise toy collections for bi-monthly fundraising toy sales. These events have given parents the opportunity to thank Berkeley staff personally for their support and the real difference it has made to their lives.

Gifts

70 presents

were donated by Berkeley staff as part of the Christmas party event.

Support

1,852

people have been directly supported by Toyhouse as a result of Berkeley's support in 2016/17.



Child and parent learning through play.

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

The farm supports disadvantaged and disabled people to boost their confidence and aspirations, promote emotional, mental, social and physical wellbeing and develop environmental awareness.

Vauxhall City Farm provides a range of education and training programmes for over 5,000 children and young people from the local community. Many of these have come through the school programme, which delivers 11 tailored sessions that complement the national curriculum.

These sessions bring the curriculum to life by providing direct experience of nature and animals; developing children's knowledge of the food chain and nutrition, and enabling them to learn about nature, conservation and wildlife.

St James Group has specifically supported a number of programmes including Urban Roots, New Shoots, and particularly the FERRET (Farming Experiences for Resilience, Responsibility, Education and Training) programme, which targets young people with additional social, emotional and physical needs.



A young person at Vauxhall City Farm enjoying one of their educational programmes.

“The support from the St James Group has been invaluable in helping us to develop the range, content and value of the school programme.”

Carol Bentall
Chief Executive,
Vauxhall City Farm



Hope for Southall Street Homeless (HSSH), supported by Berkeley Homes West Thames, is a community initiative working in partnership with charities, members of the community, statutory agencies and faith groups to provide holistic support for street homeless people in Southall.

The charity began its work in January 2016, with the launch of the Southall Winter Night Shelter, which provides a rolling night shelter service for local rough sleepers who have been referred by the Ealing Outreach Team.

HSSH is committed to addressing rough sleeping in the local area through targeted support and accommodation, supporting vulnerable rough sleepers, assessing immigration issues, and preparing individuals for the next steps. They believe that homelessness affects the whole community and the solution is the responsibility of the whole community.

Homelessness increases every year, with the rising cost of living being a major contributor, and this is no different in Southall. However, the majority of the homeless population in Southall do not have access to public funds for benefits, and as a result their situations continue to deteriorate as they are left with few alternatives.

By being firmly embedded in the community, HSSH is committed to addressing rough sleeping in the local area through targeted support and accommodation, supporting vulnerable rough sleepers, assessing immigration issues, and preparing individuals for the next steps.



The Honey Pot Children's Charity supports young carers and vulnerable children. It became one of St George's two Designated Charities in January 2017.

Honey Pot offers consistent support throughout childhood, for those aged 5 -12 years. The majority of children helped by Honey Pot have had no support from other agencies prior to Honey Pot's involvement.

The charity supports young carers and vulnerable children, ensuring they have the opportunity to enjoy their childhood by offering respite breaks and outreach support to those in need, many of whom would otherwise have nowhere to turn.

The charity also provides the Honey Pot Playbus; a mobile play centre where children with similar experiences can meet, play and socialise in a safe and therapeutic environment. They have the chance to enjoy themselves away from their usual turbulent daily lives.

Honey Pot's Designated Charity Partnership with St George was launched in January 2017 with a series of breakfast events to engage St George staff in the new partnership.



The Connection at St Martin-in-the-Fields, supported by St Edward, helps more street homeless people than any other service in the UK.

Every day, five new people come to their door for help, and last year, their outreach teams made contact with roughly 2,500 people who were sleeping rough out on the streets of London.

Homelessness is not just about losing the roof over your head; it's about losing your sense of belonging and identity, which shapes who you are and gives your life purpose. The trauma of going through homelessness is significant, and the causes are often complex and deep rooted which is why it takes considerable time and specialist support before someone can start making changes to their situation.

Sleeping rough is expensive for the public purse and is very damaging to people's health – rough sleepers have an average life expectancy of just 47 and almost 70% have problems with their mental health.

The Connection has over 60 years experience of providing a range of specialist services, all under one roof, which help people to address the causes of their homelessness and make the necessary steps away from the streets.

New Designated Charity partnerships starting in 2017.



Supported by
Berkeley Homes
West London



Supported by
Berkeley Homes
Central London



Supported by
Berkeley Homes
South East London

“
 We focus our
 GRANT-MAKING ON
 ——— DEVELOPING ———
 innovative solutions
 ——— TO SOCIAL PROBLEMS ———
 ”

Community Investment Fund

Our Community Investment Fund is the third stream of funding available from the Berkeley Foundation. It allows us to fund flexibly, making smaller grants to innovative programmes within our four themes.

We use this fund to help charities pilot new approaches to some of the most challenging social issues. It also allows us to support ongoing programmes which are not large enough to become Strategic Partners.

While smaller in scale than Strategic Partnerships, the Community Investment Fund programmes can have a significant impact. For example, feedback from our partnership with the Outward Bound Trust showed that 86% of participants felt more confident that they could cope with new situations following the course.

In 2016/17, we have supported 14 charities through the Community Investment Fund. These range from Teens and Toddlers, who work with at-risk teenagers to improve soft skills and educational attainment, to the Multiple Sclerosis Trials Collaboration, which carries out targeted research into the causes and possible treatments for MS.

The charities on the following pages have all been supported by Community Investment Fund grants over the last 12 months.

Support

14 charities



.....
 have been supported
 through the Community
 Investment Fund this year.



Find out more To find out more about our Community Investment Fund scan the QR code or visit: www.berkeleyfoundation.org.uk/who-we-support



The Cranfield Trust was founded in 1988. It is an independent charity and the leading provider of free management consultancy to charities in the social welfare field. Our partnership with Cranfield aims to build capacity across our partner charities.

Cranfield’s aim is to help all voluntary organisations gain the management expertise they need to thrive. They place highly skilled, commercially experienced volunteers with small-to-medium-sized charities, to address a wide range of management issues, build skills and promote sustainability. They also offer online human resource advice through HRNet, a free service for organisations without a personnel function or team.

In May 2016 the Berkeley Foundation awarded a grant to the Cranfield Trust to enable partner charities to access and benefit from the Trust’s model of support. Since then a number of partner charities have sought advice and guidance in areas such as strategic and business planning, marketing, financial processes and governance.

“Cranfield Trust matched us with volunteer consultants who displayed both intelligence and empathy in addressing our issues. They delivered a plan which should significantly improve our ability to sustain our activities in the long-term.”

Cranfield Trust beneficiary charity



The Drive Forward Foundation supports young care leavers to take charge of their futures and achieve their career goals.

A childhood spent in care can have a devastating effect on a young person’s life chances. Educational attainment, levels of health and wellbeing and employment prospects are all significantly lower than for the general population, while instances of homelessness, criminal behaviour and teenage pregnancy are considerably higher. By providing tailored one-to-one support, employability training and work placements with top employers, Drive Forward empowers young care leavers to overcome these barriers and move into sustainable employment.

We have been working with Drive Forward since the start of 2016. With our funding, Drive Forward were able to launch a mentoring programme which provides 30 young people with the support of a professional mentor, as they get started in the world of work. The charity has also worked closely with Drive Forward on the Job Creation Programme, in order to find opportunities for young care leavers to build a career in the construction industry.



A Drive Forward candidate undertaking a mock interview



HeadStart has been designed to bridge the gap between school and work, whilst helping to connect young people to their local community.

Through professional workshops, work experience and volunteering, the programme sets out to broaden 16-18 year olds’ skills and experience, improving their employability and giving them an insight into a range of different industries.

As one of the founding corporate partners of the programme, the Berkeley Foundation has helped to fund HeadStart, as well as providing a series of workshops, assessment days, work experience placements and a construction site visit. This year, 85 young people have engaged in a Berkeley Group workshop, 52 young people were given their first interview for a job, and 19 took part in paid work experience placements. This would not have been possible without the support of Berkeley Group staff, who volunteered 100 hours to help with the delivery of the workshops and interview days.

2016/17 has been a pivotal year for HeadStart, as it has gained a foothold in all 32 of London’s Boroughs. The support the programme has received in London has been central to enabling The Challenge, who deliver HeadStart, to launch the programme nationwide.

This year has also seen the development of a new HeadStart model which targets young people at risk of becoming NEET, supporting them to remain in education and achieve their development goals.

In the past year, 1,940 young people in London have been inspired to start volunteering through the programme, resulting in more than 40,000 hours of volunteering support to charities and local community groups. Since the programme was launched more than 100,000 volunteer hours have been committed.



Young people engaged in a HeadStart workshop.



Adonis’ Story

After signing up for the HeadStart programme, Adonis completed over 24 hours of volunteering as a Service User Buddy with Haringey Mencap, a charity for learning disabilities.

He attended two workshops and an assessment day run by staff from Berkeley Group, and was successful in securing a work experience placement in October 2016.

Here, he shadowed the Berkeley Homes North East London team for a week, attending meetings and assisting with project work. He was given the opportunity to carry out an options appraisal between four different types of prefabricated brick panel system, which he presented back to the team. He also took part in four site visits to help bring the construction process alive. After the placement he commented:

“I have genuinely enjoyed working for Berkeley; I’ve benefited from learning new things and developing my skills, which will give me an upper hand when I go onto work in the future.”



Floreat was created to provide world-class education in the English state school system, and is a multi-academy trust with three primary schools in Wandsworth, Brentford and Wokingham.

For children to flourish they need to develop character, curiosity, core skills and cultural knowledge. Floreat’s aim is for all pupils to meet or exceed age related expectations and have equal access to a broad and rich curriculum. Floreat aims to bring in schools from the most disadvantaged communities in order to have the greatest impact on social mobility.

In the first year of a three year grant, the Berkeley Foundation is supporting Floreat with unrestricted funds to help it establish and grow its first three schools in Brentford, Wandsworth and Wokingham. Floreat’s first school in Wandsworth is already oversubscribed and the children in all three schools are flourishing.



Floreat Academies school children.

CAR
HOMES
JBS
KILLS



London’s Air Ambulance is the charity that delivers an advanced trauma team to critically injured people in London, 24 hours a day, 365 days a year.

London’s Air Ambulance has provided pre-hospital care in London for 28 years and their dedicated teams have helped over 36,000 patients, many of whom would not have survived without their intervention. The team provide rapid, effective treatment as soon as possible after injury.

In January 2016 a second helicopter become operational, thanks in part to the support of the Berkeley Foundation over the last five years. The operation of a second helicopter means more patients can be reached in a more timely and effective way.

For seriously injured patients every second counts, and this increased aircraft coverage means that first responders can get to their side as soon as possible.

By having a helicopter available at all times, the Capital now has greater resilience in the event of a major incident. London’s Air Ambulance has played a role in every major incident in London since 1989, and most recently the team worked alongside other emergency services to treat patients during the tragic incident in Westminster.

When not in operation, the helicopter has been used to support awareness of the charity at community events and to carry out in-house training of London’s Air Ambulance pilots, ensuring that the service operates at the highest level of operational readiness.

CAR
HOMES
JBS
KILLS



Over the 2016 summer holidays and October half-term, 78 young people from inner city London were able to visit Longridge Activity Centre through funding from the Berkeley Foundation.

Set in a unique riverside location near Marlow, Buckinghamshire, Longridge provides a range of exciting water sports and land-based activities aimed at all ages and all abilities.

Young people were nominated to take part in this opportunity by groups including Surrey Young Carers, Helen & Douglas House children’s hospice, and a number of Local Authorities. There was a particular emphasis on including young people who wouldn’t normally have access to this sort of opportunity.

The activities, including crate-stacking, wall climbing and kayaking, are designed to build self-confidence and teach new skills in a safe but fun environment.

From all the feedback from the trips, there is one quote that has stayed with all of the staff: a young lady who simply said, *“I didn’t even know there was this much green in the world,”* when having a look around the site.



A young person enjoying the rope swing.



Young people developing their communication and team building skills as part of the rafting activity.

active
newham

CAR
HOMES
BS
KILLS

The Newham Christmas Hamper Project was launched in 2014 and delivers Christmas hampers to the borough's most vulnerable and isolated citizens.

The project, which has been running for three years and addresses social isolation in Newham, sees hampers containing a mixture of luxuries and essentials delivered to vulnerable residents over 70 and living alone on a low income. In 2016, the Berkeley Foundation supported the provision of 1,260 hampers.

The funds from the Foundation were spent directly on the costs of the hampers, their contents and their distribution. Inside the hampers, alongside the food and goodies, was a Christmas card from the Mayor of Newham, details of local activity programmes and support for the elderly residents, an activeNewham gift voucher encouraging access to leisure centres, a health information leaflet from the public health team, and a flyer about Moneyworks, the council's service for money advice and affordable short-term loans.

The project also worked with pupils from local schools writing letters to those receiving a hamper. This raised awareness amongst the borough's young people of the challenges elderly and vulnerable people may face.



Newham residents at the Christmas Hampers launch.

MSTC

CAR
HOMES
BS
KILLS

The Multiple Sclerosis Trial Collaboration (MSTC) aims to get people with Multiple Sclerosis (MS) onto trials and involved in research.

MS is a neurological condition that affects the central nervous system and causes the immune system to mistakenly attack the layer that surrounds and protects the nerves.

It is the most common cause of disability in younger people and affects 2.5 million people worldwide, and over 100,000 people in the UK.

With the support of the Berkeley Foundation, MSTC has been able to involve 2,000 people in its research trials in the last five years. This research is helping to change the outlook for MS, and helping individuals with MS to get access to improved treatments.

By funding a research coordinator and a number of small, targeted studies, the Foundation's funding has also helped the MSTC to develop new ideas and produce results that have helped them leverage larger grants.

One of these is a £3.8 million grant to run a trial using simvastatin, to prove that the drug is useful in progressive MS. If successful, the trial will allow the drug to be used worldwide.

Research

2,000 people



With the support of the Berkeley Foundation, MSTC have been able to involve 2,000 people in research in the last five years.



The Work Readiness Programme, a collaboration between The Outward Bound Trust and the Berkeley Foundation, aims to equip young people with the skills to support their successful entry into employment.

The programme uses three or five day trips to the Outward Bound Trust's Aberdovey and Ullswater centres to build young people's resilience, confidence, communication skills and ability to work in a team.

105 14-17 year olds took part in 2016/17 from seven schools across London, Kent and Berkshire. Activities included overnight treks, sailing, rock climbing and freezing cold dips in the Lakes.

Alongside the Outward Bound trips, each school has worked closely with staff from the Berkeley Group to design a programme of wrap-around careers support for the participants, including

workshops, careers talks, site visits and even work experience.

An Outward Bound Trust-led evaluation of this support shows that 78% of pupils felt that the sessions had increased their understanding of why it was important to do well at school, while more than 90% felt they had an improved understanding of expectations of behaviour in the workplace.

The schools involved in the Work Readiness programme are Lilian Baylis Technology School, Skinners' Kent Academy, Walworth Academy, Chessington Community College, John Madjeski Academy, Thomas Tallis School and Westminster Academy.

“This partnership enables us to deliver a highly impactful and relevant programme for young people from backgrounds where they might not have otherwise had the opportunity to fully explore and develop their employment skills and potential.”

Isabel Berry

Head of Trusts and Foundations,
The Outward Bound Trust



A young person enjoying an Outward Bound Trust residential trip.

Jake's story

Andrew, a teacher from a participating school, saw significant improvement in his student, Jake:

“One pupil who has benefited is Jake. He is far more settled in school and making good progress in his core subjects - especially in English and Maths. He has grown more confident with his peers and also with adults and is more settled in conversations with them.”

“He has also taken a more active lead in school and joined the student council - this means that he has to speak to other students, outside visitors and also represent the school at external events. He has matured a lot this year and the Outward Bound course was a major factor in this.”



CAR
J
HOMES
BS
KILLS

The Sir Simon Milton Foundation is a Westminster based charity committed to helping young people achieve their potential and tackling elderly isolation.



For the past three years the Berkeley Foundation has supported the Sir Simon Milton Foundation's Christmas Hamper scheme, which delivers hampers to some of the most disadvantaged elderly people living in Westminster. In 2016, thanks to the support of the Berkeley Foundation, they were able to deliver 373 hampers, more than ever before. As a new feature this year – in close association with Westminster City Council – there were also hampers presented and awarded to some of Westminster's carers in recognition of the challenging work that they do, often with little or no reward.

“My mother has been suffering from dementia for the last 15 months; she is on a very low fixed income and struggles to cope on a daily basis. At first she was worried about a big parcel arriving on her doorstep, but once I had explained what was going on it has really lifted her spirits at the end of a very difficult year.”

Daughter of Augustina
Recipient of a Sir Simon Milton Foundation Christmas hamper



Street Games residentials provide an opportunity for young volunteers aged 16-25 from Street Games projects across London and the South East to attend a three day young leader development programme.

This year, the Berkeley Foundation supported 54 young people to attend Street Games residentials held at the Adventure Learning Foundation's Green Park centre.

As well as having fun and making new friends, the residential is designed to help the young volunteers build practical leadership skills. Street Games 'Activator' sessions provide them with a flexible set of fun activities to take back and deliver at home. This involves sports sessions that can be delivered on a shoestring to groups of young people in local parks and community centres.

A number of young volunteers go on to become young advisors, taking a leading role on the Street Games residentials themselves. One young advisor, who took part in a residential in February 2017, said:

“I like the feeling of achievement when you see young people having fun, challenging themselves and achieving their goals. I find it very rewarding.”



54 young volunteers attended Street Games residentials supported by the Berkeley Foundation in 2016/17.

CAR
J
HOMES
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Richard House provides care and support to children and young people with life-limiting or life-threatening health conditions.

Richard House delivers clinical care, short breaks and other residential services to children and young adults, while supporting their families through counselling, therapy, bereavement support and more.

The hospice has three core services available to families throughout the year: respite and palliative care, family support and transition. The latter focuses on supporting young adults during the difficult transition from child to adult palliative care.

The palliative care that is provided embraces the physical, emotional, social and spiritual elements of care from the point of diagnosis through to death.

Over the next three years funding from the Berkeley Foundation will support their training co-ordinator, ensuring that their latest techniques and equipment can cope with the most complex cases.



Hope with her grandfather, John.

Hope's story

Hope is three and a half years old and suffers from a rare condition called neutropenia, meaning there are not enough white blood cells in her blood stream, making her very susceptible to infections. Her grandfather, after being initially reluctant, now brings Hope to the hospice regularly. He says:

“Hope loves coming to Richard House as she gets to meet other children and participate in the various activities run by the care support team. It always makes me so happy to see how much she is enjoying herself here.”

Health professionals had previously said that Hope may never walk, and she has already proved them wrong. It is unclear how Hope's health condition will continue to affect her daily life or how the illness will progress, but her neurologist hopes that one day she may be able to walk a short distance independently, without a walking frame.

SNOWDON
TRUST

CAR
J
HOMES
BS
KILLS

The Snowdon Trust believes that everyone should have the opportunity to achieve their potential. It offers financial support to disabled students to enable them to study.

The Snowdon Trust provides grants to students in further or higher education who require additional support as a result of a physical or sensory disability. These grants cover costs that are not covered by statutory funding, including vital support such as sign language interpreters, people to take notes, computers, specialist software, wheelchairs or special accommodation and equipment.

In part, the success of the charity comes from the expert Selection Panel that is made up of both disabled and non-disabled people with an understanding of a wide range of disabilities. During the most recent academic year 107 disabled students received support, of whom nine were directly supported by the Berkeley Foundation. All nine have been able to attend university studying a range of degree levels and postgraduate courses, including a PhD in Electrical Engineering.

9 students



Nine disabled students supported by the Snowdon Trust through a Berkeley Foundation grant.

Rebecca's story



Rebecca, 24, graduated with a first class degree in Architecture, undertook two years' work experience with a firm of architects in London and started a full-time Master's degree at the University of Greenwich. However, in October 2015 she was diagnosed with a brain tumour after developing symptoms including painful headaches, lost vision and temporary paralysis in her legs. The severity of her symptoms made it impossible for Rebecca to continue with her studies.

Rebecca, 24, graduated with a first class degree in Architecture, undertook two years' work experience with a firm of architects in London and started a full-time Master's degree at the University of Greenwich. However, in October 2015 she was diagnosed with a brain tumour after developing symptoms including painful headaches, lost vision and temporary paralysis in her legs. The severity of her symptoms made it impossible for Rebecca to continue with her studies.

Despite these barriers, in 2016 she decided to continue university on a part time basis. Due to her ongoing symptoms and treatment, she was unable to continue full time, but this meant she could no longer qualify for some of the available funding.

After an excellent academic reference, Snowdon Trust, with the support of the Berkeley Foundation, awarded a grant of £3,000 to help Rebecca with her funding.

"I am now one step closer to reaching my lifelong ambition of becoming an architect thanks to this generous grant... I am honoured to be the recipient of a Snowdon Trust Grant. It has given me new confidence to move forward."



CAR
J
HOMES
BS
KILLS

Teens and Toddlers is a unique organisation that supports young people at risk of opting out of education, helping them to build care, compassion and a sense of responsibility.

Their approach raises the aspirations of young people aged 13-17, by pairing them as a mentor and role model with a nursery child, aged 3-5, who is in need of extra guidance and support.

This transformative work experience, combined with classroom training, teaches the young people interpersonal skills and helps build their sense of responsibility. Ultimately, this supports positive decision-making about their education, their health and their future.

Many of the 3-5 year olds who are matched with an older mentor need extra support with their speaking and communication skills.

These children see progress in key developmental areas as a result of the programme, including making four times the progress in communication and language as their peers.

Teens and Toddlers is designed to reach young people at a crucial stage of their lives; intervening early helps those who may have abandoned hope of achieving in school and aims to help them achieve at least 5 A-C grades at GCSE.

In 2016/17 the Berkeley Foundation supported 27 young people and 27 toddlers to take part in the programme across four London schools.

70%



70% of participants said the programme had a positive impact on their grades and their motivation to attend school.

85%



85% of participants said Teens and Toddlers gave them confidence in their ability to achieve their goals.

Zakiyah's story

Zakiyah, who lives in East London with her family, is a Teens and Toddlers graduate.

Zakiyah's reflections:

"I used to be really shy and I would hide away from people. I didn't really talk to anyone I wasn't comfortable with so I thought, why not have a change? I got involved in Teens and Toddlers because I wanted to do something a bit different. I heard it can help with things like your confidence and just going out there being confident about the person you are."

"I mentored a child at a local nursery and learnt about life skills. This was really good for me because I gained a lot of self-belief from it and I've been able to talk openly about the fact I would try and hide away. I have become independent and I've been working much harder than I used to. I feel I would have given up on myself if I hadn't taken part."

“
 BERKELEY
 Meets the overheads
 OF THE
 FOUNDATION
 SO THAT
 every penny
 RAISED
 GOES TO CHARITABLE ACTIVITY
 ”

Staff involvement

The support of Berkeley Group staff through fundraising and volunteering is essential to the Foundation and our charity partners.

This support has grown enormously over the last six years. To date, staff have raised an amazing £3.6 million for the Foundation and our partners, which has been matched pound for pound by the Berkeley Group into the Foundation.

In 2016/17 alone, Berkeley staff were involved in 141 charitable events, raising more than £721,000. Initiatives have ranged from the ambitious to the downright ridiculous, with staff climbing Kilimanjaro, trekking through Iceland, and dressing up as ostriches.

Some of this fundraising has also come through Give As You Earn, to which 33% of Berkeley staff regularly donate. This has raised £155,000 this year, which again has been match funded by Group. This has resulted in the Berkeley Group gaining a Platinum Payroll Giving Award in 2014, 2015, 2016 and 2017.

Just as important as fundraising, however, is our staff's involvement with volunteering. Whether mentoring young people through Creativity Works, helping rough sleepers at Crisis at Christmas, or carrying out mock interviews with young people through HeadStart London, our staff have given up a huge amount of time to engage with their communities.

This year, 58% (1,456) of all the Berkeley Group's current staff have done something to support the Foundation, and we aim to increase this number by 2018.

The growth of the Foundation and the impact we have across London and the South is dependent on the continued involvement of Berkeley Group staff.

Support

1,456

members of staff got involved with the Foundation this year.

Events

141

Staff have held 141 events in 2016/2017.



Find out more To find out more about Berkeley staff involvement scan the QR code or visit: www.berkeleyfoundation.org.uk/news-and-events

Volunteering

Thanks to the generosity of Berkeley staff, a huge amount of time has been given to volunteering with our partner charities this year.

Opportunities for Berkeley staff to volunteer their time and skills come from a wide range of our partner charities - from Strategic Partners like the Mayor's Fund and Crisis, to local partners like Providence Row.

Berkeley staff have got involved by mentoring young people, hosting work placements, running workshops, serving lunches, refurbishing bedrooms and much more. As well as providing an extra resource for the charities and their beneficiaries, volunteering also helps raise awareness among our staff of the work our charity partners do, the social issues they are addressing, and the difference they make.

This year, staff have also given up their time to assist at a range of events, including the Lord's Taverners' Awards Evening, Longridge activity trips, Street Elite festivals, and cheering on the team at the Virgin Money London Marathon and Prudential Ride 100.



“Working with the Berkeley Foundation has given me great insight into the efforts the Berkeley Group makes in helping young adults from less privileged backgrounds.”

Shayan Mir

Digital Project Manager and Creativity Works mentor, Berkeley Group



Crisis at Christmas

20 Berkeley staff members and their families volunteered to help at Crisis at Christmas 2016.

At two of Crisis' pop up Christmas support centres in London, the Berkeley team joined forces with other volunteers to provide support for the homeless guests.

The centres provide shelter, hot showers, food, access to haircuts, GPs and dental appointments, and much more. Guests are also signposted toward Crisis' year round support services, including employment and skills support and housing services.

Most memorable, however, is the festive atmosphere and the sense of belonging provided by the centres at a time of year when people can be particularly isolated and vulnerable. As well as helping with practical tasks, our team of volunteers spent much of their time talking to the guests and getting to know them.

This year, the Crisis at Christmas campaign served 38,000 meals to over 4,500 homeless people at centres across the UK.



Creativity Works

Over the past year 89 Berkeley staff members volunteered to mentor an unemployed young person through Creativity Works, our partnership with the Mayor's Fund for London.

Each member of staff is paired with a young person who is not in education, employment or training, to help them put together a plan to get back into work. They might help with CV writing and mock interviews, or simply provide a sounding board for the young person's ideas about their future.

Mentors are paired up with their young person based on shared interests, personality, experience and career goals.

The programme uses the arts to inspire and motivate young people to engage with employment, education or training.

Thames Reach outreach

Staff at St William have been able to volunteer with their Designated Charity, Thames Reach, over the past year, helping the charity's outreach team.

Practical assistance provided by the outreach team includes: help into emergency accommodation, help with identification documents and benefits, information and advice about support services available and links to health care services.

Their aim is to help homeless individuals off the streets, providing a safety net for some of society's most vulnerable men and women.

Our staff have supported Thames Reach outreach workers on shift, seeking out isolated, homeless men and women to offer them the charity's support.



Providence Row English lessons

Berkeley Homes North East London staff regularly volunteer their time to help with English lessons at Providence Row.

53 staff members have got involved this year, offering support to Providence Row clients for whom English is a second language.

This extra help increases the capacity of classes and allows for one-to-one support which, in turn, helps boost the self-confidence of students.

This support makes a real difference to both the individual learners and the charity. It also provides staff with an insight into the wider issue of homelessness.



53 staff members

53 Berkeley staff members have volunteered to help with English lessons.

Staff fundraising

These are just some of the great fundraising events from 2016/17 from across the business.

Berkeley Homes West Thames

On 25 September 2016 Aidan McGinty, Joe Owens, Laura Smith and Jags Sanghera ran the Ealing Half Marathon. For some of the team, this was the first time they had attempted this distance. Together they raised a fantastic £820 for the Berkeley Foundation.



Berkeley Homes South East London

In November and December 2016 staff from Berkeley Homes South East London collected toys to help their Designated Charity, Toyhouse, bring a little Christmas joy to

families unable to afford presents for their children. The toys were distributed by Santa and his elves (volunteer Berkeley staff members) in the run up to the big day.

Berkeley Homes Western

On a drizzly day in September, staff from Berkeley Homes Western and its subcontractors braved the conditions to compete in a fishing competition on the lake at Green Park Village. Although the fish may have gone into hiding, £383 was raised for Daisy's Dream. Thank you to Brookers, Renelec, Ventfix, Ecotec and BDL for their contributions. It was a great event organised by those on site.

The winning fish was a 2lb perch.



Berkeley Homes Oxford and Chiltern

In September 2016 a small team from Berkeley Homes Oxford and Chiltern climbed Mount Kilimanjaro in aid of Helen & Douglas House, raising an incredible £11,600.

At 5,895m high, Kilimanjaro is the highest free-standing mountain in the world.



raised in aid of Helen & Douglas House.

St George

In November 2016 St George ran a £10 Challenge competition, in which teams across the business were challenged to turn an initial £10 investment into as much money as possible for their Designated Charity SPEAR. SPEAR supports homeless people across South West London into housing and employment.

57 people across the company got involved with the competition, doing a range of fundraising activities including hairdressing, pub quizzes, selling Christmas cards, cooking hot breakfasts, cake baking, trying to balance a coin on a floating lemon and an auction of promises (offering babysitting, shirt ironing and Christmas present wrapping).

The competition raised £5,360 for SPEAR.



raised from the £10 Challenge.

Berkeley Homes Southern

In aid of their Designated Charity, MERU, 15 members of staff and 45 sponsors took part in a three hour endurance go-karting race. The event raised an incredible £10,000 which directly funded the purchase of two Bugzi wheelchairs for severely disabled children. This equipment has a significant impact on a child's life and provides a freedom of mobility they would otherwise not have had.



funded through sponsorship from Berkeley Homes Southern's go-karting race.

St James Group

33 members of St James staff, dressed as ladybirds, cows and even an ostrich, completed an Animal Fun Run in aid of Vauxhall City Farm. They flocked to the streets of Vauxhall, running around the local area to raise £1,215 for the charity.



St James London North

At the start of September last year five members of staff from St James London North trekked 66km across Iceland in aid of North London Hospice. The team raised a fantastic £11,000 for their Designated Charity, which provides vital care for those with a life-limiting illness and specialist needs. Lisa Hopkins described the challenge:

"The experience for those of us taking part was exhausting, magical and exhilarating. It was such a thrill and a privilege to be involved in this immense challenge and to share it with a great bunch of people."



£11,000

raised in aid of North London Hospice.



St James London South

On 13 October 2016, 60 St James staff and sub-contractors battled their way to victory at their annual go-karting event. Despite only having a team of two, compared to everyone else's teams of four, Keltbray took the checkered flag. Collectively the group raised £7,200 for Rainbow Trust.



£7,200

raised in aid of Rainbow Trust.



Berkeley Homes Urban Developments

A team of 10 daring canoeists paddled 25 miles down the River Thames on a glorious day in August in aid of the Berkeley Foundation. Together they raised an oar-some total of £1,500.

£1,500

raised in aid of the
Berkeley Foundation.



Berkeley Homes East Thames

On 9 September 2016, 20 members of staff from Berkeley Homes East Thames competed in a five-a-side football tournament to raise funds for their Designated Charity, Demelza. The event raised a huge £45,000, which has enabled the Demelza care team to reach even more families needing their vital care and support.

£45,000

raised in aid of Demelza.



Berkeley Homes North East London

On 9 June 2016 a team of 50 staff from Berkeley Homes North East London took to the waters of Hackney for a Dragon Boat Race. Teams roared their way to a huge fundraising total of £47,250, which went to Designated Charities Providence Row and Toyhouse.

£47,250

raised in aid of Providence Row
and Toyhouse.



Berkeley Homes Central London

In April 2017, Berkeley Homes Central London held a divisional go-karting event for 40 staff members and 40 subcontractors, who raced in aid of Thrive, Royal Trinity Hospice and Bexley SNAP. Together the teams raised a grand total of £29,000.

£29,000

raised in aid of Thrive, Royal Trinity
Hospice and Bexley SNAP.





Berkeley Homes West London

The Berkeley Homes West London annual Boxing and Black Tie Gala Dinner was a knock out event. This year it raised an incredible £70,000 for four different charities. The evening was attended by over 300 guests who watched eight bouts of amateur boxing from the Lansbury Amateur Boxing Charity. 42 members of staff volunteered throughout the night as table hosts, floor hosts, and support staff. The event will go down in Foundation history for raising the highest total of any event so far.



£70,000

raised for four local charities.

St Edward

On 8 September 2016 the St Edward Annual Clay Pigeon Shoot took place once again. 20 staff members and sub-contractors invited by Berkeley Homes Central London and Berkeley Homes West London participated, and together they raised £30,000 in aid of three local charities.



£30,000

raised in aid of three local charities.



Berkeley Homes Eastern Counties

The inaugural Berkeley Homes Eastern Counties Dragon Boat Race was held on 22 June 2016. 15 staff members paddled their way to victory in aid of their Designated Charity, ellenor, raising £6,200.



£6,200

raised in aid of ellenor.

Berkeley Group

Berkeley Group staff got into the festive spirit in December by wearing their Christmas jumpers to work. The two offices raised £500 in aid of their Designated Charity, Surrey Young Carers.

These funds meant a group of young carers were able to enjoy some Christmas magic of their own at an activity day where they each received a present from Santa.

The staff also took part in an Easter egg hunt and donation, raising £300.



Thank you

After a year at the helm of the Foundation, I remain constantly awed by the hard work, commitment and support of all those who are engaged in our activities. Learning about the business and the support it gives to the Foundation, the deep commitment of Berkeley staff, and the work our wonderful partnered charities who deliver great outcomes in so many humbling and touching ways. It has been a steep learning curve and amazing transition for me.

As ever, we need to thank a large number of people for their support over the year, both with our work and with the publication of this review. Firstly, the Foundation team would like to thank the Berkeley Group for its support, which is fundamental to our success. It is not just funding the overheads of the Foundation, which means every penny raised goes to growing our charitable activities. It is also the invaluable support and advice we

receive from the finance and legal teams, publicity for our programmes through External Affairs and the outstanding new website developed by IT. Their unfailing assistance has helped us focus on supporting the communities we work with.

Secondly, the successes described in this review would not have been possible without the work of our Foundation Representatives. They put in a huge amount of work on top of their already busy schedules; organising events, encouraging volunteers and mentors, and just making things happen. Their willing and cheerful approach is an inspiration to us all.

The next thanks goes to Berkeley staff, their families and friends, and the wider Berkeley supply chain who have all done so much to make 2016/17 another successful year for the Foundation. Their commitment has not only raised the funds to deliver

great programmes but has also helped to build capacity in partnered charities through volunteering, providing expert advice and mentoring, multiplying the difference the Foundation is able to make. We are truly grateful for all their support.

The Foundation team would also like to thank our partnered charities. As a grant-giving charity, we can only make a difference by working closely with others. It is not just funding that makes these partnerships strong and enduring; it is understanding the context and where the need is greatest, measuring and extracting the best outcomes and impact from the resources that we invest, and the constant cycle of evaluation, learning and improvement. We see the fruits of these partnerships growing year by year.



Foundation reps

Whilst it has been good to celebrate everything that has been achieved in our first five years, the consultations we conducted during the summer of 2016 clearly showed that there remain huge challenges for the most disadvantaged people in our society. Whatever our achievements, there is always more to be done.

Our four themes, Homes, Jobs, Skills and Care, are inextricably linked, and many face multiple barriers to leading a full and successful life. As statutory funding has been pared back, the barriers rise and the opportunities shrink. Our 2016 impact workshops focused on identifying these barriers, and the people most affected by them. This work led to the publication of

our revised strategy in early 2017, focusing our work into ten simple priority areas.

In 2017/18 we aim to expand our impact further, by enhancing our existing partnerships and seeking out new programmes to meet the priorities set out in the revised strategy. At the same time, we are looking to improve the measurement and evaluation of our work so we are confident it delivers greater value. This is not solely a metric of volume but ensuring the programmes have deeper impact and achieve lasting change.

1,456 of Berkeley's current staff (58%) committed to 'do something' for the Foundation in 2016/17.

This commitment is fundamental and we ultimately aspire to see everyone doing something for the Foundation every year. I have learnt this year that, whilst the fundraising is hugely important, volunteering time and expertise also has a huge impact. We will look to build sustainable opportunities for Berkeley staff to volunteer over the next year alongside the fantastic events planned that raise so much for our programmes, partnered charities and, ultimately, the communities we work with.

Thank you all for your wonderful support.

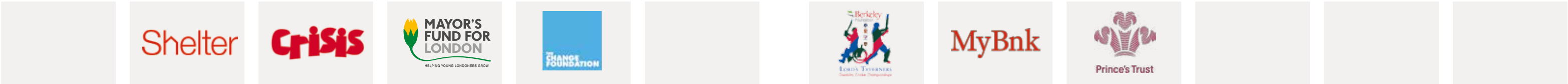
“ This year we aim to expand our impact further through enhancing existing partnerships and seeking out new programmes and partnerships to meet the priorities in the revised strategy. ”

Stuart Cowen
Chief Executive, Berkeley Foundation



STAFF

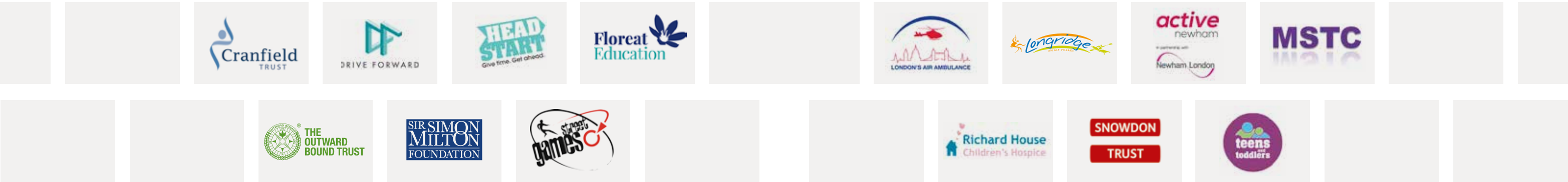
Strategic Partners



Designated Charities



Community Investment Fund



Acknowledgements

Trustees

Tony Pidgley CBE	Rob Perrins
Wendy Pritchard	Elaine Driver

Foundation team

Stuart Cowen	Rose Keene
Sally Dickinson	Rhiannon Jennings
Tina Rosenow	Sarah Worster

Berkeley Group Support

Alastair Bradshaw	Matt Bell
Emma Lidefjard	Sophie Harrison

Lead Foundation Representatives

Berkeley Group Louise Clarke and Liz Dawson	Berkeley Homes Oxford and Chiltern Gemma Case	St Edward Grace Marien Osborn and Emily West
Berkeley Group IT Heleen Driever-Devanand	Berkeley Homes South East London Paul Dunnett and Damian Bates	St George Rosie Day and Marc Rendall
Berkeley Homes Central London Analise Yager	Berkeley Homes Southern Ben Annetts	St James Winsome Chau
Berkeley Homes East Thames Mark Carter	Berkeley Homes West London Danny Ellis	St James London North Sarah Maund
Berkeley Homes Eastern Counties Megan Hodges	Berkeley Homes West Thames Jags Sanghera and Paul Pritchard	St James London South Judy Gilbert
Berkeley Homes North East London Ben Williams and Fionna McDermott	Berkeley Homes Western Liz Pickston-Bartlett	St William Mark Hodder

We are very grateful to all the graduates who have added so much during their two week rotations with the Foundation.

Finally, our grateful thanks to Hunter Design for their outstanding work on this Annual Review.

