

**Building
a society
where
every
young
person
can thrive**

How we make a difference



Our mission is to help young people overcome barriers, improve their lives and build a fairer society **p2**

Rob Perrins, Chair of Trustees, Berkeley Foundation



Foreword Why our work is important

Our Chairman reflects on the last twelve months.

Our approach Working in partnership to support young people

Our strategy explained.

Our impact Understanding the difference we make

A snapshot of our work this year.

Staff engagement

65% of Berkeley staff support the Foundation every year. Find out more about their activities.

Our focus areas

A safe place to call home

We believe homelessness can and should be ended. We support prevention and early intervention work with young people experiencing or at risk of homelessness, as well as continuing to partner with organisations supporting adults in housing crisis.



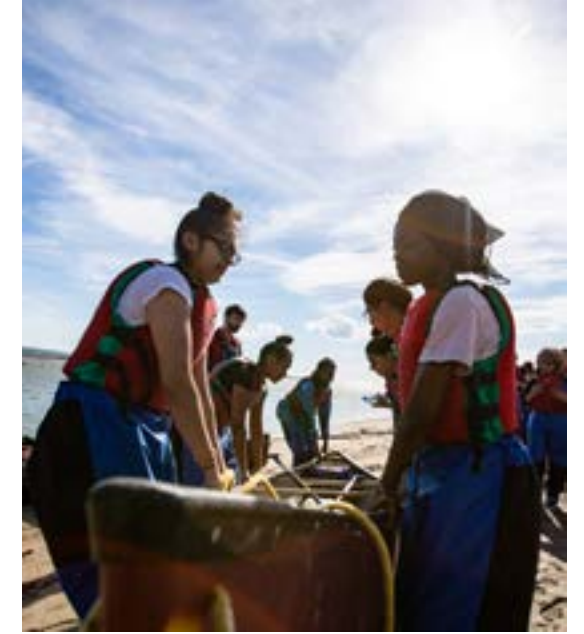
Access to employment

Having a decent, secure job can make a huge difference to a person's life. We help young people kickstart their careers - whatever it is that they want to achieve.



The skills to succeed

We believe every young person has enormous potential. We want to support more young people to develop the skills they need to thrive.



More information

Health and wellbeing

We support young people to live happy, healthy lives; promoting positive mental health and more active lifestyles.



Extended content

Look out for links to read more, watch and share.

Working together, supporting young people

An interview with Berkeley Foundation Chairman, Rob Perrins

What have been your most memorable Foundation moments this year?

The Berkeley Foundation is now in its eighth year. We have achieved some real milestones in 2018/19, from 22,000 people reached through our programmes and partnerships, to more than £5 million raised by Berkeley staff since we launched.

My personal highlight this year was the inaugural Berkeley Foundation Awards event in April, which recognised the contributions of Berkeley staff, businesses and supply chain companies to their local communities. It was inspiring to hear how our colleagues have come together to fundraise, volunteer, and support local people. The energy and enthusiasm in the room was fantastic.

Milestones

22,000

people reached

+£5m

raised by Berkeley
staff since 2011

The Foundation's new 2018-2021 Strategic Plan was launched in October. Can you tell us a bit about it?

We worked closely with our Strategic Partners, staff from across the Berkeley Group, and our Trustees to develop the new strategy.

This will take us through to the Foundation's tenth anniversary in 2021. In that time, we want to grow our funding in order to reach more people in our local communities, deepen our partnerships, and focus on sharing what we have learned from our work.

The strategy is geared towards giving all young people the chance they deserve in life. Every young person has enormous potential, and we are working to build a society where every one of them can thrive.

We'll do this by working closely with charity partners who are supporting young people's health and wellbeing, helping them to develop the skills and capabilities they need to succeed, enabling young people to overcome barriers to work and ensuring they have access to secure, stable accommodation.

What do you think differentiates the Berkeley Foundation's approach?

We set up the Foundation in 2011, and from the start we have tried to be collaborative and partnership-focused. We know we can achieve much more by working together than we can alone.

Funding is vitally important, and wherever possible we make sure we are funding for the long term. However, we also set out to build strong, two-way partnerships that put the influence, skills and networks of the Berkeley Group to work. These partnerships focus the energies of our staff and supply chain on tackling the social issues we all care about.

“

Above all, we want to have the deepest possible impact on our local communities.

Rob Perrins, Chairman

Above all, we want to have the deepest possible impact on our local communities. We work hard to understand and measure the impact of our work, and we're constantly learning about how best to approach these highly complex social issues.

We want to model new approaches and support charities to pilot solutions that have the potential to disrupt the status quo.

How has the Foundation made a difference to the Berkeley Group?

Culturally, the Foundation has helped make Berkeley a more enjoyable, active, engaging, outward-looking place to work. It's helping to bring teams closer together - once you have done the Three Peaks Challenge with your colleagues, you share an unbreakable bond.

Berkeley has always had clear values, and a clear social purpose. We exist to create homes, to strengthen communities, and to improve people's lives. I think the Foundation enables us to do all of this better, by giving us much deeper insight into the communities where we work.

I'd like to pay tribute to my fellow Trustees, Tony Pidgley CBE, Wendy Pritchard and Elaine Driver, as well as the Berkeley Foundation team and the Berkeley staff for the role they play in this work.

Captions left to right:
Rob Perrins,
Tony Pidgley CBE,
Wendy Pritchard,
Elaine Driver.



Setting our strategy for change

We work in partnership to help young people overcome barriers, improve their lives and build a fairer society.

Our new strategy, which runs from 2018 through to 2021, focuses our work on building a society where every young person can thrive.

The strategy is the result of six months of research and consultation with our charity partners, Berkeley staff, Trustees and the Foundation team. Throughout this process we asked ourselves two questions. What does a truly world-class twenty-first century corporate foundation look like? And how can we most effectively serve our communities in London, Birmingham and the South of England?

The result is an ambitious organisational plan, bringing more of the Berkeley Group's assets into play to support our local communities than ever before.



The need

3x

Young people are three times more likely to have been homeless in the last five years than older adults.

225,000

young people in London have stayed in an unsafe place because they had nowhere safe to call home and only one in five seek help from the council.

62%

of young people not currently in employment, education or training are not actively looking for work.

59%

of working young people feel they need opportunities to develop their skills before they can think about getting a better job.

Working in partnership

Long term funding for high quality, evidence-based support for young people

Work experience and job opportunities at Berkeley

Fundraising and skilled volunteering by Berkeley staff

Networking and collaboration

Support to build capacity

Sharing learning through communications and events

Driving improvements in monitoring, evaluation and learning

Supporting innovation and testing new ideas

Outcomes and impact

Organisational impact

Organisations supporting young people are stronger, more resilient, and better able to overcome challenges and operate effectively.

Systemic impact

Insight and learning about 'what works' in improving the lives of marginalised young people is shared across the voluntary, private and public sectors.

Our vision

Individual impact

Young people have:

- A safe place to call home
- Improved health and wellbeing
- Access to employment
- The skills to succeed

A society in which every young person can thrive

Our framework for success

Berkeley Group provides core funding for the Foundation and pays all our overheads. This support means that every penny raised for the Foundation is spent on charitable activities.

On top of this, Berkeley staff do an incredible job raising money through a busy calendar of fundraising events and Give As You Earn. Berkeley Group matches everything raised, pound for pound.

However, we almost never 'only' give funding. We take a long-term, partnership-focused

approach to our work. We want to develop our impact on the organisations we fund, drawing on the expertise, opportunities and networks available to us to help our partners become stronger, more resilient, and better able to face the challenges ahead.

We are also committed to learning from this work and sharing what we find out. By doing this, we will help develop the wider knowledge base around what works in supporting marginalised young people and, in particular, the ways business and corporate philanthropy can most effectively contribute.



Our focus areas

We work in partnership to help young people overcome barriers, improve their lives and build a better society. We do this through four interlinked focus areas:

A safe place to call home

Ensuring young people have secure, stable accommodation

Access to employment

Enabling young people to overcome barriers to work and kick-start their careers

The skills to succeed

Helping young people develop the skills and capabilities they need to thrive

Health and wellbeing

Supporting young people to live happy, healthy lives

Priority 1 Funding

We believe in the power of long-term funding. We support voluntary sector organisations through three main routes. Our Strategic Partnerships are long term, high value partnerships which operate on multiple levels. The Community Investment Fund provides targeted funding around particular social issues. And finally, every Berkeley office partners with a local Designated Charity.

Priority 2 Adding value

As well as funding frontline services, we also use our skills, expertise, resources and networks to create development opportunities for our partners and their beneficiaries. Our partnership with the Berkeley Group provides us with access to a wide range of assets and opportunities.

Priority 3 Learning & sharing

We use what we've learned to inform and improve our own strategy and funding decisions, share insights and influence wider policy and practice. We do this by publishing evaluations and reports, convening events and communicating about what didn't work as well as what did.

Over the next three years, we commit to:

- | | | |
|---|---|---|
| <ol style="list-style-type: none"> 1 Finding projects that will enable us to grow our total funding year on year, so that we are giving at least £3.5 million by 2021 through grants, staff fundraising and GAYE. 2 Working in partnership with other funders, businesses and local authorities to develop a more collaborative approach to funding, which leverages our giving and increases its impact. 3 Launching a core cost commitment which will ensure that every grant we make takes a full cost recovery approach. | <ol style="list-style-type: none"> 1 Developing a broader range of skilled volunteering opportunities for Berkeley staff, increasing the number of volunteer hours given across the Berkeley Group and measuring the impact of this for both charities and staff. 2 Creating more opportunities for our partners to meet, network and collaborate with each other and our wider networks. 3 Developing stronger pathways for young people taking part in Berkeley Foundation programmes to access work experience and employment opportunities with the Berkeley Group and its supply chain. | <ol style="list-style-type: none"> 1 Undertaking a long-term evaluation of the Foundation's impact, to be published in 2021. As part of this, we will develop opportunities for partner charities and their beneficiaries to give feedback on our work. 2 Creating a learning programme which provides space for our partners to share, reflect and develop their work. 3 Raising the Foundation's profile and ability to influence key stakeholders by developing and implementing a new communications strategy. |
|---|---|---|

Our year in focus

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

£3.2m

A total of £3.2m has been given to partner charities in 2018/19, through 62 grants, staff fundraising and Give As You Earn.

£1m

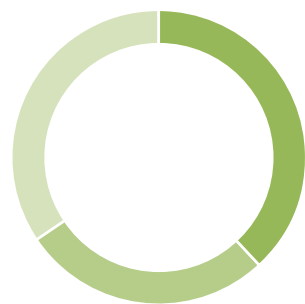
Berkeley staff raised more than £1 million in 2018/19

65%

of Berkeley staff supported the Foundation in 2018/19



Giving by type



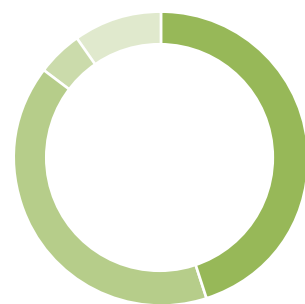
- Strategic Partnerships **£1,226,000**
- Designated Charities **£889,000**
- Community Investment Fund **£1,102,000**

Giving by theme



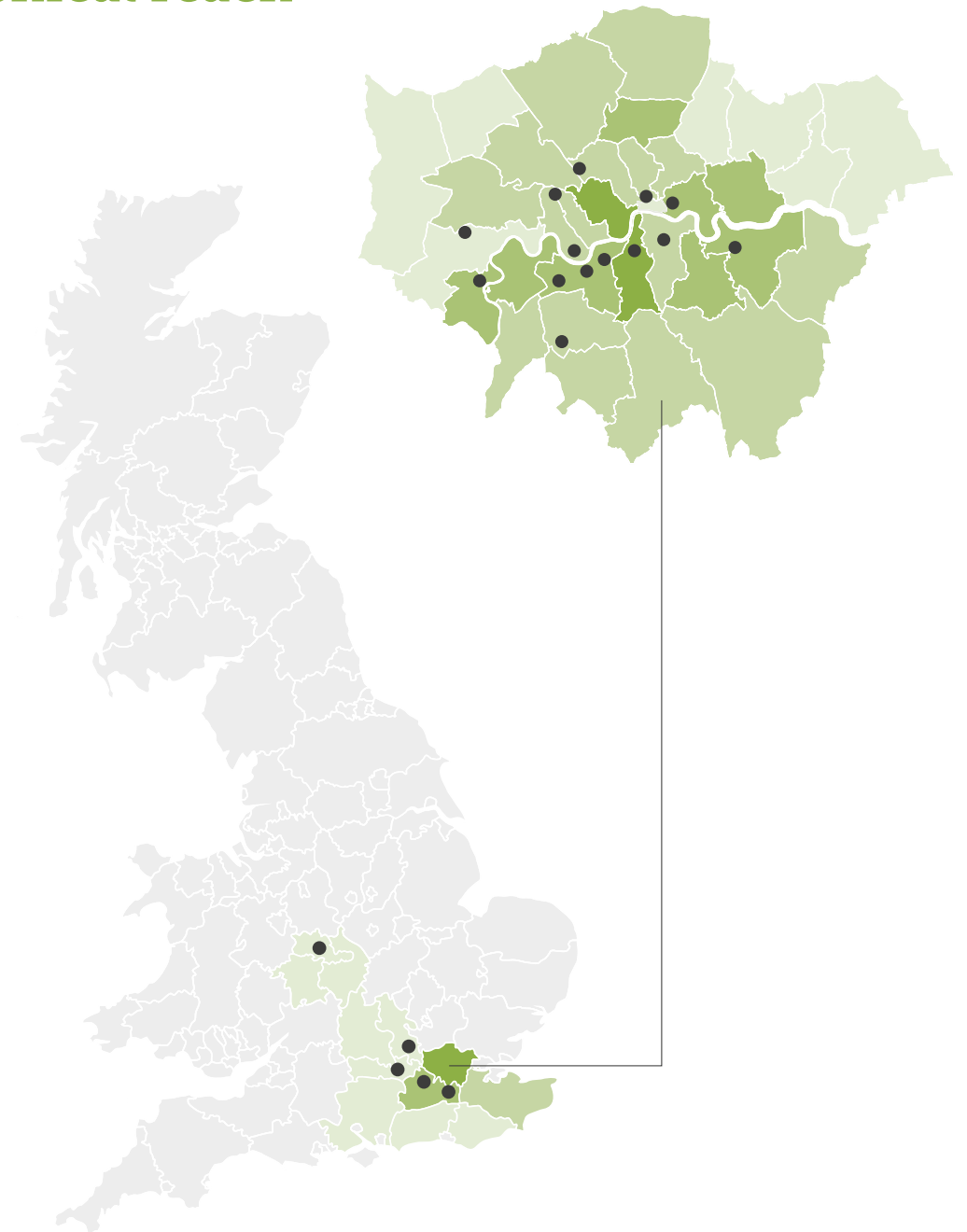
- A safe place to call home **£942,000**
- Access to employment **£579,000**
- The skills to succeed **£641,000**
- Health & wellbeing **£1,055,000**

Grants made by size



- £0-20,000 **28**
- £20,000-50,000 **25**
- £50,000-100,000 **3**
- £100,000+ **6**

Our geographical reach

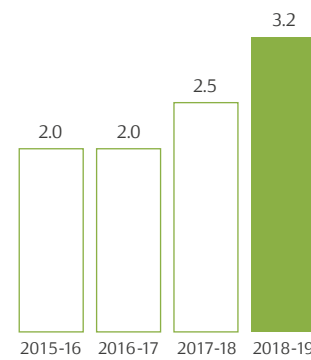


Number of partner charities operating in borough/county

- 10-13
- 7-9
- 4-6
- 1-3

● Berkeley Group offices

Total giving over the last four years (£million)



At the heart of our communities

They say it takes a village to raise a child. We say it takes a community to raise a young person. Our partners are at the heart of our communities, providing the networks and support systems to enable young people to thrive.

Our partnerships are on track to reach more than 6,000 people this year, supporting them to access employment, move into sustainable housing, develop their skills or improve their health and wellbeing.

We set ourselves targets at the start of the year for the number of people we wanted to support in each of these areas. This page shows our progress.

1

Access to employment

ENABLING YOUNG PEOPLE TO OVERCOME BARRIERS TO WORK AND KICK-START THEIR CAREERS

Target

Support 400 people to overcome barriers to work and move into education, training or employment

TARGET
400
PEOPLE

ON TRACK TO REACH
587
PEOPLE

2

A safe place to call home

ENSURING YOUNG PEOPLE HAVE SECURE, STABLE ACCOMMODATION

Target

Support 900 people facing or experiencing homelessness

TARGET
900
PEOPLE

ON TRACK TO REACH
1,261
PEOPLE

3

The skills to succeed

HELPING YOUNG PEOPLE DEVELOP THE SKILLS AND CAPABILITIES THEY NEED TO THRIVE

Target

Help 1,250 children and young people to engage in new experiences and develop new skills

TARGET
1,250
PEOPLE

ON TRACK TO REACH
1,323
PEOPLE

4

Health & wellbeing

SUPPORTING YOUNG PEOPLE TO LIVE HAPPY, HEALTHY LIVES

Target

Support 2,450 children and young people to live happier, healthier lives

TARGET
2,450
PEOPLE

ON TRACK TO REACH
3,041
PEOPLE

93%
of care leavers supported by Drive Forward have sustained or progressed in work.

64%
reduction in the rate of eviction for young people taking part in The Money House.

83%
of Street Elite participants moved on into employment, education or training.

88%
of St. Matthew's Project participants reported increased self-control and discipline on completion of the Fit for Life programme.

Understanding our impact

We believe that in order to make a real difference, our work needs to have an impact on three levels; individual, organisational and systemic.

We need to make a difference to the lives of individual people. We need to support our partner charities to overcome challenges and become more effective organisations. And we need to share the results, so that insight and learning about 'what works' in

improving the lives of marginalised young people can become more broadly embedded across the voluntary, private and public sectors.

Individual impact

Since 2014, we have supported more than 22,000 people through our charity partnerships. Funding high quality services that improve people's lives is at the core of what we do.

Our partners might help somebody secure a tenancy or avoid homelessness, move into work, develop new skills or access new opportunities. Because

people's lives are complex, these changes can be difficult to quantify. One of the best ways to understand what works is to talk to people – and so this report is full of individuals telling their stories in their own words.

We also work with our partners to collect detailed monitoring and evaluation information on the programmes we fund. We have analysed this data against London Benchmarking Group's impact framework, which measures depth of impact – you can see the results below.



Organisational impact

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

We work with organisations for the long term: most of our partnerships last for three years and some for much longer. This provides stability, and enables our partners to plan ahead.

This year, we launched our new Capacity Building Fund, which allows current charity partners to apply for up to £15,000 in additional funding to help build their organisational capacity and resilience, enabling them to overcome challenges and operate more effectively.

We have made £160,000 of grants to 11 organisations so far, supporting projects ranging from management training and strategic development to all-important systems improvements.

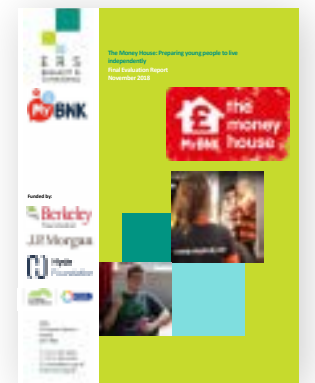
Systemic impact

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

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

Our partnership with MyBnk is a great example of this. This year, we held a joint event with the charity and co-funders JP Morgan Chase Foundation and the Hyde Charitable Trust, to share the results of a two year evaluation of the programme. This was attended by policy makers and commissioners, funders and practitioners.

The full report is available online for others to learn from.



Reaching a milestone

Berkeley Group employees continue to get involved in the Foundation's activities with a passion that is hugely inspiring. In December 2018 we reached a milestone: £5 million raised for the Foundation by staff through fundraising events and payroll giving.

The following pages illustrate just some of the brilliant fundraising and volunteering activity that has happened across the company over the last 12 months.



Berkeley St Edward
2018 Christmas play: The Lion, the Witch and the Wardrobe



Berkeley Homes North East London
Annual dragon boat race at Woodberry Down

St Joseph
Quiz night to celebrate the new partnership with St Basils



Berkeley Homes Eastern Counties
Tough Mudder challenge

Berkeley Homes East Thames
Cheque presentation after charity football tournament



Berkeley Homes Southern
Mud run event



St James/St William
Cricket tournament at The Oval



St George
Three Peaks Challenge

Recognising success

To celebrate and thank the Berkeley Group's employees, businesses and supply chain for all their engagement and contributions to our charity partners, we held the first ever Berkeley Foundation Awards on 24 April at the Bishopsgate Institute in London.

The morning saw 130 guests gather to hear keynote speeches from our Chairman Rob Perrins and Jon Sparkes, CEO of Crisis. There were also closing remarks from Tony Pidgley CBE, Chairman of Berkeley Group.

The winners included inspiring Foundation Champions, whose role it is to encourage colleagues to get involved with the Foundation, and star volunteers and fundraisers. The Judges' Award for the overall winner went to Fionna McDermott, Foundation Champion for Berkeley Homes (North East London), who was shortlisted in three separate categories for her energy and commitment to supporting her local community.



Tony Pidgley CBE, Trustee of the Berkeley Foundation and Chairman of Berkeley Group

2019 Winners

Best Individual Commitment to Fundraising
Megan Hodges, Berkeley Homes Eastern Counties

Best Business Commitment to Fundraising
St George Developments

Supply Chain Contribution to the Foundation
Landmark Civil Engineering
Swift Brickwork – Highly Commended

Best Individual Commitment to Volunteering
Theresa Crampsie, Berkeley St Edward

Best Business Commitment to Volunteering
Berkeley Homes North East London
Berkeley Homes Southern – Highly Commended

Payroll Giving Award
Berkeley Homes East Thames

The Innovation Award
Employer Supported Volunteering days,
Berkeley Homes East Thames

Charity Partnership Award
Berkeley Homes West Thames and Hope for
Southall Street Homeless

Most Inspiring Berkeley Foundation Champion
Liz Pickston-Bartlett, Berkeley Homes Western

Outstanding Contribution to the Berkeley Foundation
Fahd Abu Aisha, Berkeley Group
Kimberley Silk, Berkeley Homes Oxford & Chiltern – Highly Commended

Judges' Award
Fionna McDermott, Berkeley Homes
North East London



Square Mile Run 2018

Square Mile Run is Crisis' annual flagship fundraising event, which sees thousands of runners take to the streets of London to raise funds to end homelessness. In 2018, 72 Berkeley staff took part, raising more than £19,000.



London Marathon 2019

On Sunday 28 April 2019 over 42,000 runners took part in the iconic London Marathon. Among them were 12 Berkeley Group staff members, who between them have raised a record £61,700 for our partner charities. Well done to Andrew, Bini, Grant, Jane, Jason, Matt, Megan, Pearl, Richard, Scarlet, Sean and Stuart.

A safe place to call home

An estimated 103,000 young people in the UK presented to their council in 2017/18 as they were homeless or at risk of homelessness.¹ This is part of a national picture of rising homelessness, with more than 4,500 people sleeping rough in England on any given night last year (up 169% since 2009/10).

Being homeless doesn't only mean sleeping on the street. Many people find themselves 'sofa surfing' with friends or family, or trapped in unsuitable temporary accommodation.

The most common reason given for homelessness among young people is a breakdown in relationships. Those leaving the care system face higher levels of risk. Structural factors, including changes to the benefits system, increasing rents and a lack of affordable housing, also play a major role.

We believe homelessness can and should be ended. We support prevention and early intervention work with young people experiencing or at risk of homelessness, as well as continuing to partner with vital organisations supporting adults in housing crisis.

Understanding the need

Preventing youth homelessness

225,000 young people in London have stayed in an unsafe place because they had nowhere to call home², and only one in five aged 16-24 seek help from the council. These young people face an increased risk of entrenched homelessness in adulthood.³

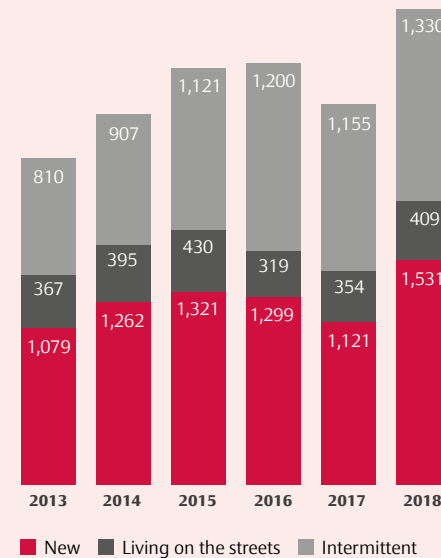
Access to sustainable housing

There are still not enough affordable homes available for the people who need them most. This can trap people in unsuitable temporary accommodation, often with limited support to move on.

Ending rough sleeping

During October – December 2018 in Greater London, 1,551 people were recorded as sleeping rough for the first time. Rough sleepers experience high levels of mental and physical ill health, and in London alone an average of one rough sleeper has died every fortnight since 2010.⁴

London rough sleepers enumerated Q4 2013-2018 by assessed status



Source: Crisis Homeless Monitor 2019

Meet Brittanie

Brittanie became homeless when she was just 16. She moved around for a couple of months, using friends' sofas and other options which weren't sustainable. A turning point came when her cousin introduced her to St Basils, a charity based in Birmingham that helps young people who are either homeless, or at risk of becoming so. Brittanie got involved with the St Basils' Youth Voice project, which works with young homeless people across England. It aims to raise young people's confidence and help them to speak out about their experiences. As part of this, in September 2018 Brittanie took part in a workshop with the Berkeley Foundation, supporting the assessment process for the *Combatting Youth Homelessness* funding programme.

Brittanie now has her own place and is looking forward to the future.

“
The scariest part was when I thought I would be sleeping on the streets.

Brittanie

A safe place to call home

1 Centrepoin, Making Homeless Young People Count, 2018

2 Centrepoin, 2016

3 DCLG, Making every contact count – a joint approach to preventing homelessness, 2012

4 St Mungo's, Nowhere Safe to Stay, 2016

Working in partnership



Preventing youth homelessness

We support projects working with young people facing increased risk of homelessness, including those leaving the care system, leaving prison, and in unstable private rented sector tenancies. Our partners help young people build the skills to maintain their tenancies and empower them to know their rights.

Partners: MyBnk, Settle and Toynbee Hall.



Access to sustainable housing

Homeless young people can be incredibly resourceful and resilient. Our partners focus on young people's strengths and ambitions, helping them identify their next steps and move on from temporary accommodation.

Partners: Central Eltham Youth Project, Elbridge Rentstart, St Basils, SPEAR and The Foyer Federation.



Ending rough sleeping

We work with organisations helping rough sleepers to get off the streets for good. This includes support with housing, skills building and employment, as well as more therapeutic interventions.

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

Our impact

Our investment
£942,000
has been given to charities tackling homelessness in 2018/19 through grants, fundraising and GAYE.

720
We have reached more than 720 people experiencing or at risk of homelessness this year.

77%
of homeless people taking part in Crisis' training and learning programme felt their skills had improved.

215
young people taking part in The Money House received an accredited Personal Money Management qualification.

93%
of young people supported by New Horizon Youth Centre's Project Vista sustained their tenancies for at least six months.



A safe place to call home

Our role

Funding

This year the Foundation has invested £942,000 in making sure everybody has a safe place to call home. This included a new funding programme, *Combating Youth Homelessness*, which is supporting six organisations working with homeless or at-risk young people.



Adding value

Berkeley staff have raised £308,000 to support our homelessness partners in 2018/19. Staff from several Berkeley offices have volunteered to support our homelessness partners, including Berkeley St Edward who have given 200 hours to help support The Connection. Alongside this, we have supported SPEAR and St Basils with capacity building grants.



Learning & sharing

In November we held a joint event with MyBnk, JP Morgan Chase Foundation and the Hyde Charitable Trust, to share the results of a two year independent evaluation of The Money House. This showed that the programme is meeting all its KPIs, including those around reducing rent arrears and eviction rates.



Working together to end homelessness



There are almost 160,000 households experiencing the worst forms of homelessness in Britain. Crisis and the Berkeley Foundation have been working together to tackle this growing epidemic since 2013.

The partnership aims to support people who have experienced homelessness to get back into work through access to education, employment or training via Crisis' Employment Services Teams in London, Croydon and Brent. This year, 87 people accessed education, employment or training, with 37 moving into paid employment.

An additional grant has enabled Crisis' Best Practice team to pilot two new approaches to ending homelessness: Rapid Rehousing and Critical Time Intervention.

Staff from across the Berkeley Group also offer their skills to support Crisis members into work by volunteering at the Crisis Employment Platform.



This two-day event supports members with interview and presentation skills and offers members an opportunity to meet employers with live recruitment vacancies.

87

This year, our partnership helped 87 people access education, employment or training, with 37 moving into paid employment.

In 2018, 72 Berkeley employees took part in Square Mile Run, raising over £19,000 for Crisis by racing through the City of London. Meanwhile, 40 staff volunteered their time at Crisis at Christmas, supporting the running

of day and night centres for homeless people which welcomed over 4,000 guests in 2018 – and served more than 35,000 Christmas dinners.



Meet Hephzibah

Hephzibah became homeless after being evicted by her landlord who wanted to sell the property she was living in. She has had a range of support from Crisis and has successfully completed Crisis' retail training programme which has helped her to secure work.

"If it wasn't for Crisis, I wouldn't be in a home."

"Services like Crisis don't just help. They support you. And give you a helping hand, or for some people a shoulder to cry on and the promise of something better somewhere down the road."

"I did the retail training programme at Crisis – I successfully completed that and I have my certificate, thank you! I trained at the Crisis shop in Elephant and Castle. Doing the retail training programme at Crisis meant I could go and get a job."

"Although I'm a very positive, confident person – one always needs support, even if it's only a smile, a reason to smile. I like to make people smile – if they smile, I smile too. If they laugh, I laugh too. It takes a bit of something off the shoulders."



The Berkeley Foundation is invested in the delivery and development of our strategy and the partnership is a great example of collaborative working.

Crisis and the Berkeley Foundation have worked in partnership for several years. The partnership continues to be a huge success and makes a genuine impact on homelessness in Great Britain.

The Foundation supports a number of innovative housing projects as well as our Employment Services in London, Croydon and Brent. These services have a strong track record of helping homeless people find and sustain jobs – an important element of supporting people out of homelessness for good.



Jon Sparkes
Chief Executive, Crisis

Preventing youth homelessness

MyBnk's partnership with the Berkeley Foundation has equipped hundreds of vulnerable young people with the skills they need to avoid homelessness.

In the midst of a housing and homelessness crisis, research tells us that one in three young care leavers will lose their first home. This year The Money House programme supported 441 of those most at risk, including care leavers, ex-offenders, and single parents.

The Money House is based in real flats in Greenwich and Newham. Over five days, young people gain the skills, knowledge and confidence to live independently – learning how to manage their money, prioritise debts, avoid scams and navigate the banking and benefits system.

Over the course of the last eighteen months, an independent evaluation of the programme has demonstrated a 64% drop in the rate of eviction for attendees of The Money House in London. There are also large reductions in instances of financial and digital exclusion. After taking part in The Money House, 75% of young people who were previously unbanked had opened a bank account and 44% were

using online banking. Together, this had a direct impact on preventing youth homelessness.

With the support of Berkeley Foundation, and funding partners JP Morgan Chase Foundation and L&Q Housing, MyBnk's financial education experts can continue to help 16-25 year olds gain the confidence to live independently and make safe and smart decisions for their futures. The programme has now been renewed for a further three years, and is expanding its reach across the capital. In 2019 a third Money House opened in Westminster.



441

This year The Money House supported 441 of those most at risk, including care leavers, ex-offenders, and single parents.



We see individuals with complex lives come and learn to manage their finances over five days and leave better prepared for the challenges of the real world.



Nick Smith-Patel
Head of Education,
MyBnk



I've had to learn about finances really quickly because if I don't pay my rent to my hostel I'm getting kicked out and no one is able to help me.

Tameera, 20,
The Money House
attendee

A safe place
to call home

Meet Tameera

"I'm currently living on my own – I never thought that would happen. I've had to learn about finances really quickly because if I don't pay my rent to my hostel I'm getting kicked out and no one is able to help me. I've got no family help so it's really important to learn it from a young age.

"At The Money House, we've done banking, looking at different types of accounts and the financial products you can get and understanding how lending works. The most interesting thing I learned today was understanding credit. For me this is very important. The Money House has been a huge help to me."

Overcoming complex needs



Berkeley Homes West London has been working with Hope for Southall Street Homeless since 2017. This year, the funds raised through the partnership have been used to enable the charity to recruit a Complex Needs Case Worker for the rough sleepers' night shelter in Southall.

The Complex Needs Case Worker provides vital support for guests of the shelter, enabling them to access services across a whole range of physical, medical, mental and emotional wellbeing support.

Rough sleepers are in an extremely vulnerable position; at risk of bad nutrition and communicable diseases, as well as alcohol and substance misuse issues. The Case Worker assists each guest to address their particular issues. She reported about one:

"From the moment he stepped into the Hope for Southall Street Homeless shelter he has stopped drinking and kept himself clean. Within two weeks he moved into a rented room."

The Case Worker assists in particular with guests reconnecting to India, by herself calling the family to resolve any difficulties and to enable as good a welcome and reception home as possible.

She supports up to 15 people at any time, and can reach up to 70 over the course of a year.



£7,000

Staff from Berkeley Homes West London have raised £7,000 for Hope for Southall Street Homeless this year.

Building skills for work



East London remains one of the most deprived areas in the country. Providence Row works with more than 1,600 homeless and vulnerably housed people each year, offering an integrated service of crisis support, advice, recovery and learning and training programmes.

Berkeley Homes (North East London) worked with Providence Row for three years, with the partnership ending in September 2018. In the final year of the partnership, Berkeley staff raised over £75,000 for the charity through fundraising events and payroll giving.

The funding has had a huge impact on Providence Row. Much of the support has been allocated to the charity's employment and training work.

In 2018/19, 24 people completed Providence Row's trainee schemes, and seven of these moved into work. Others moved into volunteering roles or gained qualifications.

£75,000

Staff from Berkeley Homes North East London raised £75,000 for Providence Row this year.

During the year, 19 Berkeley staff volunteered with Providence Row, supporting their clients both directly and indirectly. Staff provided one-to-one skills-based support, as well as helping people to build confidence, self-esteem and wellbeing. They also served lunch to beneficiaries and helped maintain the urban rooftop garden, home to the charity's Gardening Trainee Scheme.

According to the Berkeley volunteers, "working as a team" and "interacting with people [they] would not normally get the opportunity to" were highlights of volunteering at the centre.



Meet Terry

After leaving the Armed Forces, Terry was unemployed for 10 years. Completing Providence Row's Gardening Training Scheme, he gained new skills and qualifications to get back into work.

"Simple things such as giving you a place to go and something to do. Something that's productive, something where you're learning a new skill, having new experiences and meeting new people."

"I had no idea what to expect when I joined the Gardening Trainee Scheme, and I'm amazed at how it's turning my life around. I found it to be so much more than it seems. I'm getting more of an insight to other areas of life which previously I haven't...I've got an open mind, but it's a positive one now thanks to Providence Row. So the future's bright."

Ending street homelessness

Working in partnership with St James/St William, Thames Reach provides personalised employment support to people facing homelessness.

Thames Reach understands that ending street homelessness is not as simple as just helping people away from the street. To tackle the revolving cycle of homelessness, people must also be able to meet their individual needs, such as low self-esteem, social isolation and poor literacy.

With the help of St James/St William, the charity provides personalised programmes at its Employment Academy, where each month up to 1,800 people access services such as:

- Thames Reach Volunteering and Employment for Life (TRaVEL), an eight-week classroom-based course to develop basic skills, such as communication and teamwork, followed by a two-month volunteering placement.
- Moving in Moving On (MIMO), a painting and decorating course that forms a strong base from which completers can move on to accredited training.

- Step Up, assisting people already in work to increase their skills and employability, allowing service users to find better work with better pay.

The Employment and Skills team who operate these services receive no statutory funding. The funds St James/St William raises through its annual cricket tournament and throughout the year enable Thames Reach to continue developing new and innovative solutions to the homelessness crisis.

“I'm in such a different place - I have some real options moving forward!”

Kevin
Thames Reach beneficiary



£16,000

St James/St William staff have raised £16,000 for Thames Reach this year.

Meet Kevin

Kevin was a delivery driver, but his company went into liquidation. Unemployed and unable to sustain his tenancy, he became homeless and slept rough for a year.

This affected his health and meant employment options were limited. Eventually, Kevin moved into a shed in his landlord's garden. Ashamed of his lifestyle, he became isolated.

Kevin was referred to Thames Reach's Employment Academy, where he improved his IT and literacy skills. He joined Thames Reach's partnership with National Theatre, staging a musical of Shakespeare's Pericles. For three nights, Kevin performed a solo on the Olivier Stage in front of thousands.

Kevin now lives in suitable accommodation. He's also volunteering, gaining experience and confidence.

Providing employment advice & guidance



Berkeley St Edward's partnership with The Connection, now in its second year, funds the post of Senior Employment Support Worker Marina d'Arco.

Since May 2018, Marina's service has supported 606 individuals to gain 62 qualifications and secure 101 jobs. 44 people attended employability workshops, increasing their skills for work. The Berkeley St Edward team keep Marina and her colleagues informed of training opportunities and potential vacancies, extending the reach of the partnership. On a practical level, donations of safety boots and other PPE remove a barrier to work.

In addition, clients have had the opportunity to visit the Kensington Row site, and one spent a day on an office work experience placement with Berkeley. Marina says:

"The first workshop - 'Get into the Construction Sector'- included information on the CSCS card and general employability skills. Four clients attended including Eduardo, who said he'd been waiting years to find out more about construction and was very excited about attending: he's already put his name down for our forthcoming Open Doors visit!"

Dedicated volunteers from Berkeley St Edward continue to serve breakfast at The Connection on Tuesday mornings. A team of enthusiastic volunteers also launched the Urban Garden in May, to which Berkeley St Edward donated raised beds that were built and painted by The Connection's clients.

£48,000

Staff from Berkeley St Edward have raised £48,000 for The Connection this year.

Meet Jonjo

Jonjo lost his job in the 2010 recession and his immigration status was questioned, even though he'd been living in the UK for 30 years. Things unravelled at a frightening pace.

"I couldn't pay my rent and was just trying to survive. I was optimistic that things would come up, but nothing did. I didn't want to tell people."

The Connection provided a lifeline when Jonjo became street homeless, supporting him to resolve his immigration status, access accommodation and get back into work. He now has a job with the Street Outreach service in Camden.

"I came into this building an unhappy person. There's been so much change in me. I see myself having an impact on other people and it feels great."

Supporting young people at risk of homelessness

St Joseph and St Basils have been working in partnership in Birmingham since spring 2018.

In the last year, staff at St Joseph have raised over £10,000, including organising a Quiz Night and taking part in St Basils' Big SleepOut. The money raised supports the St Basils Youth Hub.

The Youth Hub is the central point of access for 16-25 year olds in Birmingham who are homeless or at very real risk of becoming homeless. St Basils works collaboratively with children's services, Barnardo's, social housing providers and specialist mental health organisations. The aim is to provide immediate intervention for young people in crisis, whatever their needs, to prevent them from falling into homelessness.



Over a 12 month period, 3,228 young people came to the Hub for help, and 91% were prevented from becoming homeless.

The Youth Hub is based in a converted church which makes it difficult to create and maintain a welcoming environment for young people. The money raised by St Joseph has meant that St Basils has been able to replace the central heating boiler and improve access facilities for young mums with pushchairs, and people with disabilities.

St Basils also received a grant from the Berkeley Foundation in December 2018, as part of the Capacity Building Fund. This will go towards training and development programmes for staff, particularly senior managers, to enable the charity to identify and utilise the strengths of the management team.

£10,000

St Joseph staff have raised £10,000 for St Basils this year.



Meet Emily

Emily became homeless in 2015 due to a family breakdown. This had a detrimental impact on her physical and mental health. St Basils helped Emily to move into fully supported accommodation, and staff helped her explore some of her behaviours and the issues she was facing.

Emily is now living under her own independent tenancy and is enrolled in a level three course in public services, training to become a peer mentor.

"Throughout my time with St Basils I have grown in confidence. I wouldn't have been able to do this without the support from St Basils staff and members."

Taking a person-centred approach



SPEAR, a leading charity supporting homeless people in South West London, has been supported by the Berkeley Foundation via three routes this year.

Through its long-term partnership with St George; through a grant to help develop fundraising capacity; and through the *Combating Youth Homelessness* funding programme.

SPEAR takes a person-centred approach, which is critical in enabling clients to maintain their tenancies. Last year, support from the Berkeley Foundation and St George has helped the charity to reach over 620 vulnerable people. 84% of people helped by SPEAR sustained their tenancies.

The charity's clients are also encouraged to give back, through training to be Peer Mentors and Ambassadors. One of them, Michael, presented at St George's annual conference:

"During my time sleeping rough I learned about the challenges facing the homeless and the dedication of those committed to helping them. I am happy to volunteer my time and skills as a SPEAR Volunteer Ambassador and now through employment as a Trainee Project Worker at the Richmond

Hostel. It was great to personally share those experiences to a variety of organisations, including the St George annual conference."

Alongside fundraising through a Tag Rugby Tournament, Clay Pigeon Shooting Event, Sports Day, Three Peaks Challenge and other one-off activities, St George staff have also spent time with SPEAR clients, and offered an Apprenticeship Day for those who were ready for work.

£57,000

St George staff have raised £57,000 for SPEAR this year.



Combating youth homelessness

2018 saw the launch of *Combating Youth Homelessness*. Through this funding programme, we have supported six organisations working with young people aged 18-30 who are experiencing homelessness, or are at risk of becoming homeless.

Young people are three times more likely to have been homeless in the last five years than older adults. 225,000 young people in London have stayed in an unsafe place because they had nowhere safe to call home and only one in five aged 16-24 seek help from the council.

The six projects funded through this programme are working with young people facing homelessness across London and the South East to develop new skills, take positive steps towards employment, and move into sustainable accommodation – with the ultimate aim of ending their homelessness for good.



Central Eltham Youth Project (CEYP) is a community youth project providing advice around welfare benefits, housing and debt, as well as careers support and guidance to young people from Greenwich, Bexley and Lewisham.

Berkeley Foundation is supporting CEYP to deliver a new project, 'Under One Roof', which will engage young people at high risk of homelessness who are in need of long-term, intensive support. The young people supported through this project will be

facing homelessness, in short-term accommodation, or at high risk of becoming homeless. Many of them will have left the care or justice system, be fleeing violence, or be subject to prejudice.

The project will deliver skills workshops, accredited careers advice, and peer mentoring support to help young people experiencing homelessness to secure and maintain a tenancy, and improve their confidence, mental health and resilience. Those at risk of losing their



accommodation will receive intensive support from a newly appointed Project Co-ordinator, with the goal of preventing them from becoming homeless and empowering them to develop skills for independent living.



Elmbridge Rentstart provides housing and support for people in Elmbridge and Runnymede who are experiencing homelessness or sofa-surfing.

In response to the housing challenges facing young people and the unwillingness of landlords to rent to unemployed young tenants, Elmbridge Rentstart wants to help young people access suitable accommodation in the private rented sector and provide them with tailored support. The charity offers a guaranteed rent product for private

landlords, by taking on property management and providing ongoing tenancy support to tenants.

A new Support Worker with lived experience of homelessness will be recruited with funding from the Berkeley Foundation, to assist with setting up a series of workshops and support sessions, covering tenancy responsibilities, budgeting and registering for benefits, and soft skills development. The project aims to enable young people to settle into the private rental sector and to access work, education or volunteering.



Copyright: Elmbridge Rentstart

A safe place to call home



The Foyer Federation is a network organisation with a membership of over 70 Foyers across the UK. Foyers provide a place to live, learn and work for young people who are unable to live at home. Their Advantaged Thinking approach focuses on young people's assets to increase the odds of them moving on from Foyers to independent living.

Foyer residents are some of the most resilient individuals of their generation. They have undiscovered potential that has been suppressed due to the multiple challenges they have personally experienced.



Only around a third are in any form of education, training or employment when they enter a Foyer, and in addition have only limited exposure to any career opportunities.

With Berkeley Foundation's support, the Corporate Connections project will broker partnerships between 14 Foyers in the South East and ten local employers in order to facilitate mentoring, work experience and shadow day opportunities. The funding will also deliver staff training in the charity's Advantaged Thinking approach to preparing young people for work. The project aims to inspire career aspirations, and provide the tools that can lead to a positive independent adulthood.



Settle is an award-winning social enterprise that supports vulnerable young people moving into independent accommodation through tenancy training and life skills mentoring.

Young and inexperienced residents with a history of homelessness or being in care can have real trouble adapting to life as a tenant. Settle delivers a tenancy mentoring programme aimed at preventing youth homelessness by equipping at-risk young adults with the skills needed to manage their money, home and health. The programme is made



up of weekly one-to-one support sessions that are delivered in the young people's homes over a period of up to six months.

Berkeley Foundation funding will allow Settle to appoint and train an additional Programme Officer to help scale the Tenancy Mentoring Programme in South London, enabling the charity to expand its referral partners and support more vulnerable young adults to achieve a successful transition into adulthood and independent living.



SPEAR's Youth Skills Development Programme will equip 64 young people experiencing homelessness in Merton with the skills, confidence and support they need to build a positive and independent future.

The programme will include one-to-one employment, education and training support, independent living skills, and practical group activities covering cooking, computer skills and fitness.



Toynbee Hall works to tackle the causes and impacts of poverty on people and communities in East London, and further afield.

65% of households led by those aged 16-24 are privately rented, and many face challenges including unemployment, changes to benefits, and rising rents, which leave them at high risk of rent arrears and eviction. Many private landlords want to be good providers of housing, but lack support and aren't engaged in designing solutions.

Berkeley Foundation is supporting a participatory action research project, which will work with a group of ten peer researchers to design and carry out research into the specific issues facing young tenants in the private rented sector. They will engage with young tenants and private landlords to co-develop solutions.

Learning from the project will be shared as widely as possible to help bring about change.



Helping homeless Londoners through a quick TAP

TAP London is a non-profit organisation which uses contactless technology to improve the lives of homeless Londoners by connecting donors with the front-line services around them.

In November 2018, Berkeley Foundation supported TAP London as part of the Mayor's Winter Rough Sleeping Campaign.

The project involved a total of 90 contactless units being installed across London, with each device raising £3 digital donations for the London Homeless Charities Group.

Launched on 28 November 2018, with the first public donation made by



Mayor of London Sadiq Khan, in just over two months TAP London raised over £40,000 from 13,000 donations.

Monies raised will be divided equally amongst the 22 charities that comprise the London Homeless Charities Group, and will be used to fund London-based support projects for rough sleepers.

TAP LONDON

£40,000

In just over two months, TAP London raised over £40,000 from over 13,000 donations.

For example, TAP London will be funding DePaul's *Nightstop* service, which places at risk young people in the spare rooms of fully-trained and vetted volunteers across London. Through the funds raised so far, TAP will cover the cost of 121 safe nights for a young person at crisis point.

Access to employment

Having a decent, secure job can make a huge difference. A job can be a source of financial stability, purpose, and colleagues and friends.

Employment is at a record high in the UK, but there are many who remain excluded from the labour market or trapped in low wage, low security positions. Social mobility has been described as 'virtually stagnant'.

We want to help young people kickstart their careers – whatever it is that they want to achieve. We do this by partnering with organisations that focus on breaking down barriers to work and supporting young people to secure, sustain and progress in employment.

Understanding the need

Youth unemployment

Overall, nearly 800,000 young people in the UK are not in education, employment or training. Of these, almost 60% are classed as economically inactive – not actively seeking work – and a majority of those are young women¹.

The cost of youth unemployment over the next decade is estimated at £28 billion. But there can also be a significant personal cost to individuals, with young people out of work often affected by isolation and depression².

Sustaining and progressing in work

Staying and progressing in work is as important as getting a job in the first place. Young people are more likely to experience low pay or be employed on a zero-hours contract with limited progression opportunities than other adults.

Breaking down barriers

Despite an increased focus on reducing the disability employment gap in recent years, people with mental health issues and disabilities still face significant barriers to the labour market. We believe everyone who wants to work should be supported to do so, and that more needs to be done to enable employers to better support people into their workforce.

80%

People from professional backgrounds are 80% more likely to get into a professional job than their less privileged peers³.

11.5%

Graduates who were on free school meals earn 11.5% less than others after 5 years³.

“

This time last year I was jobless, penniless and aimless. This all changed when I happened across a Facebook post about Creativity Works.

Stephanie, Wimbledon

Meet Stephanie

Stephanie took part in Creativity Works, a programme which uses the arts to support young people from diverse backgrounds into employment.

“This time last year I was jobless, penniless and aimless. This all changed when I happened across a Facebook post about Creativity Works. Each week of the programme was jam-packed with masterclasses, dealing with different sectors of the media industry. Alongside the media classes, we had lessons in finance, employability, CV writing; everything to guarantee that we were fully prepared. And they ensured that we'd be well looked after in the outside world by pairing us with a mentor who gave us invaluable wisdom.

“What really stood out to me was how determined all the staff were to see us succeed. Every one of our accomplishments were met with cheers and genuine joy.

“I am now the first person to be sponsored by Yahoo to do an NCTJ, a training course in journalism, and on the condition I pass all of my exams (fingers crossed) I will receive a six-month contract with them.”

1 Maguire, 2018
2 Local Government Information Unit, 2012
3 Social Mobility Commission, 2019

Working in partnership



Youth unemployment

We work with organisations that help young people develop the skills and experience they need to get into work. This includes developing employability skills, mentoring, work experience, job brokerage and much more.

Partners: Mayor's Fund for London.



Sustaining and progressing in work

Drive Forward works with care leavers to help them get and sustain a job. Our partnership supports in-work mentoring for those who have recently moved into work, and has increased sustainment rates by over 40%.

Partners: Drive Forward.



Breaking down barriers

Our partners work with both employers and employees to help reduce barriers to work. They work with young people directly to help them overcome personal challenges, as well as encouraging employers to take into account a wider pool of talent.

Partners: Prince's Trust and Ways into Work.

Our impact

Our investment
£579,000

has been given to charities supporting people into work in 2018/19 through grants, fundraising and GAYE.

187

This year, our partnerships have supported 187 people to gain, sustain or progress in work.

72%

of people we supported experienced a transformation in their lives, including many who secured employment.

93%

of care leavers mentored through our partnership with Drive Forward were able to sustain employment.

80%

of Creativity Works participants moved on into work, education or training.



Our role

Funding

This year, we invested £579,000 in supporting young people to find decent, sustainable employment. This included launching a new funding programme, *Empowering Young Women into Work*, which supports six charities.



Adding value

Berkeley staff have been volunteering as mentors through the Mayor's Fund for London since 2013. This year, more than 30 Berkeley mentors were matched with young people to help them take their first steps into work.



Learning & sharing

We have supported Ways into Work to commission a cost-benefit analysis of their supported employment work with disabled young people. This aims to help showcase the value of supported employment to funders and commissioners.



Using the arts to tackle youth unemployment



One-in-six of all jobs in London is now in the creative industries. Creativity Works is an arts-based employability project for 17-24 year-olds, using the creative industries as a catalyst to support local, unemployed young people to move into work. We are now in our fifth year of support for the programme.



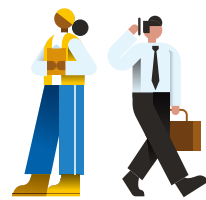
Creativity Works has supported 98 young Londoners in 2018/19. To date, 80% of the NEET (currently not in education, employment or training) young Londoners taking part in the programme have been supported to take positive next steps into employment, education or training.

Young people participating in Creativity Works come from diverse backgrounds. They are supported with specific skills training for the creative sector as well as more generally useful employability and life skills.

More than 30 Berkeley Group mentors have also taken part in the programme this year, working with participants on a one-to-one basis, helping them to plan their journeys into employment.

This year has also seen the launch of a new alumni programme that will support young people with entrepreneurial skills and training on freelancing in the creative sector.

Creativity Works is joint funded by the Berkeley Foundation and Citi Foundation.



80%

of the NEET young Londoners taking part in the programme have been supported to take positive next steps into employment, education or training.



98

Creativity Works has supported 98 young Londoners in 2018/19.

83%

of participants reported improved employability skills

73%

reported increased confidence in a working environment



Overcoming barriers to work



Our partnership with the Prince's Trust supports unemployed young people to access mental health support within the Trust's London centres.

Now in its second year, the partnership supports young people with mental health challenges in both Poplar and Kennington. It also trains front line Prince's Trust staff, equipping them with vital wellbeing and resilience skills.

One-to-one counselling and group sessions are delivered by Mind, the mental health charity, enabling high quality support to be accessed by young people who may not normally consider using mental health services.

The aim of the project is to increase young people's chances of moving into and staying in employment or further education. This year the project has supported 43 young people to complete a course of one-to-one counselling.



One young person accessing our one-to-one private counselling sessions had never felt wanted in his life growing up. He had been abandoned by his parents and was made to feel a failure. In our time together he felt heard for possibly the first time ever and that he did have value. It was small steps and the start of a longer journey. He started to cook instead of living off takeaways and learnt that self-care matters in life.

Mind Counsellor
Prince's Trust Centre, Poplar London



Meet Sasha

"Before I came to the trust I was in a state of limbo. I had left my job and was unemployed."

"I found Prince's Trust online and was put on one of their programmes. My Prince's Trust programme executive recommended I consider Mind counselling sessions. The sessions began at a time when I was really battling with a member of my family being diagnosed with mental illness. The ripples that came from it, and the emotional and mental challenges of my own. The session provided me with several things that helped me take small, gradual steps into feeling more confident and optimistic."

"The counselling helped me develop a routine of getting out of the house every week, and gave me the space to talk to someone who wasn't related to my immediate situation. This helped me to be open about my challenges, as well as get advice and support on how to deal with them."

"We worked on bringing to light historical patterns that were surfacing, like procrastination and self-sabotage. It was a gradual process of stepping into being more confident with myself."

"My relationship with my family has positively improved and I have also learned to build healthy boundaries in our relationship, so I can have time for myself and my future."

Supporting care leavers to sustain employment

Drive Forward Foundation equips care leavers with the skills, confidence and guidance to help them embark on rewarding career paths.

Berkeley Foundation supports Drive Forward's mentoring programme, which matches care leavers who have recently started work, with professionals who can help them sustain and progress in their careers.

Since May 2018, Drive Forward has recruited and trained 32 mentors and has 40 active mentor/mentee pairs. Mentors are given specialist training and support to ensure they are equipped with knowledge about how childhood trauma can affect behaviour throughout adulthood.

Mentors help care leavers transition into employment, navigate challenging situations, and seize opportunities for professional and personal development.

Of the 40 current active pairings, 93% of mentees have successfully sustained their employment. Additionally, 89% of mentees feel the programme has significantly improved their outlook on their future and 100% agree the programme has had a positive influence on their overall lives.



Brilliant initiative which provides care leavers with support academically and with job prospects.

Drive Forward mentee



40

Drive Forward has recruited 40 active mentor-mentee pairs.

93%

of mentees have successfully sustained employment

100%

of mentees agree programme has had a positive influence on their lives



Promoting inclusive recruitment practices



Ways into Work delivers services across Berkshire and Hampshire supporting a range of people with disabilities or other barriers to gain and maintain employment.

Striving for a society that promotes equal opportunities and life chances for all, its mission is to change lives, one job at a time.

The biggest barrier to securing employment for people with a disability can be the recruitment process. Ways into Work builds relationships with employers to identify their business needs and their retention challenges. They advise employers on how they can adapt their processes to improve recruitment and retention of talented people, and carefully matches the right person to the right job.

Funding from Berkeley Foundation has enabled Ways into Work to support seven young people into the workplace in a variety of sectors, including catering, gardening, and IT. Employees and employers are provided with coaching and advice to ensure the relationship is sustainable.



Through our Capacity Building Fund we have also supported Ways into Work to develop and implement a new income generation strategy. This aims to secure the financial future of Ways into Work, a Community Interest Company which has until now been reliant on local authority and grant funding.



Asim is a great addition to the Softcat team. When he first started he was working 10 hours a week but his role has developed so much he is now working over 30 hours primarily delivering the post to employees and helping to run the lunchtime food and snack wagon which is provided for staff. Asim has grown in confidence both personally and professionally and always attends work with a smile on his face.

Lillie Perkins, HR Business Partner, Softcat plc

7

Our partnership has enabled Ways into Work to support seven disabled young people into employment this year.

The skills to succeed

We believe every young person has enormous potential. We want to support more young people to develop the skills they need to thrive.

We support initiatives to help young people build skills that are not only attractive to employers, but also form a critical part of personal development.

These are skills – communication, resilience, self-belief, critical thinking, teamwork, motivation, and leadership – that will travel with them into the future, providing the tools to navigate both highs and lows.

Understanding the need

Skills for work

One in three UK employers regards soft skills as more important than academic achievements. However, we know that this isn't always being reflected in the education system, which is often focused on exam success at the expense of wider personal development.

Skills for life

There is a growing body of evidence showing that factors such as resilience, self-belief and critical thinking play an important role in protecting young people and helping them to navigate life's challenges. These skills are transferable, helping young people adapt to the rapidly changing job market.

Science and technology

Science and technology are crucial to the UK economy, and an increasingly important part of modern life. Giving young people opportunities to engage with STEM outside of the classroom can also help develop vital problem solving skills.

92%

of employers say soft skills matter as much as or more than hard skills¹.

“

Getting the call, that felt good. It shows that you don't have to be top of the class in order to achieve.

Anton

Meet Anton

Anton dropped out of college as he felt the classroom environment wasn't for him. His options felt limited having left school, but Anton was unsure of how to get onto a more inspiring path. A manager in a youth club he used to attend suggested that he sign up for Street Elite, a training for work programme based around sport.

Anton completed the nine month programme, which involved preparing for the working world and learning skills like communication and team work. At the end, he was offered a two week work placement at Southall Waterside. The placement went well, and the Operations Director called Anton to offer him a job. Anton is now an Assistant Site Manager, and a well-known and valued member of the team at Berkeley Homes West Thames.

¹ LinkedIn, Global Talent Trends, 2019

Working in partnership



Skills for work

Supporting young people back into employment, education or training requires long-term commitment and trusted relationships. We've worked with The Change Foundation to develop Street Elite, a sport for development programme which builds the skills and ambitions of those young people who are furthest from the labour market.

Partners: Key4Life and The Change Foundation.



Skills for life

Our partners work with young people of all ages, in a range of community and outdoor settings to help them to build vital skills including team work, communication, problem solving and self-belief.

Partners: Fight for Peace, Floreat Education, Longridge, Outward Bound Trust, Power2, The Big House, Vauxhall City Farm.



Science and technology

We work with Imperial College London to provide opportunities for young people to get inspired by and involved in STEM, through the state-of-the-art Reach Out Makerspace in White City.

Partners: Imperial College London.



Our role

Funding

This year, the Berkeley Foundation has invested almost £650,000 in helping young people develop the skills they need to thrive in life. This has included funding to vital community-based organisations like Vauxhall City Farm and The Big House Theatre Company.



Adding value

In 2018/19 Berkeley Group once again provided work experience placements for young people coming through the Street Elite programme, as well as site tours, employability workshops and CSCS card training. We have supported Power2, meanwhile, with capacity building funding to help develop their monitoring and evaluation capabilities.



Learning & sharing

We are working with The Change Foundation and an external evaluator to produce a Social Return on Investment calculation for the Street Elite programme. Each year, we share our learning from the programme with politicians and other stakeholders through a series of summer events.



Our impact

Our investment

£641,000

has been given to charities building young people's skills in 2018/19 through grants, fundraising and GAYE.

418

This year, our partnerships have supported 418 young people to develop new skills.

83%

of Street Elite participants successfully moved on into employment, education or training.

100%

of young people taking part in The Big House Theatre Company's Open House project reported that they had improved initiative and self-direction.

69%

of young people attending The Outward Bound Trust Work Readiness programme said the programme had improved their teamworking skills.

Developing STEM skills for the future



The Makerspace Programmes are providing young people in White City with hands-on training and the opportunity to turn their ideas into prototypes.

With the aim of widening participation in STEM, particularly amongst those in hard to reach groups, Imperial College London is creating innovative opportunities for its new local community in White City.

The Reach Out Makerspace provides local young people with the equipment, materials, expertise and inspiration to help them make their ideas a reality.

There are two making programmes funded by the Berkeley Foundation; the Maker Challenge programme for young people aged 14-18 who access the programme independently, and the Proto-Maker Challenge for class groups of pupils aged 11-14, aimed at attracting young people who don't think science is for them.



144

Last year, 144 young people participated in the two programmes.



The students have so much freedom to apply their maths, physics and sometimes art knowledge into making something important for themselves or their friends and family. As a mentor, I loved the passion and precision students put into their work.

Jacob, Student Mentor



In the last year, 144 young people participated in the two programmes.

Young people are learning a wide range of vocational, technical and business skills – using cutting-edge technology alongside traditional woodworking machinery, which in many schools is no longer available. The programmes are filling a real gap in provision, supporting young people's creative and technical making abilities and sowing the seeds of how these could form the basis for a business.

The programme has also achieved much that was not predicted at the outset. Staff, mentors, parents and teachers have watched participants grow in confidence and self-esteem – from young people who questioned whether they were allowed to be involved, to seeing them develop a real sense of accomplishment and pride in their own achievements.



Meet Tejah Student, Westminster Academy

Tejah took part in the Maker Challenge during spring 2018. She wanted to make a levitating speaker, an incredibly ambitious project that is still on show within the Makerspace.

"I found out about the Maker Challenge through my school. I applied because I thought of it as a great opportunity to create things using equipment that I had only ever heard about such as 3D printers."

"The Makerspace is an opportunity that I am very grateful for as my school stopped offering Design & Technology as a subject. This was one of my favourite subjects and it suddenly became impossible to do as a GCSE, which was quite devastating. Makerspace was very fun and exciting and definitely exceeded my expectations."

Training for work through sport



STREET ELITE

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

Street Elite works with two groups of young people. The Intervention programme targets those who are unemployed, aged 18–24 years old

and on the edge of gangs and crime, while the Academy programme works with a younger cohort of 14-17 year olds at risk of falling out of the education system.

In 2018, 106 young people took part in the programme. 41 young people regularly attended the Intervention programme and 34 of these moved on into employment or education, giving an 83% success rate. 56 young men and women signed up to the Academy programme and 96% completed the course.

106

In 2018, 106 young people took part in the Academy and Intervention programmes.

83%

of the 18-24 year olds engaged on the Intervention programme successfully moved into employment or education

96%

of the 14-15 year olds on the Academy programme completed the course



The young men and women had faced a range of challenges including involvement in gang activity, being on probation, living in a deprived area, being a young parent, experience in the care system, a lack of support network, mental health issues and disabilities.

Training and mentoring

The programme operates through weekly sports-based sessions, and young people have regular contact with the coach-mentors between sessions.

The intensity of the regular contact helps motivate the participants to reach the next stage of their development.

This year the coaches invested 268 hours of delivery over 135 sessions. Participants had, on average, 110 hours of contact time with a coach-mentor. These strong relationships help deliver results on the programme.



Meet Bruno

Bruno didn't engage well with the school system, and when he left was directionless and would often get into trouble.

During the first few weeks of the Street Elite programme, it became clear that he had an ability to influence others. The coaches worked with him to develop his leadership potential by giving him different group responsibilities as the weeks went on.

In his one-to-one sessions with his coach-mentor, Bruno expressed an interest in marketing. He was so impressive in his work placement with Berkeley Group and other interviews that he ended up with two job offers. He now works full time for a technology broker.

Bruno always had raw talent and the skills to succeed. He just needed someone to believe in him.



Street Elite was a massive help in guiding me in the right direction. I learnt a lot from Ross and Dan who were both committed to making a change in all the boys I met at the sessions. I feel like they gave me the right tools to be confident in the abilities I already had and help propel me towards greater heights. Weeks of their guidance culminated in my new found drive and determination.

They helped me change my perspective and I began to want bigger and better things for myself. I owe Street Elite a great debt as I am now doing great in life and they gave me the perfect stepping stones to thrive in everything I get my hands on. Street Elite is for the people.

Bruno

Rehabilitating young people



Key4Life is a rehabilitation programme working with young men aged 18-25 in prison or at risk of going to prison.

The charity is currently delivering a preventative, community-based programme based in West London and a 'through the gate' prison rehabilitation programme in HMP Brixton.

In 2018, St James White City approached Key4Life to develop a partnership which would include staff fundraising, employability training and employment opportunities.

In October 2018, St James organised a community event where Key4Life beneficiaries took part in a football tournament against St James staff and their subcontractors. The event raised in excess of £4,000 for Key4Life.



£14,000

Staff at St James White City have raised £14,000 for Key4Life this year.

This funding has enabled the charity to provide five bursaries to participants which reduce barriers to employment into the construction industry, including covering the costs of CSCS cards, traffic marshalling qualifications and forklift operator qualifications.

The tournament also provided a platform to launch for Key4Life's Food Cell - a disused prison van that has been renovated to sell burgers at events and festivals. The event engaged the wider community, with other local stakeholders coming along to get a burger and learn more about Key4Life and St James.



The fundraiser was helpful to meet people who worked in construction and see the different roles I could take on. I'm hoping to get an apprenticeship with St James or another construction company to start my career.

Key4Life young person

Meet Jason

In January 2018, Jason* was released from HMP Guys Marsh after serving a two-year sentence. Having left mainstream education before the age of 16, he had no qualifications and lacked confidence.

Pre-release, Jason engaged well with Key4Life and was keen to develop the skills he would need for a job in construction. With funding from St James, Key4Life offered Jason a bursary to complete the CSCS course. He began work as a labourer, providing him with money, routine and a purpose.

After advice from the St James Workplace Co-ordinator, Jason decided to complete a CPCS Slinger Signaller Course to progress his career. He has been in his new role for two months and is enjoying the development and extra responsibility.

*Name has been changed

Giving children a chance to explore nature



Vauxhall City Farm, supported by St James/St William, is one of the oldest and most central city farms in London, located within earshot of Big Ben and in the shadow of MI6.

Despite this proximity to the wealth of central London, Lambeth is one of the most deprived boroughs in the city. The farm is surrounded by high-rise blocks occupied by individuals and families, many of whom face low incomes and a lack of opportunity.

The Farm's vision is for a city where people from all communities are empowered to experience nature to enhance their health, wellbeing and life chances. The setting provides a wide range of educational, recreational and therapeutic support programmes and activities that:

- Support children and disadvantaged people to boost their confidence and aspirations via the development of personal, social, life and practical skills;
- Promote emotional, mental, social and physical health and wellbeing;
- Develop environmental awareness and action;

- Strengthen community cohesion;
- Create enjoyment and recreational opportunities for those from its local and wider communities.

The Farm is directly adjacent to the Nine Elms Improvement District, which is expected to generate a further 30,000 residents, 25,000 more workers, and 300,000 more visitors a year. With this in mind the Farm was keen to upgrade its perimeter fencing to provide additional safety and security for the animals in their enclosures, and to prepare for more visitors in the coming years. When Chair of Trustees, Faith Boardman, asked St James/St William for their help last summer they responded by replacing the entire fencing free of charge. The transformation helped the Farm reach the finals in the Family Favourites Day Out With The Kids 2018 Awards, coming runners up to London Zoo.

In addition to the works done and funds raised by St James/St William, the Farm's Business Administration Apprentice, Bradley, was funded by a grant from the Berkeley Foundation's Job Creation Programme.

£29,000

Staff at St James/St William have raised £29,000 for Vauxhall City Farm.



The Berkeley Foundation's support has enabled the Farm to offer an apprenticeship to a young person, providing on the job training. We have a very small team of staff and with this type of support we were able to build our capacity in the office to provide high quality customer service to the 45,000 visitors to the farm in 2018.

Monica Tyler, Chief Executive, Vauxhall City Farm

Unleashing potential through drama



The Big House aims to unleash the potential of care leavers across London. The theatre company delivers a comprehensive programme of drama and wraparound support to enable young people to rebuild their self-esteem and develop the skills they need to lead independent lives.

In 2018/19, Berkeley Foundation's support enabled the charity to deliver an intensive project in which 14 young people attended drama, life, and employment skills workshops over 12 weeks. The project culminated in the young people performing a three week run of a play – Bullet Tongue – which was inspired by the cohort's experiences and achieved critical acclaim.

Following the project, 100% of the young people felt they had improved initiative and self-direction, 77% reported feeling better about themselves and their lives, and 88% felt they were better placed to both gain and maintain job opportunities.



Meet 'L',

L spent her early years moving in and out of the care system, attending 10 different primary schools both in and outside of London. When she first started coming to The Big House, she was unemployed, living in semi-independent accommodation and spending most of her days alone in her room.

L took part in the 12-week Open House Project, attending skills development workshops and

confidence building drama sessions, before rehearsing and performing in a full-scale three week play. She went from being socially anxious and unsure of herself, to being confident and friends with everyone in the group. In L's own words:

"You allowed me to be completely free, expressing myself without any judgement or change. From now onwards I will no longer beat myself up, I will be kinder to me and I will fully believe in me."

Building confidence and having fun



Our partnership with The Adventure Learning Charity provides young people with the opportunity to engage in outdoor activities and develop new skills.

Nine groups of young people visited the charity's Longridge Activity Centre, near Marlow, in summer and autumn of 2018. A total of 81 young people attended, nominated by seven charities and two London boroughs. The visits ranged from a day trip to four days of fun.

The participants came from a wide range of backgrounds; some are young carers to their parents or other family members, some of the young people had recently lost a sibling due to life-limiting illnesses, others were from local youth clubs or part of the social care system.

The trips aimed to provide an opportunity to make new friends and develop skills away from the stresses of daily life. Activities included laser tag, kayaking, raft building, and stand up paddle boarding.



Every child in the UK should be given the opportunity to challenge themselves at Longridge.

Group Leader



Creating champions in the ring and in life



Fight for Peace works to realise the potential of young people in communities affected by crime and violence. The organisation invests in the personal development of young people, offering integrated and holistic programmes in a safe environment.

These programmes are based on the Five Pillars methodology, which combines combat sports with education, employability, support services and youth leadership. The Fight for Peace Academy in Newham works with 1,000 children and young people annually.



The Academy building is crucial in the delivery of this work. The Berkeley Foundation has funded the development of a new hub space at

1,000

Fight for Peace works with 1,000 children and young people annually.

the entrance to the building, which will enable Fight for Peace to create a calm, welcoming environment for the young people it works with.

The skills to succeed

Adventures in the great outdoors



The Berkeley Foundation's partnership with The Outward Bound Trust helps young people realise their potential through the great outdoors.

Our Work Readiness Programme encourages young people to develop employability skills such as communication, resilience, and teamwork.

In 2018/19, the programme is supporting 92 young people from

eight schools. Each group attends an Outward Bound Trust residential course in the Lake District or Snowdonia. For some, the trip is their first time out of London, and they benefit significantly from the opportunity for adventure and to discover how resilient they truly are.

Berkeley volunteers also deliver Young Enterprise employability skills workshops to the groups back in school, which aim to reinforce the skills learned on the residential courses and show how these relate to real-world work environments.



Credit: The Outward Bound Trust



Since returning from The Outward Bound Trust, Josh* has been able to draw upon his experiences to challenge himself to push that extra bit to reach for what seems an insurmountable challenge.

Facing some setbacks this year in internal examinations, Josh has demonstrated significant resilience as he has picked himself up and reflected upon the reasons for his performance. Without doubt the week of outdoor experiences for this young man opened his eyes to the behaviours required to be successful; even when things are tough he shows the character of someone looking to learn and grow from every opportunity.

Teacher, Ark Walworth Academy

* Name has been changed



Credit: The Outward Bound Trust

Developing skills through mentoring



Power2 unleashes the power of children and young people to improve their lives and the lives of others, helping them to engage with their education and build the life skills required for work-readiness.



The skills and interpersonal skills I have developed will help me achieve my future goals.

Teens and Toddlers participant

In the last year support from the Berkeley Foundation enabled Power2 to run new Teens and Toddlers programmes in Newham and Lambeth; working with a total of 30 young people. The programme takes educationally disengaged young people with low self-confidence and places them in a nursery-based

work experience scheme where they mentor a toddler also in need of extra support. Participants develop essential life skills that enable them to build confidence and self-esteem, and gain a nationally recognised qualification.



Data shows that all of the students that participated now appear happier and show a positive attitude to education.

Additionally, 70% of the students identified as not making expected academic progress are now doing so.

Encouraging young people to flourish



Floreat Education Academies Trust has continued to thrive in 2018. Young people who attend Floreat Schools benefit from an inclusive atmosphere and innovative approach to learning.

Across Floreat's two primary schools, 430 pupils achieve results much higher than national averages. Floreat places great emphasis on character development and all children take part in service learning projects as part of character education. Pupils at Floreat Montague Park visited a local elderly care home in December to sing Christmas carols for the residents and to spend time hearing their life stories. Children at Floreat Wandsworth have supported a local hospital.



"The best thing about working at Floreat is the positivity across the entire team. The children are greeted with warm smiles every morning and everyone gives their very best to make learning exciting and fun."

Floreat teacher

Parent surveys show that Floreat families believe their children are flourishing in school. Parent feedback gives clear evidence of pupils who are happy, healthy and eager to learn:

"My child loves school and every day of the holiday asks if it's time to go back to school yet."

Floreat parent

Teachers have received twelve days of training across the year. The focus on character development and powerful knowledge has continued to take centre stage. Floreat teachers benefit from an approach that is inspiring to deliver in the classroom and highly motivating for pupils of all ages.

Health and wellbeing

We want to support young people to live happy, healthy lives. Physical and mental wellbeing are equally important here. 50% of mental health issues are established by age 14, and 75% by age 24. Yet mental health services for young people are often under-resourced, difficult to access, and not meeting the scale of the problem.

Disabled young people are too often excluded from full participation in society – whether in education, employment, or leisure activities. This can lead to significant social isolation, particularly as young people leave school and transition into adulthood.

We also work with organisations supporting people who care – whether young carers, or the families of children and young people with serious or life-limiting illnesses.

Understanding the need

Improving mental health

We need a better safety net for young people who are experiencing poor mental health and wellbeing. Young people face an increased risk of mental health issues developing during adolescence – and yet only a quarter get the right professional help.

Promoting healthy lifestyles

We know that access to sporting, social and leisure activities can be limited for people with a disability. Just 36% of people with three or more impairments are active, compared with 65% of those without a disability.¹

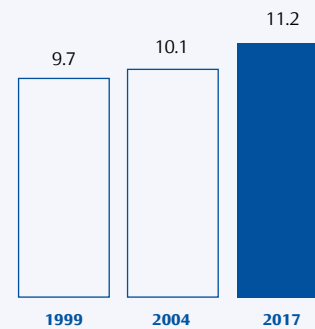
Providing the best available care

Finding your family in a situation where a child is diagnosed with a life-limiting illness is devastating. High quality support is needed to make sure the whole family is looked after through difficult times.

Looking after each other

There are more than 800,000 young carers in the UK – some of the most resourceful and resilient children and young people out there. Many of them are unsupported in their roles, and are at increased risk of isolation, low self-esteem, and poor mental and physical health compared to their peers.

Prevalence of mental illness among 5-15 year olds in the UK (%)



NHS Digital, 2017



We are so grateful. Berkeley Homes did such a wonderful job and Alfie adores his den. It really is his little safe haven, where he can sit back, watch the screen and relax.

Sophie, Alfie's mum



Meet Alfie

Fifteen-year old Alfie was born with Down's Syndrome, and is on the autism spectrum. Aged just two-and-a-half, Alfie was diagnosed with leukaemia. He endured three years of intensive chemotherapy and five years in remission, but in 2014 the cancer returned. The family was referred to Momentum Children's Charity.

Alfie's autism means he needs a quiet, calm environment to feel safe. In the summer of 2016, Alfie's parents bought him a cabin for the garden, which would give him both independence and space. However, the cost of having the cabin constructed was astronomical. Fortunately, Berkeley Homes West London stepped in with volunteers from the company as well as their supply chain and built the cabin for free. Complete with TV, sofa, jukebox and a pool table, Alfie – and his brothers – can enjoy this gift for life.

¹ Sport England, Active Lives Survey <https://www.sportengland.org/media/11498/active-lives-survey-yr-1-report.pdf>

Working in partnership



Improving mental health

Through our *Improving Youth Mental Health* funding programme we work with organisations supporting young people who are at risk of or experiencing mental health issues – particularly those who are not accessing support elsewhere.

Partners: Anna Freud National Centre for Children and Families, Free to Be Kids, Harlequins Foundation, Leap Confronting Conflict, MAC-UK, St. Matthew's Project.



Promoting healthy lifestyles

We work with organisations that provide opportunities for disabled young people to get out, get active and get involved in society. We are also working with partners to reduce holiday hunger and social isolation.

Partners: Lord's Taverners, Mayor's Fund for London, MERU, READY, Sir Simon Milton Foundation.



Providing the best available care

Many of our local charity partnerships are with hospices and caring organisations. We help them to support children, siblings and families coping with life-changing diagnoses.

Partners: Action for Carers Surrey, Alexander Devine, Demelza, ellenor, Evelina London, Helen & Douglas House, Home-Start London, HoneyPot, Momentum, Multiple Sclerosis Trials Collaboration, North London Hospice, Rainbow Trust and Richard House.



Our role

Funding

This year, the Foundation has invested £1 million in improving young people's health and wellbeing. We have renewed our partnership with the Lord's Taverners, supporting access to sport for young people with disabilities for a further four years.



Adding value

Berkeley staff raised more than £478,000 to support charities under our health and wellbeing theme this year. 25 staff from Berkeley Homes Southern have also volunteered time to support MERU, a charity manufacturing specialist equipment for young children with disabilities, assisting with the assembly and refurbishment of wheelchairs and adapting toys for use by disabled children.



Learning & sharing

We have commissioned an external evaluation of our *Improving Youth Mental Health* programme, to be published in 2020. This investigates how successfully the programme is meeting its aims, and will provide recommendations for future work on this issue.



Our impact

Our investment
£1m

has been given to charities supporting young people's health and wellbeing in 2018/19 through grants, fundraising and GAYE.

3,973

This year, our partnerships have enabled 3,973 young people to access health and wellbeing initiatives.

86%

of Super 1s participants said their independence had increased.

25

Our support for Richard House Children's Hospice has enabled 25 nurses to be trained in the latest paediatric palliative care techniques.

7,200

With our funding, Kitchen Social has provided 7,200 meals to 1,682 children during the school holidays this year.

Breaking down barriers to participation



Super 1s

Launched in 2013 with the support of the Berkeley Foundation, the Super 1s programme provides inclusive cricket participation opportunities for disabled young people aged 12-25.

The programme has expanded from four London boroughs to reach all corners of London and Warwickshire. This year, the Lord's Taverners has started to roll the programme out nationally.

In 2018, 560 young people took part in Super 1s across London and Warwickshire.

Inactivity is considerably more common for those with a disability in the UK than those without. Super 1s encourages disabled young people to be active by providing access to inclusive and accessible cricket coaching and competitions. The programme also helps reduce social isolation as young people come together to have fun and play sport.

Most importantly, being part of Super 1s helps participants develop a range of life skills – confidence and independence, as well as teamwork, social and communication skills. In 2018, 84% participants said they had



improved self-confidence through the programme, and 86% said they had increased independence.

The programme's Young Leaders scheme rewards young people for their contributions to the programme and gives them a recognised award for skills progression. This year, 39 young people gained their Young Leaders award. Super 1s also provides a link to the cricket talent pathway with increasing numbers of players progressing into county and club teams as well as into sports related education.

560

In 2018, 560 young people took part in the Super 1s programme.

84%

of participants said they had improved self-confidence

86%

of participants said they had increased independence



Meet Leanne

Leanne was born without one arm. She has ADHD and, at times, depression. Without seeing attainable goals, her attendance and grades at school were poor. Being part of Super 1s has transformed Leanne's life and her mindset. She has found a goal – something that makes her happy and keen to succeed.

Leanne's new-found confidence, self-esteem and drive have helped her become a respected Super 1s team leader. It has also helped her college work where her discipline, attendance and grades have improved and her attitude to college has changed.

"I have gone from being someone who only scored poor grades, to being a distinction student where the teachers use my work as an example to other students."

Leanne is now a college 'Here come the Girls' Ambassador, and aims to go to university and continue playing cricket. She wants to become more involved in coaching young people and helping women's cricket grow.



The benefits that our students gain from the programme are phenomenal – friendship, teamwork, and leadership, all those lovely skills that they can transfer to their adult lives. Very few sports can offer that pathway for our students – it is really special that cricket can offer that, it sets it apart. What drives me, is seeing these guys coming through as mentors and role models to the younger players.

Neil Mears, teacher, Surrey

Reducing holiday hunger



1,682

This year, with funding from the Berkeley Foundation, Kitchen Social has provided more than 7,200 meals to 1,682 children.

For children from low-income backgrounds, the school holidays can be a difficult time. With no free school meals or teacher support, hunger and social isolation are a reality for approximately 700,000 young Londoners.

Poor nutrition and isolation not only affects a child's physical wellbeing, but also their long-term educational attainment and employment prospects, perpetuating the cycle of poverty. Teachers report children returning to the classroom with reduced cognitive powers and an inability to focus and integrate. Many also have increased BMI due to high fat and sugar diets.

Kitchen Social aims to address this growing and serious issue by working with local organisations to create spaces where children, young people and their families and carers can come to get a

good, balanced, free meal during the holidays, alongside activities that will help them to play, learn, explore new ideas and make new friends.

The programme gives funding and training to London's unique infrastructure of grassroots organisations to enable them to provide these services. The environment is safe and fun. It not only ensures attendees receive a balanced meal, but also offers young people the opportunity to get involved in the preparation of food and learn life skills.

This year, with the help of funding from the Berkeley Foundation, Kitchen Social has provided 7,200 meals to 1,682 children and young people.

Families benefiting from the programme have shared the impact for them and their children. One said: *"It's been great to sit down with children of all ages to eat together and talk over a meal...it's a great space to socialise*

for free during the holidays and the meals have aided our budget."

The programme has also been a catalyst for increased government focus on the issue of holiday hunger. The Department for Education is now engaged in a series of pilots exploring how the issue can best be tackled nationally.



The project makes a massive difference to the children socially. They get to be outside, learn new skills and recipes, and take ownership over a gardening area that they manage.
Spitalfields City Farm, Kitchen Social Hub



I like that the club doesn't rely on gadgets to keep the children occupied. They interact with the children and do sociable activities... it definitely has a positive impact on my budget as the children ate at the club and were kept busy.
Kitchen Social parent

Helping young carers transition into adulthood



One in twelve children and teenagers care for a family member – but many don't come forward to ask for help, or, having been a carer for so long, they don't recognise what they do.

Surrey Young Carers supports young people in their caring role, helping them to achieve their best at school, have fun, discover new interests and make new friends.

Surrey Young Carers is the charity partner of the Berkeley Group offices in Cobham and Send.

Staff across both offices have raised funds this year through events including a parachute jump and bake off. Surrey Young Carers used the £14,000 raised to put on a fun day for young carers and their families. A total of 380 people attended and Surrey Young Carers provided free transport, a live band, food, drink and a variety of fun activities. Berkeley Group volunteers supported on the day and were in high demand on the pick'n' mix stall.

Families commented that it was reassuring to know that there are so many others who are experiencing the same issues. Coming together made them realise they were not alone.



One said, "It was a fantastic day and all the kids absolutely loved it. Thank you so much; these special days really make a difference."

Berkeley Group staff have also donated hundreds of Easter Eggs and chocolate Santas for the charity to give to young carers during the holidays.

In February 2019, Berkeley Group hosted two workshops for young carers aged 16-18. In partnership with the charity's education and young adult carers teams, the day included sessions on CV writing and interview skills. This workshop aimed to upskill young carers and inspire them about the opportunities available to them.

£14,000

Berkeley Group staff raised £14,000 for Surrey Young Carers this year.

Caring for children and their families



Alexander Devine Children's Hospice Service is the new partner charity working with Berkeley Homes Western. The Berkeley team has already raised £21,000 for the charity, which has enabled it to employ a full time nurse for six months.

This has allowed Alexander Devine to provide 192 direct support sessions for the children it works with, including respite, palliative care, play therapy and bereavement support.

These sessions are delivered either at the child's home, or in the newly opened hospice, which began providing day care in June 2018. The nurses and carers are at the heart of the hospice service – helping families to make special memories, enjoy new experiences together, be supported, or simply have a chance to rest and relax.

The care team is now supporting around 120 children and young people with life-limiting and life-threatening conditions.

£21,000

Staff at Berkeley Homes Western have raised £21,000 for Alexander Devine this year.

As one parent says: "Alexander Devine is an amazing resource...Our daughter enjoys her sessions very much and although her needs are quite complex, nothing fazes the care staff who work with her and they are all so lovely."

In addition to the funds raised, the Berkeley Homes Western team donated Christmas gifts, and eight employees volunteered at the hospice in November. Working in terrible weather, the team planted saplings in the grounds. They also moved furniture, cleaned the hospice and helped prepare the Christmas fundraising campaign.



Meet Sophia

Sophia was only three when she was diagnosed with acute lymphoblastic leukaemia. The family was referred to Alexander Devine and accessed support initially at home, and then at the new hospice building in Maidenhead.

Mum Gemma said: "Sophia was very anxious during her treatment but the team supported us so fantastically and she sees the care team as her friends that she has fun with! It's so important that she gets to do normal things, and the staff get it, they really do. To see Sophia have the opportunity to play is incredible and the new hospice is a fabulous extension of the community care."

Giving families time together



Right now, there are almost 50,000 children with serious and terminal conditions in the UK. And as more children live longer with their conditions, there is an increasingly urgent need to support them and their families.

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

Demelza has some of the best nurses and care assistants in the country, all specially trained to manage children's unique palliative care needs. Their skills cover an entire list of specialisms, ranging from tracheostomies to end of life care, giving families the highest level of care, support and advice.

Berkeley Homes East Thames has worked in partnership with Demelza since 2012, providing multifaceted support for the hospice including donating time, skills and energy, engaging its supply chain in an annual football tournament, and through payroll giving. During 2018/19, they have raised over £74,000, which is the equivalent of 4,687 hours of care by a Demelza Care Assistant.

£74,000

Staff at Berkeley Homes East Thames have raised £74,000 for Demelza this year.



Meet Anand

Anand has cerebral palsy. He has epilepsy and dystonia, which means he has uncontrolled and sometimes painful muscle movements. Anand is tube-fed and unable to do much for himself, and needs round-the-clock care. Because of his difficulties he is vulnerable to serious infection. Anand's family value the support they get at Demelza.

"Demelza is a great help to us as a family. If Anand goes overnight we know he is safe and well cared for, with the equipment he needs and trained staff available. We also stay over as a family and Anand and his sister Anoushka can play together in the soft play area or in the accessible playground. Sometimes we go to the Kent hospice which has a hydrotherapy pool, and all four of us go swimming together. It is also good for us to be able to talk to people who understand. Anand loves school – and generally just being with people. He's very social and very smiley."

Taking hospice care into the home



Support from Berkeley Homes Eastern Counties helps ellenor to provide the highest quality hospice care to children across Kent. The unique and much-loved charity brings hospice care into the familiarity and warmth of the family home, where children want to be.

Avoiding long hospital visits minimises disruption to family life, and reduces anxiety and fear for the whole family.

ellenor cares for around 200 children facing terminal illness every year.

£23,000

Staff at Berkeley Homes Eastern Counties have raised £23,000 for ellenor this year.

The £23,000 raised by Berkeley Homes Eastern Counties since May 2018 could enable the charity to complete a full course of chemotherapy treatment for nine children within the family home, avoiding visits to hospital.

At the heart of ellenor's ethos is a desire to support the family as a whole. The Clinical Lead Nurse, Bev Barclay, helps to deliver this warm family-centred service:

"I enjoy working closely with the families in our care and I love building a good rapport with a child and the parents. It's a pleasure to hear their stories, to see them smile and feel welcome in their home."

Berkeley Homes Eastern Counties' staff raised money through events such as the Three Peaks Challenge and golf days, as well as volunteering their time. Their efforts help to raise awareness of ellenor's services, enabling the charity to reach more people in need of its care.



Meet Tyler

Tyler was diagnosed with the rare genetic condition Adrenoleukodystrophy (ALD) in 2015. ALD is the breakdown or loss of myelin and progressive dysfunction of the adrenal gland. Within six weeks he lost both sight and hearing, and within six months Tyler was in a vegetative state. His mum said:

"Tyler had previously been a cheeky, loving, fun filled boy but the disease took that all away from him."

"ellenor has been amazing, helping with respite care as Tyler is too poorly to attend school. They care for him while I get to take five minutes to myself, take our seven month old daughter Macie out for some fresh air, or carry out household jobs. ellenor's Respite Team has been a saving grace."

Providing more than medical care

Berkeley Homes South East London and Evelina London Children's Hospital have worked together since 2017. Last year, Evelina London received an amazing £78,000 in funding through the partnership.

This enabled them to fund six ventilators for their new paediatric intensive care unit, as well as purchasing special furniture for the children's play areas and interactive ceiling tiles for the wards, which help with distraction during procedures. It has also seed funded the design for an upcoming parents' room transformation project.



Having an echocardiogram in a darkened room can be very daunting experience for a child, especially if they are upset or fidgety. Having something that is novel, entertaining, and interesting to engage them can make the world of difference.

Dr Aaron Bell, Consultant Paediatric Cardiologist

Finally, the funds raised have been used to install 'vCreate', an interactive video and photo messaging system that allows families with babies in Neonatal Intensive Care (NICU) to log in securely and see footage of their baby when they have to be away from the unit.

Evelina London is celebrating its 150th anniversary this year, although facilities have changed a lot since then. Evelina London looks after 50,000 children every year, and 1,300 cardiology inpatients will use the new play area equipment every year. The improvements made to the hospital environment through the partnership have a positive effect on how the staff are able to interact with the children at difficult times.

£78,000

Staff at Berkeley Homes South East London have raised £78,000 for Evelina London this year.



Meet Arthur

Arthur was a healthy baby until he caught a cold in May 2018. When he didn't get better his GP discovered he had a viral infection, myocarditis, which caused severe, acute heart failure.

Arthur was rushed to Evelina London's paediatric intensive care unit, where everything possible was done to stop and reverse the damage to his heart.

His mother Caroline says, "They took care of the emotional wellbeing of our whole family. Once, when I had to leave Arthur during the night, his nurse asked me if there was anything she could do. I said: Just love him for me while I'm not here. I came back in the morning to find her sitting with Arthur cradled in her arms, doing just that."

Today Arthur is thriving and his heart is working normally.

"His journey has amazed everyone – we feel blessed."

Living life to the full



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

It provides medical, emotional and practical support, helping families deal with the implications of living with a child who will die prematurely, so they can make the most of their time together. Helen & Douglas House relies on the generosity of supporters to help people live life to the full, even when that life is short.

Berkeley Homes Oxford & Chiltern has been fundraising for the hospice for the past 20 years. In the last year, staff

raised over £24,000 through a variety of initiatives including a Royal Wedding fancy dress day, an Easter fundraising bake sale, and a Go Kart event in September. A team from Berkeley helped to refurbish the shop in High Wycombe, and also helped with a spring clean donation drive.

The funds raised could help to pay for the medical team for two weeks, and the time and effort given to help the hospice makes a real difference to the lives of those who visit Helen & Douglas House.

£24,000

Staff at Berkeley Homes Oxford & Chiltern have raised £24,000 for Helen & Douglas House this year.



Meet Lily-Mae

Lily-Mae, from Witney, has been coming to Helen & Douglas House since 2017. Born in 2013, Lily-Mae was diagnosed with Rett Syndrome, which causes regular seizures. It took some time for mum Leanne to come to Helen & Douglas House, but she is now glad she did as it gives her the chance to be a mum, rather than a carer.

"What we love about Helen & Douglas House is the fantastic staff, the way they care for not just Lily-Mae but the other children. They all have such big hearts. They always make sure you have everything you need. It's a home from home. I don't have to be a carer, I can be my daughter's mummy! It isn't just bricks and mortar, it's a lifeline."

Giving children the best start in life



Home-Start London launched its three year partnership with Berkeley Homes North East London in October 2018.

The partnership got off to a flying start with local Home-Start managers visiting four Berkeley developments to explain how Home-Start services can benefit vulnerable local families.

Many of the families Home-Start works with are living with complex issues and facing extraordinary hardship, and Christmas can be a particularly difficult time to bear. The Big Christmas Give saw Berkeley staff members donating age-appropriate toys for some of the charity's most disadvantaged families. The timely delivery of these gifts to three London Home-Starts meant Santa could present the gifts to the children at festive Home-Start parties or house visits. 74 families and 123 children received Christmas presents as a result.

One Islington family attended with their two young sons. The family struggles financially, and the boys' mother also suffers from depression. On receiving Christmas gifts through the Big Christmas Give, she could not believe that someone would donate such lovely toys.



She said the gifts had been perfectly chosen and the boys immediately fell in love with their presents.

Home-Start London aims to support even more vulnerable families and to introduce services in London boroughs where there is no Home-Start. This partnership with Berkeley Homes North East London will enable local Home-Starts to reach more families and extend their services into two new North-East London boroughs.

£71,000

Staff at Berkeley Homes North East London have raised £71,000 for Home-Start London this year.

Helping young carers fulfil their potential



Honey Pot Children's Charity gives young carers a break from demanding and stressful responsibilities at home and provides a safe, nurturing environment where they can develop their full potential.

St George has continued to develop its successful partnership with the Honey Pot Children's Charity, and in 2018 raised an incredible £81,000 through events such as the Clay Pigeon Shoot, Tag Rugby Day and the Three Peaks Challenge. Two members of the St George Developments team also supported the charity by performing at the Honey Pot London Carol Concert, and volunteers helped out at several events in the run up to Christmas.

The money raised will enable Honey Pot to support 105 children with a four-night respite break, three outreach visits, birthday cards and Christmas presents.

A group of children from Honey Pot ('Honey Pot Heroes') were also able to spend a day at a St George project, learning about the site's bee hive. Colin Draper, Project Director, said:

"It was great having the children from Honey Pot come over to the project to take a look at what we do and also to learn more about the bees. The children were a lot of fun and very inquisitive which kept us on our toes! I hope the children and adults from Honey Pot got as much out of it as we did."

£81,000

Staff at St George have raised £81,000 for Honey Pot Children's Charity this year.



Adapting equipment for disabled children

MERU creates bespoke equipment for children with disabilities who cannot find anything available commercially to meet their needs.

This includes the development of specially adapted toys and musical instruments, as well as the production of the Bugzi, a powered wheelchair for children that gives them the opportunity to experience mobility – often for the first time.

Last year, MERU made a difference to the lives of over 2,500 families.

Berkeley Homes Southern has supported the charity with fundraising events, donations and volunteering. In total Berkeley Homes Southern has

£27,000

Staff at Berkeley Homes Southern have raised £27,000 for MERU in the last year.

raised £27,000 and given 150 hours volunteering in the charity's workshop.

MERU's Operations Manager describes the Berkeley Homes volunteers as "Some of the most efficient, productive people we've had the pleasure of working with." One afternoon in December a team of four volunteers helped to adapt 60 toys. Thanks to their input disabled children around the country woke up on Christmas Day to toys that they could play with independently.



Meet Sophie

Sophie is two years old and has a rare genetic disorder called Patau Syndrome. This has resulted in a variety of problems with her development, including poor muscle control, small head and eyes, and learning difficulties. She is also full of personality and has a beautiful smile.

Sophie's mum Libby saw the Bugzi online, and found a clinic. Although she was nervous about Sophie's ability to drive the Bugzi, Libby was keen for her to try. Once the seat was adjusted and Sophie was shown the buttons, she picked it up really quickly.

Libby said: "Sophie was poorly recently and couldn't go in her Bugzi for a few days. We knew she was getting better when she saw the Bugzi and immediately reached out as if she was using the buttons. She loves it so much."

Transforming lives at home and in hospital



Momentum Children's Charity supports children with cancer and life-challenging conditions, and their families, living in South West London, Surrey and West Sussex.

Its team of Family Support Workers offer tailored practical and emotional help to the entire family, both at home and in hospital. Support includes therapy services, counselling, respite holidays, experiences and children's ward refurbishments. The charity supports more than 150 families receiving treatment and over 100 bereaved families.

During 2018, Momentum Children's Charity completed 10 children's ward refurbishments, two of which were funded exclusively by Berkeley St Edward. Research shows that the healing environment has a huge impact on both children's hospital experiences and how they respond to treatment.

Izabela Wakula, Play Specialist at St Peter's Hospital Chertsey says, "At a time that's stressful and full of uncertainty for the children on the ward, we wanted to create an area that would remind them of who they are, a place where they can find support and understanding, a space intended solely for play."



Berkeley volunteers have also donated their time, expertise and resources to refurbish the charity's garage, letting them store donations of gifts, toys and fundraising materials securely.

In 2018, staff raised £61,000 for the charity through sporting challenges and events, including the Royal Parks Half Marathon, Prudential Ride 100, quiz nights, bake sales, clay pigeon shooting, a Narnia-themed Christmas show, and their annual Boxing Event in London. These funds have enabled Momentum Children's Charity to extend its support and services to even more families with seriously ill children.



It is clear that our work is truly appreciated by the charity team, hospital staff and families that we have been lucky enough to meet. I have found Momentum Children's Charity's work truly inspirational and sincerely look forward to our continued strong relationship. **Danny Ellis, Berkeley St Edward**

Engaging more people in Multiple Sclerosis trials



The Multiple Sclerosis Trials Collaboration (MSTC) aims to help people with Multiple Sclerosis (MS) access research studies to get closer to a cure. The Berkeley Foundation's support has helped MSTC get over 500 people on to trials this year.

This includes support from Fahd Abu Aisha from the Berkeley office in Dubai, who climbed two of the three highest mountains in Ecuador for MSTC, raising more than £5,000. This support, in combination with the grant from the Foundation, has enabled MSTC to win further funding valued at more than £5.8 million this year.

MSTC has worked closely with the UK MS Register, recruiting 400 patients in the last six months to an existing database of over 17,000 people with MS. This project allows people with MS to monitor their own condition and will eventually provide the structure for a national trial. The Berkeley Foundation funded a film and a doctoral student to increase understanding of the role of treatment in people living with MS.



£5,000+

Raised in support of Multiple Sclerosis Trials Collaboration.

500

Our support helped MSTC get over 500 people on to trials this year.

Caring in the community



North London Hospice supports and cares for 2,500 patients and their families facing life-limiting or terminal illnesses each year in the London boroughs of Barnet, Enfield & Haringey.

The majority of this care is provided in the community, enabling people to die at home if they wish. With the local population getting older, the demand for care in the home is

growing. In 2019 the hospice has begun an ambitious expansion of its community nursing teams that will see it double the number of nurses in the community. This will enable the hospice to potentially double the number of patients it reaches, to ensure everyone has access to its services.

It costs £10 million per year to run North London Hospice and just 40% comes from NHS funding. St James London North raised £17,000 for the charity this year.

£17,000

St James London North staff have raised £17,000 for North London Hospice in the last year.



Meet Peter

In late 2017, at the age of 75, Peter was diagnosed with a malignant brain tumour. He decided he wanted to remain at home in his final months, so a care team was arranged by North London Hospice.

Allowing loved ones to remain at home, with the support of a community nursing team, can have a huge impact on the family. Peter's daughter Louise says:

"Watching dad slowly die over the nine months of his illness was deeply painful. But having dad cared for at home let us be with him, and the amazing support of North London Hospice enabled him to die with dignity, in the home he loved."

Providing expert family support



When serious illness affects a child, family life is turned upside down and time becomes more precious than ever. Rainbow Trust pairs each family with a dedicated expert Family Support Worker to help them make the most of each day.

Families can be overwhelmed with grief and worry about their child's illness and getting them to hospital appointments that may be hundreds of miles away, all whilst trying to keep life as normal as possible. Rainbow Trust Family Support Workers support the whole family with whatever they need so that they don't have to manage alone.

St James London South staff raised £24,000 for Rainbow Trust this year, through major sporting events such as the London Marathon and Ride 100, as well as a fire walking event for the most intrepid fundraisers. This money could support up to 13 families with a seriously ill child for a whole year.

Furthermore, in April 2019, a group of siblings whose brothers or sisters are seriously ill were given the opportunity to take part in a three night stay at the



Longridge Activity Centre. One child commented that the experience had given them a chance to bond with other children they previously hadn't known that well, saying, "It was a great opportunity to get to know amazing people whilst having fun." Another summarised the trip as "An experience of a lifetime."

£24,000

St James London South staff have raised £24,000 for Rainbow Trust in the last year.

Improving access to sport



READY (Recreation and Easy Access for Disabled Youth) is a small charity, run entirely voluntarily with no overheads or paid staff.

It supports disabled children who want to participate in sport. Whether by providing wheelchairs, prosthetic limbs, swimming lessons or specially adapted bicycles, READY tries to help these youngsters to fulfil their dreams.

READY has been helping children for over 25 years, raising over £650,000 in that time. Through its support, Team Britain members Kare Adenegan, Toby Gold and Sophie Kamlish enjoyed recent success with medals at both the Rio and London Para-athletic games.

READY aims to assist any child, no matter what their ability. In the past year, it has received a number of new grant requests, not only from young athletes wishing to pursue their dreams of representing Great Britain at the Tokyo Olympics in 2020, but also from those wishing to use sports as a means to improve their mobility and lifestyle. Each one of these individuals has an inspirational story.

Plamedi, aged 18, who has Functional Neurological Disorder and Myoclonus Distoria, is one of those supported. She was ranked second in the UK in the

£38,000

Berkeley St Edward staff have raised £38,000 for READY in the last year.

Under 15s 60 metres sprint when she became unable to walk. Plamedi has ambitions to represent Great Britain next year in her new wheelchair.

Over the last year, Berkeley St Edward staff have raised £38,000 for the charity. The team has got involved in a range of ways, from helping develop the charity's website, to a boxing night, a Goodwood day out, and a quiz night in February in a freezing snowstorm.

This support will enable READY to double the number of grants awarded.



Improving the quality of palliative care

Richard House Children's Hospice provides care and support to babies, children and young people with life-limiting or life-threatening health conditions.

The Berkeley Foundation supports its Practice Development Programme; a training programme for Richard House nurses to improve care and support for children with life-limiting conditions and their families in East London.

In the last year, the programme has supported the development of the charity's 25 nurses, by putting in place training days every six weeks. These have included clinical workshops in tracheostomy, ventilation, enteral and parenteral training to support children with breathing and feeding difficulties, seizure management and End of Life Care training.

As a result of the training, Richard House has become a leading provider in Parenteral Nutrition, and the only children's hospice that can deliver this in London. Richard House has accepted three new children with these needs, which it would have been unable to do previously.

25

In the last year, the programme has supported the development of the charity's 25 nurses.

The Practice Development Programme has also delivered 786 hours of 'step down' care, supporting the transition of children from long-term hospital stays to home via the hospice by training parents on how to care for their child at home.

As a result of the programme, Richard House has retained a full nursing team and reduced the number of agency nurses needed as cover, which has increased the consistency of care it provides for children. It has found that parents and carers are more confident in looking after their child at home, and has seen improvements in quality of life for both children and families.



Meet Alexis

Alexis is four and has been a regular visitor to Richard House since she was a baby. She was born with a grade three laryngeal cleft and needed a tracheostomy to help her breathe.

The equipment and medication that has to go with Alexis everywhere makes life very difficult for her family. Alexis comes to Richard House for respite care, giving her mum a chance to rest and recuperate so she is refreshed and ready to care for Alexis again.

Alexis' mum says:
"Richard House is just the most amazing place. They are such lovely people and great care providers. Richard House means a great deal to us. Alexis loves going there and we can get much needed rest."

Reducing isolation at Christmas



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

For the past five years the Berkeley Foundation has supported the charity's Christmas Hampers programme, which delivers hampers to some of the most isolated elderly people living in Westminster.

Last Christmas, the Sir Simon Milton Foundation was able to deliver 370 hampers. In close association with the Carer's Network, hampers were also delivered to some of the city's carers in recognition of the challenging work that they do, often with little or no reward.



Recipient of a hamper



It is wonderful of you to have sent this gift, I have never had a gift like this in my life, and I am 89! How kind of you to think of me. God bless you.

Lila

370

Last Christmas, the Sir Simon Milton Foundation was able to deliver 370 hampers.

Improving youth mental health

Since the launch of the *Improving Youth Mental Health* programme in 2017, the Berkeley Foundation has been working with six organisations to pilot new and innovative approaches to improving mental health and wellbeing among vulnerable and marginalised young people in London.

Today's fast-paced and competitive society can make growing up difficult. Exposed to a range of pressures, it is often challenging to make and keep friends, achieve at school, and navigate online spaces.

Through this programme, we are supporting partners to explore different approaches to improving

young people's mental health, from engaging teenagers through sport, to taking therapy out onto the streets.

We want to equip young people who are vulnerable to developing a mental health issue, and those who are experiencing early symptoms, with tools and resilience to lead happy and healthy lives.



The youth-led States of Mind project encourages young people living in Hackney to support each other.

In the first phase of States of Mind, Anna Freud Centre engaged five young men from Hackney who had a strong desire to support their younger peers. Growing up on the estate, the group had been exposed to inequalities, lost friends to knife crime and experienced high levels of anxiety with nowhere to turn for help.

This collaborative project enabled them to co-develop a number of creative workshops combining psychological theory with young people's key mental health concerns.



The workshops have been delivered to 100 young people and have enabled many to talk more openly about their experiences and become more informed about the support services available to them. In the project's next phases, local young people will be trained as peer mentors.

100

Creative workshops have been delivered to 100 young people.



Free to Be Kids' Thrive Mentoring project matches trained adult volunteers with disadvantaged children across London. These young people are struggling with social and emotional difficulties. They may lack confidence and self-esteem, and are often at risk of exclusion.

Thrive Mentoring enables children to access fun and rewarding activities which inject joy and adventure into their childhood and help them to re-build self-esteem.

With the support of the Berkeley Foundation, the project has provided eight 11–14 year olds with one-to-one mentoring support over a six-month period.

This consistent and longer term intervention is designed to support children to rebuild their often damaged sense of trust and attachment. Mentors provide a listening ear as children journey through difficult life situations and become a key part of the child's support network, offering positive affirmation, and support to develop the resilience to thrive.





The Harlequins Foundation's mental health campaign, METTLE, has improved the emotional resilience of over 2,000 young people in Richmond-upon-Thames.

METTLE aims to build resilience and improve emotional wellbeing in young people as they transition from primary to secondary school. The programme is delivered by specially trained Harlequins' coaches using rugby as an engagement tool.

Last year, the Berkeley Foundation funded the delivery of the programme in nine schools across Richmond-upon-Thames, reaching 600 students.



After completing the programme, 95% of participants reported improved ability to understand and control their emotions, and 85% of teachers felt that METTLE had a positive effect on their students' wellbeing.

95%

of participants reported improved ability to understand and control their emotions.



MAC-UK takes mental health therapy out of the clinic, working alongside young people to change the systems around them.

The MAC-UK INTEGRATE approach is to offer a flexible, responsive and holistic service which goes beyond providing one-to-one therapy. MAC-UK's work is rooted in the belief that young people hold the solutions to the problems they face. Working with community groups across London, this way of working has improved excluded young people's mental wellbeing and engagement with services.

Berkeley Foundation is funding the salary of a newly qualified mental health practitioner who is embedding MAC-UK's approach within the mental health services of external community projects supporting excluded young people in Barnet, Camden and Islington.

In addition, the practitioner is supporting services' abilities to meet young people where they are at. By radically transforming young people's access to mental health services, MAC-UK is making progressive steps towards social equality.



Leap is an award-winning national youth charity that provides inspirational conflict management training and support to young people and the professionals working with them.

With funding from the Berkeley Foundation, Leap is developing a 30-hour training programme and is currently piloting a new curriculum for young people in foster care and residential children's homes, and their adult carers. In the early development phases of the project, Leap carried

out a number of focus groups to ensure that young people, and their carers, were at the heart of curriculum development.

The programme will be delivered to 64 young people and 135 adult carers across two years, with a third of these in London and the South East.

They will gain the skills to manage conflict effectively, enabling them to build supportive relationships, and ultimately promoting positive mental wellbeing.

64

The programme will be delivered to 64 young people over two years.



Combining football and counselling, St. Matthew's Project is helping young people affected by gangs and crime to control their anger and express their feelings in a positive way.

St. Matthew's Project is at the heart of its community, providing a safe and encouraging environment where young people can come together and enjoy sports and learning opportunities.

In its first year, the Fit for Life programme engaged 43 young people living in the Tulse Hill and

Brixton areas of Lambeth. By attending a flexible programme of football coaching, group counselling workshops and one-to-one support, many have reported feeling more resilient, confident and emotionally literate.

All the boys were deeply affected by the murder of their friend in November 2018. St. Matthew's Project was well-placed to support them, creating a safe space for the group to share their grief:



"When Ryan got killed it helped us all to let our emotions out. And we learned from it, that small things can turn big quickly. I'm still sad but I'm not as angry."

Thank you

There are far too many people to thank for making our work possible than I could possibly do justice to in such a small space.

However, there are some people and organisations whose contribution is absolutely vital.

Thank you to the Berkeley Group, which provides the majority of the Foundation's funding and covers our overheads, meaning that every penny raised can be given out in grants.

Thank you to the Berkeley staff, who continue to throw themselves into

supporting their communities in increasingly imaginative ways, and raised a record £1 million this year.

A particular thank you to our Foundation Champions – volunteers who lead the Foundation's work in each Berkeley office, and put a huge amount of effort into organising events, co-ordinating volunteering, and encouraging colleagues to get involved.

Thank you to Berkeley's supply chain and subcontractors, who contribute hugely to our fundraising efforts and also help by opening up employment opportunities for young people.

Finally, and most importantly, thank you to our charity partners and the people they support. We are inspired by you, and continue to learn from you every day.



Sally Dickinson
Head of the Berkeley Foundation

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crisis.org.uk

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lordstaverners.org

MyBnk
mybnk.org

The Change Foundation
thechangefoundation.org.uk

Imperial College London
imperial.ac.uk

Mayor's Fund for London
mayorsfundforlondon.org.uk

Prince's Trust
princes-trust.org.uk

Designated Charities

Action for Carers Surrey
actionforcarers.org.uk

Home-Start London
home-start.org.uk

North London Hospice
northlondonhospice.org

Thames Reach
thamesreach.org.uk

Alexander Devine
alexanderdevine.org

Honeypot Children's Charity
honeypot.org.uk

Providence Row
providencerow.org.uk

The Connection
connection-at-stmartins.org.uk

Demelza
demelza.org.uk

Hope for Southall Street Homeless
hssh.org.uk

Rainbow Trust
rainbowtrust.org.uk

Vauxhall City Farm
vauxhallcityfarm.org

ellenor
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Key4Life
key4life.org.uk

READY
readycharity.org

Evelina London
evelinalondon.nhs.uk

MERU
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St Basils
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Momentum Children's Charity
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SPEAR
spearlondon.org

Community Investment Fund

Anna Freud Centre for Children and Families
annafreud.org

Harlequins Foundation
harlequins.foundation

St. Matthew's Project
thesmp.net

The Multiple Sclerosis Trials Collaboration
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Central Eltham Youth Project
ceyp.org

Leap Confronting Conflict
leapconfrontingconflict.org.uk

Settle
wearesettle.org

The Outward Bound Trust
outwardbound.org.uk

Drive Forward
driveforwardfoundation.org

Longridge
adventurelearning.org.uk

Sir Simon Milton Foundation
sirsimonmiltonfoundation.com

Toynbee Hall
toynbeehall.org.uk

Elmbridge Rentstart
elmbridgerentstart.org.uk

Lord Mayor's Appeal
thelordmayorsappeal.org

SPEAR
spearlondon.org

Ways into Work
waysintowork.com

Floreat Education Academies Trust
floreat.org.uk

MAC-UK
mac-uk.org

TAP London
taplondon.org

Widcombe Social Club
widcombesocialclub.co.uk

Fight for Peace
fightforpeace.net

Power2
power2.org

The Big House
thebighouse.uk.com

Variety
variety.org.uk

Free to Be Kids
freetobekids.org.uk

Richard House Children's Hospice
richardhouse.org.uk

The Felix Project
thefelixproject.org

Royal British Legion Industries
rbli.co.uk

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