



Putting people and partnerships first

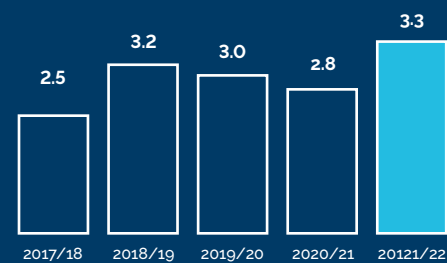
Annual Review 2022

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ibc	Acknowledgements



St George staff and subcontractors fundraising for SPEAR



Total giving over the last five years (£million)

including grants, staff fundraising, and Give As You Earn



Cover image

This year, our work with Imperial College London enabled 230 young people to build new skills for the future.

Turn to page 30 to read the full story.

‘Building success through trusted relationships’

Rob Perrins

Chairman, Berkeley Foundation



“ Our new strategy will focus on what matters most: supporting young people and their communities to develop the tools and resources they need to thrive ”

The last twelve months has been an exciting time for the Berkeley Foundation.

In 2021/22 we celebrated our tenth anniversary, publishing the first ever external evaluation of our work, conducted by the Institute of Voluntary Action Research, as well as our ten year review. We involved Berkeley staff in new ways, including through Berkeley 10 – a month of themed events in October that raised over £70,000 for our partner charities. And we developed and launched our new strategy, which will focus the Foundation's work through to 2030 on what matters most: supporting young people and their communities to develop the tools and resources they need to thrive.

I am really pleased that we have renewed our Strategic Partnership with expert financial education charity MyBnk, committing a further £1 million over three years to the continued delivery and expansion of The Money House. This innovative homelessness prevention programme for young people leaving the care system will launch outside of London for the first time in 2022: working with young people in Birmingham. We were delighted that The Money House won first prize at the 2021 London Homelessness Awards.



BelEve

In response to the growing numbers of young people sleeping rough in the capital, we are proud to have been able to support the pioneering Hotel 1824: a joint project of New Horizon Youth Centre and Depaul which provided London's first ever specialist emergency accommodation for young rough sleepers.

Our other Strategic Partnerships have also gone from strength to strength. These include Super 1s, our partnership with the Lord's Taverners to increase access to cricket for disabled young people. Street Elite, which has now supported more than 700 young people impacted by crime, violence and inequality to re-engage with employment and education. Kitchen Social, which tackles holiday hunger by resourcing a network of community hubs to provide food and activities for children at risk of food poverty. The Reach Out Makerspace, which is engaging young people from White City in STEM activities and careers. And our partnership with Crisis, which is pioneering a place-based approach to ending homelessness in Brent.

All of this is against the backdrop of the ongoing impact of the pandemic and the rising cost of living. We are acutely aware that life is getting tougher, particularly for the poorest people in our communities. This has also been felt by the charities we work with, as they strive to meet rising demand in an increasingly challenging funding environment.

As a result, this year we launched the Resilience Fund: a brand new £900,000 funding programme which aims to help small-to-medium sized charities and CICs build their organisational

resilience and sustainability for the future. We are working with ten organisations in the first year to build fundraising capacity and leadership capabilities, support strategic planning, improve IT systems, and much more.

Our relationship with Berkeley Group and its staff makes all of this possible. We are supported through core funding from Berkeley Group, as well as by a network of Foundation Champions across the business who drive staff engagement and build relationships with local charity partners. The Foundation is deeply embedded in Berkeley's culture, and this year 55% of Berkeley staff chose to get involved in our work. I would like to give a heartfelt thanks to the hundreds of fundraisers, donors and volunteers across the company for everything they do.

Finally, I want to thank the Foundation team, led by Head of Foundation Sally Dickinson, and my fellow Trustees Wendy Pritchard, Elaine Driver and Alison Dowsett, for their hard work, commitment and insight – and for constantly striving to provide the best possible support for the young people and communities we serve.

Rob Perrins
Chairman, Berkeley Foundation

Adrian and Jon from Berkeley Strategic running an ultramarathon



Kitchen Social

People reached in 2021/22
12,300

£900,000

We launched a new funding programme to help small-to-medium sized charities and CICs build organisational resilience.

The Berkeley Foundation is the grant-making foundation established by Berkeley Group. We work to ensure that young people and their communities have the tools and resources they need to thrive and be a force for change in the world.

We take a long-term and relationship-based approach



Breadwinners Foundation

What we do

- We make grants to expert charities, supporting their work with young people and communities
- We develop long-term partnerships with charities that share our vision and values
- We use our networks and relationship with Berkeley Group to add value for our charity partners
- We share what we learn from our work across the public, private and voluntary sectors.

Foundation Awards 2022 winners



Our approach

We take a long-term, relationship-based approach to funding. We build strong partnerships with the charities we support, often spanning many years, and find that this helps to build trust and deepen impact.

This year, we joined IVAR's Open and Trusting Grant-making community, committing to further develop our grant-making practice to meet the needs of the voluntary sector.

£26m

The Foundation has committed more than £26m through grants, fundraising and payroll giving since 2011.



IVAR

Read IVAR's evaluation of our first 10 years

Passion teamwork impact



Berkeley Homes South East London staff raced up 68 flights of stairs at South Quay Plaza to raise funds for the Foundation

“ Berkeley Foundation has also offered support through Berkeley Group staff expertise, specifically within the construction and building trade. This has led to assistance with building works and employment opportunities for our young people. ”

Charity Partner
External evaluation, June 2021



Street Elite

Our funding streams

We build charity partnerships in four main ways:



Strategic Partnerships

We have a small number of long-term Strategic Partnerships with organisations that share our goals and values. We aim to create transformational change through these relationships, including by drawing on the full range of support from our colleagues across Berkeley.

Our current Strategic Partners are: The Change Foundation, Crisis, Imperial College London, The Mayor's Fund for London, MyBnk and The Lord's Taverners.

Community Partnerships

Each Berkeley Group operating business selects a local charity to partner with. These are usually small-to-medium sized organisations working in the local areas, and provide a focus of staff fundraising and volunteering.

Resilience Fund

Our newest funding programme offers grants and support to small-to-medium sized charities to invest in their organisational development, building resilience for the future.

Development Fund

A flexible funding pot that allows the Foundation to explore new ideas and respond to opportunities that don't easily fit into the three main funding streams.

Working with Berkeley Group

The Foundation's work is made possible by our unique relationship with Berkeley Group. Berkeley provides our core funding, pays our overhead costs, and provides infrastructure support through its IT, finance, legal and communications functions.

The contributions of Berkeley staff - who are themselves embedded in local communities across the areas where we work - have been critical to our impact. Every year, they volunteer hundreds of hours, open up jobs and work experience placements for young people, hold construction site tours and careers workshops, donate materials, labour and advice to support with construction projects, and lend their voices to campaigns. This year, staff raised an incredible £869,000 for the Foundation and our charity partners.

Berkeley Group also has a match funding scheme in place to match staff fundraising, volunteering and Give As You Earn for our charity partners.



Watch our film about the impact of Berkeley staff on our work



Colleagues from Berkeley Group and Berkeley Homes South East London helped Crisis organise donations to be sold

“ The amount Berkeley have managed to raise for their charities, despite the pandemic, is an incredible achievement. ”

Charity Partner
External Evaluation: June 2021



Berkeley St Edward raised money for Momentum, Rethink Mental Illness and Triangle APG



St James St William London South held a popular Soak Your Colleague event

“ After a disruptive year without live events it was fantastic to see 29 teams battle it out on the football pitch and raising an incredible amount for Honeypot and SPEAR. I want to thank everyone who organised and got involved in the tournament. I'm already looking forward to next year! ”

Marcus Blake, Managing Director
St George City



St George City held a football tournament for Honeypot Children's Charity and SPEAR



£869,000

Total funds raised and donated by Berkeley Group employees in 2021/22

Berkeley Homes North East London raised over £130,000 for Home-Start London

Berkeley Homes Southern volunteering for MERU



A force for change

This year we launched our new 2030 strategy, developed with our board of trustees, charity partners and key stakeholders from across Berkeley Group.

It's an ambitious strategy with a clear vision for the future: that young people and their communities will have the tools and resources they need to thrive and be a force for change in the world.

To deliver this vision, we will structure our work around five deeply interconnected impact goals. The first three – **A safe place to call home**, **Journey to employment** and **Health and wellbeing** – see us continuing our work to tackle homelessness, ensure young people can access decent, sustainable employment, and support good physical and mental health.

Our new fourth goal is **Youth leadership**. Here, we will fund more work to develop the next generation of young leaders, and ensure that young people are able to influence positive change in their own lives and in their communities.

Finally, our developing work under **A resilient voluntary sector** will support small but vital charities to build their organisational resilience – their ability to plan for, cope with, and respond to change – whether through improved governance and people power, better financial planning or

stronger systems and strategies. In this way, we hope to ensure that they will be around to support young people and their communities for many years to come.

To reach these goals we have also created a set of clear, public commitments about the way we'll work. We have reiterated our commitments to deep, long-term partnerships with the voluntary sector, to adding value for young people and communities through our relationship with Berkeley Group, and to embedding a culture of learning and transparency.

We are also committed to putting diversity, equity and inclusion at the heart of everything we do, including by publishing and tracking our progress against a clear DEI strategy, and crucially by increasing the proportion of funding going to organisations led by and for marginalised communities. This commitment will be supported by our emerging work to involve young people more actively and directly in our grant making.

Our vision is that young people and their communities will have the tools and resources they need to thrive and be a force for change in the world.

Five impact goals

- 1**
A safe place to call home
- 2**
Journey to employment
- 3**
Health and wellbeing
- 4**
Youth leadership
- 5**
A resilient voluntary sector

Five commitments about the way we'll work

- 1**
We'll work in partnership with expert charities, investing in their work to help young people thrive
- 2**
We'll add value to our partnerships through our expertise, networks and relationship with the Berkeley Group
- 3**
We'll learn from our work and share our learning across the public, private and voluntary sectors
- 4**
We'll ensure that diversity, equity and inclusion is at the heart of everything we do
- 5**
We'll enable young people to play an active role in the Foundation's work

Our values

Have integrity Be effective Be bold Empower people Progress through learning

Our mission

Our mission is to use all our resources to support organisations, young people and communities to have a positive impact in the areas where the Berkeley Group works.

Since launching our new 2030 strategy we have already made strides towards reaching each of our five impact goals. Here's a flavour of what we have done so far.

We're achieving our goals

A safe place to call home

We want to ensure that everybody in our communities has somewhere safe, secure and sustainable to call home

This year...

- Our partnerships with homelessness charities supported 1,891 people experiencing or at risk of homelessness.
- We renewed our youth homelessness prevention partnership with MyBnk for a further three years; expanding the programme into Birmingham.
- We supported New Horizon Youth Centre to pilot Hotel 1824 – London's first emergency accommodation for young rough sleepers.



Kitchen Social

Journey to employment

We want to ensure that all young people are prepared for work and have the opportunity to build a sustainable career

This year...

- Our partnerships with employment and skills charities supported 2,031 young people.
- We renewed our partnership with The Change Foundation to deliver Street Elite in Birmingham for a further three years.
- We hosted 'Creating Opportunities, Nurturing Talent' in November, bringing together voluntary sector partners to discuss what is needed in tackling youth unemployment over the coming months and years.

Health and wellbeing

We want to ensure that young people and their communities have the support they need to live happier, healthier lives

This year...

- Our partnerships with health and wellbeing charities reached 8,398 people in our local communities.
- We supported the Kitchen Social programme to provide food and activities for children at risk of food insecurity during the school holidays.

A resilient voluntary sector

We want to ensure that young people and their communities are supported by a voluntary sector that is effective, inclusive and well-resourced

This year...

- We launched our new Resilience Fund, committing £298,000 in grants to support ten small-to-medium sized organisations to develop their organisational resilience.

Youth leadership

We want to ensure that young people are empowered to positively impact their own lives and the communities in which they live

This year...

- We have developed a new Strategic Partnership with Groundwork London which will support young people to build their leadership skills and improve local green spaces. The partnership will launch in 2022/23.

To help us reach our impact goals, we've set commitments to ensure we are working in a way that reflects our vision and aligns with our strategy. They cement our belief in partnership working and including young people in decision-making processes.



Berkshire Youth

Delivering against our commitments



Street Elite

2030 commitment

This year...

Partnership We'll build partnerships with expert charities, investing in their work to help communities thrive	<ul style="list-style-type: none">• We extended our partnerships with 6 of our current charity partners, and made commitments to 12 new charity partners• The average length of our current partnerships is 2.6 years• 44% of our total funding was unrestricted or allocated to core costs• We signed up to IVAR's eight principles for Open and Trusting Grantmaking
Adding value We'll add value to our partnerships through our expertise, networks and relationship with Berkeley Group	<ul style="list-style-type: none">• 55% of Berkeley staff got involved in supporting our partnerships, through fundraising, volunteering or payroll giving• Staff raised £869,000 for the Foundation and our charity partners – a return to pre-pandemic levels
Learning and sharing We'll learn from our work and share our learning across the public, private and voluntary sectors	<ul style="list-style-type: none">• We published an external evaluation of the Foundation's work over our first ten years, carried out by IVAR• We delivered two learning events in the year, bringing our charity partners together to network and share expertise
Diversity, equity and inclusion We'll ensure that diversity, equity and inclusion is at the heart of everything we do	<ul style="list-style-type: none">• Work to develop our new diversity, equity and inclusion plan got underway• We introduced an external grants panel into our decision-making process for the Resilience Fund, involving charity partner representatives for the first time• 30% of grants made in Year 1 of our Resilience Fund went to diverse-led organisations
Youth participation We'll enable young people to play an active role in the Foundation's work	<ul style="list-style-type: none">• We undertook exploratory work around involving young people in our grants panel for the Resilience Fund – and we'll build on this in 2022/23

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 Business for Societal Impact's depth of impact framework.

Our investment

£3.3m

We distributed £3.3 million to our partner charities through grants, staff fundraising and payroll giving donations.

£869,000

Berkeley staff raised £869,000 for the Foundation and our charity partners.

Berkeley staff involvement

55%

of Berkeley staff got involved in our work this year.

29%

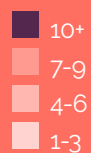
of Berkeley staff are enrolled on Berkeley's payroll giving scheme.

Our impact

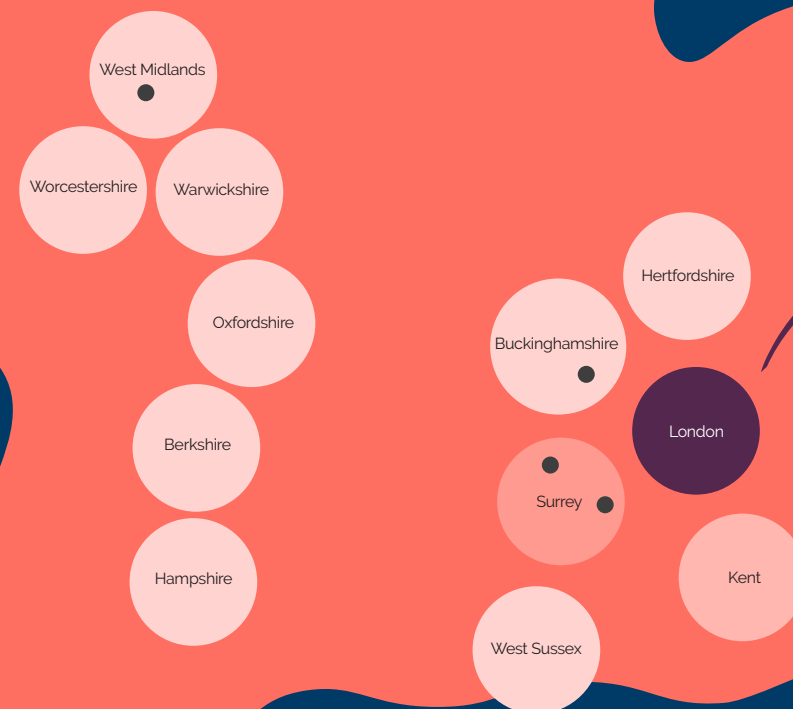
12,300

Our partnerships and programmes reached over 12,300 people this year.

Number of partner charities operating in borough/county



● Berkeley Group offices



Giving by goal

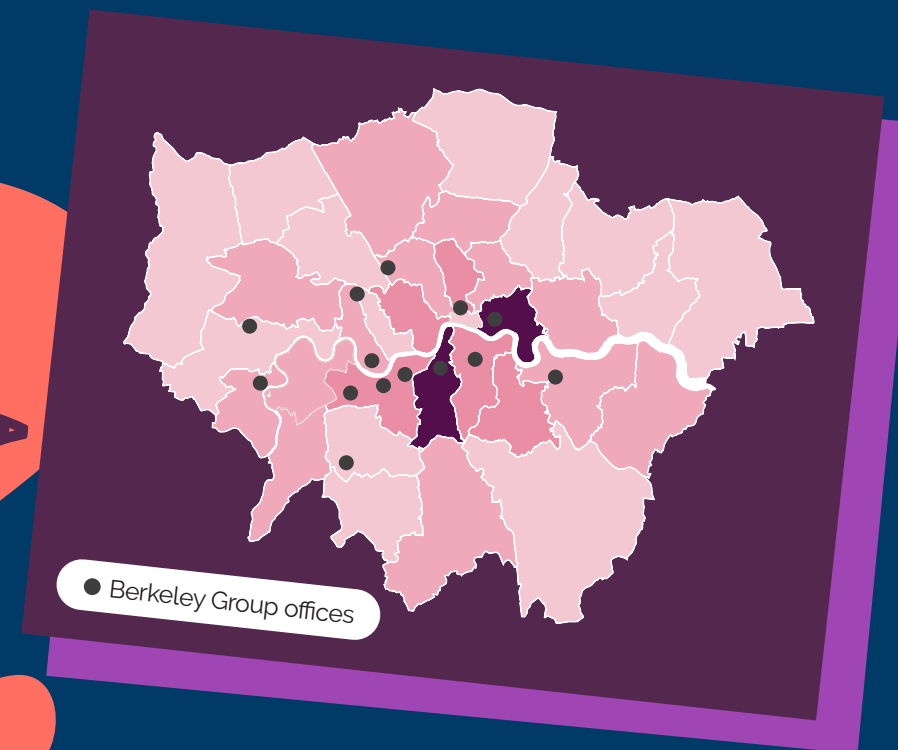
A safe place to call home **£954,000**
Journey to employment **£676,000**
Health and wellbeing **£1,513,000**
A resilient voluntary sector **£152,000**

Giving by type

Strategic Partnerships **£1,479,000**
Community Partnerships **£1,128,000**
Community Investment Fund **£536,000**
Resilience Fund **£152,000**

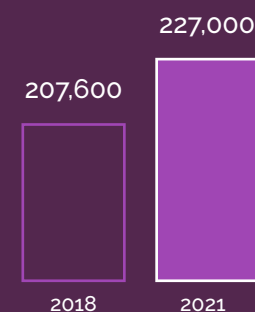
Grants made by size

£0 - £20,000 **46**
£20,000 - £50,000 **18**
£50,000 - £100,000 **5**
£100,000+ **5**





By the end of 2021, 227,000 households in England were experiencing the worst forms of homelessness – including rough sleeping, sofa surfing and unsuitable temporary accommodation – compared to 207,600 in 2018¹.



Rising levels of poverty, the cost of living, and an ongoing lack of affordable housing mean that more and more people across the UK are facing homelessness.

Impact goal

1

A safe place to call home

Understanding the need

Homelessness prevention

People become homeless for lots of different reasons, many out of their control. However, in nearly all cases, homelessness can be prevented with the right support. Working with younger people at high risk can be critical – for example, by building money management skills and positive financial habits to prepare young people for independent living.

Sustainable accommodation

In 2021, over 1,000 young Londoners slept rough and 13,000 at risk of homelessness approached their councils for support². Worryingly, these numbers are likely to grow alongside the rising cost of living and there is currently no permanent youth-specific emergency provision. Supporting young people to access safe and secure accommodation can set them up for sustainable housing in the future.

Improving systems and services

Despite a fall in numbers over the last four years, the number of people sleeping rough in the UK is 38% higher in 2022 than it was in 2010³. There is a growing need to improve the systems and services that aim to serve the homeless population. Place-based partnerships and joined-up services can help to put the needs and experiences of homeless people first.

Our role

The Foundation supports charities that are looking to find ways to end homelessness for good. From national charities like Crisis, to small and innovative organisations like Settle, our partners are driving policy change, championing preventative approaches, providing support for individuals experiencing homelessness, and exploring how systems and services can work better for the people they are designed to help.

We invested £954,000 this year in work to support people experiencing or at risk of homelessness. We were delighted to renew our partnership with MyBnk for another three years, committing a further £1 million to The Money House programme and expanding this into Birmingham.

We supported New Horizon Youth Centre and Depaul to pilot Hotel 1824 – London's first emergency accommodation provision for young people sleeping rough in the capital. This responded directly to the rising numbers of young people facing street homelessness, and reached almost 180 young people over 12 months.

Berkeley staff have also supported our work to end homelessness. This year, five colleagues spent a day in Crisis' retail warehouse, sorting out donations ready to be sold in the charity's online shop.

Our investment in 2021/22

£954,000

given to charities working to ensure that everybody in our communities has somewhere safe, secure and sustainable to call home.

Our impact in 2021/22

1,891

Our partnerships supported 1,891 people experiencing or at risk of homelessness this year

Our charity partnerships

Strategic Partners
Crisis
MyBnk

Community Partners
SPEAR

Community Investment Fund
New Horizon Youth Centre
Settle
Toynbee Hall

¹Crisis - <https://www.crisis.org.uk/ending-homelessness/about-homelessness/>.

²New Horizon Youth Centre

³The Big Issue - <https://www.bigissue.com/news/housing/how-many-people-are-homeless-in-the-uk-and-what-can-you-do-about-it/>

Over our nine-year Strategic Partnership, we have invested in Crisis' work to help members into employment and out of homelessness. Since 2019, we have also been working on a place-based programme to improve systems and services for homeless people in Brent.

In 2021/22, the partnership supported over 400 people with their employment needs and 100 people across London to end their homelessness. Our partnership work in Brent has supported over 20 people into stable housing and 30 people to end their homelessness sustainably.

‘We’re so proud of our partnership with the Berkeley Foundation’

Matt Downie MBE
Chief Executive, Crisis



Read more about our work with Crisis in Brent.



Ali Roberts, Senior Account Management Lead at Crisis, talks about how our partnership is helping people fulfil their ambitions.

"Over the last 12 months, the Foundation's partnership with Crisis has been focused on supporting people into employment across London, and to further embed a placed-based programme in Brent.

A place-based approach aims to improve the understanding of the strengths and circumstances of the people in a specific area. This often means going beyond requirements and standards set out in legislation, policy, and guidance. The collaboration between the Berkeley Foundation, Crisis and other local stakeholders has influenced the local homelessness system in Brent and supported service delivery so that homelessness is ended for more people in Brent.

In addition to funding employment services and place-based working, the Berkeley Group works with Crisis to find job opportunities for members within the business.

Berkeley employees continue to act as ambassadors for Crisis by attending Crisis Homelessness Awareness Training, supporting our Crisis at Christmas activity and by volunteering in our London based shops."

“ We are so proud of our partnership with the Berkeley Foundation and how it has developed over the years. Funding from the Foundation enables Crisis to support individuals in the locations the Berkeley Group operate, helping people gain skills and access to employment. Our frontline services are vital to helping people on their journeys out of homelessness and our place-based partnership in Brent means that we can influence wider systems change. ”

Matt Downie MBE
Chief Executive, Crisis

MyBnk delivers financial education training for young people. We have been working with MyBnk since 2017, funding The Money House: a programme aiming to prevent homelessness among young people leaving the care system in London. This year the programme was recognised with first place at the London Homelessness Awards. The Money House is now also delivered in Birmingham and Glasgow.

In 2021/22, our work together enabled 522 young care leavers to access The Money House programme. Only 1.7% were evicted at the three month follow up and just 8.9% had rent arrears.

‘It’s given me a sense of confidence and stability to know that I’m on the right track’

Meeya

The Money House participant, aged 17



Watch Meeya tell her story

Meeya, 17, a Money House participant, talks about the programme's impact on her.

"When I was 14 and my mum kicked me out, I was going from home to home to different family members. By the time I was 15, turning 16, they ended up placing me into an emergency bedsit.

The Money House helped me in a beneficial way with budgeting, council tax, bills and electricity. It teaches you the basics that you're not going to learn anywhere else.

There were certain things I was already doing before I entered The Money House – but I budgeted in the wrong way. It showed me and reassured me that I'm doing the right thing – it's given me a sense of confidence and stability to know that I'm on the right track.

You need to have these little things like certificates to show that you can look after yourself and you're not a 'vulnerable young person' so to speak. If you haven't got these things to show you can do this, you're basically going to be in the same position but in your own flat. If you don't learn this now, by the time you move out by yourself, you're going to be stuck. So you're at the stage where you think, okay well I've just moved out, I have council tax – how do I pay that? Or okay, I have a TV license – what do I do about that? Know from now you're just setting yourself up for the future – it's just about making a pattern."



522
Our work enabled 522 young care leavers in London to access The Money House programme.

98% ↑ ↑
of young people graduating from the programme were able to sustain their accommodation and avoid homelessness.

New Horizon Youth Centre provides in person, remote and outreach support to any young Londoner experiencing homelessness. Through our Covid-19 emergency fund we supported New Horizon to set up Hotel 1824, London's first emergency accommodation provision targeted at young people.

In 2021/22, our partnership enabled 185 young rough sleepers to access emergency accommodation. 71% were supported to move on positively.

‘We’re filling a gap in vital emergency accommodation’

Polly Stephens

Media & Communications Manager, New Horizon Youth Centre



185

young people stayed at the hotel

In the first 12 months



80%

of guests had been homeless for more than three months

132

moved on to positive housing outcomes

Polly Stephens, Media & Communications Manager at New Horizon Youth Centre talks about how the project helps young people through a holistic approach.

"Hotel 1824 was launched as London's only youth-specific emergency accommodation hub open to any young person aged 18-24 years experiencing rough sleeping or at immediate risk of doing so.

The project, a partnership between New Horizon Youth Centre and Depaul UK was created in response to increasing levels of homelessness and rough sleeping experienced by young people in London.

Starting in March 2021, this 12-month pilot was run from a 40-bed hotel in west London. Every guest had their own en-suite room, with three meals a day and other necessities provided. The project offers 24/7 on-site support staff from Depaul and holistic move-on services and advocacy from New Horizon."

“ Hotel 1824 is different from other hostels I’ve stayed in. The team helps with referrals for my mental and physical health. They also offer extra-curricular activities, like football and a comedy course, which was really fun and it’s great to get to socialise. They care a lot and, honestly, it’s a nice change. Having a place that is solely focused on young people, it’s not as intimidating and scary as most other places. I wish there were more places like this around London. ”

Jadea, aged 21

The COVID-19 pandemic has severely affected young people's journey to employment. Whilst young people have demonstrated huge levels of resilience, positivity and community spirit, the systems affecting their livelihoods and wellbeing have been less accommodating.

Two years on, many young people are still struggling to access meaningful training and employment opportunities, and worrying levels of economic inactivity could signal an increase in the number of young people who are not in employment, education or training long-term.¹ In fact, based on current trends, it will take over 150 years before there are no longer any young people who are not in education, employment or training in England.²



Street Elite

Impact goal

2

Journey to employment

Understanding the need

Overcoming barriers

Many young people face additional barriers to work, such as mental health issues, having a care background or caring responsibilities or disabilities.³ Young people from Black and Minoritised backgrounds were 58 per cent more likely to be unemployed than their White counterparts, 47 per cent more likely to be on a zero-hours contract and 10 per cent more likely to be working a second job.⁴ These barriers drive a lack of opportunity for impacted young people.

Inequality of opportunity

Youth Employment UK's 2021 Youth Census revealed that only 9.9% of young people are confident that they will find a good, quality job in the area they live. Regional inequalities can have a damaging effect on future opportunities for young people. In London, 21.3% of young people, aged 16-24, were unemployed between July and September 2021, compared to a national average of 11.3%.⁵

Equally, children growing up in poverty are likely to suffer worse health, education and life outcomes – with their chances for social mobility severely constrained, compared to their peers.⁶

Future skills

High-quality employment opportunities should be available to all young people, regardless of their background and chosen career. However,

careers advice is not keeping pace with the changing economy. In a recent Green Skills survey, 57% of young people revealed that they had not been given guidance on green job options at school.

Our role

To directly address these challenges, we work in partnership with trusted voluntary sector organisations to help young people unlock the skills, attitudes and experiences they need to succeed.

We invested £676,000 this year in work to support people facing barriers to employment. This includes Street Elite, our award-winning partnership with The Change Foundation to support young people impacted by crime, violence and inequality into work, which celebrated its tenth anniversary this year.

The Berkeley Foundation is in a unique position to support young people into real work experience and job opportunities, through our relationship with the Berkeley Group. Berkeley staff have also supported by hosting construction site tours and employability workshops for young people.

Our investment in 2021/22

£676,000

given to charity partners working to ensure that all young people are prepared for work and have the opportunity to build a sustainable career.

Our impact in 2021/22

2,031

Our partnerships supported 2,031 young people facing barriers to work this year.

Our charity partnerships

Strategic Partners

Imperial College London
The Change Foundation

Community Partners

Gifted Young Generation
Key4Life
Vauxhall City Farm

Community Investment Fund

Chance UK
High Trees Community Development Trust
Oarsome Chance
SkyWay Charity
Women Into Construction

¹ONS, 2022 ²Richmond, T and Regan, E. 2022. Finding a NEET solution. EDSK. ³Resolution Foundation. ⁴Bowyer, G and Henderson, M. Race. 2022. Inequality in the Workforce, Operation Black Vote, Centre for Longitudinal Studies, Carnegie UK Trust. ⁵ONS, 2021. ⁶State of the Nation 2021, Social Mobility Commission. ⁷Speakers for Schools, 2022. <https://www.speakersforschools.org/news/latest-green-skills-survey-reveals-that-more-than-half-of-young-people-lack-guidance-on-green-job-options-at-school/>

Street Elite engages young people aged 18-25 into making positive life choices using the power of sport. It provides nine months' coaching and mentoring for those impacted by crime, violence and inequality, helping them to re-engage with employment, education, or training.

This year, the partnership enabled 88 young people to build and develop their skills, and 83% of them successfully transitioned into work, education or training.

‘We’re helping young people build their skills and capabilities’

Navjeet Sira

Director of Design and Impact, The Change Foundation



Watch The Change Foundation
40th Anniversary film



Navjeet Sira, Director of Design and Impact, The Change Foundation, describes the programme's impact.

"The Change Foundation and the Berkeley Foundation have worked together for over 10 years, helping young people develop employability skills and start a new career. In partnership, we have supported over 700 vulnerable young people aged 16 – 25, across London and Birmingham, find sustained work, training, apprenticeship, or education routes through our Street Elite training-for-work programme.

Last year, 83% of the Street Elite graduates went from being not in education, employment, or training to starting full or part-time work that suits them and their aspirations, re-joining the education system, starting their own business or charitable initiative, being accepted onto an apprentice programme, or becoming a Street Elite Coach Mentor themselves. These young people are 'unknown' and often divorced from mainstream services, becoming vulnerable to crime, violence and inequality. It is the valuable insight, credibility and youth work skills of Street Elite Coach Mentors that make Street Elite reach those furthest from the labour market.

The key to the success of Street Elite is undoubtedly the long-term relationships it creates; every relationship from Coach Mentors with young people; the partnership between The Change Foundation and Berkeley Foundation; between funders and supporters; between employers, educators, and Street Elite graduates; and between young people, their families, and their communities. The effect of sustained long-term relationships not only changes the life of one young person but its ripple effects impact systemic change as we level the playing field for vulnerable people."

“ From the moment I was introduced to Street Elite, I have been supported financially, physically and mentally. They provided me with a safe space where I found people to talk to and seek advice from, which I have been very thankful for.

It has provided me with a lot of stability and purpose. I have enjoyed my participation in the Street Elite programme this year, and will always cherish the opportunities and achievements I have received because of it. ”

Angel
Street Elite participant



Rafiatu Belko, 17, attends Alperton Community School and won 1st place in the Maker Challenge for her invention Writing Aid.

"I've always had a fascination with STEM subjects so I applied for the Maker Challenge programme to get involved in something that would challenge me and take me out of my comfort zone.

The Maker Challenge wasn't simply a competition about creating the best design - to me, it was so much more. What I liked best was the support I received from the brilliant Makerspace team. Being able to observe different ways of thinking and their perspectives was really admirable.

My project, Writing Aid, was a pen and glove that used magnetism to secure the grip for those with hand tremors. The metallic material of the glove's fingertips are attached to the magnets in the pen. It was inspired by a person very close to me with cerebral palsy whose hands are affected making it difficult for him to write.

The Makerspace provided us with materials and gave us tutorials - we even made something as fun as a catapult. Each activity kept pushing my artistic and inventive side.

Currently in Year 12, I'm studying Maths, Biology and Chemistry and am following a career path in medicine. The Maker Challenge helped me gain new skills and confirmed my passion for helping and caring for people. I'm incredibly grateful that graduates can still learn about university life and continue to express their love for design and making."

The Reach Out Makerspace at Imperial College London is an innovative educational centre, dedicated to hands-on activities that engage students creatively in STEM. We fund the Maker Challenge programmes, which offer young people facing barriers to work from London's White City area opportunities to develop STEM skills, and consider the educational and career opportunities available to them.

This year, our work with Imperial enabled 230 young people to build new skills for the future.

'Gaining new skills confirmed my passion for helping people'

Rafiatu Belko
Participant, Maker Challenge

**Imperial College
London**



Read more about The Makerspace Manual:
A Guide to Bringing Ideas to Life



Kitchen Social

Health inequalities have been exacerbated by the pandemic and continue to impact opportunities for people to live fulfilling lives. Access to services and quality of care vary widely across different socio-economic backgrounds, locations and ethnicities.

Impact goal

3

Health and wellbeing

1.7m

There are 1.7 million children in the UK who are living in households experiencing food insecurity but do not qualify for government provision.¹

Understanding the need

Building blocks of a healthy life

A good diet and regular exercise are vital building blocks for a healthy life. However, access to nutritious food and physical activity is not always accessible for young people from disadvantaged backgrounds. There are 1.7 million children in the UK who are living in households experiencing food insecurity but do not qualify for government provision.¹

Positive mental wellbeing

Research shows that the likelihood of young people having a mental health problem has increased by 50% over the last three years.² However, access to statutory mental health services remains limited and young people are often refused treatment or made to join a long waiting list.

Access to high quality care and support

It is vital that young people in need of care, and their families, are given the support they need, at the right time and of the right quality. This can range from hospice care to enable young people with life-limiting conditions to lead fulfilling lives for as long as possible, to supporting England's 800,000 young carers.³

Our role

We are proud to work with a wide range of charities addressing health inequalities in our communities – from Lord's Taverner's, who open up access to competitive sport for young people with a disability; to the Mayor's Fund for London, who are tackling food insecurity through a network of community food and activity hubs.

This year we invested £1,513,000 into partnerships that focus on improved health and wellbeing. This includes deepening our commitment to supporting young people's mental health, through our ongoing Improving Youth Mental Health programme. Anna Freud Centre for Children and Families, Khulisa, MAC-UK and St Matthew's Project are testing a range of approaches to supporting youth mental health in community settings.

Berkeley staff have supported this work by raising over £660,000 for our health and wellbeing partners through fundraising and Give As You Earn.

Our investment in 2021/22

£1,513,000

given to charities working to ensure that young people and their communities have the support they need to live happier, healthier lives.

Our impact in 2021/22

8,398

Our programmes supported 8,398 people with their health and wellbeing this year.

Our charity partnerships

Strategic Partners

Mayor's Fund For London
Lord's Taverners

Community Partners

Action for Carers Surrey
Alexander Devine
Children's Hospice
Demelza Hospice Care for Children
ellenor
Evelina London Children's Hospital
Helen and Douglas House
Home-Start London
Mencap
Momentum Children's Charity
My AFK
Rainbow Trust
Rethink Mental Illness
The Grange Centre
The Honey Pot Children's Charity

Triangle Adventure
Playground

Community Investment Fund

Anna Freud National Centre for Children and Families
Khulisa
MAC-UK
MSTC
No5
Richard House
Sir Simon Milton Foundation
St Matthew's Project

¹The Mayor's Fund for London - <https://www.mayorsfundforlondon.org.uk/kitchen-social/>. ²NHS Digital. 2021. Mental Health of Children and Young People in England, 2021. ³The Children's Society - <https://www.childrenssociety.org.uk/what-we-do/our-work/supporting-young-carers/facts-about-young-carers>



Kim Buchan, Project Manager at Kitchen Social talks about the importance of partnership working to reach families in need.

"Kitchen Social was originally envisaged as a three-year programme to support young Londoners with access to holiday provision and nutritious meals whilst raising awareness of food insecurity, testing interventions and lobbying for policy change.

Given the rise in food prices as a result of Brexit and Covid-19 affecting low-income households at a disproportionate rate, we made the decision to continue with Kitchen Social at scale in 2020. The current cost-of-living crisis proves that the need will be ongoing for some time to come. The Berkeley Foundation has been instrumental in our ability to extend the programme and support even more young people.

We have extended the Kitchen Social network to 29 London boroughs and engaged 25 delivery partners, providing them with grant funding for food and enriching activities. The hubs also offer young Londoners a chance to take part in nutritional education and physical/mental wellbeing activities. Thanks to the Berkeley Foundation, we are on track to have at least one Kitchen Social delivery partner in each of the 32 London boroughs this year."

“The family sessions are so unique, the cooking sessions and gardening are amazing because you can spend time watching and taking part in the activity alongside the children.”

Parent

Kitchen Social, a Mayor's Fund for London programme, is the largest independent provider of food for children in London during the school holidays. We have funded Kitchen Social since 2017, supporting community hubs across London to provide food and activities to vulnerable families.

In the past year, the partnership has enabled 4,886 children to access 17,798 meals and take part in wellbeing activities. Over 20 hubs located across London supported families and parents to feed their children by distributing Take and Make boxes, designed to engage children and young people to cook at home.

‘We’re on track to have at least one Kitchen Social delivery partner in each of the London boroughs’

Kim Buchan
Project Manager, Kitchen Social



Watch a film about the Kitchen Social hub at Loughborough Community Centre

Triangle is London's oldest adventure playground, offering free play to young people aged 6-17 in Lambeth. One of Berkeley St Edward's Community Partners since 2020, this year staff raised over £48,600 for the charity, as well as volunteering time and expertise and organising donations of gifts for the children. Triangle also received £20,000 in match funding from the Berkeley Foundation.

‘We’ve been able to expand our services’

Gabriel Green
Deputy Senior Playworker, Triangle Adventure Playground



Gabriel Green, Deputy Manager at Triangle Adventure Playground, talks about the benefits of the partnership.

"Triangle Adventure Playground has stood at the heart of Oval for 65 years. We maintain and improve young people's physical and mental health; enable them to develop talents and learn new skills; build resilience and resourcefulness; make friends and integrate positively within our community. Despite social bubbles we had 378 young people aged 6 - 17 years old make a combined 8,603 visits to Triangle last year.

At the outbreak of the pandemic Berkeley St Edward provided us with Easter eggs. Delivered with a note explaining to families how to join us online, these were the initial seeds of our pandemic response, leading to a vibrant online play service.

The partnership with Berkeley St Edward is exceptional. The access to expert advice as we plan renovations to the landscape of the playground, unrestricted funding donations, competitions and gifts for young people, connecting us with other local organisations and practical assistance on site have all contributed to the Triangle's resilience, capacity building and structure. We are delighted to say that the success of our partnership even won Most Impactful Charity Partnership category at the Foundation Awards in March 2022, to match our Adventure Playground of the Year Award!"

“ Since we have partnered with Berkeley St Edward and the Berkeley Foundation we have been able to plan for a long-term future that includes an expansion of service and site renovation. It is fair to say that we simply could not have had the same impact on the lives of hundreds of children and families who rely on Triangle as their home from home. **”**

Jonathan Choo,
Senior Playworker, Triangle Adventure Playground



Family supported by Home-Start

Jess Greenhalf, CEO of Home-Start London, explains why the support is so important to families.

"Mary and her two young sons moved to Tower Hamlets from Southwark. With no friends or family locally, they felt very isolated. Mary didn't know how to access local services and, on a limited income, she struggled to furnish their new home. Mary's poor mental health meant sometimes she felt so low she couldn't go out.

Mary was referred to Home-Start by the Community Perinatal Services. Home-Start provided Mary with a food voucher and referred the family to a baby bank and several charities offering small grants.

Mary was also matched with Cristina, a trained Home-Start volunteer who lives locally. She introduced them to the local area, provided Mary with emotional support and connected her to the local Early Help Team.

Mary and her family no longer feel isolated. Both sons have developed in confidence which will help their transition to school. Mary has started to make her house a home and feels much more positive about the future."

Mary said: "I feel more confident now. I can do things that I wasn't able to do before. It's like a freedom. When I go to the Children's Centre there is a big difference, I can chat with other parents. I don't feel so alone, I feel like I am among other families."

Krystal, Home-Start Coordinator, said: "Mary should feel so proud. Things were difficult for her and her family after their move. However, with a little support she has really flourished, and her two sons have too. This is the magic of Home-Start."

Home-Start London provides volunteer-led home visiting and other support to vulnerable families with young children. It is the local Community Partner charity of Berkeley Homes North East London. This year, staff volunteered their time and held several very successful fundraising events, including a Question of Sport Dinner which raised over £130,000.

'I can do things that I wasn't able to do before. It's like a freedom'

Mary
Home-Start London beneficiary

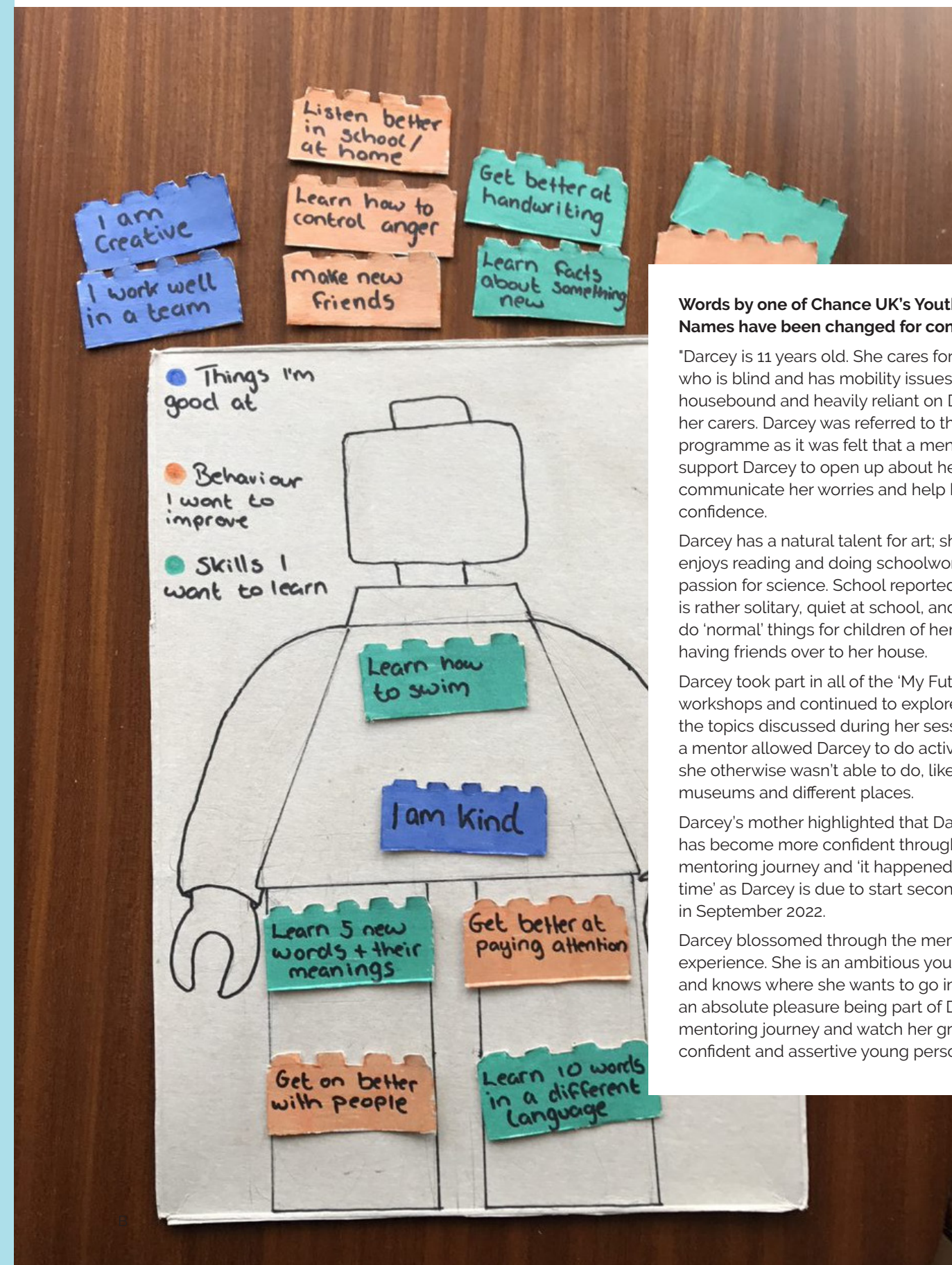


Chance UK supports children aged 5-13, and their families, to develop social and emotional skills. Our partnership supports the My Future programme in Southwark, which helps children experiencing complex behavioural and emotional difficulties through one-to-one mentoring and group sessions.

In 2021/22 our work together supported 32 young people through the My Future mentoring programme. 100% of young people completing the programme reported having a positive relationship with their mentor and 83% have shown increased emotional literacy.

‘We’re helping young people build confidence through mentoring’

Youth Worker
Chance UK



Words by one of Chance UK's Youth Workers. Names have been changed for confidentiality

"Darcey is 11 years old. She cares for her mother who is blind and has mobility issues, making her housebound and heavily reliant on Darcey and her carers. Darcey was referred to the My Future programme as it was felt that a mentor would support Darcey to open up about her feelings, communicate her worries and help build her confidence.

Darcey has a natural talent for art; she also enjoys reading and doing schoolwork and has a passion for science. School reported that Darcey is rather solitary, quiet at school, and unable to do 'normal' things for children of her age, such as having friends over to her house.

Darcey took part in all of the 'My Future' workshops and continued to explore some of the topics discussed during her sessions. Having a mentor allowed Darcey to do activities that she otherwise wasn't able to do, like visiting museums and different places.

Darcey's mother highlighted that Darcey has become more confident throughout the mentoring journey and 'it happened at the right time' as Darcey is due to start secondary school in September 2022.

Darcey blossomed through the mentoring experience. She is an ambitious young person and knows where she wants to go in life. It was an absolute pleasure being part of Darcey's mentoring journey and watch her grow into a confident and assertive young person."

We believe young people should be involved in shaping the services, systems and policies that affect their lives, and have a say over the issues that matter to them.

Impact goal

4 Youth leadership

Groundwork



Over the last ten years, we have funded some fantastic work led by young people themselves – young people who have become coaches, role models and mentors, who have designed and led research, and who have spoken about their experiences to politicians and decision makers.

We explored involving young people in our grantmaking 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 a young person sat on our grant assessment panel.

We have supported a range of research which has involved or been led by young people, including the Together Alliance 'Housing Solutions' report, which explored collaborative solutions to prevent and respond to youth homelessness, and Toynbee Hall's report by young renters: 'Rent – Move – Repeat'.

We have invested directly in Fight for Peace's youth leadership strategy and young leadership programme, which gives young people a vital role in helping to shape the organisation's services, direction and values. The programme provides young people with opportunities to develop their skills, confidence and voice by creating platforms where they can share their opinions.

We have prioritised working with partners who involve young people in their work – whether through co-producing services and solutions, or offering opportunities for young people to grow and develop within their own staff teams.

Our new Youth Leadership impact goal will build on this. We'll support current and new partners to deliver work that helps young people – particularly those from disadvantaged and marginalised backgrounds – build their leadership skills and become a force for change in the world. Through this work, we want to help develop and empower the next generation of civic leaders.

We are looking forward to sharing more about this work as it develops over the coming years.

“ I had the opportunity to meet professionals and engage with systems of government and power that would otherwise be inaccessible. ”

Young person
Toynbee Hall

Fight for Peace



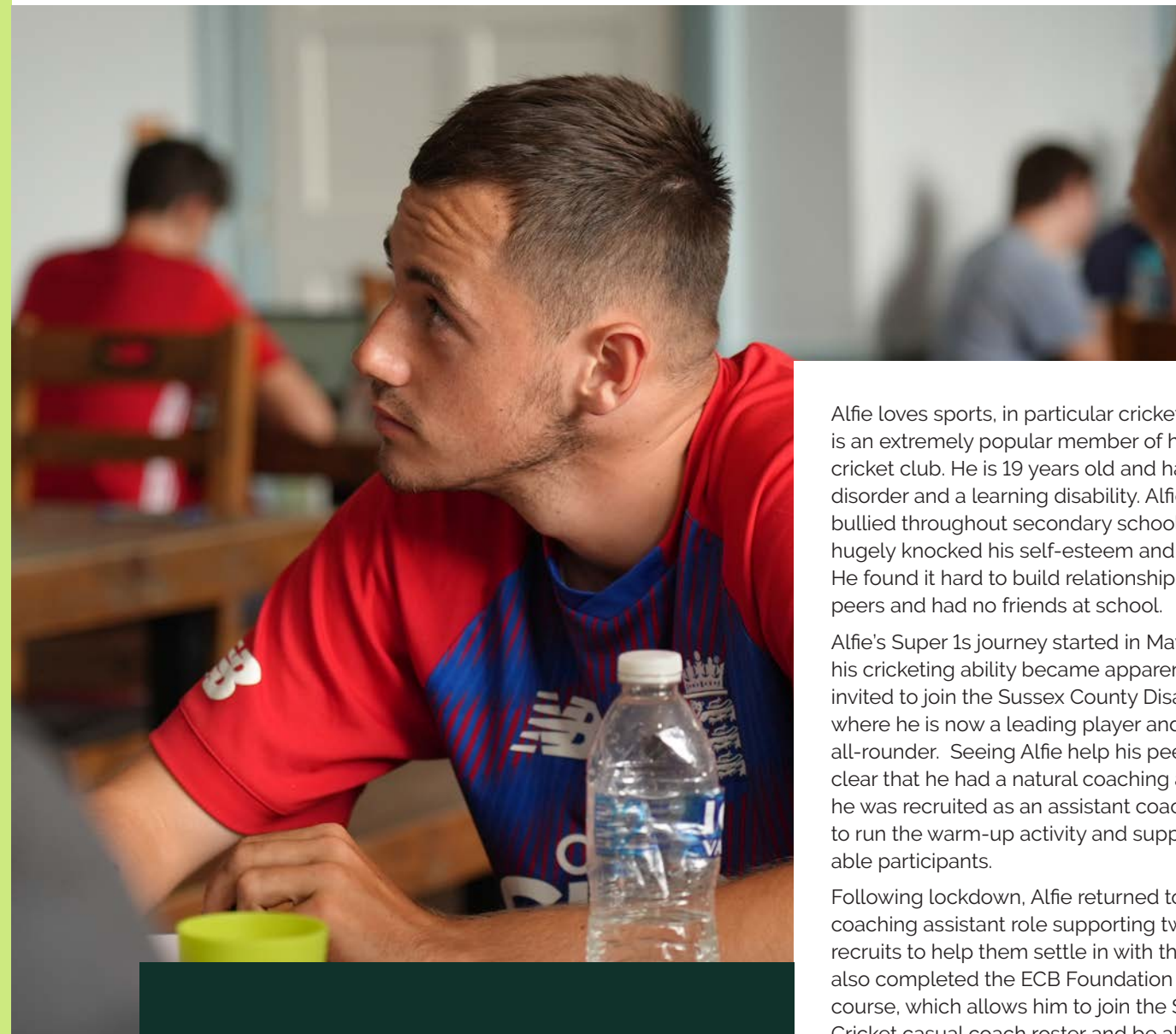
Art Against Knives



We've been supporting the Lord's Taverners Super 1s disability cricket programme since 2013 and have seen it grow from a small pilot to a national offer. Super 1s gives young people the chance to build new skills on and off the cricket pitch.

‘If you want to play cricket, I will help you, support you and show you how to play’

Alfie
Super 1s participant



“ I love being part of Super 1s. As far as I am concerned everyone is unique and whatever your challenge or disability; if you want to play cricket, I will help you, support you and show you how to play. **”**

Alfie,
Super 1s participant

Alfie loves sports, in particular cricket, and is an extremely popular member of his local cricket club. He is 19 years old and has a speech disorder and a learning disability. Alfie was bullied throughout secondary school, which hugely knocked his self-esteem and confidence. He found it hard to build relationships with his peers and had no friends at school.

Alfie's Super 1s journey started in May 2019 when his cricketing ability became apparent. He was invited to join the Sussex County Disability Squad where he is now a leading player and the main all-rounder. Seeing Alfie help his peers it was clear that he had a natural coaching ability, and he was recruited as an assistant coach volunteer to run the warm-up activity and support the more able participants.

Following lockdown, Alfie returned to his coaching assistant role supporting two younger recruits to help them settle in with the group. He also completed the ECB Foundation 1 coaching course, which allows him to join the Sussex Cricket casual coach roster and be allocated paid coaching assignments across Sussex Cricket's different community projects.

Recently Alfie was invited to return to his secondary school to become a PE Technician volunteer. He enjoyed setting up the PE sessions and helping in the lessons, turning the horrible memory of school into a positive experience.

Alfie's dream is to work in sport. His goal is to be a professional cricketer and support the disabled community through coaching. Through his involvement with Super 1s and Sussex Cricket, Alfie is now working towards achieving his dream.

Fight for Peace is a Newham-based charity which uses martial arts to inspire young people to reach their full potential. We recently supported the charity to develop and implement a youth leadership strategy, which puts young people at the heart of the charity. Ultimately, the organisation hopes to be able to share this work with other community organisations, improving youth engagement practices across the wider sector.

Our funding has enabled 10 young people to contribute to the development of Fight for Peace's youth leadership strategy.

‘We hope to create a unified platform to elevate and action the voices of our young people’

Adrian de León, Partnerships Manager
Fight for Peace



Adrian de León, Partnerships Manager at Fight for Peace, describes why they are so passionate about bringing youth voices to the forefront.

"Fight for Peace works to help realise the potential of young people living in communities affected by inequality and violence. At our Academy in Newham, we provide sport for development sessions alongside additional support services, to ensure participants receive the opportunities to build the skills and positive relationships they need to lead peaceful and productive lives.

Our Youth Leadership pillar is spearheaded by our Youth Council who meet on a bi-weekly basis to discuss and share their views and experience at Fight for Peace. The Youth Council regularly meets with our CEO, Jenny Oklikah, to discuss the delivery and impact of the programmes. It's also embedded in our recruitment process and interviews all prospective employees.

We have worked hard to deepen the impact of our Youth Leadership work and ensure we remain a user-led organisation. With support from the Berkeley Foundation, we have developed our Youth Leadership strategy; a document that reflects our commitment to providing young people with the power and opportunity to shape our delivery. The vision is to ensure we develop and strengthen young people's skills, whilst providing the right environment to empower their voice. Furthermore, we wish to develop a youth leadership training for all staff members, so that we can embed youth voice in the wider Academy. We hope to then create a unified platform to elevate and action the voices of our young people."

10

Our funding has enabled 10 young people to contribute to the development of Fight for Peace's youth leadership strategy.

“Being a member of the Youth Council to me, means being able to make positive changes inside and outside of the Fight for Peace Academy to the benefit of young people.”

Youth Council Member
Fight for Peace

Bethan Mobey, Policy Manager at Toynbee Hall, explains how Rent-Move-Repeat enabled young renters to have their say.

"Rent-Move-Repeat is a Toynbee Hall Participatory Action Research (PAR) project exploring how renting can be made better for young people in East London.

- What risks do people aged 18-30 face as private renters?
- What can be done to help avoid financial hardship, sofa surfing, exploitative informal living arrangements, and ultimately to prevent rough sleeping and homelessness?

A total of 23 researchers took part in the project. They were all aged 18-30 and either currently rent from a private landlord in East London, or have done so in the past five years.

The team worked together with Toynbee Hall's research and policy team to design the research, conduct and analyse data from surveys and interviews, host co-design workshops with landlords, develop recommendations to improve the private renting experience for young renters and take action.

The group has promoted their proposals as keynote speakers at housing events, run and taken part in panels and now have a seat at the London Housing Panel and Renters Reform Coalition."

The project in numbers

- 23 peer researchers involved
- 18 research training workshops delivered
- 80 surveys completed
- 14 interviews carried out
- 14 landlords consulted
- 5 landlord-renter workshops held
- 14 actions taken
- 34 organisations supporting the project

“ [I was] given a space to speak about personal experiences of powerlessness and listen to others ”
Young researcher
 Toynbee Hall



Read the Rent-Move-Repeat report here

Tower Hamlets charity Toynbee Hall works alongside people facing poverty and injustice to build a fairer and happier East London. We supported Rent-Move-Repeat, a participatory action research project, through our Combatting Youth Homelessness programme. Published in November 2021, the research was developed, delivered and led by young renters looking for ways to improve the experience of private renting for other young Londoners.

Our partnership enabled 23 young researchers to take part in the project.

‘We’re innovating with young people to improve their renting experience’

Bethan Mobey
 Policy Manager, Toynbee Hall





£900,000

We are planning a £900,000 investment into the resilience of small-to-medium sized charities over the next four years

Our new strategy will see us investing more in strengthening voluntary sector organisations and building sector resilience following the pandemic.

Impact goal

5

A resilient voluntary sector

Understanding the need

Over our first ten years of grant making and partnership with the voluntary sector, we have seen countless examples of the voluntary sector's resourcefulness, creativity, and unparalleled ability to respond to the needs of their communities. However, pandemic disruption, a sharp rise in the numbers of young people needing complex support, and a competitive funding environment, has stripped back small-to-medium sized charities' ability to prepare for and deal with challenge.

Research suggests that the non-profit sector's approach to organisational development tends to be inconsistent, intermittent, fragmented and under-resourced.¹ We know that many small-to-medium sized charities are under constant pressure; operating in a fast-changing external environment, with high levels of demand for their services, and hampered by short-term funding cycles. In these circumstances, investing in organisational development becomes secondary to meeting the immediate needs of their communities.

As a direct response, we have launched the Resilience Fund, which represents our largest-ever investment in charities' organisational development. It recognises that charities need to carve out space and set aside time to focus on building their organisational resilience - whether through improved governance, strengthened people power, better financial planning or stronger systems and strategies.

Our role

Over the next four years, the Resilience Fund will fund at least 30 small-to-medium sized charities to take a step back from frontline delivery and explore what resilience means for them.

We will make grants of up to £30,000 over two years to support organisations to focus on building their organisational resilience. Alongside this, we will develop a collaborative learning programme which will bring funded organisations together to share experiences and develop their approach, supported by our learning partner, the Social Innovation Exchange.

We launched the programme in 2021 and committed our first ten grants of £300,000, to a diverse range of community organisations working in the youth employment space. We are looking forward to beginning our learning journey with these organisations, and bringing on board a further ten partners in 2022/23.

Our investment in 2021/22

£152,000

given to voluntary organisations to build resilience in 2021/22.

10

We made ten resilience fund grants in 2021/22, and will make a further ten grants in 2022/23.

Our charity partnerships

Art Against Knives
BeIEve
Berkshire Youth
Breadwinners Foundation
Bromley Experts by Experience
Circle Sports CIC
High Trees Community Development Trust
Salaam Peace
Small Green Shoots
Women into Construction

¹<https://www.tnlcommunityfund.org.uk/news/blog/2020-09-28/exploring-radically-better-organisational-development>

Art Against Knives

Art Against Knives is a community-based organisation based in Barnet, working with young people, their communities and the creative industries to prevent young people from becoming perpetrators or victims of violent crime. The funding will allow Art Against Knives to create a new role at senior level that will focus on upskilling young people, brokering local partnerships and developing and sharing best practice. The organisation is addressing a real community need, and the new role has the potential to transform the organisation's capacity and engagement.

BelEve

A female-led charity working in Lewisham, BelEve empowers girls and young women to become the next generation of leaders. This grant will help fund the salary costs of an additional Programme Facilitator, releasing the senior leadership team to focus on building a five year strategy, implementing their new fundraising strategy and refining their impact evaluation work. This will allow the small but impactful organisation's leadership team time to focus on strategy and fundraising.

Berkshire Youth

Delivering community-based activities and in-school support to young people to help them transition from childhood to young adulthood, Berkshire Youth also provides training and support for other local youth sector organisations. Our funding will enable them to partner with the National Youth Agency and NCVO to develop a five year strategic and operations plan, alongside succession planning for the long-serving senior leadership team and Board of Trustees.

Breadwinners Foundation

Breadwinners is a grassroots charity providing employment, training, mentoring and work experience for refugees and young people in London and Brighton seeking asylum. Refugees are employed to sell artisan bread across markets in London, Brighton and online. Our grant will support an uplift in the core team's time, releasing the Director to focus on strategy development and income generation. Funding will also allow for investment in the staff team by increasing hours, initiating peer learning sessions and providing coaching & supervision.

Bromley Experts by Experience

Bromley Experts by Experience enables deaf and disabled people and carers to achieve their human rights and participate fully in society, by promoting independent living, employment, and inclusion and equality. The grant will allow Bromley Experts by Experience to recruit and employ a part-time systems administrator who will support the development of robust and accessible IT systems and HR processes.

Circle Collective

A social enterprise that runs two retail stores in Dalston and Lewisham selling street and skate wear, Circle Collective offers structured work experience to young people who are engaged on the employability programme run by its partner charity, Circle Community. The grant will enable Circle Collective to recruit and employ a new part-time Digital Manager, who will deliver the organisation's digital strategy, increasing visibility and brand awareness, and increasing trading income. In the long-term, this role will support the organisation's ability to scale.



Art Against Knives

“ Berkeley haven't just been a funder – they have offered insight, challenge and feedback that has positively impacted the way we work ”

Charity Partner
External evaluation, June 2021

Women into Construction

Providing bespoke support to women wishing to work in the construction industry, Women into Construction also assists contractors in recruiting, retaining and progressing female talent. This is helping to reduce skills gaps and create a more gender-equal workforce. The organisation covers London, Birmingham, West Midlands and Warwickshire. The Resilience Fund grant will fund additional time for the senior leadership team to focus on the development and implementation of a five year strategic plan, and will include a governance review, staff development and an IT systems upgrade.

High Trees Community Development Trust

A well-established community hub in Lambeth, High Trees offers education and training, employment support, family services and community development. The Resilience Fund grant will go towards the hire of a Consultant who will develop and implement a new five-year business and strategic plan. High Trees will also employ a part-time Learning & Evaluation Officer, who will review the charity's current M&E processes and implement new approaches to improve impact measurement.

Salaam Peace

Salaam Peace is a community engagement CIC that uses sports and social education to bring together people from diverse backgrounds and improve community cohesion in Waltham Forest and Hackney. Through our grant they will employ a part-time Programmes Director to oversee delivery of the charity's core programmes. This will release the Deputy CEO and Director of Strategy to focus on Salaam Peace's organisational resilience and strategic development.

Small Green Shoots

Small Green Shoots is a Black-led youth arts charity offering young people in Camden, Islington and Haringey the opportunities to develop their talent in the music, entertainment and the arts industries. The grant will allow them to recruit a junior level Youth Co-ordinator that can provide administrative support across operations and programmes, providing critical extra capacity for a small but powerful community organisation.



High Trees

“The flexibility of the funding has really allowed us to be on a “learning journey””

Charity partner
External Evaluation - June 2021

Women into Construction



Berkeley Foundation Annual review 2022

Thank you

All our work at the Berkeley Foundation is done in partnership with brilliant frontline charities, and we are privileged to work with passionate, committed people from across the voluntary sector.

I'd like to start by thanking all our charity partners for everything they do to support our local communities. It is inspiring to be able to work alongside you to achieve our shared goals. I'd also like to thank the Berkeley Group and its staff for their ongoing support. The core funding we receive from the company, as well as the fundraising, donations and volunteering efforts of colleagues across Berkeley, enable us to commit to our charity partners for the long term, and add value to our partnerships in a whole range of different ways.

These efforts are driven by our fantastic team of 30 Foundation Champions – volunteers from across the company who organise events, lead on local charity partnerships, and rally their colleagues to get involved. We are also heavily supported by Berkeley's supply chain companies, who host work placements for young people, take part in events, donate time and equipment, and much more. Thank you to each and every one of you. Finally, I would like to thank the small but mighty Berkeley Foundation team, and our Board of Trustees for their insight and guidance as we look ahead to 2030 and beyond.



Sally Dickinson
Head of the Berkeley Foundation



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