



Working together

Annual Review 2020



**Working
together
to build
a resilient
community**

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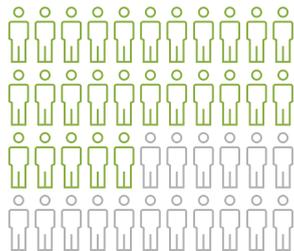
Welcome to the Berkeley Foundation Annual Review 2020

£3m

We provided £3m to partner charities in 2019/20 through grants, fundraising and GAYE.

£350,000

Over £350,000 awarded in emergency Covid-19 grants so far.



63%

of Berkeley Group staff continue to fundraise and volunteer to support our work.

ThirdSector
Business Charity Awards
Winner 2020

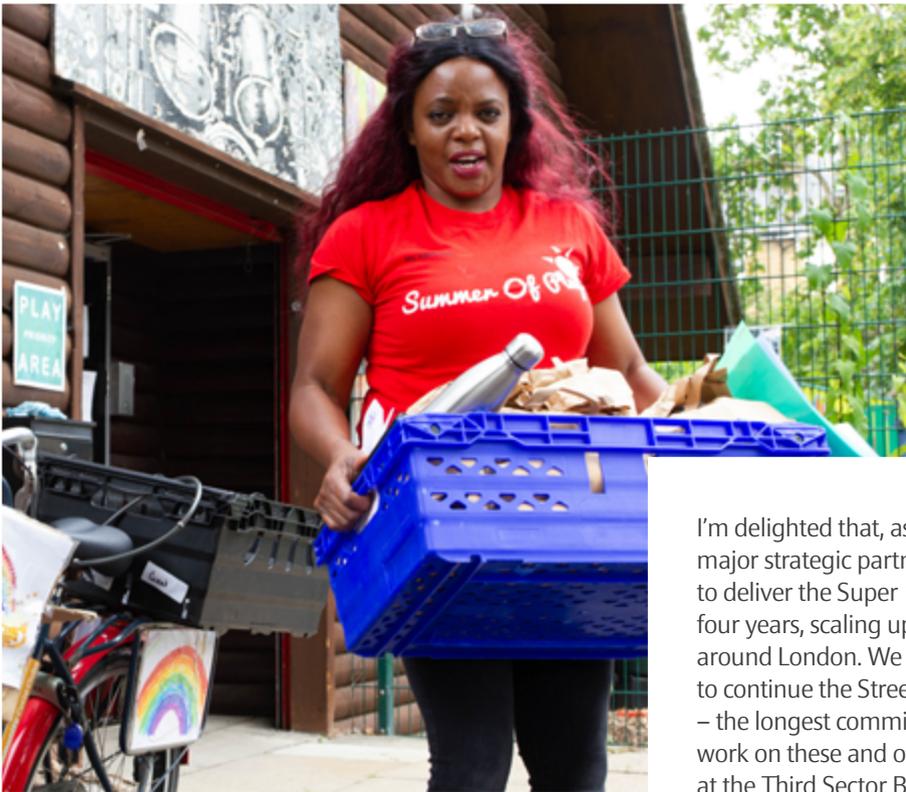
It would be impossible to introduce this 2020 Annual Review without acknowledging the enormous impact that Covid-19 has had on our lives and communities this year. The effect of the virus on health and livelihoods across the country has been devastating. For the young people supported by our charity partners, it has ushered in a period of real uncertainty, and the biggest rise in youth unemployment for over a decade.

Our work is underpinned by strong partnerships, and so our first priority has been the charities we work with and the communities they serve. We have committed over £650,000 to supporting our charity partners through the crisis. So far, this funding has supported food deliveries for families living in poverty, video counselling sessions for young people struggling with their mental health, additional staff to enable a youth charity to move from group work to socially distanced 1:1 support, and more. It also includes unrestricted grants to all our local Designated Charity partners.

The pandemic has shown just what can be achieved when people come together. I have been struck by the surge in community spirit, the groundswell of support for those in need, and the innovation and collaboration that has been made possible by the extraordinary circumstances. However, it has also laid bare the inequalities in our society. The health impacts of the virus itself, the personal impacts of life under lockdown, and the economic impacts have not been distributed evenly. BAME communities, those living on low incomes, and women are all disproportionately affected.

These inequalities run far deeper than this emergency, and they call for new thinking about the way our society should operate. As we look beyond Covid-19, we all need to play our part in building a fairer future. This means being willing to challenge injustice – within our own organisations as well as in the wider world. It means collaborating to find innovative solutions to the challenges young people are facing. And it means deepening our partnerships with charities, and listening to what communities really need.

2021 will see the launch of a new strategy for the Berkeley Foundation, which will build on what we have learned during our first ten years and set out our vision for the future. I look forward to sharing this with you next year. In the meantime, the last 12 months have seen exciting developments in many areas of the Foundation's work. We have continued to deliver our 2018 – 2021 strategy, working closely with our long-term charity partners to build a society where every young person can thrive.



I'm delighted that, as part of this, we have renewed two of our major strategic partnerships. We will support Lord's Taverners to deliver the Super 1s disability cricket programme for another four years, scaling up the programme in Birmingham and around London. We will also work with The Change Foundation to continue the Street Elite programme for another five years – the longest commitment we've ever made. The Foundation's work on these and other partnerships was recognised this year at the Third Sector Business Charity Awards, where we won four categories, including the main 'Best Business' award.

Berkeley Group staff have continued to fundraise and volunteer to support the Foundation and our partner charities. This year, over 60% of Berkeley staff got involved in the Foundation's work, with initiatives ranging from bike rides, golf days and football tournaments, to a sleep out at Southall Waterside in support of a local homelessness charity. I'd like to thank all the staff across the Berkeley Group for the way they have stepped up this year in support of our local communities.

In closing, I want to pay tribute to Berkeley Group Founder and Chairman, and Berkeley Foundation Trustee, Tony Pidgley CBE, following his death in June this year. Tony was a giant of the property industry, but he was also a committed philanthropist who was passionate about the Foundation's work in support of young people and their communities. He had been an integral part of the Foundation's Board since its inception and he will be sadly missed by all of us.

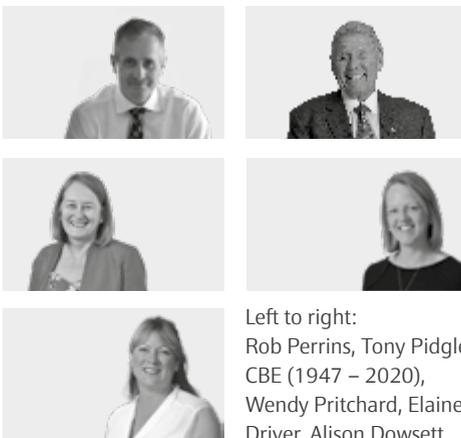
I would also like to thank the Berkeley Foundation team for their hard work, commitment and leadership over the last 12 months, and I'd like to welcome Alison Dowsett who is joining the Board from August. Finally, I want to convey my thanks to my fellow Trustees Wendy Pritchard and Elaine Driver, for their sound advice and good governance – ever more important in such uncertain times.

Rob Perrins
Chairman, Berkeley Foundation



As we look beyond Covid-19, we all need to play our part in building a fairer future.

Rob Perrins, Chairman



Left to right:
Rob Perrins, Tony Pidgley CBE (1947 – 2020), Wendy Pritchard, Elaine Driver, Alison Dowsett

Our commitment to help young people thrive

The Berkeley Foundation is the grant-making foundation established by Berkeley Group. We work with the voluntary sector and others to help young people overcome barriers, improve their lives and build a fairer society.

Everything we do is underpinned by long-term partnerships. We work closely with charities that model new approaches to the challenges facing young people. We go beyond funding wherever possible, providing capacity building support, and adding value through our relationship with Berkeley Group and wider networks.

We also work with our partners to evaluate and learn from the work we do together. We use this to inform and improve our strategy and funding decisions, as well as sharing insights more widely.

Our core funding comes from Berkeley Group, which also pays all our overheads. This means that every penny raised for the Foundation can be spent directly on charitable activities. Berkeley Group staff also support our work through fundraising and volunteering events, and through payroll giving. All money raised for the Foundation and our charity partners by staff is matched by Berkeley Group.



Our focus areas

A safe place to call home

Ensuring young people have secure, stable accommodation.



1,149

young people reached this year

Access to employment

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



875

young people reached this year

The skills to succeed

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



1,429

young people reached this year

Health and wellbeing

Supporting young people to live happy, healthy lives.



1,890

young people reached this year

Our 2018-2021 strategic priorities

Our three year strategy sets out three clear strategic priorities for our work, underpinned by a set of measurable objectives.

This page sets out our progress in each priority area, as we move into the final year of our current strategy.

Key to our progress



Target



In progress



Achieved

STRATEGIC PRIORITY

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.

Every Berkeley office also partners with a local **Designated Charity** that they work directly with.

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.

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 we have learned.

Three year objectives

- 🎯 Find projects that will enable us to give at least £3.5 million a year by 2021 through grants, staff fundraising and GAYE.
- 🎯 Work 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.
- 🎯 Launch a core cost commitment, which will ensure that every grant we make takes a full cost recovery approach.

Progress in 2020

- 🟡 We gave £3 million to communities in 2019/20 through grants, staff fundraising and GAYE.
- 🟢 This year other funders including PIMCO Foundation, the GLA and the ECB have got involved with our key strategic partnerships. We have also worked with London Funders to share intelligence around the response to Covid-19.
- 🟢 Our core cost commitment has been published on our website. In 2019/20 95% of new grants, representing 99% of the total value of our commitments, were either unrestricted or included core costs.

Three year objectives

- 🎯 Develop 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.
- 🎯 Create more opportunities for our partners to meet, network and collaborate with each other and our wider networks.
- 🎯 Develop 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.

Progress in 2020

- 🟡 We have set up a staff committee to review volunteering opportunities across Berkeley Group and identify better ways to share these with staff.
- 🟢 In February we held a business networking dinner in partnership with Crisis, raising awareness of the issue of homelessness among Berkeley Group's corporate networks.
- 🟡 We have introduced new employment pathways, including work to support Crisis members into jobs at St George's Grand Union development in Brent.

Three year objectives

- 🎯 Undertake 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.
- 🎯 Create a learning programme which provides space for our partners to share, reflect and develop their work.
- 🎯 Raise the Foundation's profile and ability to influence key stakeholders by developing and implementing a new communications strategy.

Progress in 2020

- 🟡 We have commissioned IVAR to carry out our 10 year evaluation, and are aiming to deliver this in May 2021.
- 🟡 We piloted our new learning programme in 2019/20. We delivered three learning events in the year, with plans for more events in 2020/21.
- 🟢 Our new communications strategy has been produced, and will be implemented over the next 12 months.

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 contribution made by Berkeley staff.

We've assessed the impact of our work using London Benchmarking Group's depth of impact framework.

+ Our investment

£3m

We provided £3m to partner charities in 2019/20 through grants, fundraising and GAYE.

£760,000

Total raised by staff this year.

= Our impact

5,300

We reached more than 5,300 people through our programmes and partnerships.

77%

of people we supported had made a connection.

61%

of people had made an improvement.

17%

of people experienced a transformation.

Giving by type



- Strategic Partnerships **£1,419,000**
- Designated Charities **£703,000**
- Community Investment Fund **£845,000**

Giving by theme

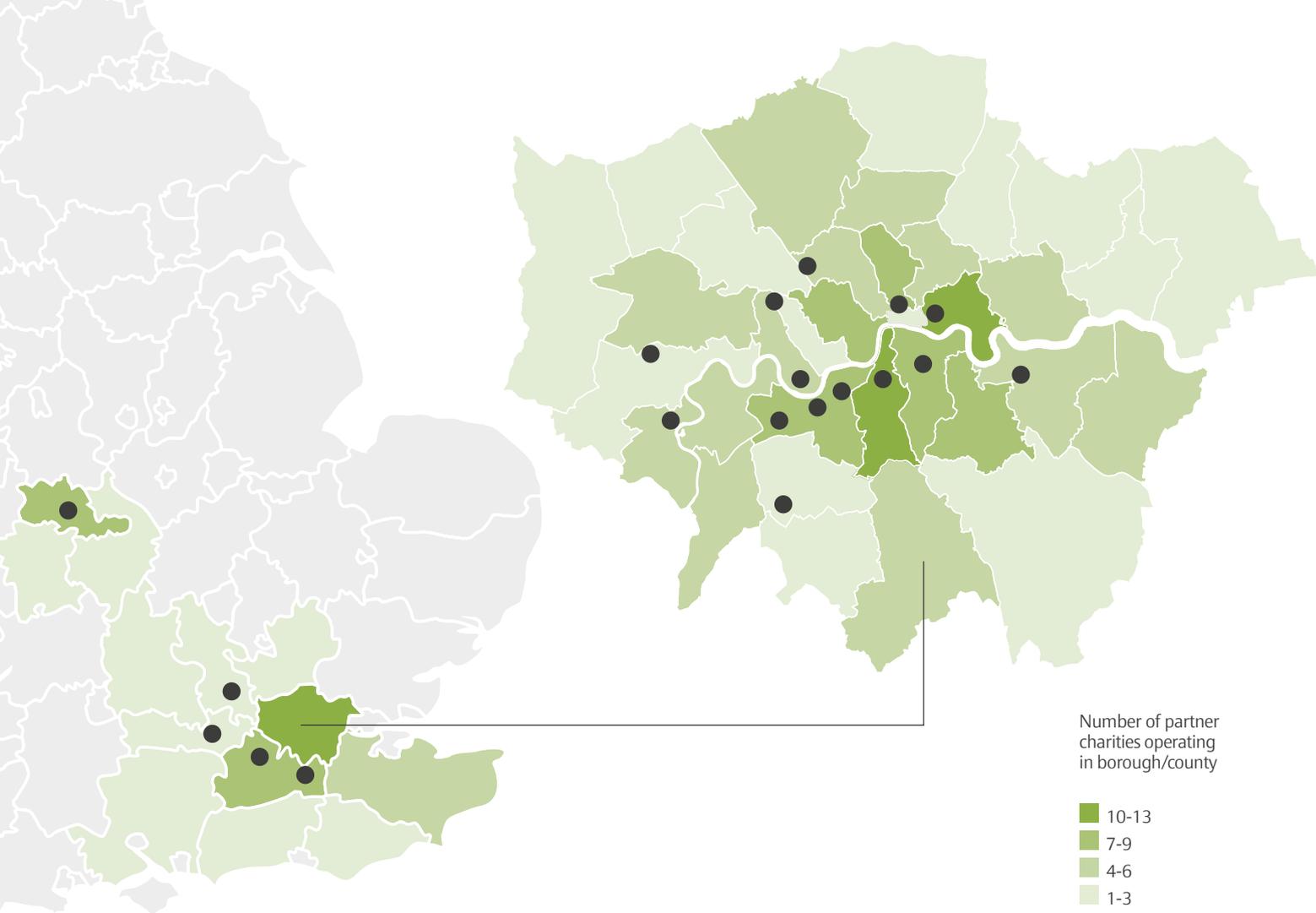


- A safe place to call home **£999,000**
- Access to employment **£371,000**
- The skills to succeed **£570,000**
- Health & wellbeing **£1,027,000**

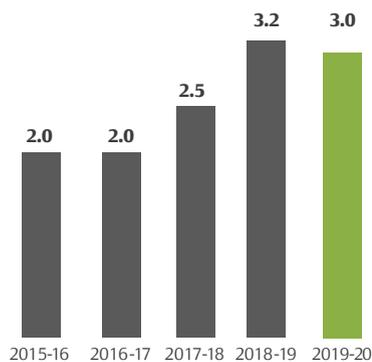
Grants made by size



- £0-20,000 **24**
- £20,000-50,000 **17**
- £50,000-100,000 **3**
- £100,000+ **6**



Total giving over the last five years (£million)



New partnership
No5 Young People

No5 provides confidential listening support to children in Reading. With our funding the charity will work with young people who have been excluded from school to design and pilot a prevention programme which will be rolled out over three academic years.

By bringing together No5's counselling expertise and excluded young people's lived experience, the programme aims to improve behaviour and reduce the risk of exclusion among 8 -14 year olds.

Understanding our impact

Our vision is for a society where every young person can thrive. We think about our impact on three levels: individual, organisational, and systemic.

Individual impact

We have reached over 27,000 people since 2014, working in partnership with charities that provide high-quality front line support. Our partners might support a young person to learn new skills or find secure accommodation,

or make sure a young carer gets the advocacy that they need. This support looks slightly different for everyone – the organisations we work with take a person-centred approach, as we know that no two people’s needs and experiences are exactly the same.

Dipti & Home-Start London

Dipti and her two young children were struggling following the loss of a baby, and were receiving help from a family support worker at Home-Start Barnet Brent Enfield & Harrow, part of the Home-Start London consortium.

The family was living in a flat that wasn’t suited to their needs, and this additional stress was taking its toll.

Home-Start London is the local charity partner of Berkeley Homes North East London, and staff raised £102,800 for the charity this year.

In August 2019, Home-Start London approached Berkeley to ask if they could makeover a room in Dipti’s flat. After visiting the property, the team decided to work with staff volunteers and sub-contractors to renovate the home completely, creating a safer and more welcoming environment, and maximising the space available.



The finished product was beyond everyone’s expectations, and the family was overjoyed to move back into their now suitable – and safe – home.

Tamar Glyn, Senior Co-ordinator at Home-Start Barnet Brent Enfield & Harrow comments: “The flat is a complete transformation, a perfect, safe environment for a young family who had been through such a tough time. These kind of initiatives can really transform families’ lives and give them a new start.”

Dipti says: “The renovation that Berkeley Homes did was amazing. They made our flat safe and welcoming, where the children and I can relax.”

Organisational impact

Most of our partnerships are long-term, often for a minimum of three years. This enables us to build real relationships with charities, helping them to plan ahead and ensure they are in the best possible position to support their beneficiaries. All our charity partners are also eligible to apply for additional funding through our Capacity Building Fund, which is designed to help build their organisational resilience and capacity.



The new website is really good, with lots of information. I found it very easy to find things out and now I really want to get involved with Surrey Young Carers.

Young carer



Action for Carers Surrey

Surrey Young Carers, part of Action for Carers Surrey, offers activities and opportunities for young carers across Surrey to take time out of their caring role and meet other children in a similar position. It has been the Designated Charity for Berkeley Group since 2015, and staff have raised over £3,000 this year.

With 14,000 young carers in Surrey and an expected increase of 8% by 2025, the charity realised it needed to expand the reach and impact of its services. However, its outdated website was not meeting the changing needs of the caring community.

A Capacity Building Fund grant from the Berkeley Foundation supported Action for Carers Surrey to commission a large-scale website re-development project. They engaged with over 200 stakeholders – primarily carers, but also staff and health and social care professionals – and created fresh content for a new carer-centric site launched in November 2019.

Since then the charity has seen a significant growth in website users from 2,745 in July 2019 to 10,258 in March 2020, leading to increased numbers of carer registrations. The new website also helped the charity to respond quickly to the Covid-19 pandemic, sharing relevant information and offering support where needed.

A further grant of £10,000 following the onset of Covid-19, has helped the charity to adapt its services for remote support.

Jamie Gault, Chief Executive, comments: “The long-term partnership built with the Berkeley Foundation has provided our organisation with a strong foundation, allowing us to expand our reach and impact. Through the funds raised by Berkeley staff, 1,000 young carers have been able to attend a Surrey Young Carers event - making a real difference to them in their caring role.”

Systemic impact

As well as directly supporting people and organisations, we use our networks to share what we have learned through our partnerships. We believe that by being transparent about what has worked well and what hasn't, we can begin to influence other funders, businesses and decision-makers.

“
The partnership between Skylight Brent and the Berkeley Foundation amplifies the impact of our work in the local area.

Atara Fridler,
Director of Skylight Brent



Crisis & Brent Council

This year, for the first time, we are funding a partnership which has the explicit aim of bringing about local systems change. Our partnership with Crisis and Brent Council takes a collaborative, place-based approach to ending homelessness in Brent.

Part of Crisis' overall strategy is to show that homelessness can be ended in specific geographical locations. Our work together in Brent focuses on a combination of direct services to people affected by homelessness, influencing local systems to improve the effectiveness of wider homelessness prevention services, and strengthening the local homelessness strategy.

The Brent Homelessness Forum brings together key local stakeholders, including charities, community groups and the local council, to coordinate services and explore improvements to homelessness pathways in the area. Our funding strengthens the existing forum structure and secures its continuity for the life of the partnership.

The partnership has already enabled improved lines of communication, more aligned working across homelessness and health services, and the development of a new initiative exploring experiences of migrant homelessness. When Covid-19 hit, the structures that had been put in place helped underpin a joined-up response in the borough, with voluntary and statutory agencies working closely together.

Atara Fridler, Director of Skylight Brent, says: "The partnership between Skylight Brent and the Berkeley Foundation amplifies the impact of our work in the local area. Our relationship allows Crisis to continue vital influencing work whilst also supporting our clients move out of homelessness, and although we are in the initial stages of our new partnership we know that the learnings will be important to how we work with others in the future. Not only is the Berkeley Foundation dedicated to our mission but they are a supportive and effective partner in making change."

Inspiring responses to Covid-19

Everything changed in March 2020. Covid-19 moved quickly from being a distant threat to a present reality, and transformed even the smallest aspects of our daily lives.

Some elements of our response were immediately clear. As a long-term funder, we would be there for our charity partners. We would flex targets and deadlines, delay reports and lift funding restrictions, listening all the time to our partners and what they needed from us.

We affirmed our commitment to these principles by becoming an early signatory to 'We Stand With The Sector', a joint funders' statement on Covid-19 signed by more than 350 funders.

We also knew that we needed to offer funding. We identified £650,000 which was quickly earmarked for our response. We have been distributing this through a combination of unrestricted funding to our Designated Charity partners, all of whom had seen Berkeley staff fundraising events cancelled or postponed; and through additional grants to help partners to adapt or re-open their services or respond to the needs of their community.

Berkeley staff have remained eager supporters of the Foundation's work throughout. This period has seen staff organise donations of PPE and hand sanitiser, host online workshops and virtual construction site tours, create socially distanced work experience placements, and raise much-needed funds through a host of remote challenges.

There is much to learn from all this, and much about the future which is still unknown. But the core elements of our strategy – working through long-term, trust-based charity partnerships; listening to and learning from our partners; and adding value through an engaged and enthusiastic Berkeley workforce – have proved themselves to be solid foundations from which to begin.

Emergency funds help expand Mayor's Fund for London Kitchen Social project

The Mayor's Fund for London used funding to expand Kitchen Social, a school holiday project, to operate throughout lockdown. Working with vacant school kitchens,

catering companies and community groups, they provided food hampers, packed lunches and hot meals to 526 vulnerable children.

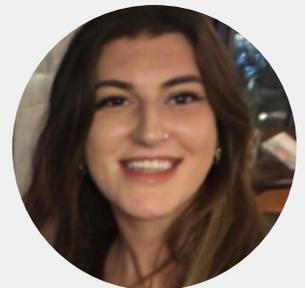


New responsive funding used to widen mental health support services

Khulisa, a youth charity which tackles violent and anti-social behaviour, used the funding to bring one of its therapists back from furlough, supporting 33 vulnerable children to navigate the emotional challenges of lockdown.

Anna Freud Centre in London, and No5 Young People in Reading used our funding to establish remote mental health

services for young people, including Zoom counselling courses and online peer support sessions.



A safe place to call home

Having a safe place to call home should be a basic right. Yet levels of homelessness in the UK, including rough sleeping, 'sofa-surfing', and those living in unsuitable temporary housing, remain significant. Those leaving the care system face even higher levels of risk.

There are many reasons why people end up homeless. For young people it often starts with a family or relationship breakdown. Structural factors, including changes to the benefits system, increasing rents and a lack of affordable housing, all also play a part. One third of care leavers become homeless in the first two years after they transition to independent living and 25% of all homeless people have been in care at some point in their lives.¹

Temporary accommodation should only ever be a short-term solution, but due to the lack of other options it is often used to house families for long periods. In June 2019, almost 130,000 children lived in temporary accommodation.² Children who grow up in unstable and unsuitable accommodation may struggle with feeling safe and settled, and this can have a long-lasting impact on their lives.

The Covid-19 crisis has seen an increased focus on the risks facing homeless people. Changes to government policy led to thousands of rough sleepers being housed in hotels where they could self-isolate effectively. However, the crisis has also created a sharp rise in people becoming homeless for the first time, whether through loss of income or the pressures put on personal relationships during lockdown.

We partner with charities that believe homelessness can and should be ended. Their services include preventative work with young people at risk of homelessness, and holistic support for people who find themselves homeless, to help them move on into safe, secure and sustainable housing as quickly as possible.

Understanding the need

Preventing youth homelessness

Prevention must be a priority if we have any hope of ending homelessness altogether. The Covid-19 pandemic has seen a growing number of young people seeking help: Centrepoin t recorded a 36% increase from the start of lockdown in March 2020 to the end of April.³ Reasons include losing a zero-hour contract job and being asked to move out of a temporary place such as a friend's sofa.

Access to sustainable housing

While there are many reasons why people become homeless, housing is a primary need in every single case.

There is good evidence that enabling people to move into a permanent home as quickly as possible is one of the most effective ways to help them deal with the challenges they are facing.

Ending rough sleeping

At the onset of the Covid-19 pandemic, government, local authorities, charities and businesses acted quickly to support rough sleepers to leave the streets, demonstrating just how much can be achieved in a short space of time. In just over two months, under the 'Everybody In' initiative, more than 90% of rough sleepers known to councils at the beginning of the pandemic were housed in hotels or other accommodation where they could safely self-isolate and protect themselves from the virus.⁴ The challenge now is to enable them to stay off the streets for good.

Our charity partners have been heavily involved in this initiative – co-ordinating services, providing support to people housed in temporary accommodation, and leading calls for temporary measures to be extended to prevent homeless people being returned to the street.

¹ All Party Parliament Group for Ending Homelessness. *Homelessness prevention for care leavers, prison leavers and survivors of domestic violence*. July 2017: Report 1

² Ministry of Housing, Communities & Local Government. *Statutory Homelessness, April to June (Q2) 2019: England*. December 2019

³ Centrepoin t. *Locked out: Youth Homelessness during and beyond the Covid-19 pandemic*. August 2020

⁴ Gov.uk. *6,000 new supported homes as part of landmark commitment to end rough sleeping*. May 2020.



Carla & Settle

Carla is a young person with experience of care who was referred to Settle, an award-winning social enterprise, in June 2019. She was about to move into her first home when they got in touch.

“Moving into this new place was very overwhelming for me, because of some of the circumstances I was going through. I was in my final year at university, and I also had post-traumatic stress, depression and anxiety. Going through all of that and moving into a new property and having no support from family. It just added to the pressure.”

Settle helps young people like Carla to manage their finances, health and new home, and is often their sole source of support. We have funded Settle through our *Combatting Youth Homelessness* programme to support 24 young people across four London boroughs.

“Moving into independent living a lot of reality came knocking on my door. The Settle programme helped me to break these things down. We had a budgeting session where we looked at how much income I was getting in. I had to budget with my student finance and look at where I could cut down on my spending, whilst saving some money so that I could socialise with my friends.”



To have a programme like Settle coming along helping and supporting me is almost like having a family.

Carla

“With no family, as soon as I turned 18 I was left by the care system to do things for myself. To have a programme like Settle coming along helping and supporting me is almost like having a family. Just knowing I have somebody to support me during this transition is phenomenal.”

24

Our funding supported 24 young people across four London boroughs.

Working in partnership

Funding

This year, the Foundation invested almost £1m in helping people find and keep stable and secure accommodation. Our six charity partners in the *Combatting Youth Homelessness* programme continued to deliver services to help homeless or at-risk young people.

Adding value

107 employees from across Berkeley Group took part in Crisis' Square Mile Run event in May 2019, raising over £24,000. We also had 43 volunteers helping at Crisis at Christmas, and weekly volunteers from Berkeley St Edward serving breakfast at The Connection at St-Martin-in-the-Fields.

Learning & sharing

We held two events with MyBnk in October 2019 and February 2020, showcasing the impact of The Money House programme in Newham and Greenwich. The attendees heard from young people who had taken part in the programme. The events helped to strengthen connections between MyBnk, the local authority, other funders, and the local Berkeley businesses.

Our investment

£1m

has been given to charities tackling homelessness in 2019/20 through grants, fundraising and Give As You Earn

Our impact

1,149

We have supported 1,149 people facing or experiencing homelessness this year

1

One additional Money House opened in Westminster

64%

reduction in eviction rates for young people who have taken part in The Money House

90

homeless young people took part in careers advice sessions provided by Central Eltham Youth Project

Strategic Partners

Crisis *p12,19*

MyBnk *p17*

Designated Charities

Hope for Southall Street Homeless

SPEAR

St Basils

Thames Reach

The Connection at St Martin-in-the-Fields

Community Investment Fund

Central Eltham Youth Project

Rentstart *p18*

Settle *p15*

The Foyer Federation

Toynbee Hall

Emily & MyBnk

Emily, who is 18 and from Greenwich, took part in The Money House programme this year: "I study Health and Social Care at college. I'm doing this course so I can learn how to manage my money."

The programme is delivered by financial education charity MyBnk. It provides support for young people - predominantly care leavers - who are getting ready to move into their own flat and face an increased risk of eviction and homelessness. Participants spend a week building the practical skills to manage their living costs, maintain a tenancy and make informed choices about their future. Sessions take place in a real flat, so young people can put their learning into practice straight away.

Emily says: "Because I have disabilities and mental health issues the council put me in supported housing so there's help if I need it. I want to learn what to expect when I get my flat, so I know how to look at different options paying for bills."

We have funded The Money House since 2017, and the programme is now delivered in Greenwich, Newham, and Westminster with a further house in Haringey opening in summer 2020. In 2019, 541 young people were supported through the programme. An independent evaluation by ERS showed that participants were three times less likely to have problem rent arrears than their peers, and were more likely to be regularly paying off debt.



I'm going to keep at college, doing my Level 3 in Health and Social Care and then hopefully go to university to do midwifery.

Emily, 18, Greenwich



541

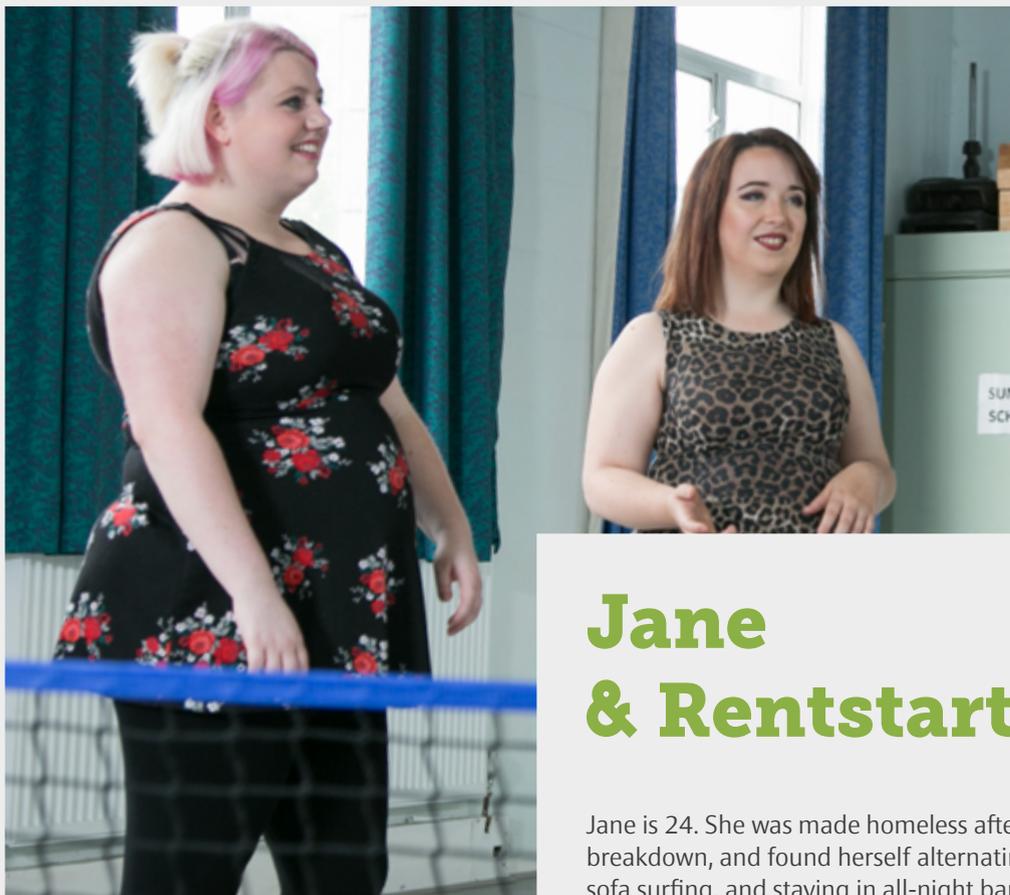
young people - predominantly those leaving the care system - were supported through the programme.

x3

Participants were three times less likely to have problem rent arrears.

54%

had increased regular debt payments.



60

Our funding supports Rentstart to deliver life skills and employability sessions to 60 young people per year.

Jane & Rentstart

Jane is 24. She was made homeless after experiencing family breakdown, and found herself alternating between sleeping rough, sofa surfing, and staying in all-night bars to keep out of the cold. When homelessness charity Rentstart met Jane she was struggling with mental health issues, and desperate for accommodation.

Her support worker says: “We referred Jane to the local night shelter to keep her out of the cold, and helped her with mental health support as well as advice on benefits.”

Our funding supports Rentstart to deliver life-skills and employability sessions to 60 young people a year – ultimately helping them to move into sustainable housing.

“At first there wasn’t any housing available to suit Jane’s needs, but we encouraged her to attend the daytime hub. She also took part in life-skills sessions with the project worker that Berkeley Foundation funds. When a flat became available we provided tenancy training and support to give Jane the best chance of success. She continues to work with Rentstart and through our support and structure is in a good place for the future.”



Thank you so much for finding me accommodation. After sofa surfing and sleeping rough for the last few months I was at rock bottom and this has turned my life around. I’m truly grateful.

Rentstart client

Owen & Crisis

Owen used to run a mechanics business and owned a house in London, but was a victim of theft and fraud and lost both his business and his home.

“Until February I was working as a cleaner, paying my rent out of my earnings. Unfortunately my job ended and I could no longer afford my rent. I couldn’t apply for benefits as I had no recourse to public funds so I ended up on the streets. I slept rough for about a month, until we went into lockdown and I was picked up by an outreach worker.”

Crisis works with over 11,000 people a year across Britain, providing vital services and campaigning for the changes needed to end homelessness for good. During the Covid-19 pandemic, the team has continued to deliver its frontline services, adapting these to be delivered remotely wherever possible. Owen is one of those who has been supported off the streets during the pandemic.

“I have been placed in a hotel. I have my own room and shower and we get two meals a day which I am very grateful for, although I’m struggling as I can’t work and have no money.

“I had some emergency cash from Crisis but everything you need to do is online these days, and I can’t read or write. This makes me feel even more isolated.

“My literacy coach is still in touch but I worry about what will happen when lockdown is over. I’m praying I don’t end up having to sleep rough again.”

We have been supporting Crisis for more than six years, focusing on its employability work with members across London. We know that securing decent, sustainable work is one of the most effective ways to help someone end their homelessness. This year, our partnership enabled 52 people to take part in employability training, with 36 people successfully moving into a job.



Everything you need to do is online these days, and I can’t read or write. This makes me feel even more isolated.

Owen



Getting involved

Berkeley Group employees have found a huge range of ways to support our homelessness sector partners this year.

As well as fundraising, staff have volunteered with Crisis this year, supporting with employability workshops and at Crisis at Christmas drop in centres. The activities raise important funds and awareness of the issue of homelessness.



Crisis at Christmas logistics

A team from the Berkeley Foundation and Berkeley Commercial spent a day in a warehouse in Southwark, helping Crisis with the logistics for Crisis at Christmas 2019.



The Southall Sleepout

The Berkeley Homes West Thames team organised The Southall Sleepout in February. More than 20 team members slept out in wet and windy weather, raising more than £11,000 for Hope for Southall Street Homeless.



£186,000

raised by Berkeley staff for our homelessness sector partners this year.

Fundraising and volunteering for Crisis

Berkeley staff have continued to play an active role in our partnership with Crisis. 107 employees took part in the 2019 Square Mile Run, raising £24,000 for the charity. 43 staff volunteered their time over the Christmas break to support Crisis at Christmas, a monumental effort which reached over 5,000 homeless people across the country.



St Basils Big Birmingham Sleepout

St Joseph took part in the St Basils Big Birmingham Sleepout in November 2019, braving sub-zero temperatures and raising over £2,300.



St George tag rugby for SPEAR and Honeypot

St George put on their annual tag rugby on one of the hottest days of 2019, raising over £13,000 for SPEAR and Honeypot Children's Charity.

Access to employment

The employment market is changing rapidly. Young people entering the world of work today are navigating emerging industries, new technologies, and new models of employment which provide more flexibility (and less security) than ever before.

On top of this, we have a job market which has been heavily impacted by Covid-19. On one hand, the pandemic has demonstrated that for many, new and more flexible ways of working are possible. On the other, the lockdown has seen an almost complete shutdown of key sectors including hospitality, tourism and the arts.

The pandemic has laid bare the inequalities in our labour market, with those on lower incomes less likely to be able to work from home, more likely to be on the frontline of the response to the crisis and more likely to experience loss of income or redundancy.¹

In a context of rising unemployment and economic recession, young people who were already facing barriers to work are likely to struggle even more to gain a secure foothold on the career ladder. We work with organisations that help young people overcome barriers to work and



find decent employment that will enable them to contribute and to thrive.

Understanding the need

Youth unemployment

The unemployment rate for 16-24 year olds was 11.9% in January – March 2020, up from 10.8% the year before.² Many young people work in industries that have been hit especially hard by Covid-19, such as hospitality. We won't know the full scale of the impact for some time, but the effects are likely to be long lasting and significant.

Sustaining and progressing in work

Securing a job is an important first step, but many young people find themselves

in low-paid roles without real options for increasing their responsibilities or salary, putting them at risk of in-work poverty. Supporting young people to sustain and progress in work is as important as helping them to access work in the first place.

Breaking down barriers

Many young people face additional barriers to work – including caring responsibilities, lack of qualifications, disabilities and mental health issues, and systemic racism. We support charities which work closely with both young people and employers to break down these barriers and create a labour market which is more accessible and equitable.

¹ Resolution Foundation. *The effects of the coronavirus crisis on workers*. May 2020.

² House of Commons Library. Powell A, Francis-Devine B, Foley N. *Youth Unemployment Statistics*. August 2020.

Liam & Creativity Works

Liam Collins, who is 23 years old and from Croydon, is a 2019 Creativity Works participant. He explains: "I was a Film and Television graduate; getting rejection letters and feeling like I didn't have a place in the industry."

Creativity Works is designed to harness the opportunities in London's creative sector, and help break down the barriers faced by 17-24 year olds from disadvantaged backgrounds. We have supported the programme since 2014.

The programme supported 150 Londoners with masterclasses, mentoring, and practical training this year and will provide 100 days of paid freelance work. Berkeley Group volunteers supported the participants with sessions on CV writing and interview skills.

Bob Bamu, a volunteer from Berkeley St Edward, comments: "The session on CVs, cover letters and LinkedIn gave me an opportunity to get up close and personal with the mentees' aspirations. They spoke about the ideas in their portfolios with such passion. Being able to channel that energy into a structure was a delight for me."

Liam says: "I saw Creativity Works as an opportunity to get back the confidence I lost, gain new skills and open my eyes to a wider industry. I can confidently say I've done all of those things."

Following the coronavirus outbreak, Mayor's Fund for London set up *My City and Me*, a new platform for young people in London and New York to creatively express their feelings on the crisis and how it's affecting their world. You can see some of their work below.



This course has inspired me to kickstart my YouTube channel. The 90 second filmmaking challenge was the part of the course that helped me find my voice again.

Liam

Working in partnership

Funding

We invested £371,000 into helping young people move forward with their careers this year. This included continued funding for our *Empowering Young Women into Work* programme, supporting six charities to engage young women facing barriers to work and help them into sustainable employment.

Adding value

21 Berkeley Group staff volunteered to support young people taking part in Creativity Works, our partnership with the Mayor's Fund for London. Volunteers helped the young people to develop their CVs and cover letters, and prepare for interviews.

Learning & sharing

Our funding enabled Leadership Through Sport & Business to deliver their 'Women in Leadership' conference. The event was a chance for young women to meet, learn from and network with a host of inspirational female leaders.

Our investment

£371,000

£371,000 has been given to charities supporting people into work in 2019/20 through grants, fundraising and GAYE

Our impact

875

This year, we have helped 875 people to break down barriers to work

75%

of young women supported by Leadership Through Sport & Business programme gained a Level 2 Accountancy qualification

94%

of women supported through our partnership with the Baytree Centre reported that they had reduced barriers to work

70%

of young people taking part in Creativity Works successfully move into employment, education or training

Strategic Partners

Mayor's Fund for London:
Creativity Works *p23*

Prince's Trust *p27*

Community Investment Fund

Baytree Centre

Beating Time

City Gateway

Drive Forward

Leadership Through Sport & Business

Ways into Work *p26*

Women into Construction

Young Women's Trust *p25*

Ella & Young Women's Trust

Ella took part in Young Women's Trust's remote *Work It Out* programme.

"I was fired from an unhealthy work environment. It was my first 'graduate' job and I felt like a complete failure. The experience shot my confidence to pieces and I wasn't sure how to pick myself back up. *Work It Out* was ideal because I could do it from the safety of my own home, where I felt best."

Young Women's Trust supports and represents young women aged 18 – 30 who are struggling to live on low or no pay. Their aim is to help unlock young women's potential and build more equal workplaces. Our funding supports the charity's *Work it Out* programme, which provides telephone coaching and personalised CV and job application feedback.

"I was matched with a coach called Yasmin who was incredible. She made me feel really special and renewed a lot of faith that I had lost in myself."

Young Women's Trust coaches schedule sessions to suit the needs of participants and work around other commitments, including caring responsibilities. Ella says: "After just six free sessions with Yasmin I found an interview style that works for me and got myself out of my career slump."

"Yasmin helped me approach career situations with a level of confidence and maturity. The coaching gave me more than my self-esteem back, it reminded me of my own value as an individual. I now have a full-time job, I pride myself on my adult attitude, and I finally feel like I can take on a career."

Ella is now a freelance copywriter and social media specialist.



The coaching gave me more than my self-esteem back, it reminded me of my own value as an individual.

Ella





Chelsea & Ways into Work

Ways into Work supports people with a barrier to employment, typically a disability and/or mental health condition, into the workplace. Their mission is to change lives, one job at a time. Berkeley Foundation provided funding for Ways into Work to support eight young people, one of whom is Chelsea.

Chelsea took part in a nine-month Ways into Work Supported Internship in an NHS hospital, where she developed a range of transferable skills working in patient-facing roles. Her aspiration was to secure a long term position that would let her help and support others.

Ways into Work set up work experience for Chelsea at Addington School, a school for children and young people with special educational needs and disabilities. Chelsea completed her work experience in a Learning Support role, and is now working full time at the school.

David Maycock, Deputy Headteacher, says: "Supporting young people into paid employment is something that we at Addington are passionate about. It has been great to take on Chelsea as a Full Time Learning Support Assistant; our first employee to have come through this Supported Internship programme.

"The journey involved several months of collaboration between Addington, Ways into Work and Chelsea. It wasn't always easy but the Ways into Work team used their knowledge to advise both line managers and Chelsea of the best strategies to ensure any barriers during her initial volunteering sessions were resolved. This enabled us to see Chelsea's true potential. The Ways into Work team also supported Chelsea so that she was ready for the application and interview process.

"We wish Chelsea every success with her career at Addington."



The support from Ways into Work gave me the confidence and skills to be able to fulfil my dream of working at Addington. I love the caring side of my role and I feel I have achieved something that at times seemed out of my reach.

Chelsea

Toby & Prince's Trust

Toby signed up with the Prince's Trust to help him move forward with his career goals. "I had been battling mental health problems for a few years before I joined the Prince's Trust programme. Having a mentor to guide and support me meant I was able to ask for the help I needed. Within days, I had been offered six weekly counselling sessions."

Our partnership with the Prince's Trust and Mind provides mental health support to young people taking part in Prince's Trust programmes in Poplar and Kennington. It aims to help increase young people's chances of moving into and staying in employment, by helping them to address their mental health challenges.

"I noticed the positive impact after just a few weeks. Working with my counsellor I was able to open up about some of the underlying problems I had been facing. Walking out of the last session, I really felt like myself again. I felt that strength in my voice and I felt able to reach out for help."

Callum, the youth worker who referred Toby for mental health support, says: "The counselling massively improved Toby's mental health and wellbeing. He has come off his medication and is having fewer panic attacks. The support has made it possible for Toby to pursue a career in tech."

“
Walking out of the last session, I really felt like myself again.

Toby

“

The support has made it possible for Toby to pursue a career in tech.

Prince's Trust



Wellbeing session at the Prince's Trust

Getting involved

Our partnerships with organisations that help young people prepare for their first steps of a new career offer some fantastic volunteering opportunities for Berkeley staff.

Staff support young people with employability sessions and workshops, helping them to build their CVs and prepare for upcoming interviews.



Street Elite construction training

24 young people from the Street Elite programme took part in revision sessions hosted by Berkeley staff ahead of their CSCS exams. The CSCS card allows them to go onto site and complete an initial two-week work placement.



Creativity Works

Liz Winford from St George volunteered as an employability mentor through Creativity Works. She says: "I have really enjoyed being part of the Creativity Works mentoring. We had the opportunity to meet with lots of young people over the course of the sessions. Everyone had such energy and drive, they were fantastic to be around and it was great to be part of their journey."

"I learnt a lot from the programme delivery team and always took something new away from their presentations. They too have such energy, it was great to be around them."

Crisis' Employment Platform

Volunteers from Berkeley Group helped out at Crisis' Employment Platform event in October. The events are a great opportunity for Crisis members to attend workshops, receive personalised coaching, and hear about live vacancies.



Street Elite work placements

This year we hosted nine work experience placements for Street Elite graduates across Berkeley. Jessie did her work placement in the People team at Berkeley St Edward. In her first week she learnt about the recruitment process, how payroll works, inductions for new starters and about the employee benefits programme. Following this, she spent some time with the admin team, helping to coordinate training and development for 400 staff in the division.

The skills to succeed

We live in an increasingly complex world. There are more options available to young people than ever before – but increasing inequality means that for many, access to those opportunities is limited.

Our work aims to level the playing field. One of the ways we do this is by supporting programmes that help young people build the skills they will need to succeed and to thrive.

Communication, resilience, critical thinking, teamwork, self-belief and leadership skills are not always valued by the education system, but will help young people to step into their futures with confidence.

Understanding the need

Skills for work

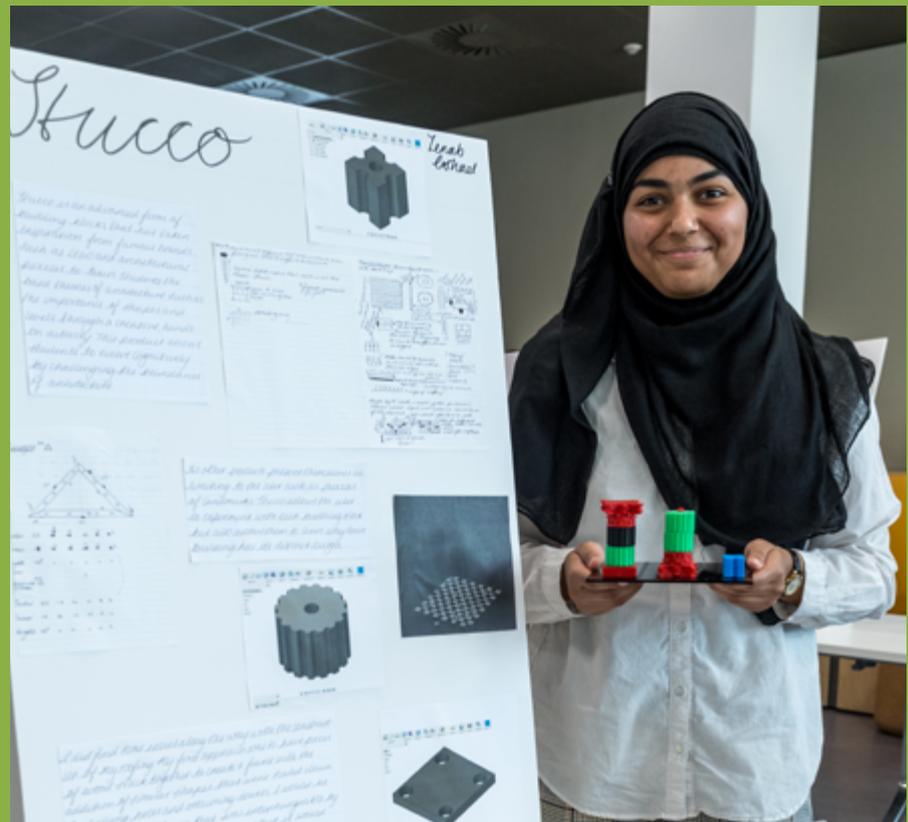
An estimated 771,000 16 to 24 year olds were not in education, employment or training (NEET) in January to March 2020. This an increase of 8,000 compared with October to December 2019 - and the figure has continued to grow.¹ In an increasingly competitive job market, young people need the transferable skills to help them stand out from the crowd.

Skills for life

The Covid-19 crisis has highlighted the importance of adaptability and resilience in the face of change – for organisations, communities and even countries. These are also skills that can help us, as individuals, to navigate the challenges that life throws at us, and can help protect young people from harm.

Science and technology

The world has been described as being on the brink of a ‘Fourth Industrial Revolution’ – a time of significant technological innovation and change. At the same time, we have a STEM skills shortage in the UK which is costing £1.5bn per year.² Our partnership with Imperial College London helps to engage young people in STEM and prepare them for a changing world.



¹ Office for National Statistics. *Employment and labour market: People not in work*. August 2020.

² Stem Learning. *Skills shortage costing STEM sector £1.5bn*. May 2018.



Shanice & Street Elite



Motherhood can be tough – and when you're a young Black woman, getting the right support can be even harder. Street Elite empowers mothers and gives them the tools they need to achieve their potential.

Jamelia, singer and TV presenter

**ThirdSector
Business Charity Awards
Winner 2020**

Shanice is 23. She was working in temporary part-time roles and looking after her young daughter when she heard about Street Elite: “At the first session there were seven young mums like me. There was a crèche so our children could be looked after whilst we trained.

“The coach showed me how to use the gym and talked about what my career path could be. The programme made me not only look for a job; it made me healthier and boosted my confidence.”

Street Elite is a training for work programme that uses sport to inspire and motivate young people into employment, education or training. It targets young people who are impacted by crime, violence and inequality – recruited directly from estates across London.

In 2019, 54 young people completed the programme for economically inactive 18-24 year olds, 85% of whom successfully moved on into employment or education at the end of the programme. Four of them found work through the Berkeley Group and its supply chain.

Shanice says: “One of the most amazing parts was being given a smart outfit before an interview coaching session. I had an interview the next week and I got it! I’m a Careers Advisor for the National Careers Service, helping to get people like me into work.”

A recent study by Bean Research found that for every £1 invested in Street Elite, it returns over £10 in social value over three years. This included significant health and wellbeing benefits, alongside increased employment. We have committed to funding Street Elite for the next five years – our longest ever partnership. This will support 440 young people from deprived areas of London, as well as enabling an exciting expansion into Birmingham.

Working in partnership

Funding

We invested £570,000 in skills development initiatives this year, which included launching our most recent funding programme, *Skills for Positive Futures*, supporting children at risk of school exclusion. We also renewed our funding for Street Elite for a further five years.

Adding value

Vauxhall City Farm received a Capacity Building Fund grant in July 2019, enabling them to employ their first full-time fundraiser. Like many other charities, the farm lost significant income as a result of Covid-19. An emergency appeal, spearheaded by their new fundraiser, has raised over £240,000 so far.

Learning & sharing

We explored youth grant-making for the first time through the *Skills for Positive Futures* programme, working with and learning from a group of young people with lived experience as we refined the programme and its criteria. The group took part in the shortlisting process and one young person sat on our grant assessment panel.

Our investment

£570,000

has been given to charities building young people's skills in 2019/20 through grants, fundraising and Give As You Earn

Our impact

1,429

We have supported 1,429 young people to develop new skills

5

charities working to reduce school exclusion as part of the *Skills for Positive Futures* programme

£10.72

Every £1 invested in Street Elite returns £10.72 in social value over three years

670

children from local primary schools attended three Street Elite festivals

Strategic Partners

Imperial College London *p35*

The Change Foundation *p31*

Designated Charities

Key4Life *p33*

Vauxhall City Farm

Community Investment Fund

Chance UK *p34*

High Trees

Longridge

No5 Young People

Oarsome Chance

SkyWay

The Big House

Sean & Key4Life

St James White City's Designated Charity is Key4Life, a charity that works with young men in prison or at risk of going to prison, to help reduce their likelihood of reoffending. One year post-release, just 14% of those who have been through Key4Life's programmes have reoffended, compared to a national rate of 64%.

Key4Life runs programmes in HMP Wormwood Scrubs, close to White City. As well as fundraising, the St James team hosts site tours for the young men on the programme, and provide work experience placements to give them an insight into a career in construction.

Sean took part in Key4Life's programme, and got the opportunity to try his hand at a construction project with a developer in Bristol. Although Sean found the 7am start hard to get used to, he loved the opportunity to learn about the different areas of construction: "I want to use my brain and actually do something. It's been an intriguing and eye opening experience for me. It's given me purpose to keep on the straight and narrow."

Sean is now a management trainee, and looks forward to continuing his career in construction.



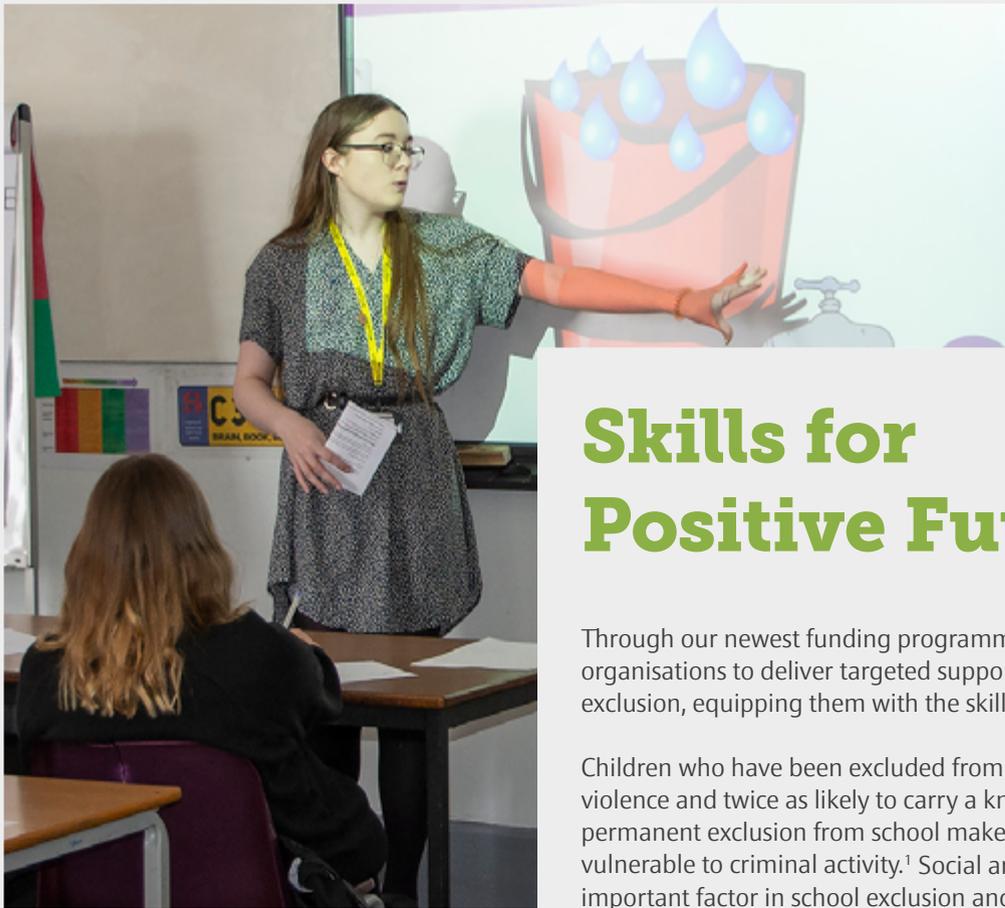
It's been an intriguing and eye opening experience for me. It's given me purpose to keep on the straight and narrow.

Sean

78%

reduction in reoffending amongst those who went through the programme, compared to the national rate.





Skills for Positive Futures

Through our newest funding programme, we are working with five organisations to deliver targeted support for children at risk of school exclusion, equipping them with the skills to make positive life choices.

Children who have been excluded from school are at increased risk of violence and twice as likely to carry a knife, and evidence shows that permanent exclusion from school makes young people exceptionally vulnerable to criminal activity.¹ Social and emotional skills are an important factor in school exclusion and we want to ensure that more children have the opportunity to develop these skills.

The projects support 8 – 14 year olds in London and the South East at risk of being excluded from school. They will explore different approaches to developing life skills, from long-term mentoring to sports. Youth mentoring charity Chance UK will use the funding to expand its newly developed mentoring programme for young people experiencing emotional and behavioural challenges in Southwark. Weekly one-to-one mentoring sessions alongside group activities will aim to give children the tools to regulate their emotions and behaviour over a nine-month period.

Chance UK CEO, Geethika Jayatilaka, said: “Children experiencing emotional and behavioural problems can be at risk of a wide range of negative outcomes in adolescence and beyond. We know that the earlier these signs are identified the better the chance of children getting the help they need and ultimately flourishing.”

The charities taking part in *Skills for Positive Futures* are: Chance UK, High Trees Community Development Trust, No5 Young People, Oarsome Chance and SkyWay Charity.



We know that the earlier these signs are identified the better the chance of children getting the help they need and ultimately flourishing.

**Geethika Jayatilaka,
Chance UK**

¹Ofsted blog: schools, early years, further education and skills. Sheridan, M. *Knife crime: a shared problem*. November 2018

Joshua & Imperial College London

We have been working with our Strategic Partner Imperial College London since 2017, funding the Maker Challenge for 14 – 18 year olds, and the Proto Maker Challenge for 11 – 14 year olds. Through these programmes, Imperial College London hopes to inspire young people from the local White City area to consider a future career in STEM.

Joshua took part in the Maker Challenge in Autumn 2019, when he was in Y13 at Chelsea Academy. He was a joint first-place winner in the finale with his Chromatic Ink Pen, a pen designed to produce any colour, developed with artists in mind.

“I applied to Maker Challenge because I want to study Engineering and I know engineers use a lot of Computer Aided Design.

“My product is called the ‘Chromatic Ink Pen’. I thought of the idea because I’m interested in creativity and colours. I have a prototype of a pen that’s a looks-like version. There is an RGB colour sensor on the end so you can scan a specific colour. Components of red, green and blue ink sit inside it with a colour combination mixing tube so once you scan the colour the pen will produce that colour.”

The Makerspace is a hands-on facility for the young people to bring their ideas and innovations to life; from concept through to a finished prototype. The space is full of the latest equipment to encourage creativity and motivate students to push themselves even further.

The programme is incredibly popular with students. Joshua says: “I’ve now got a working understanding of how CAD and 3D printing work. I enjoyed making my prototype because it was something that interested me. After this, I’m planning to go to university to study Mechanical or Automotive Engineering.”



I’ve now got a working understanding of how CAD and 3D printing works.

Joshua



Getting involved

The volunteering opportunities for Berkeley Group staff this year have been very varied, ranging from delivering talks in prisons to assisting young carers on a day out at Longridge Activity Centre, to helping the Vauxhall City Farm team with maintenance of the garden and buildings.



Key4Life
Sharon from St James White City took part in Key4Life's Meet The Employers workshop in HMP Brixton, together with 13 other employers.



St James / St William cricket match

St James / St William held their annual cricket match at the Oval in July 2019, raising £14,000 for Vauxhall City Farm and Thames Reach.



Keeping active at Longridge

Berkeley staff helped out at a trip to Longridge, where young people tried their hand at kayaking, crate stacking and zip lining.

Vauxhall City Farm

The team from St James / St William Vauxhall spent a day volunteering at Vauxhall City Farm, their Designated Charity. They helped staff clear the community garden, improving the space for the young people who visit.



Health & wellbeing

Wellbeing is at the heart of everything we do, and we want all young people to be able to live happy, healthy lives.

The Covid-19 pandemic will have significant consequences for the health and wellbeing of people of all ages, and research shows that young people – and especially those from low-income backgrounds – are seeing some of the most significant impacts.¹

Both mental wellbeing and physical health have been affected by this crisis. We have seen young people staying inside for long periods of time, isolated from peers and navigating a climate of fear and anxiety. Challenges that young people were already facing in their home environments are likely to have been exacerbated during the lockdown. And this period has seen many more families plunged into poverty, so that making sure children have enough to eat has become a matter for national debate.

These challenges are sadly nothing new for many young people. They are issues that we have been working to address, alongside our charity partners, for many years, and they have always been urgent. Over the coming months, we expect to see the need for these interventions continue to grow.

Understanding the need

Improving mental health

The public conversation around mental health has opened up, but young people still find it difficult to access the right support. With long waiting times and high thresholds for entry into statutory services, only a quarter of young people facing mental health challenges get the professional help they need.²

Promoting healthy lifestyles

Good food and exercise are the foundations of a healthy lifestyle, but for children from low-income backgrounds, the school holidays can be a difficult time. With no free school meals or teacher support, food insecurity and social isolation are a reality for thousands of young Londoners.

In 2019, the Greater London Authority estimated that 400,000 children aged 16 or under were in food insecurity – and this number has grown as a result of Covid-19.³

Providing the best available care

When a loved one is diagnosed with a serious health issue it affects the whole family. A 'new normal' might include regular hospital visits and stays, adapting your home, finding a new routine, and taking on additional caring responsibilities. High quality support is needed to help families – including young carers – to get through difficult times.

¹ Institute for Fiscal Studies. Joyce, R and Xu, X. *Sector shutdowns during the coronavirus crisis: which workers are most exposed?* April 2020.

² NHS Digital. *Mental Health of Children and Young People in England, 2017*. November 2018.

³ Greater London Authority / Mayor of London. *Nearly two million Londoners struggle to afford or access enough food*. June 2019.



James & Super 1s

Super 1s is a cricket programme for disabled young people. It delivers coaching and competition and has recently expanded into 19 counties across England, and Scotland.

Young people come along to Super 1s to try a new sport, but find mentors, team mates and friends. They learn about responsibility, communication and healthy competition. Most importantly, they have fun and develop skills that will help them thrive far beyond the cricket pitch.

James joined Super 1s in 2014. The Kingston hub was running at his school, and James initially took part in taster sessions. Both the cricket coach and James' PE teacher recommended that he joined the Super 1s team and James has gone from strength to strength since, even training with the England disability squad.

James developed his leadership role once he left school, and became a mentor for younger participants. Last year, he completed a six-month industry placement with Lord's Taverners. For a young person with autism, a busy office environment can be very daunting, but James embraced both his work and the social side of the workplace. Following his placement, James secured his first full-time job at a local school.

Henry Hazlewood, Head of Cricket Programmes at the Lord's Taverners, says: "We are really proud of James' achievements. During his work experience his confidence and ability to deal with a variety of situations in the professional world grew significantly. He is a fantastic example of what Super 1s is about, and highlights the long-term impact the programme can have. We are excited to see James continue to be a role model and inspire others."

We have supported Super 1s since it began in 2016 and have just renewed our funding for another four years, supporting the national expansion of the programme in partnership with the England and Wales Cricket Board.



During James' work experience his confidence and ability to deal with a variety of situations in the professional world grew significantly.

**Henry Hazlewood,
Lord's Taverners**

Working in partnership

Funding

This year, we invested £1,027,000 in projects designed to improve young people's health and wellbeing. This included the Mayor's Fund for London's Kitchen Social programme, which is reducing hunger across the capital.

Adding value

Berkeley staff raised an impressive £472,000 for our health & wellbeing charity partners through fundraising, Give As You Earn, and match funding.

Learning & sharing

Renaiss's external evaluation of our *Improving Youth Mental Health* programme was completed in July 2020. This has been published online, so that other charities and funders can learn from our work.

Strategic Partners

Lord's Taverners *p39*

Mayor's Fund for London: Kitchen Social *p42*

Designated Charities

Action for Carers Surrey *p11*

Alexander Devine

Demelza Hospice Care for Children *p43*

ellenor

Evelina London Children's Hospital

Helen & Douglas House

Home-Start London *p10*

Honeypot Children's Charity

MERU

Momentum

My AFK

North London Hospice

Rainbow Trust

READY

Community Investment Fund

Anna Freud National Centre for Children & Families

Free to Be Kids

Hart Voluntary Action

Leap Confronting Conflict

Lord Mayor's Appeal

MAC-UK

Multiple Sclerosis Trials Collaboration

Richard House Children's Hospice

Sir Simon Milton Foundation

St. Matthew's Project

Our investment

£1,027,000

has been given to charities supporting young people's health and wellbeing in 2019/20 through grants, fundraising and Give As You Earn

Our impact

1,890

Our partnerships have supported 1,890 young people with their health and wellbeing this year

100%

of young people who took part in Anna Freud's peer-mentoring programme reported improved mental health and wellbeing

82%

of participants in St Matthew's Project's Fit for Life programme reported increased self-control and discipline

94%

of Super 1s participants said they were now more able to make friends because of the programme

Amy & Anna Freud National Centre for Children & Families

The youth-led States of Mind project has supported young people in Hackney and Camden to take part in discussions around mental health and help each other to overcome their anxieties.

The two-year pilot supported by the Berkeley Foundation has delivered workshops and peer mentoring to over 130 young people.

Young peer mentor Amy commented: "I mentored a 10 year old boy. He suffers with ADHD so conversations sometimes covered many topics. He got into fights in school and found it hard to concentrate.

"I suggested we draw a colourful map (as he had mentioned he loved art) of what makes him happy and frustrated. I guided him to think of solutions for when something frustrating or triggering occurred. We role-played examples and I asked him to try at least one solution at school.

"The next week he was extremely pleased to tell me how he walked away and took ten breaths (his own idea) when confronted by another pupil, which would usually end up with him fighting."

77%

of workshop participants felt more engaged in conversations around mental health.

60%

At least 60% of mentees were more likely to seek help after taking part, and many became more confident in communicating with peers outside of the school and family setting.

“

Working as a mentoring team was very helpful. It helped put things into perspective and we gave each other tips for the next sessions.

Amy, Peer mentor





Kitchen Social & Loughborough Community Centre

Kitchen Social works with local organisations to create hubs where children, young people, their families and carers can play, make new friends, learn, and get a good balanced, free meal during the holidays. One such hub is Loughborough Community Centre in Brixton. It already delivered health, education, and play activities, and in partnership with the Mayor's Fund can now provide food as well.

Covid-19 has increased the number of children and young people at risk of food insecurity, for whom sufficient quality or quantity of food is not guaranteed. School closures and social distancing measures have meant that children are missing out on playing with friends and other social activities.

Kitchen Social has coordinated relief efforts with its network of community hubs to provide food and activities to those who need them most during the pandemic.

Candice James, Loughborough Community Centre Manager, says: "I can't thank Kitchen Social enough for providing food and additional support for our families during the Covid-19 crisis.

"Happy Lunch is so much more than a meal. For many children we visit, we are the only familiar faces outside of their home that they have seen since the lockdown. Our project is vital to the mental health and wellbeing of children."

Kitchen Social highlights include:

- 122 community hubs across 24 boroughs are taking part.
- 21,124 children and young people have benefitted since 2017.
- Kitchen Social has been included in the Mayor of London's Food Strategy.

Candice reflects: "One thing I am taking away from this pandemic is the importance of community organisations like ours. Yes, we are small, but the difference we are making is mighty for the children and community we serve."



Without the food packs over Easter, my family would have gone hungry.

**Parent,
Bygrove Primary
School, Poplar**

1,923

With our support, 1,923 children have received food and taken part in activities at Kitchen Social hubs this year.

Olivia, Luke & Demelza Hospice Care for Children

Demelza Hospice Care for Children supports children with terminal conditions and their families, making sure they can enjoy the time they have together. Demelza provides professional care, but also fun activities like swimming and sensory play.

Berkeley Homes East Thames has been working with Demelza since 2012. The partnership's vision is to 'shape a better tomorrow' by ensuring no child or their family has to go through times of crisis alone.

In 2019, the Berkeley team raised just over £50,000 for Demelza, equivalent to 4,621 hours of care by a Care Assistant.

Ryan Campbell, CEO of Demelza, comments: "Demelza looks after some of the most vulnerable people in society. As lockdown gradually lifts, we will work to help families emerge from shielding and to ensure our service continues where they are most needed."

Olivia, 9, and her brother Luke, 8, both use the services at the Eltham hospice. At two, Olivia was diagnosed with autism. When Luke was 12 months, doctors discovered that his creatine kinase levels were at 16,000, against a normal level of 200. Four months later a specialist diagnosed Duchenne Muscular Dystrophy, a genetic, progressive neuromuscular disorder that causes muscle weakness. Less than six months later, Luke also received a diagnosis of autism.

The children's parents, Vicky and Barry, are their full-time carers. Vicky says: "We felt so overwhelmed and isolated at first. Having the support of Demelza means everything to us, and Olivia has progressed so much through their help."

Both Luke and Olivia are cheeky and full of smiles. Luke loves his iPad and Vicky says he could teach anyone how to use one. Olivia loves Disney figures, especially Frozen!



Having the support of Demelza means everything to us, and Olivia has progressed so much through their help.

Vicky, Luke and Olivia's mum



Getting involved

Many of the Berkeley Group offices' local partner charities are organisations that care for children.

Engagement is high, and colleagues have raised £472,000 this year for our health & wellbeing partners.

This year, events have ranged from trekking the Sahara desert for Evelina London Children's Hospital, to football tournaments for MERU and Demelza, and dragonboat racing for Home-Start London.



MERU
Berkeley Homes Southern got muddy raising £1,400 for MERU.



Home-Start London
Berkeley Homes North East London held their annual dragonboat race. The rain didn't stop them from raising an incredible £50,000 for Home-Start London.



Evelina London Children's Hospital
Carly from Berkeley Homes South East London raised over £4,000 for Evelina London Children's Hospital, trekking across the Sahara Desert and camping under the stars.

Lord's Taverners

The St Joseph team umpired at the Lord's Taverners table cricket event in Birmingham.



Demelza

Berkeley East Thames raised a fantastic £47,000 for Demelza at their annual football tournament.



Momentum, READY and The Connection at St Martin-in-the-Fields

A team of riders from Berkeley St Edward took part in Pedal to Paris, setting off from Greenwich Observatory and finishing in Paris on Bastille Day. They raised over £20,000 for Momentum, READY and The Connection.



Thank you

I would like to start by paying tribute to Tony Pidgley CBE, who passed away on 26 June 2020, aged 72. Tony was one of our four founding Trustees, and spent seven years on our Board. He was passionate about our work with young people, and connected easily with people of all ages and backgrounds. He was full of laughter, but in a board meeting was always ready to get to the heart of the matter. I will miss him very much.

Thank you also to our Chair, Rob Perrins, and our Trustees Wendy Pritchard and Elaine Driver, for their continued support, guidance and flexibility through challenging times.

I would like to thank the Berkeley Group, for its continued funding, and for the unwavering enthusiasm of staff across the company for raising money and volunteering their time and skills to support communities. During the Covid-19 pandemic, their commitment has gone far beyond our work at the Foundation, with huge quantities of PPE given to charities, car parking spaces donated to key workers, and much more.

Much of our work continues to be driven by our team of Foundation Champions – staff volunteers who lead the Foundation's work in each Berkeley office, manage local charity partnerships, organise events and inspire colleagues to get involved. They have risen to the challenges of continuing this work through the lockdown admirably.

I'd like to thank the Berkeley Group's suppliers and sub-contractors who contribute hugely to our fundraising efforts and also help by opening up employment opportunities for young people.

Finally, thank you to our charity partners. Their innovation, collaborative spirit, and determination to do the right thing in difficult circumstances is a constant source of inspiration.



Sally Dickinson
Head of the Berkeley Foundation



Acknowledgements

Trustees

Rob Perrins
Tony Pidgley CBE (1947 – 2020)
Wendy Pritchard
Elaine Driver

Foundation Team

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Community Investment Fund





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