

Berkeley Foundation Annual Review 2016



5 years of transforming people's lives



Find out more





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

“What inspires me? Great places that work for everybody. Communities where people feel safe and proud. In just five years, the Foundation has grown dramatically. It is making a massive difference for communities in which we work.”

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

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Foreword

There are lots of ways to make a difference. Money is important, of course, and many services desperately need funding. Staff from the Berkeley Group bike, bake and trek for charity with real commitment and zest, and have raised £2.7 million of the £7.9 million committed by the Berkeley Foundation in the last five years.

But what I'm really pleased to see as the Foundation matures is an increasing sophistication in the way that it tackles social issues. It is now changing society for the better in all sorts of ways, championing pioneering programmes that model new approaches to these problems.

I am therefore delighted that this has been recognised in the last year through the Foundation winning a Third Sector Business Charity Award for our work with The Change Foundation on the Street Elite programme.

In this annual review, there are many examples of projects where our impact has been more than financial. Creativity Works, a programme we run with the Mayor's Fund for London, helps young people who are out of work get employability training and work experience, with each one paired up with a mentor from Berkeley. This has an enduring impact by improving life chances in a positive way, which then feeds back into local communities.

The impact of the Foundation's work isn't just confined to the programmes themselves, but is magnified through events and publications which share what we learn. This starts to promote ideas and influence practice across the sector.

This creates a sense of common cause with business and government, charities and young people all working in partnership. It encourages everybody to believe that whatever job you do, whatever sector you work in, whatever background you come from, we all have the ability to make society better.

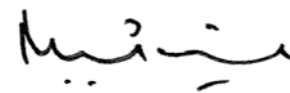
That's an idea I passionately believe in and it's a key part of what drives the Foundation.

It also reflects the Berkeley Group's ambition to build strong communities and be a force for good. That goal runs right through Berkeley's business strategy. We want the company to marry commercial success with a real sense of social purpose.

As the Foundation evolves, we now look forward to make an even more powerful impact. We have already touched the lives of over 6,500 people, but we now want to understand more deeply the issues surrounding homelessness, skills and employment, and helping those whose lives are restricted by illness or disability.

We want to inspire every member of Berkeley's staff to support the Foundation at least once every year, in whatever way they choose. And we intend to make sure that the Foundation has an enduring effect on individual lives, our partnered charities and the context in which we all live and work, for many years to come.

Finally, as we celebrate our fifth birthday, I would like to pay a special tribute to Charmaine Young CBE, without whom the Foundation would not be where it is today. She has taken forward the vision for the Foundation and has turned it into a key element of Berkeley life that we are all proud of. We wish her all the best for her retirement. I would also like to take this opportunity to welcome Stuart Cowen as the Foundation's new Chief Executive and I look forward to working with Stuart as we enter the next exciting chapter for the Foundation.

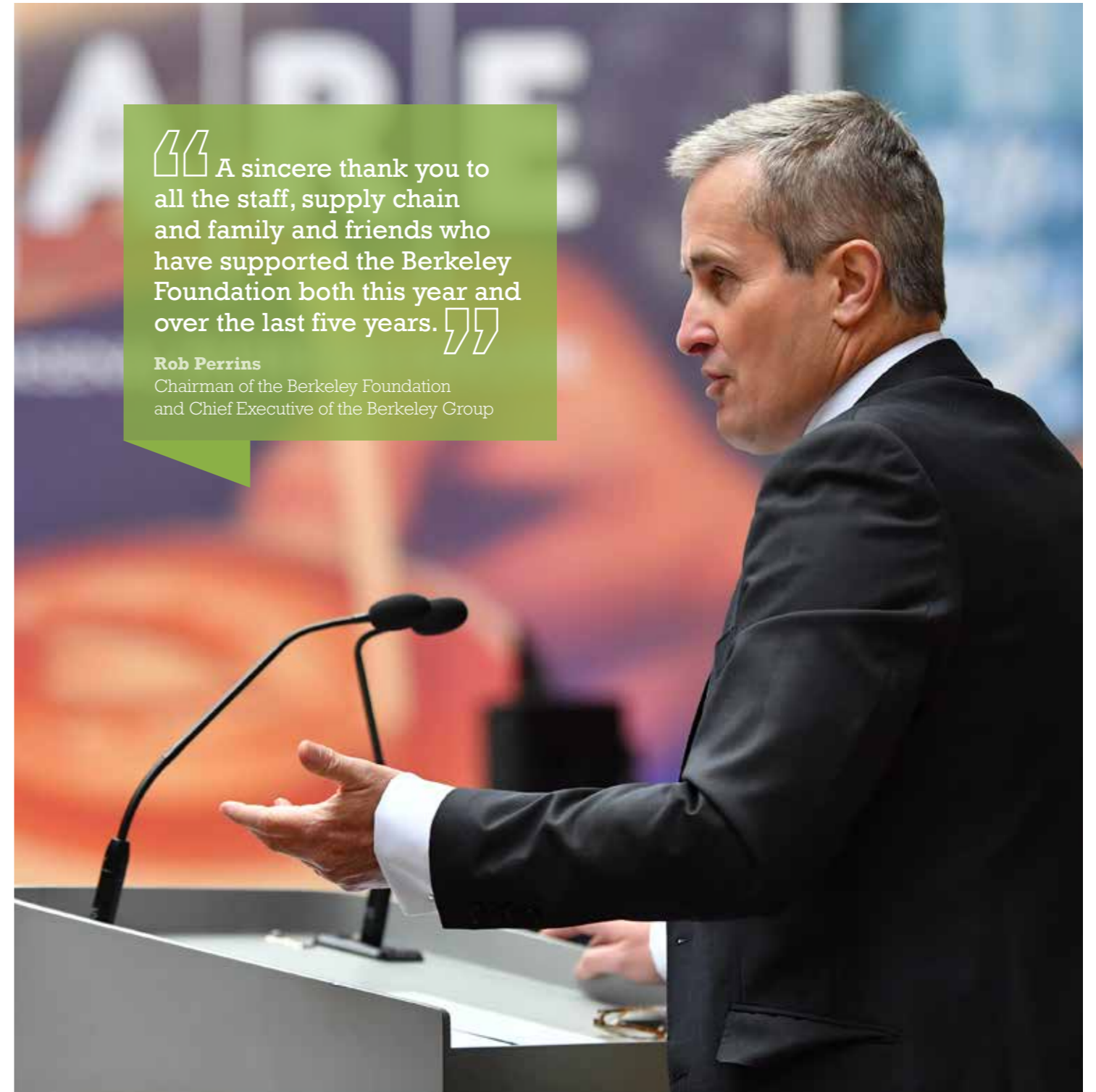


Rob Perrins
Chairman of the Berkeley Foundation
and Chief Executive of the Berkeley Group



Find out more

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



“A sincere thank you to all the staff, supply chain and family and friends who have supported the Berkeley Foundation both this year and over the last five years.”

Rob Perrins

Chairman of the Berkeley Foundation
and Chief Executive of the Berkeley Group

Five years of making a difference

INTRODUCTION

Strategic Partnership launched with Shelter



Berkeley Foundation registered as independent charity



First £1m raised by Berkeley Group staff

Almost 100 Berkeley staff take part in RideLondon 100



Fifth birthday celebration at London Dock raises over £200,000

2011

2012

2013

2014

2015

2016

Berkeley Foundation established

Street Elite launched

Rethinking Homelessness debate launched

Job Creation Programme helps 450 unemployed people into work

Street Elite partnership receives Third Sector Business Charity Award

Over 150 Berkeley staff take part in Vertical Rush, raising £30,000



Partnership with Crisis launched

First Creativity Works project

Lord's Taverners Disability Cricket Championship reaches 2,000 young people

How it Works

The Berkeley Foundation was set up by the Berkeley Group in March 2011. Now five years old, we have committed £7.9 million to our charitable partners and programmes.

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

On top of this, Berkeley staff do an incredible job of raising money through fundraising events and Give As You Earn. The Berkeley Group matches everything they raise, pound for pound.

The diagram below shows how the Foundation works.

The support we receive from the Berkeley Group means that every penny raised for the Foundation is spent on charitable activities. Our work is focused on four key areas:

Homes:

Helping those facing homelessness and tackling its root causes.

Jobs:

Creating jobs for young, unemployed and homeless people.

Skills:

Challenging, energising and training young people to reach their full potential.

Care:

Helping people to live positively with disability or life-limiting illness.

Within each of these areas we invest in three ways:

- In five Strategic Partnerships with Shelter, Crisis, The Lord's Taverners, The Change Foundation and the Mayor's Fund for London.
- In 17 Designated Charities chosen by staff and local to the Berkeley Group's sites and offices.
- Through our Community Investment Fund which makes grants to projects that complement our work.

This enables us to build relationships with both large charities and smaller grassroots organisations, and to support innovative new approaches to these important issues.

Every penny raised for the Berkeley Foundation is spent on charitable activities and worthy causes.

The Foundation has committed...

£7.9 million

of funding to more than 85 charities and worthy causes

Berkeley staff have raised...

£2.7 million

with help from friends, family, colleagues, contractors and consultants



BERKELEY STAFF INVOLVEMENT

Supported by



Fundraising

Give As You Earn

Time and Talent

Donations

Match Funding

Provides 'Core' Funding

Pays the Foundation's Overheads

Specific Fundraising Events



Strategic Partnerships

Designated Charities

Community Investment Fund



HOMES



JOBS



SKILLS



CARE

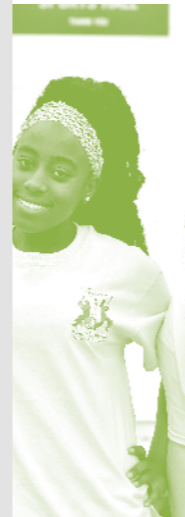
Our impact

Measuring and evaluating our impact is a key focus for the Foundation. It ensures we are using our resources to support effective programmes that reach the areas of greatest need.

OUR IMPACT

“ During the Outward Bound course, I noticed how her confidence grew. Of late, she is engaging with more people, whereas before she would only speak to her close friends. ”

Accompanying teacher
Outward Bound Trust course
June 2015



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

www.berkeleyfoundation.org.uk



Street Elite Festival

Our strategy

In 2014, the Berkeley Foundation launched its Five Year Strategic Plan, setting out the way forward through to 2019. This plan set clear targets for our work, and we report on these later in this chapter.

We have already made significant progress against the aims and targets set in this plan. It has been hugely successful in focusing our programmes, engaging local communities and encouraging staff to support our work through fundraising and volunteering. The amazing results it has delivered are set out in this Review.

The 2014 vision and values have strong currency and continue to underpin the work of the Foundation. As we move into the third year of the Strategic Plan, we are focused on better understanding the impact of our work. This will complement the challenging quantitative targets set in 2014 with qualitative analysis, in order to understand where the need is greatest and how the Berkeley Foundation can best effect change in the local communities we serve.

This work will form the basis of an updated Strategic Plan that will be published later in 2016.

This refreshed strategy will build on the work of the Foundation so far. It will reflect the rigorous and effective planning that the Berkeley Group is recognised for, and ensure that the commitment of the Berkeley staff in fundraising and time is put to the best possible use. This will enable the Foundation to deliver even more ground-breaking programmes with our partner charities.



Find out more Our Five Year Strategic Plan and Route Map can be found here: www.berkeleyfoundation.org.uk/who-we-support

Assessing our impact

Evaluating the impact of the projects we fund ensures that we are continuously learning and improving.

It enables us to work with our charity partners to refine programmes year-on-year, leading to better outcomes and increased value for money. And it helps us to focus on what it is that we are really trying to achieve, and understand the best way to get there.

This year we began a process of re-examining our approach, through a series of workshops, to make sure that impact is at the heart of the Foundation's work.

This chapter breaks down our achievements in 2015/16 against our aims and objectives, and gives some examples of how we measure and evaluate our current programmes.



Street Elite



Demelza



Toyhouse



LTDCC



Outward Bound Trust

We have six clear output targets for the period 2014–2019. These inform our investment decisions and provide the starting point for all our efforts to measure the impact of the Foundation.

Investment

£10m



By 2020 over £10 million will have been invested or committed to the Foundation's work

We have invested or committed a total of £7.9 million, of which £2.7 million has been committed since April 2014

Homes

2,000



We will have given support to over 2,000 people facing or experiencing homelessness by supporting the work of major homelessness charities

Since April 2014, 1,220 people have been supported through our partnerships with Shelter, Crisis and other homelessness organisations

Jobs

1,000



We will have helped over 1,000 unemployed people into work through a range of initiatives, such as our Job Creation Programme and Creativity Works

Since April 2014, 388 unemployed people have moved into work through projects including the Job Creation Programme

Skills

1,000



We will have worked with over 1,000 disadvantaged young people to develop new skills, build personal confidence and take up education and training that helps them into employment

Since April 2014, 347 young people have been supported to gain new skills through partnerships such as Street Elite and the Outward Bound Trust's Work Readiness Programme

Care

1,500



We will have extended our work in care by promoting opportunities for over 1,500 people with disabilities, through a wide range of programmes including our existing partnership with the Lord's Taverners, our Designated Charities and other organisations

Since April 2014, our support for care initiatives, including the Lord's Taverners Disability Cricket Championships, has reached 4,864 people with disabilities or long-term illnesses

Staff

100%



By 2020 all Berkeley Group staff will do something each year to support the Foundation

In 2015, 68% of staff who responded to our survey said they had done something to support the Foundation during the last 12 months

In 2014, we set out 10 aims for the Foundation as part of our five year plan:

- 1** Build on the Foundation's successful work to date, deepening our profile, broadening our reputation and maximising our impact.
- 2** Increase investment by a minimum of 10% every year, through Strategic Partnerships, Designated Charities and our Community Investment Fund, together with additional investment for continued subsidies to the Job Creation Programme.
- 3** Balance our investment, donating around 50% to Strategic Partnerships, around 25% to Designated Charities with the remaining 25% distributed through the Community Investment Fund.
- 4** Ensure at least 25% of the Foundation's investment comes from staff fundraising programmes, including Give As You Earn.
- 5** Continue to focus on our four key themes: homes, jobs, skills and care.
- 6** Operate on the basis that all of the Foundation's funds are spent on charitable activities and good causes.
- 7** Monitor, evaluate and report our work and share our findings, to influence policy and practice.
- 8** Continue to explore innovative ways of tackling the problems faced by disadvantaged young people, their families and communities.
- 9** Work with a small number of effective organisations where we can maximise the impact of our investment.
- 10** Increase staff involvement so that everyone does something every year for the Foundation over the next five years.

Over the last 12 months, we have continued to make real progress against many of these objectives. Some of them are directly measurable:

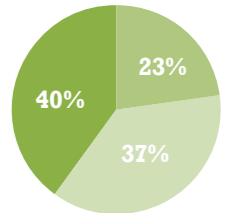
We said we would increase investment by a minimum of 10% every year.

In 2014/15, the Berkeley Foundation gave £0.9m directly to our partner charities, along with £0.5m contributed to our partner charities by staff. In 2015/16, the Foundation's giving grew by 27% to £1.2m and the staff contribution by 62% to £0.8m.



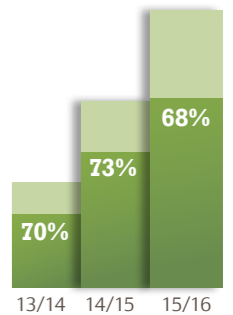
We said we would balance this investment, donating around half to Strategic Partnerships, a quarter to Designated Charities and a quarter through the Community Investment Fund.

In 2015/16, 37% went to our Strategic Partners, 40% to Designated Charities, and 23% to the Community Investment Fund.



We said we would increase staff involvement, so that everyone does something every year for the Foundation by 2019.

In 2015/16, 68% of respondents to our staff survey said they had contributed to the Foundation, an increase in numbers on the previous year.



We committed to spend all of the Foundation's funds directly on charitable activities and good causes. The Berkeley Group has continued to cover all of the Foundation's overhead costs.

We understand our impact on three levels. We can have an impact on the lives of individual beneficiaries. We can have an impact on our partner organisations. And we can begin to have an impact on the wider environment. Some of these are more straightforward to understand and evaluate than others.

Impact on individuals

Almost all our partnerships have individual people at their heart. Their main purpose is to transform the lives of people who are homeless, unemployed, or struggling with debilitating illness or disability. We do this by working with charitable partners to provide job opportunities, advice and guidance, training, and vital care.

We have very clear information about how many people are reached by each of our programmes. But it is also crucial to understand the impact of the programmes on each of the individuals – whether a new job or skill, the ability to fight eviction, or the confidence and self-belief to move forward.

To build a full picture of how well our programmes are working for their beneficiaries, we do the following:

- Agree a monitoring and evaluation plan with all new partners and track progress through regular meetings and reports.
- Review our partnerships at the end of each year to understand what has gone well and what could have gone better, and make sure any key learnings are addressed.

Participants in many programmes will complete feedback forms and surveys before and after they take part, capturing a mixture of quantitative and qualitative data. Our charitable partners also often gather data from other stakeholders, such as teachers, about how participants have progressed.



Abseiling at Longridge Activity Centre

Impact measurement case study: Outward Bound Trust's Work Readiness Programme

What we did...

In 2015 we piloted a 'Work Readiness' programme with the Outward Bound Trust, which reached 103 young people.

The programme aimed to help the participants develop skills for work using a combination of outdoor pursuits and contact with volunteers from Berkeley.

The pilot was evaluated using a combination of feedback forms and follow-up surveys, taking into account the views of participants and their teachers immediately after the course, and three months later.

We also spoke to Berkeley volunteers about how successful they felt the programme had been.

What we learned...

Immediately after the course:

- 95% of participants reported that they were more aware of their strengths.
- 89% reported that they felt more able to persevere in the face of difficulties.
- 6 of the 9 accompanying teachers reported that the participants' listening skills had improved.
- All 9 teachers reported that the young people's ability to take responsibility for themselves had improved.

One teacher said, "Before he participated in the programme, Matias was withdrawn and angry. Now, he is more confident, and appears to be happier. His persona has changed and his confidence has grown."

What next?

The Outward Bound Trust residential trips were an effective way of building participants' confidence, perseverance, team work and self-responsibility. We will support another 90 students to participate in 2016/17.

We have refined the way Berkeley staff engage with students, to be clearer on the objectives for this part of the programme. Berkeley staff will be supported in liaising with schools by an additional project manager from the Outward Bound Trust.

The staff volunteering element of the programme will be carefully evaluated in 2016/17 to ensure that it remains effective.

Impact on organisations

Building the capacity of our charitable partners to enable them to operate more effectively multiplies the impact of our work. It may enable them to reach more people, fundraise more effectively, or operate more sustainably.

As part of this work, we offer our partner charities the opportunity to apply for a Job Creation Programme subsidy, which they can use to build their team by employing a new member of staff. SPEAR, for example, has used this fund to employ a Trainee Outreach Worker, enabling them to reach more homeless people through their outreach operations. Others have chosen to employ fundraisers or administrators – crucial posts that it is often difficult to fundraise for.

We also draw on the skills of Berkeley staff with expertise ranging from IT to finance to marketing, in addition to construction skills. We might help a charity to rebrand, or offer support with funding bids. We build long-term relationships with our partners which often go way beyond fundraising.

In 2016, we will begin working with the Cranfield Trust to help some of our smaller charitable partners to access pro bono management consultancy from trained volunteer consultants.

Stuart Nevill, Chief Executive of SPEAR, says: “Our partnership with the Berkeley Foundation is not just about giving money. It’s multi-layered. They offer us a whole range of support and help to raise the profile of homelessness. Some of their staff have even volunteered on the front line with our Outreach Team. Corporate partnerships like this are especially important at a time when statutory funding is much more challenging.”

Impact on the environment

Finally, we aim to shape the context we are operating in. This begins to address the causes as well as the symptoms of a problem. The impact can be broader and deeper, but also takes longer to achieve and is much more difficult to measure.

Our focus in 2015/16 has been on Rethinking Homelessness, a collaborative project which brought together representatives from the homelessness sector, Public Health England and UCL to re-examine how we can best work with homeless people with multiple and complex needs. In partnership, we published a research paper and convened a seminar to disseminate our findings to as wide an audience as possible.

The event and report provoked a lively debate on social media and attracted an audience from across the public, private and third sectors. While the longer-term impact of events like this can be hard to track, we aim to build on its success with a follow-up event in 2017.

Developing our impact

Evaluating our impact to ensure we are using our resources effectively to make as much difference as possible is vitally important. We are striving to do this better all the time.

In March 2016, we joined forces with the Charities Aid Foundation to run a series of workshops with our charitable partners and other stakeholders, taking a fresh look at each of our four key themes: homes, jobs, skills and care.

This work will culminate in an updated Strategic Plan, to be published in September 2016, which will define the outcomes and impact we are looking to achieve in each area.

Ultimately, this will help us to select additional charitable partners and monitor and evaluate our partnerships more effectively, maximising the impact of our work.



Homes

HOMES

“ I never believed I would be presenting on stage to over 100 people, training to be a peer mentor at SPEAR and living in a flat. Just a few months ago, I was sleeping rough on the streets. ”

James
SPEAR client

With homelessness increasing, more needs to be done to help people find suitable accommodation and to prevent homelessness among those who are vulnerably housed. The Berkeley Foundation works with a number of homelessness charities. This chapter gives you an insight into their work.

CHAPTER



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

www.berkeleyfoundation.org.uk

“ I have really enjoyed learning lots of skills while I've been here... I feel so much more confident. ”

Providence Row client



Providence Row client

Homes

Rough sleeping in London has more than doubled in the six years since 2010. It rose by 16% in the last year alone. Sadly, a greater proportion than ever are 'returners' – people who were also registered as homeless in one of the two previous years.*

This is a manifestation of the housing crisis facing the poorest and most vulnerable members of our society. And as funding cuts bite, the capacity of councils and homelessness charities to cope with rising demand is more restricted than ever.

While priority is given to housing homeless families with children, local authorities struggle most to help single homeless people, those aged 25-34, and those with complex needs, according to a study by Crisis and the Joseph Rowntree Foundation. These are people who often need intensive, personalised support across a range of different areas of their lives to enable them to move forward successfully.

At the Berkeley Foundation we believe that homelessness shouldn't exist at all in modern British society. We are the fifth richest country in the world. It is profoundly wrong that tens of thousands of people should be living without a roof over their heads.

Tackling homelessness is a key pillar of our strategy. We approach the issue in three ways:

- Support for individuals and families facing and experiencing homelessness. Shelter's Hackney Family Service and Fulham Advice Service provide support and guidance for families at risk of losing their home. SPEAR and Providence Row provide direct support for rough sleepers across the Capital, while our partnership with Crisis helps single homeless people to move back into work.
- Support for homelessness organisations. For example, we have supported SPEAR to hire a Trainee Outreach Worker, building the capacity and expertise of their outreach team.

- Support for the homelessness sector. Our Rethinking Homelessness events have convened homelessness charities, academics, public policy experts and commissioners to examine how homelessness charities can most effectively support their clients in the current funding environment.

*Homeless Monitor 2016, Crisis and the Joseph Rowntree Foundation

Shelter

Shelter is the UK's largest housing and homelessness charity and has been one of our Strategic Partners since 2011.

Our funding in 2015/16 has supported Shelter to deliver two crucial London services: the Hackney Family Service and the Fulham Advice Service.

Hackney Family Service

The Hackney Family Service aims to prevent homelessness and secure access to safe, affordable housing for families with complex needs. The service is based in Shelter's new London Hub in Hackney and works in partnership with a number of other specialist services to coordinate support for families facing eviction. The support is delivered by a dedicated Family Support Worker alongside a Senior Advisor providing housing advice to families.

Since 1 May 2015, the Hackney Family Service has received £80,000 from the Berkeley Foundation. These funds have gone towards core funding for the service, accounting for 22% of its total budget. Over the last year, the service helped a total of 374 families.

Berkeley Foundation is the largest single funder of the Hackney Family Service, and its support has been key to the successful launch of Shelter's new London Hub in Hackney, which offers a range of services to people in housing need across London.



374 families have been helped by the Hackney Family Service



Opening of Hackney Family Service drop-in centre, October 2015

Case Study

Maria's story

Maria was referred to the Hackney Family Service by her midwife, who was concerned that her health, and that of her unborn child, would be affected by their precarious housing position.

Maria was due to give birth in two months. She had been staying with her sister following the breakdown of her relationship with the baby's father, who had made her leave their flat permanently. As her sister was in Local Authority temporary accommodation, having Maria to stay was putting her own accommodation at risk, and she was forced to ask her to move out.

Maria had no income. She had recently stopped working due to her pregnancy, had not claimed any benefits and was struggling to access support.

After their first meeting, her Shelter family support worker made an immediate approach to the Local Authority. Focusing on the welfare of Maria and her baby, her support worker successfully advocated for her to be placed in temporary accommodation within 24 hours, whilst her homeless application was being considered.

Maria's support worker helped her to apply for appropriate maternity benefits so she could afford to eat and look after her health. The support worker also referred Maria to a local service that offered pre- and post-natal support to new mothers.

Shortly after Maria gave birth, her homeless application was accepted and she is now bidding for more permanent, settled accommodation. Her support worker has been applying to charities for grants for baby items and essential household furniture.

Throughout this time, Maria's support worker has been thinking about the future and encouraging Maria to do the same in order to manage her own and her family's affairs for herself. She began attending a local English as a Foreign Language class, which she will continue until she is ready to go back to work, and she has put down roots in her community, going each week to a children's centre for her and her child to take part in activities there.

“Support from the Berkeley Foundation has been essential for the fantastic year the Hackney Family Service has just had. From supporting families at risk of homelessness, to opening Shelter's new Hub in Hackney, we have been able to build on the successful first years of our pilot, whilst offering help to more people through the new Hub.”

Connie Cullen

Hackney Family Service Manager



Shelter (continued)

Fulham Advice Service

The Berkeley Foundation has also given £40,000 towards the Fulham Advice Service in 2015/16, based in the Shelter shop in Fulham.

Over the last year, the service has helped 378 people. A specialist Housing Advice, Support and Guidance (ASG) worker gives advice to individuals and families from across London, particularly Hammersmith and Fulham. The advisor can give specialist housing advice, debt and welfare benefits advice and help to resolve barriers to accessing education and employment.



Fulham Advice Service

Staff across Berkeley Group have helped raise additional funds for Shelter through a number of events this year.



In February 2016, staff from 19 offices across Berkeley Group donated unwanted clothes, books and DVDs to Shelter shops as part of Wardrobe Relief. The total estimated value of this stock to Shelter is £9,115

On 8 March 2016, 220 staff across Berkeley Group took part in Vertical Rush – Shelter's tower running challenge. This raised an incredible £56,300

Case Study

Cara and her daughter

Cara and her teenage daughter attended a drop-in session in Fulham. Between them they had a number of different physical and mental health issues, all of which required specialists. They were engaged with around 15 different hospital services in the borough to sustain their health.

The Local Authority then moved them to temporary accommodation in Camden.

Cara immediately began to struggle as the distances involved meant that she couldn't get her daughter to school and keep up with her appointments. She had no family or friends to help with school runs and the school her daughter was attending had no facilities for early starts or late finishes. Cara felt she was being forced to choose between her own health and her daughter's education. She would either have to miss an appointment or take her daughter out of school for the day to attend with her.

Additionally, her daughter was seeing a child psychologist in Fulham and the family found it increasingly difficult to attend these appointments regularly.

Despite the increasingly severe impact on Cara and her daughter's physical and mental health, the Local Authority maintained that the placement was suitable for the family.

Cara's advisor at Shelter gathered medical evidence from all of the different services working with Cara and did a suitability review. After a protracted period of disagreement, the advisor's representations were eventually successful. Cara and her daughter moved into longer term accommodation in Fulham so Cara could get her daughter to school on time and they both could attend medical appointments.

Crisis

Crisis is the national charity for single homeless people.

Crisis is dedicated to ending homelessness by delivering life-changing services and campaigning for change.

Crisis Employment Services

With the support of the Berkeley Foundation, Crisis operates a dedicated team, Crisis Employment Services, focusing solely on helping people to find and keep jobs. Their one-to-one job coaching service provides tailored support with job searching, CV writing and mock interviews to help people on their route out of homelessness and towards a sustainable job or career.

Crisis' focus on learning and skills goes hand in hand with helping people back into employment, enabling homeless people to move to a position of stability, enjoy rewarding lives and integrate into society.



Since the partnership with Crisis began.

Employment



86 people

Qualification



87 people

Within the Employment Services Team there is a Job Brokerage service which sources both work opportunities for clients ready to work, and volunteering opportunities for clients who want to develop their skills and experience. Crisis also runs a biannual Employment Platform that brings together job-ready clients with a range of employers to discuss opportunities within their companies. The Berkeley Foundation has exhibited at this event for the last two years.

Berkeley Foundation funding has supported 86 people into employment, with a further 15 having entered employment within the Berkeley Group and its supply chain

24 people have entered external education, 32 people have taken up volunteering and 108 people have taken part in a training or learning activity. From this, 87 people have gained a qualification



Employment support at Crisis

Crisis (continued)

Crisis at Christmas

On 29 December 2015, 19 people from the Berkeley Group volunteered at Crisis at Christmas. They carried out a variety of tasks such as welcoming guests, serving food, sorting out bedding and helping to keep things running smoothly.

Crisis at Christmas is a lifeline for thousands of homeless people in London, offering support and companionship during the holiday period and the opportunity to leave homelessness behind for good.

With ten centres across the Capital, Crisis at Christmas not only provides immediate help for homeless people at a critical time, but sets them up for a more positive year ahead.

Guests receive healthcare and specialist advice on housing, work and benefits. Crisis encourages guests to take up the opportunities on offer at their Crisis Skylight centres in the New Year. The experience for guests can be life-changing; many have gone on to use Crisis' year-round services to turn their lives around and often return to volunteer at Christmas.

"It was humbling to spend time talking to homeless and vulnerable people about their stories and how much they valued the services of Crisis at Christmas." Rosie Day, Berkeley Employee.



Crisis at Christmas

“Crisis at Christmas is only made possible by the generosity of our donors, volunteers and partners. We would like to thank the volunteers from Berkeley Group for assisting at the North London Day and Winter’s Rough Sleepers’ centres, providing a lifeline for homeless people at Christmas time and a chance to take their first steps out of homelessness.”

Ian Richards
Head of Crisis at Christmas

Case study

Joivan’s story

Joivan first came to Crisis in London having been referred by the hostel where he lived. Before coming to Crisis he’d felt that there was no help for someone in his situation but when he was given a tour of the facilities he was really impressed by everything on offer.

“I had my own motivation, but Crisis helped to boost my confidence – I didn’t know there was a place like Crisis. I took all the opportunities that were on offer.”

Joivan started working with his Job Coach which really brought him out of himself and gave him the confidence to look for work. Through their coaching sessions they created an action plan and started looking for work in the construction industry. Joivan quickly showed his commitment and enthusiasm, taking every opportunity to complete construction training so he could get closer to his goal - including asbestos and demolition, fire marshal, first aid, and PASMA training.

On 1 April 2015 Joivan attended an Employment Platform at Crisis where he had the opportunity to network with a variety of companies.

Although he felt nervous on the day he knew he had the support of Crisis staff, and was particularly grateful for the support of his Job Coach.

“I took the risk to speak to every company even if it wasn’t something I was really interested in.”

He found it a great opportunity because there were so many people in one room who were willing to give him a chance. After speaking with the Berkeley Foundation about their Job Creation Programme he was introduced to one of their subcontractors, Conneely Group. With his new found confidence he impressed them so much that they offered him a job on the spot! Two weeks later he started as a Trainee Site Supervisor.

Eight months on Joivan has said:

“Although my job is stressful at times because there are lots of deadlines it’s fun and my communication and organisational skills have really grown.”

Since starting work Joivan has continued to train and is now really looking forward to the future with the knowledge that he has a job in which he can grow.

Volunteering



19 Berkeley staff

19 members of Berkeley staff volunteered at Crisis at Christmas 2015



Providing employment support

SPEAR

homelessness to independence

SPEAR is a Designated Charity of St George. A Richmond based charity working in South West London, it helps to break the cycle of homelessness.

Their holistic service for homeless people includes not just support with accommodation but the chance to develop skills, find work, tackle drug and alcohol addictions, and address mental health issues.

In 2015, Berkeley Foundation and SPEAR joined forces to hold 'Rethinking Homelessness'. This event took a fresh look at how the homelessness sector can best help people with complex needs. Two of SPEAR's clients spoke powerfully about their experiences on stage, reminding everyone in the room why they do what they do.

Outreach workers

Through the Job Creation Programme, the Berkeley Foundation has also provided £10,000 to help SPEAR employ a Trainee Outreach Worker for its Outreach Service, supporting the charity's programme for rough sleepers. The new outreach worker, who is himself formerly homeless, will receive twelve months of intensive training from SPEAR's experienced team.

Since SPEAR's partnership with St George began in 2012, over £150,000 has been raised. In 2015/16 alone, St George has raised over £40,000 for the charity. These funds have been invested in SPEAR's core services and have given them the capacity to plan and develop new services such as Homeless Healthlink, a peer mentoring programme, and a new hostel for women.

SPEAR in numbers

- Over 2,000 people supported through helpline advice calls, rough sleeper outreach, emergency and long-term accommodation, mental and physical health support and skills development.
- Over 130 rough sleepers were accepted into SPEAR's services.
- 80 homeless people moved into accommodation.

St George has raised over £40,000 for SPEAR in the last 12 months.

Fundraising



17 teams took part in a Rugby 7s tournament in March 2016 raising £27,000



12 teams raised over £10,000 in the £10 Challenge in which staff aimed to turn £10 into as much as possible in one month

Case study

Leo's Story

"I had been sleeping rough for six months and had lost my sense of purpose and direction when I called the SPEAR helpline. Through their support I was encouraged to see my GP, get back on my medication and go to counselling to address my depression. I gained guidance, advice and housing support. I was moved into one of their supported independent flats.

"I was given clear goals to work towards and encouraged to involve myself in volunteering. I now manage one of the hostel gardens. I have also signed up to the Skills and Development Programme's Peer Mentoring service.

"SPEAR regularly call me to check how I am. More recently, I have decided to take part in Ride London 2016 for SPEAR and cycle 100 miles. I have come a long way in one year and I am very thankful for this support. I hope I can take part in this event alongside some of the St George cyclists too.

"You helped me change my life, and you can change even more lives."



Leo will be taking part in RideLondon 100 in 2016

PROVIDENCE ROW

HELPING HOMELESS AND VULNERABLE PEOPLE SINCE 1860



Berkeley staff assist with an English class

Providence Row is the Designated Charity of Berkeley Homes North East London.

It works with more than 1,000 homeless and vulnerably housed people in East London every year, offering an integrated service of crisis support, advice, recovery and learning and training programmes. Their aim is to ensure that homeless people, who are so often excluded from mainstream services, gain the support and opportunities they need to create a safe, healthy and sustainable life away from the streets.

For homeless people, or those at risk of homelessness, finding employment and housing opportunities can feel like an uphill battle. If they're affected by physical or mental health or substance misuse issues, the barriers are even higher.

Providence Row is the only centre in East London that accepts people into their employment services who are still rough sleeping or tackling drug, alcohol or mental health problems.

Over the last year, staff at Berkeley Homes North East London have raised over £34,000 for the charity. These funds will help support people to transform their lives. Currently, it costs around £1,000 for one person to access their employment services, and with funding from Berkeley Homes North East London they have been able to support 41 people this year.

Fundraising

£34,000

£34,000 raised by staff in the last 12 months

Volunteers

83 hours

83 hours volunteered by Berkeley staff

Partnership

400 people

400 people have benefited from the partnership so far through Berkeley staff volunteering

Providence Row has said

"Having the support of such a large company has been a huge boost to our organisational confidence. It has also given us security for the next three years with our fundraising targets. We are only at the start of our partnership but the Berkeley Homes North East London team are determined to smash the stigma associated with homelessness in the wider community. From next year we will be working with Berkeley Homes on the development of a Buildings and Maintenance trainee scheme. They will provide their specialist expertise in the design of the scheme, what skills will be most useful for people and potentially help build relationships with future employers."

This year, Berkeley Homes North East London employees have also donated over 83 hours of their time to Providence Row. 30 members of staff have volunteered with the charity, serving lunches, decorating classrooms, and supporting their English classes. Berkeley has also donated tables and chairs which have transformed the look and feel of the space. You can read more about staff volunteering in Chapter 6.

Case study

From Providence Row's English Tutor, Chris Bardo

"Mari volunteered with us to help with our English class. We accommodate all levels of English in the class and the day that Mari was in, we had a wide mix of levels: one fluent speaker, one complete beginner and several inbetween. The topic of the class was festivals and decoration making – an interesting topic but potentially challenging for those learners with a lower level of language. Mari was asked to support a Chinese gentleman who is at the start of his journey of studying English.

"I watched their relationship develop throughout the session as they got to know each other and worked through the various activities of the class. Mari quickly picked up that she had to grade her language to a very basic level and used a mix of Google Image, Google Translate and big gestures to communicate with him. Her warmth and enthusiasm for his learning (which was picked up by the gentleman) meant that they quickly began to work extremely well together. They had a lot of fun together. They cheered together when something complex had been communicated and there was a real sense of celebration in this shared achievement.

"At the end of the class, they told the rest of the group about Chinese New Year and the tradition of Dragon Boat racing. If you can imagine doing that yourself in Chinese, you can appreciate what an achievement this was both for the gentleman and for Mari.

"Without Mari's support, this gentleman would not have had this level of attention or developed his language knowledge, skills and confidence to the degree he did with Mari. And for the other learners and me, we would not have had the pleasure of learning about Chinese New Year and Dragon Boat racing. A huge thank you from everyone in the English class to Mari for volunteering with us!"





For the last three years, we have been hosting an initiative called Rethinking Homelessness.

This is a collaborative project, providing a platform for charities and public bodies to share their ideas about what needs to change to make sure that everyone has a home. It has focused on issues surrounding prevention, multi-sectoral working and emotional resilience.

The Berkeley Foundation has organised events, published reports and commissioned a short film, to complement its overall investment of £1.5 million in frontline homelessness services.

The latest phase was launched on 9 November 2015. During an event at the Wellcome Trust, we published a collection of essays exploring what works when it comes to tackling chronic and repeat homelessness.

These essays were written by three leaders in the fields of homelessness, academia and service commissioning: Dr Liz Allison, Director of the Psychoanalysis Unit at University College London; Stuart Nevill, Chief Executive of SPEAR; and Dr Paul Plant, Deputy Director at Public Health England.

They argue that a lack of trust often lies at the heart of people's inability to engage successfully with public services and the employment market. Each of their essays seeks to explain the science behind what works, how trust is built between clients and service users, and the implications for commissioners and councils who want better outcomes and greater efficiency from their budgets.

The authors suggest that commissioners should reflect the idea of 'epistemic trust' in the services they procure. They believe that, in order to be truly effective, providers may need to redesign services as well as develop the skills of their staff to work in ways that are person-centred and psychologically-informed.

At the launch event, a group of 120 people from right across the sector debated these themes. Jon Sparkes, Chief Executive of Crisis, spoke powerfully on the importance of individual relationships and one-to-one coaching in many of their services.

Meanwhile, Dr Paul Plant brought alive the massive challenges facing commissioners in an environment where public sector funding is being cut by 40%. He urged service providers to think laterally and used the example of cycling and Team Sky to show how positive marginal change (improving everything by a couple of percent) can deliver a real transformation in performance.

Stuart Nevill presented his essay around the topic with support from two SPEAR clients who spoke about their personal experiences.

Copies of the essays are available from the Berkeley Foundation website.



“It was thought provoking, hearing from people who have experienced homelessness alongside a front line worker, the CEO of a charity and a policy maker all in the same room.”

Rethinking Homelessness delegate



Find out more

To hear more about Rethinking Homelessness scan the QR code or visit:
www.berkeleyfoundation.org.uk/who-we-support/rethinking-homelessness

Jobs

JOBS

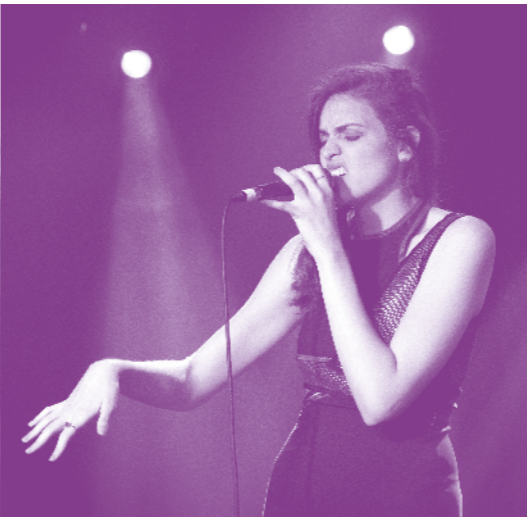
“ I learnt a lot about property development and also working with charities, which is a career I'd possibly like to go into. ”

Adhiyan
HeadStart candidate

The Berkeley Foundation's Job Creation Programme has now helped over 450 unemployed people find jobs within the Berkeley Group and its supply chain. Alongside this innovative programme, the Berkeley Foundation supports charities which help unemployed people into work. You can read more about these programmes in this chapter.

CHAPTER

3



Find out more To find out more scan the QR code or visit: www.berkeleyfoundation.org.uk/who-we-support/job-creation

www.berkeleyfoundation.org.uk

Unemployment in London currently stands at 10.7% for 16-24 year olds: two and a half times higher than for those aged 25-64.



Creativity Works Graduation

Jobs

There are a huge range of opportunities available in London and the South East, from jobs in construction to the booming tech and creative sectors.

It might appear that young Londoners have the world on their doorstep. The city is alive with new opportunities and exciting careers. Yet unemployment in London currently stands at 10.7% for 16-24 year olds: two and a half times higher than for those aged 25-64.

Growing up in London comes with some particular barriers. The job market in the Capital is extremely competitive, with highly skilled job seekers willing and able to move from elsewhere in the country. Young people in London are less likely to be in an apprenticeship than their peers in the rest of the country, and there is a disconnection between schools and the businesses on their doorsteps.

A decent, sustainable job is one of the best routes out of poverty. The Berkeley Foundation supports projects that help young, unemployed and homeless people to gain a foothold in the labour market. What these projects have in common is an ability to forge connections between individuals and employers, creating the networks which are so vital in navigating the job market.

HeadStart London, a partnership with Team London and The Challenge, offers young Londoners workshops on property development, and paid work experience in Berkeley offices. This year, 47 young people participated in this programme.

Creativity Works, our partnership with the Mayor's Fund for London, helps young people who are not in education, training or employment to build the skills to work in the creative industries. And our Job Creation Programme has helped more than 450 unemployed people to access jobs within the Berkeley Group and its supply chain.

Helping somebody get a job can be transformational. But we also want to make sure that people have the skills and support they need to stay and progress in work. In the coming year, we will be looking carefully at how we can best support people with those next steps, enabling them to build on their success and achieve their ambitions.

Creativity Works

At the start of 2016, 630,000 people aged 16-24 years old were unemployed nationally.

Although the number of young people out of work has decreased over recent years, there are still many bright young individuals who are finding themselves unemployed with little idea of where to go next.

Over the next 20 years, it is expected that one in four new jobs in London will be in the creative sector. This is the fastest growing sector in London and it is vital that London school-leavers are given the opportunity to access these jobs.

In response to these issues, the Berkeley Foundation in partnership with the Mayor's Fund for London launched Creativity Works, which has also been supported this year by Be Open. This is an arts-based employability programme for young Londoners who are currently not in education, employment or training.

It uses the creative industries to increase confidence, skills and employability, offering personal development projects across fashion, film, music, digital multimedia, community arts and product design.

Not only does the programme help young people to access opportunities within the arts, it inspires and motivates them to engage with broader career options. We use a number of delivery partners to make these opportunities possible: A New Direction, CREATE, The Media Trust and Waterman's Art Centre.

Recruitment for Creativity Works focuses on 17-24 year olds who have been to secondary school in London but who are not in employment, education or training.

Each project runs for roughly 12 weeks and during this time the young people have the opportunity to take part in industry-specific employability training, masterclasses, mentoring and work experience. They are also able to work towards a Level 2 Arts Award qualification and are supported with job applications and interviews.

150 young people

So far, over 150 young men and women from 12 different boroughs have completed a project



Talent Showcase, July 2015

At the end of each project, there is a showcase event which allows the young people to put into practice the skills they have learnt.

Each participant is matched with a member of Berkeley staff who volunteers as a personal mentor for the duration of the programme. Staff typically give six hours of their time to mentor a young person, working on CVs, employability skills and personal development plans.

So far, over 150 young men and women from 12 different boroughs have completed a Creativity Works project, with 73% of these going on to secure jobs or return to education or training. These projects saw young people meet John Paul Gaultier and experience first-hand one of London's most influential fashion events, work with a ground-breaking theatre company and take part in a large-scale outdoor event in Hounslow.

Talent Showcase, July 2015



2016 Highlights – Creativity Works: Festivals

35 young men and women recruited from Hackney, Tower Hamlets and Lambeth took part in a series of workshops, training and work experience at some of the UK's biggest music festivals. At Glastonbury, the group met the legendary Michael Eavis CBE, who gave them a behind-the-scenes tour. The training they received gave them a strong understanding of the live music events sector, enabling 23 young people to move into work or training at the end of the course.



Creativity Works (continued)

Creativity Works – Breakfast Briefing

Tackling Youth Unemployment Through the Arts was held on 25 February 2016 at City Hall. Attended by local government representatives, business leaders and the third sector, the event explored how programmes like Creativity Works can bring people together to unlock opportunities for young Londoners.

Delegates took part in a live vote, providing real-time insights which will contribute to the development of the Creativity Works programme moving forward. 97% of delegates agreed that the creative industries should employ more young people.



Tackling Youth Unemployment Through the Arts: breakfast event, February 2016

Creativity Works: Panic!

This project was based around Panic!, a series of public debates, conferences and shows designed to raise the importance of access to the arts for disadvantaged young people. Participants from the project explored the world of podcasts, zines, vlogs and blogs and all produced a piece of media about the issues.

Creativity Works: Fashion Week

12 young people from Hackney, Tower Hamlets, Islington and Southwark were affiliated with London Fashion Week, and received masterclasses from fashion industry leaders, including garment making, event delivery, media and communications. They were able to make garments and showcase these at the Creativity Works celebration event on 25 February 2016.

Creativity Works: Outdoor Arts

In October 2015, six young people took part in training and work experience at Watermans Arts Centre, culminating in a large outdoor arts festival in Hounslow Town Centre. The young adults were offered the chance to complete a month's work experience working in the box-office, dressing stages and assisting with events.

Case Study

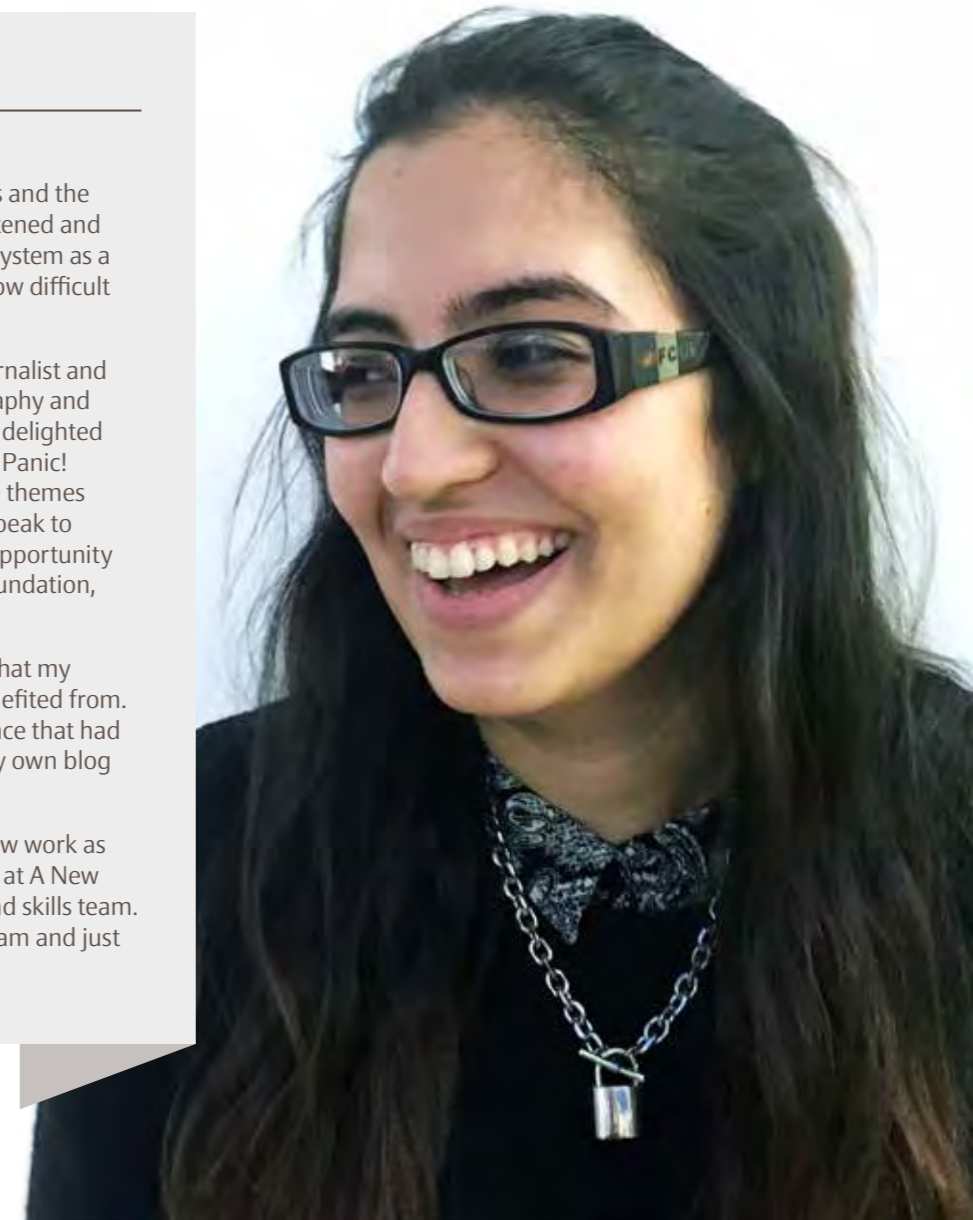
Shahira

"Before hearing about Creativity Works and the Panic! project, I was extremely disheartened and felt defeated by the job and education system as a whole. Nobody had prepared me for how difficult it actually was in the 'real world'.

"I had always wanted to be a music journalist and had a keen interest in writing, photography and going to live shows and events. I am so delighted that I got the chance to be a part of the Panic! project. I created a zine focusing on the themes of art and debt and got the chance to speak to lots of successful artists. I also got the opportunity to have a mentor from the Berkeley Foundation, Patrick Duffin.

"It was a valuable experience and one that my friends from the course and I really benefited from. The project gave me back self-confidence that had significantly diminished. I re-started my own blog and I am writing again.

"I am incredibly pleased to say that I now work as a Communication and Admin Assistant at A New Direction as part of the employment and skills team. Words can't explain just how grateful I am and just how much I'm enjoying myself!"



BERKELEY FOUNDATION JOB CREATION PROGRAMME

The Berkeley Foundation Job Creation Programme aims to tackle unemployment by helping people who are out of work to access job opportunities within the Berkeley Group and its supply chain.

The Berkeley Foundation wants to open up construction and property to a more diverse range of candidates, many of whom would not otherwise have the opportunity to break into the industry. We want to spread the word about the range of exciting opportunities available in the sector – from on-site roles like electrical installation and plumbing, to site management, to office based roles in administration or sales and marketing. That's not to mention catering roles in our on-site canteens, or customer service positions in the concierge offices of Berkeley's prestigious developments.

The candidates

We work with partners including Crisis and the Cardinal Hume Centre to identify work-ready candidates who have an interest in or talent for the sector. They could be young people who have never had a job, those who are long-term unemployed, or people with a wealth of experience and knowledge who have, for whatever reason, fallen off the career ladder.

We look for potential, aptitude and enthusiasm in the candidates we work with – for most roles these qualities are much more important than technical skills or experience. We hold an initial interview where we aim to understand the candidate's interests and development needs. We'll then try to match them up to a suitable opportunity within the business.

Employment



During the first two years of the programme, 450 unemployed people were helped into work

Candidates will then go forward to a second interview with the potential employer, and often take part in a two week work placement before their role is confirmed. This gives them a chance to prove themselves, and allows both candidates and employers to make sure they are completely comfortable before moving forward.

Sustainability

The jobs we are creating have proved to be sustainable. As part of our monitoring and evaluation of the programme we follow up with candidates and employers after three and 12 months, to see whether they are still in the same role, whether they have moved on and progressed, or whether they have dropped out of work. The responses show that after three months, 94% of candidates are still in employment. After 12 months, 80% of candidates are still in work – many of them moving onwards and upwards during the course of the year.

One such candidate is Victor. Referred to the Berkeley Foundation by Crisis in 2014, Victor secured a job as a concierge at Stanmore Place, a St Edward site. A British citizen who had recently moved back from America, he had nowhere to live and was sofa-surfing when we first met him. Despite the uncertainty of his housing situation, Victor proved himself to have the professionalism, energy and customer service skills of a top-rate concierge.

18 months on, Victor's employer, Rendall & Rittner, contacted the Foundation team to let us know that he was still thriving in his role and had recently been promoted to Assistant Development Manager. He is now securely housed and very hopeful about his future.

Tracking and supporting sustainable employment



After three months, 94% of candidates are still in employment



After 12 months, 80% of candidates are still in work – many of them moving onwards and upwards during the course of the year



“Thank you for making my day after a long and busy day at work as an Assistant Development Manager. Thank you so much for giving me the chance to get back into the workforce. I will always remember you for that!”

Victor
Job Creation Programme candidate

A message Victor sent the Foundation about his new role.

Job Creation Programme (continued)

Roles with charities

As well as roles within the Berkeley Group and its supply chain, the Foundation also provides grants of up to £10,000 to help its existing charitable partners create new positions that will increase their organisational capacity. Many charities have used this support to improve their fundraising and administrative functions. These roles are crucial for efficient, sustainable and smooth running organisations, but are traditionally very challenging to secure funding for.

These roles have dual benefit. As well as helping charities, a condition of the funding is that the person they hire must be unemployed, and should have a training plan in place to ensure that they are developing personally and professionally throughout the year. This year, the charities benefiting from this scheme have ranged from Strategic Partners like The Change Foundation, to small, local charities like ellenor.

Toyhouse, a local charity providing a wide range of support for families in East London, has received a Job Creation Programme grant for the second year in a row. In 2014/15, they used the funding to create four part time roles to increase the capacity of their services and enable them to grow and develop new talent internally. All four are still in employment, have gained first-aid qualifications and have taken on new responsibilities. As their roles have now progressed, Toyhouse found themselves with the need for a Play and Family Support Worker. With a second year of funding, they were able to create the equivalent of a new full time role in February 2016. This has allowed Toyhouse to deliver a new session to infant school children and recruit more families for existing projects.



Job Creation Programme: one-to-one support



35 people have benefited from a Job Creation subsidy across 17 of the Foundation's charity partners



has been committed to support these roles

Next steps

Our evaluation of the first two years of the programme have shown it to be a highly effective way of helping unemployed people into work. Candidates are more likely to sustain work than in comparable employment programmes, and the cost to the Foundation is just £794 per job start.

In 2016, we are bringing on a new Project Officer to develop and deliver a third year of the programme. This will build on successes so far, with some important changes:

- We will continue to work towards providing high quality outcomes for candidates coming through the programme. In the coming year, we will work with fewer candidates more intensively, offering additional support for training and personal development to ensure that people have the opportunity to progress in work.
- We will prioritise higher need groups, building our network of provider organisations to ensure that our opportunities are reaching the people who need them most.
- We will engage more women in the programme, and wherever possible help them to access roles which have low female representation, for example site based roles.



Job Creation Programme: working in construction



The Royal Parks manages eight London parks, containing 5,000 acres of historic parkland in the heart of the Capital. Their work ranges from wildlife management and habitat maintenance to heritage restoration projects and managing sporting venues.

In 2015/16, the Foundation awarded The Royal Parks a grant of £20,000 to enable them to employ a new Wildlife Apprentice, Frances, who is currently completing a Level 2 Environmental Conservation course.

Frances is working with Royal Parks wildlife staff and contractors to gain valuable experience in environment management. She says:

“At the age of 16 I started an Animal Care National Diploma at Capel Manor College in The Regent’s Park and then became a veterinary nurse.

“Although it was rewarding work, I never felt quite satisfied in the field. My dream has always been to work with wild animals in their natural environment, so when the wildlife apprentice opportunity arose I knew I had to go for it.

“My apprenticeship began in October 2015 and without a doubt it’s one of the best things I’ve ever done.

“I work mainly with The Royal Parks Senior Wildlife officers Malcolm Kerr and Dave Johnson, and Conservation Officer Tony Duckett. Between them they have over 100 years experience in helping to care for the wildlife that inhabits our central Royal Parks so I am learning from the very best.

“I usually work Monday to Wednesday in The Regent’s Park and Thursday to Friday in the remaining central Royal Parks – St James’s Park, Green Park, Hyde Park and Kensington Gardens.

“In a nutshell my job is to look after the wildlife in the Royal Parks and help create habitats for them. For example, if a member of the public reports an injured swan it’s my job to safely capture the animal and bring it to an organisation that can help it such as the Swan Sanctuary.



Feeding the pelicans in St James’s Park

“Feeding the gregarious pelicans and the ornamental collection of waterfowl is another key part of the job. This ensures they remain in the best of health as generally the type of food the public feed the waterfowl is bad for their health.

“Over the last few months I’ve been working on a number of habitat improvement projects. Under the guidance of Mark Rowe in The Regent’s Park I’ve been trying to boost the population of hedgehogs by building tunnels under mesh fencing so they can get about more easily. It’s said our hedgehogs can travel up to a 1.5km a night foraging for food and looking for a mate: that’s just under a mile!

“In addition I’ve helped install boxes in trees for bird species such as tawny owls and robins as well as clearing reed beds on the wetland pen to attract dragonflies. You can see the pond is full of algae now so our next step will be to clear some of this.”



Clearing the reed beds in The Regent’s Park

“I still have just over a year left of the apprenticeship and I can’t wait to see what challenges await.”

Frances
Apprentice at The Royal Parks



HeadStart London is a partnership between The Challenge and Team London, part of the Mayor of London's office. It seeks to address the challenges of youth unemployment and social segregation. The programme offers diverse groups of 16–18 year olds the opportunity to develop employability skills through volunteering and professional workshops, and then rewards their social action with interviews for entry level paid work with partner businesses.

The programme consists of five consecutive stages that prepare a young person to enter the world of paid work:

- 1. Volunteer:** participants volunteer a minimum of 16 hours at a local charity
- 2. Develop:** participants develop key employability skills through workshops created with partner businesses

3. Communicate: participants hone their communication skills with a masterclass delivered by AGL, a communications company

4. Interview: all participants who complete the first three stages are guaranteed an interview for paid employment

5. Work: successful candidates are offered paid work placements at partner businesses

As a core programme partner, the Berkeley Foundation supports HeadStart with funding, as well as working with the Berkeley Group to host workshops and work experience placements for the young participants. This year, 47 young people attended workshops on the development cycle, from land buying, through construction, to sales and marketing. The workshops were led by graduates from the Berkeley Group.



This year, 47 young people attended workshops led by Berkeley on the property development cycle

14 young people were then given the opportunity to complete a week's paid work experience with the Berkeley Group, with placements in Berkeley offices across London.

Adhiyan, one of the participants, said:

"I attended a half day workshop at Kidbrooke Village run by Berkeley staff and was fascinated to learn about the development cycle. I never realised how much time and thought went into constructing buildings and how many different teams were involved.

"My favourite day of the work experience was when we accompanied Emma Wright to the Global Green City event at Royal Arsenal Riverside. We helped facilitate the event and were responsible for helping serve tea and coffee and passing the microphone around the room during the Q&A session. It was really interesting to hear what boroughs are doing to make their areas greener and the proposals that are being given to the new Mayor of London to implement and make London more sustainable.

"Overall I had a fantastic week with Berkeley, the week gave me a real insight into both property development and working with a charity, it has really opened my eyes to the opportunities available for my future career."

Kemika, who was placed at St Edward, said:

"Daniel would really make sure I knew what I was doing, and he made sure I was ok all the time. That was really important as I felt secure all week. I wasn't even thinking about property development but it's amazing and I've become more interested now... I could see myself having maybe a real estate job."

100% of work experience participants said they would recommend their placement at Berkeley to other young people taking part in HeadStart.



“Overall I had a fantastic week with Berkeley, the week gave me a real insight into both property development and working with a charity, it has really opened my eyes to the opportunities available for my future career.”

Adhiyan
HeadStart participant

Skills

SKILLS

“One team member in particular thanked me at the end of the week for everything that I had done for him – he started the week as a shy individual who lacked in confidence and left wanting to become a Young Advisor.”

Young Advisor
Street Games

The Berkeley Foundation believes that young people should be given opportunities to develop the skills which will enable them to make the most of their potential. Our focus is on the soft skills that everybody needs to thrive, such as confidence, self-belief and teamwork. In this chapter, you can read more about the charities we work with in this area.

CHAPTER

4



Find out more To find out more about how we make a difference in skills scan the QR code or visit:
www.berkeleyfoundation.org.uk/making-a-difference

www.berkeleyfoundation.org.uk

“Being with Street Elite has changed my attitude, my behaviour and my lifestyle. I wake up and know I’ve got a job and I look forward to going to work. It has made me a working man.”

Irfan
Street Elite graduate



Skills

What skills do young people need to make the most of their potential?

They may want to build their technical knowledge through a degree or college course. Perhaps there is a specific piece of training will help them get to where they want to be.

However, the foundations for success lie not in qualifications, but in soft skills: self-awareness and self-belief, confidence and motivation, communication skills and time-management. If somebody has these basic qualities, say many employers, the rest can be learned.

Too many young people are entering adulthood without these soft skills. Those without the support network of a solid family, friends and a well-equipped school are most at risk. This is often the group who will go on to become NEET (not in employment, education or training), and can become profoundly disengaged from society.

The Berkeley Foundation funds programmes that re-engage these young people, build their self-esteem and self-belief, and ignite a spark of enthusiasm which will help them take that next positive step into the future.

Sometimes this is about making young people aware of the opportunities that are available to them. But it is also about equipping them with the personal skills to seize opportunity when it comes. Street Elite uses sport to engage young people on the edge of gangs and crime. The Outward Bound Trust, meanwhile, engages school age young people in personal development programmes in the great outdoors, building skills for work.

Wherever possible, we use the skills of Berkeley staff to add real value to these programmes and give young people an insight into professional life.



STREET ELITE



Delivered in partnership with The Change Foundation

Figures from the Office for National Statistics show that unemployment in the UK is at its lowest for six and a half years. This is very encouraging news. But between the positive statistics lies a group of disengaged, excluded young people. These are the people Street Elite helps.

What is it?

Street Elite is a training for work programme that uses sport to inspire and involve young people in employment, education or training. It targets hard to reach young people living on the edge of gangs and crime.

By the end of 2016, the programme will have worked with almost 300 young people from estates across London.

The Berkeley Foundation has invested nearly half a million pounds in delivery to date. This project also receives funding from Southwark and Ealing Borough councils.

What happened this year?

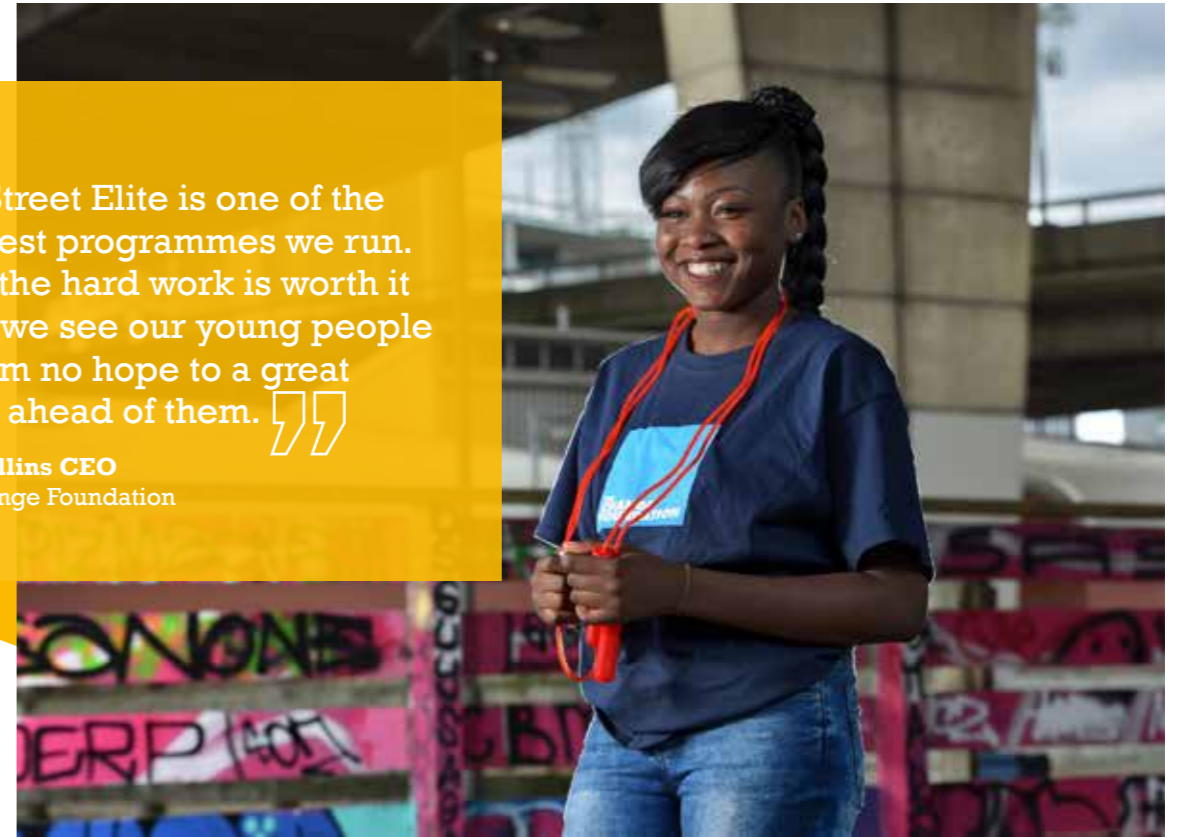
This year we worked with 84 young women and men with backgrounds in youth offending, troubled families and the care system. They each went through an intensive nine month training and mentoring programme. This developed their life skills and employability, using sport and basic skills training. They learnt how to coach, instruct and work with each other, and how to control their anger and emotions.

This year, our Wandsworth cohort was trained and mentored by two inspirational coaches: Mark Collings, the England Women's boxing coach and Darran Langley, a Commonwealth boxing silver medallist who fought at the Olympics with Amir Khan.



“Street Elite is one of the toughest programmes we run. All of the hard work is worth it when we see our young people go from no hope to a great future ahead of them.”

Andy Sellins CEO
The Change Foundation



Sports Festivals

The 2015 programme culminated in June and July with a series of half day sports festivals. The four festivals were a major success and attended by nearly 900 pupils.

These events were used to celebrate the achievements of the Street Elite graduates and to test their new coaching skills on hundreds of children from local schools. We involved celebrity supporters including World Champion hurdler and BBC pundit, Colin Jackson and Arsenal legend and TV presenter, Ian Wright. Their visits helped to raise the aspirations of the participants and deliver a higher profile for the programme.

“This is the best event we have ever been to. We will definitely be here again next year.”
Teacher, Granard Primary School.

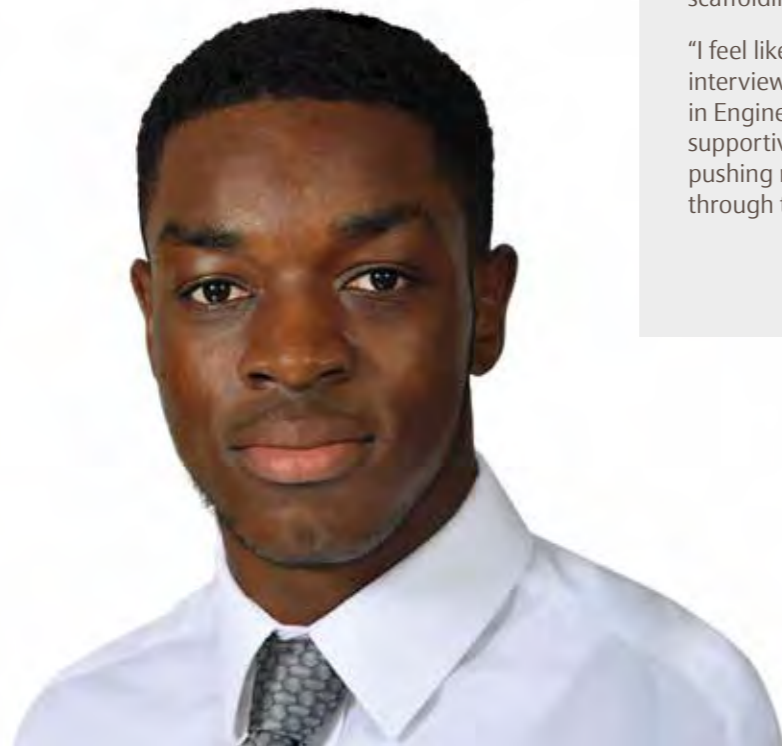
“I was hugely impressed with the sports event these young men organised and the clear passion and authority they all have as coaches.”

Councillor Ravi Govindia
Leader of Wandsworth Council, speaking in June 2015

Street Elite (continued)

Every individual graduate was then offered a two week work placement. Some of these turned into permanent jobs, others helped form next steps into college or work with a range of employers. In 2015, 70% of the participants on Street Elite made a successful transition into education, training or work.

This year, Berkeley and The Change Foundation won the Charity Partnership (Property & Construction) Award at the 2016 Third Sector Business Charity Awards for the Street Elite programme.



Case Study

Keiran, 19

"I was studying Sport at University, but a few months in I decided it wasn't for me and dropped out. I still wanted to focus on boxing so I kept myself fit, but really, I wasn't doing much with my life. It's tough when you've got no job or college to go to. It's very easy to lose motivation and think, why should I bother?"

"I heard about Street Elite through a friend who did the programme last year. I started attending the training sessions in January. I was really lucky as my local group was being run by Mark Collings, coach to Great Britain Boxing – it was right up my street! The training and boxing helped keep me focused. The coaches also got me thinking about getting a real job.

"At the end of the training I got a placement with Berkeley, working in one of their project offices. After my two weeks there, I was lucky enough to be offered a job with them. I'm now working as a Trainee Site Engineer. I look at drawings by subcontractors and do things like mark up where scaffolding should go.

"I feel like I'm going somewhere now. I had an interview yesterday at college to start a BTEC in Engineering. Everyone at work has been so supportive – especially the directors. They've been pushing me to apply for college and talking me through their own career paths."

The programme in numbers

- 84 unemployed, disengaged young adults took part in year 4.
- 9 months later, 70% were in education, employment or training.
- 60% of those recruited had a criminal background, 57% were gang affiliated.
- 23 work placements were organised with the Berkeley Group; 7 of these led to full time employment.

Community Engagement



650 hours

650 hours of voluntary time was donated by participants during the community engagement phase

What have we learnt?

1. Face-to-face recruitment is essential and effective. It means we can directly find the hardest-to-reach young people on local estates.
2. Structure the community engagement phase more tightly. We need the second phase of the programme to have clearer goals, responsibility and resources so participants can make a real impact in their local communities.
3. Sustain the investment in mentoring for longer. The level and intensity of mentoring needs to continue beyond the 9 month programme to ensure the participants stay in work and remain positive and motivated.
4. Connect the graduates to support from multiple agencies. This could help support the participants in other areas of their lives, such as employment or housing, once the programme has ended.

Looking ahead

We are now in year five of Street Elite, working with another group of 84 young women and men, and aiming for an 80% success rate.

We have re-designed the programme for the young women's cohort. It now includes a new choice of sports, like dance and yoga, and has modules about health, self-confidence and body image.

We have been delighted to welcome Argos as a new partner to the programme. They are providing additional funding and much-needed work placements for the participants.

“We use sport as a tool to break down the barriers of communication and background to explore and discuss the contentious issues young people are facing today.”

Si Ledwith
The Change Foundation



Street Elite basketball



Based in Surrey, Queen Elizabeth's Foundation for Disabled People (QEF) is a leading national charity working with over 4,000 disabled children and adults every year with physical or learning disabilities or acquired brain injuries.



Alex, one of the many people supported by QEF

QEF's vision is to build a brighter future for disabled people, where they can be recognised for what they can do rather than what they can't, and where they have the same opportunities as everyone else. The work of the charity is practical and focused on enabling people to become more independent, whether designing a bespoke aid for a severely disabled child to access the basin in the family bathroom, or enabling an 80-year-old to continue to use their car through a mobility assessment and adaptations to their vehicle.

QEF is the Designated Charity of Berkeley Homes Southern, and staff have raised over £24,000 in the last year.

A vehicle purchased with a grant from the Berkeley Foundation is being used on gardening jobs between the QEF sites across Surrey while grants received from the Berkeley Foundation Job Creation Programme have helped two people into employment.

Funds raised by Berkeley Homes Southern in 2015/16, meanwhile, are going towards the work at QEF's MERU centre, which helps around 500 severely disabled children each year across Surrey and the South East with specialist assistive equipment.

The funds will cover the purchase of a Bugzi, a powered wheelchair for children aged one to six. They will also assist with the design and development of individual items of specialist equipment for disabled children for whom there is nothing else available on the market.

The Bugzi is the perfect vehicle for a child to take control of their mobility, giving them invaluable freedom and independence and the opportunity to use and develop their physical co-ordination and spatial awareness.

QEF loan Bugzis to children for as long as they need them. They are then returned to the charity and refurbished before going out to another child.



Case Study

Ewan

Ewan has Cerebral Palsy which affects both his communication and mobility skills.

MERU (which is part of the QEF family of charities) provided Ewan with his first powered mobility device – Bugzi – the perfect vehicle to take control of his mobility whilst learning new skills that will support his communication development.

MERU previously manufactured a supportive seating insert to fit into a trailer buggy for Ewan which attached to his dad's bicycle, allowing him to join in with his family's cycling activities. It was so successful that Ewan and his dad regularly complete cycling events and even triathlons together!

Ewan's dad Ben says: "Without Bugzi, Ewan has limited ability to do what most children love – to explore! Using the switches allows him to be mobile independently and teaches him about active play. Pressing buttons and understanding the resulting actions is vital for his cognitive development. He loves Bugzi!"



Find out more

To see a Bugzi in action, scan the QR code.



Thrive is the leading charity in the UK that uses gardening to bring about positive changes in the lives of people who are living with disabilities or ill health, or are isolated, disadvantaged or vulnerable. It is the Designated Charity of Berkeley Homes Central London.

Berkeley Homes Central London has raised over £40,000 in the last year for Thrive. This contributes to the delivery of General Therapeutic sessions and their Working It Out programme from Battersea Park.

The overall aim of General Therapeutic sessions is to enable Londoners living with a disability to gain skills and experience in horticulture, through the use of social and therapeutic horticulture. Participants include those living with poor mental health, learning difficulties, physical disabilities, brain injuries, sight and hearing impairments and PTSD.

There are seven General Therapeutic sessions each week, attended by up to eight people per day.

The Working it Out programme is delivered one day per week from the Old English Garden and provides a Level Two City & Guilds qualification in Work-based Horticulture for those who complete the course.

The funding received continues to make a meaningful difference to the charity by allowing them to deliver programmes to those with medium to complex needs.

Members of staff from Berkeley Homes Central London are also able to offer support to Thrive through volunteering. Meetings with the new manager have led to five sessions of staff volunteering being set up. When the clients are not present, Berkeley staff work in the garden ensuring that their achievements are maintained, retaining the clients' sense of pride.

Thrive in numbers

- Four clients achieved their Level 2 qualifications through the Working It Out programme.
- Two of these clients this year are now working: one in the garden department at Homebase and the other as a self-employed gardener.
- Seven clients are on the Working it Out programme, working towards their Level 2 City and Guilds qualification.
- 29 clients attended one or more General Therapeutic sessions each week.



Case Study

John

Following two decades of isolation, homelessness and mental ill health, gardening helped John find a way back into society. John was a gifted student studying Music at Cambridge. However, he struggled to make friends, and after graduation he retreated into himself, becoming homeless and withdrawing further and further from society. As time went on, John developed paranoid delusions and in 1995 was diagnosed with schizophrenia.

Hostel accommodation was found for him, but he struggled to re-adjust – slowly becoming accustomed to using a knife and fork again, taking regular baths and even sleeping in a bed which he hadn't done for many years.

John was then introduced to Thrive by a housing support worker and he started gardening in Battersea Park. John says: "This was the first time in 20 years that I got to experience ordinary human affection in a social group. The horticultural therapist talked to me on an equal level – a sense of common humanity which is sometimes missing in the psychiatric system.

"In 2000, Thrive took over maintenance of the Battersea Park Herb Garden, and a sizeable bed became 'mine' with responsibility for the planting. I decided on a medicinal theme, and started to research medicinal herbs with benefits which could be interpreted as broadly relevant to mental health (such as helping with migraine or sleeplessness)."

The project proved to be a turning point for John. His horticultural therapist at the time, Richard Jones, who still works at Thrive, said: "John found the project something to get his teeth into and was encouraged to take specific responsibility for an area and develop his ideas."

For John, being trusted to make decisions and work on his own initiative was an unfamiliar feeling, and not without some element of stress, but with Thrive's support he was able to see the challenge as an opportunity.

After spending seven years as a gardener, John moved into paid work with Thrive, starting as a cleaner in 2001 working two hours a week. Eventually in 2006, Thrive offered him a job as part-time administrative support for the Battersea office, a position he still holds now.

How John discovered his aptitude for office work is an unlikely tale! Thrive Battersea's Manager at the time (John Cliff) found himself one afternoon with an administrator having just resigned, and with a Flower Show to organise. John happened to be on site doing his weekly clean, and when asked if he would like to volunteer in the office for a couple of hours that afternoon, he jumped at the chance.

"Getting my first ever salaried position transformed not only my life, but also my personality. I was someone who never bothered with news and current affairs, but as a taxpayer now I take a keen interest!"





Established in 1976, Vauxhall City Farm uses the setting of an urban farm to provide educational, recreational and therapeutic activities that support children and disadvantaged people. These activities are designed to boost confidence and aspirations as well as promoting emotional, mental, social and physical wellbeing.

Vauxhall City Farm is the Designated Charity of St James Vauxhall and Nine Elms. The farm is free to enter and, with its extensive collection of over 80 animals, it provides a chance for children and disabled people to access opportunities that life in London may not otherwise offer. These opportunities range from feeding lambs to horse-riding; the farm is also registered to teach Riding for the Disabled (RDA), as well as providing group and individual riding lessons to the general public.

In 2015, Vauxhall City Farm supported 2,897 local children from over 100 schools and community organisations to re-engage with nature and the environment.

During the same time period, the farm assisted 385 disabled people through programmes specifically developed to support the participants' social, emotional and physical health. Those who access the farm regularly have cited a number of benefits, including improved self-esteem, wellbeing and mood, increased awareness, enhanced confidence, trust in other people and calmness. A number of social benefits were also noted including the development of social skills and improved team working.

During 2015/16, St James Vauxhall and Nine Elms raised over £10,000 for the farm. Staff have achieved this through events including the Three Peaks Challenge, in which 16 members of staff from St James raced up the tallest mountains in Scotland, England and Wales in two days, raising over £9,000. As well as fundraising, a number of St James staff have supported Vauxhall City Farm through 'adopting' animals such as pigs or goats.

Vauxhall City Farm in numbers

- Over 100 school groups welcomed by the farm each year
- 2,897 local schoolchildren supported during 2015
- 385 disabled people supported during 2015

Case Study

Michael

In the summer of 2015, the Berkeley Foundation provided Vauxhall City Farm with the funding to employ and develop a much-needed apprentice. As a result of this, they took on Michael, a man with a deep passion for animals and who at the time of recruitment was unemployed.

Before his employment with Vauxhall City Farm, Michael had struggled with finding employment in business administration and felt unable to access relevant training to get into his chosen area of employment. The farm offered Michael the opportunity to prove himself and enrol on an NVQ Level 2 apprenticeship in Business Administration. Through months of commitment, hard work and support from Vauxhall City Farm, Michael was able to complete his apprenticeship and now has received his qualification.

Since completing his apprenticeship Michael has been offered full time employment at the farm and has been promoted from Business Support Apprentice to Operations Officer. Michael has flourished in his new role and is now responsible for the day-to-day management of core office operations. In addition to this, Michael has been given the opportunity to complete further qualifications and he has enrolled on an AAT Level 3 accountancy course.

When Michael started at the farm, he lacked confidence but has since grown into a respected and integral member of the team. He greatly enjoys working at the farm and with support from the Berkeley Foundation, he has been able to upskill and develop himself both educationally and emotionally.





The Household Cavalry Foundation provides charitable and pastoral support to all members of the Household Cavalry: serving soldiers, operational casualties, veterans and their families.

It supports soldiers and veterans not only with physical injuries, but also long-term psychological injuries such as Post Traumatic Stress Disorder.

During the last year, the Household Cavalry Foundation received a £20,000 grant from the Berkeley Foundation. This has been used to support Operational Casualty development and training. The grant has been spent on two veterans who were both medically discharged.

Trooper Clifford O'Farrell

Trooper Clifford O'Farrell was seriously injured in an operation in 2009 and was medically discharged. Clifford was supported by the Household Cavalry Foundation to start training as a professional helicopter pilot. This will enable him to begin a new career.



Case Study

Trooper Corie Mapp

The Household Cavalry Foundation has also supported Corie Mapp. Corie was injured in 2010, during a combat operation. Corie is a natural athlete who competed in the 2012 London Paralympics and captained the sitting volleyball team in the Invictus Games in 2013.

More recently, Corie represented Great Britain in the UK Para Bobsleigh team winning Gold in both the inaugural World Cup in 2015, and again in 2016. Funding from the Berkeley Foundation enabled Corie to spend time training in Calgary. Corie told us his story:

“During the first week in Calgary, we concentrated on learning the track, strength and conditioning, and push house practice for those of us who push. It was my first time pushing so it was a new challenge for me as the only double amputee on the tour.

“It was an amazing feeling doing something it was previously felt could not be done by an amputee. We moved on to the track walks which teach you the intimate details of the track, and get you familiar with the speed and velocity that will be experienced during training.

“On a second training period, I had the opportunity to learn again from top Canadian coaches and spent three weeks learning how to improve racing lines, how to read ice, how to carry out mechanical work to the sleds, and doing strength and conditioning training in a world-class gym.”



Grant

£20,000

During the last year, the Household Cavalry Foundation received a £20,000 grant from the Berkeley Foundation



Longridge Activity Centre, based in Buckinghamshire, provides a range of exciting water sports and land-based activities aimed at young people of all abilities.

Each year the Berkeley Foundation supports groups of children and young adults for two day trips to Longridge, to participate in these activities and develop leadership skills, self-discipline, confidence and respect. During 2015/16, 50 places were provided for these short residential breaks. These were taken up by Bexley SNAP, ellenor, Richard House, Skinners Academy in Hackney, and the London Boroughs of Islington and Redbridge.

“The best part was watching the group overcome their fears and gain confidence.”

Emma
Leader, Redbridge Council
Children's Services



Leap of Faith at Longridge

“The support that the Berkeley Foundation provides has enabled our charity to flourish, introducing us to partners with whom we can continue our work in 2016 and beyond.”

Amanda Foister
CEO of Longridge Activity Centre



StreetGames was set up to change lives, change communities and change sport. Today, StreetGames helps over 800 community organisations across the UK to take sport to the doorstep in disadvantaged communities.

The StreetGames Young Volunteers programme supports young people from disadvantaged areas to make the most of their talents and abilities through volunteering at their local StreetGames project.

This project provides the Young Volunteers with a five day residential which aims to give them confidence, develop their skills and provide practical experience to ensure they are equipped to deliver the best possible leadership in their local communities.

The Young Volunteers' five day residential took place at Longridge Activity Centre in 2015, with 34 young people from six projects, including housing associations, youth clubs and a sports development unit.

The young people were put into teams, and during the course of the week competed against one another for points, based on their achievements in outdoor activities as well as their effort, team spirit and attitude.

StreetGames carried out an anonymous survey with the young people when they arrived and only 34% ranked 'making new friends' as very important. However, by day five, 97% acknowledged that they had made new friends with a third of young people rating 'making new friends' as the thing they liked best about the residential.



StreetGames residential at Longridge

“During the residential the Young Advisors were outstanding. They worked long hours, including setting up the day before and staying for hours after the event to complete the pack-down.”

Steve Welsher
Project Leader



The Mayor's Music Fund works with every London borough to provide outstanding progression and development opportunities to children and young people who demonstrate musical talent and a commitment to learning an instrument.



The programme provides four-year scholarships to primary school children who are identified as having potential but whose families struggle to pay for their on-going lessons.

In July 2015, 75 scholars graduated from the four-year programme, and 32 young children were awarded new scholarships, bringing the total number of young children benefiting from this scholarship programme to 240.

This year, the Berkeley Foundation has provided Job Creation Programme funding to enable the Mayor's Music Fund to employ an Executive Assistant, Henrietta. Their work is having a major impact on music education in London.



The Mayor of Islington's chosen charity is Music First. The charity, which was founded in 2010, provides a programme of music education for disadvantaged children. The children develop a range of musical and other valuable skills and enjoy the sense of achievement they gain. The Berkeley Foundation provided a grant of £1,000 in 2015.



“A Year 6 boy from Newington Green Primary began learning the violin six months ago. When he first joined the Hub, the teaching assistant had said the boy had anger management issues and would storm out of the classroom. Since joining Music First's Highbury Grove School Hub, a transformation has happened. He is now enthusiastic, shows a strong ability to compose music, and takes pride in his musical progression.”

Kirsty Wilcockson
Highbury Grove Hub Leader

Music First's activity in Islington currently includes two Music First Hubs running after-school activities on a weekly basis, each of which is linked to local primary schools, and The Islington Youth Orchestra, which provides an opportunity for primary and secondary school pupils to rehearse and perform together.



The Outward Bound Trust is an educational charity which uses the outdoors to develop young people from all walks of life.

Through six residential centres around the UK, the Outward Bound Trust delivers courses which encourage team work, leadership, resilience, self-belief and positivity. These are skills for life, which help young people to achieve their potential at school, at home and at work.

A day of canoeing, for example, involves route planning, risk assessment, rotating leadership, collaborating with your partner in the canoe and working with the wider group to accommodate each individual's strengths and weaknesses.

During 2015/6 the Berkeley Foundation donated £16,740 to the Outward Bound Trust. This enabled the two organisations to deliver the Work Readiness Programme, which aims to equip young people with the skills necessary to enter employment successfully.

The donation enabled 103 young people from four different London schools to attend a residential course at one of the Outward Bound Trust centres where they had the opportunity to increase their confidence, develop their teamwork skills and learn to persevere through challenges.

On arrival at a centre the participants are divided into groups and are allocated one or two teachers from their school and an Outward Bound instructor who stays with them for the course duration. During the course, the participants face a number of challenges, such as the 'jog and dip', abseiling, climbing, canoeing and a hillwalking expedition during which they camp overnight.

Before and after each course, volunteers from Berkeley engage with the students at school, through individual and small group mentoring sessions. These sessions develop the young people's awareness of the world of work. The mentors will talk through the skills developed during the course and how these are put to practical use in a professional context.

The programme is able to make a real difference to the lives of those who participate and the courses have been shown to build the young people's confidence and self-esteem, and increase their ability to persevere, work as a team and take responsibility for themselves.

"Before he participated in the programme, Bulus was extremely quiet, reserved and lacking in confidence. Since his course, he has gained in confidence, stature and maturity. It was great to see him leading the canoeing during the trip, and coping with the difficulties that he had with the hill walking. It really feels as though he's internalised this capacity to manage his fears and celebrate his successes in order to build resilience and determination. He is clearly more able to communicate with his peers and is delighting in friendship groups and popularity. But he is also approaching his exams with a serious commitment to success."

Sophie Harrowes

Careers and UCAS Co-ordinator
Hammersmith Academy

"Before he participated in the programme, Matias was withdrawn and angry. Now, he is more confident, and appears to be happier. His persona has changed and his confidence has grown."

Michael Thompson

Teaching Assistant
Lilian Baylis Technology School

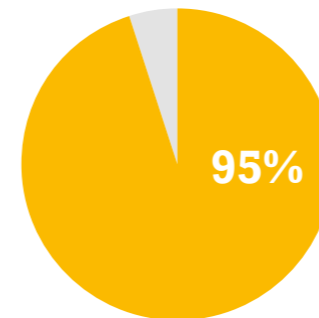
"One challenge I faced was canoeing. When it got hard, I sang to make it better. Afterwards I felt better about myself because I can change the situation to make it better."

Helena, 13

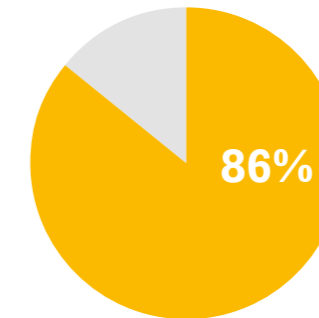
Lilian Baylis Technology School



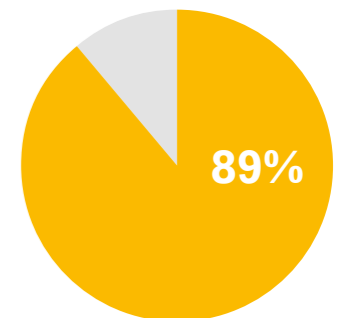
After the course...



95% of participants reported that they were more aware of their strengths



86% of participants reported that they were more confident that they could cope with new situations



89% of participants reported that their ability to keep going when they faced difficulties had increased

RLSB

The Royal London Society for Blind People

The Royal London Society for Blind People provides assistive technology support for blind young people through their Employability Programme.

For most young people, technology is crucial for personal development, finding employment and day-to-day activities. However, many blind and partially sighted people have only a limited knowledge of the technology that could assist them.

In response, the RLSB sought to recruit a part time Assistive Technology Officer, with the aim of increasing the confidence and technological skills of blind young people, strengthening their self-reliance and enabling them to lead independent and successful lives.

Donation



£20,000

In May 2015, the Berkeley Foundation donated £20,000 towards the total project cost of £29,726. The donation enabled RLSB to secure the remaining funds

In May 2015, the Berkeley Foundation donated £20,000 towards the total cost of £29,726. The donation enabled RLSB to secure the remaining funds and in November 2015, Lily started as Assistive Technology Officer. Lily works with young people to assess their knowledge of technology, and understand where they need to build specific skills. There are four main areas the RLSB have offered support in:

- Using a smartphone.
- Learning how to operate a computer with a screen reader or magnification.
- Learning how to boost independent travel with the help of smartphone apps and GPS solutions.
- Using technology to improve reading and writing skills.

After their first session, the young person will work with Lily to develop a technology training plan. This details the support they will receive, including one-to-one support sessions on specific topics and areas for independent research, all tailored to support their individual needs.

RLSB in numbers

- One Assistive Technology Officer employed as a result of the donation.
- 12 young people already supported by the Assistive Technology Officer.



Case Study

Samuel

Samuel is 24 years old, has Congenital Eye Malformation and is registered blind. He has a Masters in Creative Writing and English Literature. Samuel joined the RLSB Employability Programme to help him achieve his aim of pursuing a career in writing and journalism.

Following an assistive technology profiling session with Lily they realised a main area that Samuel needed help with was being able to access text freely. This was a particular problem for him when applying for jobs as often documents sent by employers, such as PDFs and scanned documents, cannot be read by screen readers. Samuel wanted ownership over his job applications and not to be dependent on others so Lily supported him in learning to use an app which allowed him to extract text from any document format. Most importantly, the app is compatible with the built in iPhone Screen Reader, Voice Over, which Samuel was already very confident in using. Samuel felt self-assured as he could use a tool he was familiar with and this increased his feeling of control over his job search.

According to Samuel, the support from Lily has meant he can now confidently access any documents that are sent to him without having to ask to change the format. Samuel felt that because he was not a 'tech savvy person' having Lily's support to find tech that is suitable for him was really useful. Samuel felt it was really beneficial to have someone to sit down with and work out exactly what he needed.

According to Lily, it has been wonderful to see Samuel grow in confidence through accessing technology that will help him reach his goals. Lily is now working with Samuel to improve his independent navigation, using technology linked to his iPhone and Google maps. Mastering these skills will help open up the world to Samuel and give him independence in attending work placements, interviews and his future job role.

Samuel's knowledge and increased skills have boosted his confidence to go after his dream job of becoming a writer and he is determined to get it.

SNOWDON

TRUST

The Snowdon Trust provides grants to students with physical and sensory disabilities who are studying to achieve their educational and life goals in further or higher education or vocational training.

These grants cover disability-related costs that statutory funding does not cover and where funding cannot be met through other channels. This may include sign language interpreters, people to take notes, computer equipment with adaptive software, adapted accommodation or additional accommodation for a 24-hour carer, mobility equipment or any other costs which relate solely to disability.

The Trust was set up in 1981 by Lord Snowdon. Since then, it has awarded £3 million in grants to more than 2,200 disabled students. During the 2015/16 academic year, it is supporting 86 students with grants totalling over £180,000.

In July 2015 the Berkeley Foundation made a grant of £25,000 to sponsor grants to disabled students from London and the South East.

The money has been used to fund grants for eleven different students, studying a wide range of subjects at 10 different higher education institutions in the 2015/16 academic year.

Donation

£25,000

In July 2015 the Berkeley Foundation made a grant of £25,000 to the Snowdon Trust



Some Snowdon Trust beneficiaries pictured with Lord Snowdon at a reception in March 2016

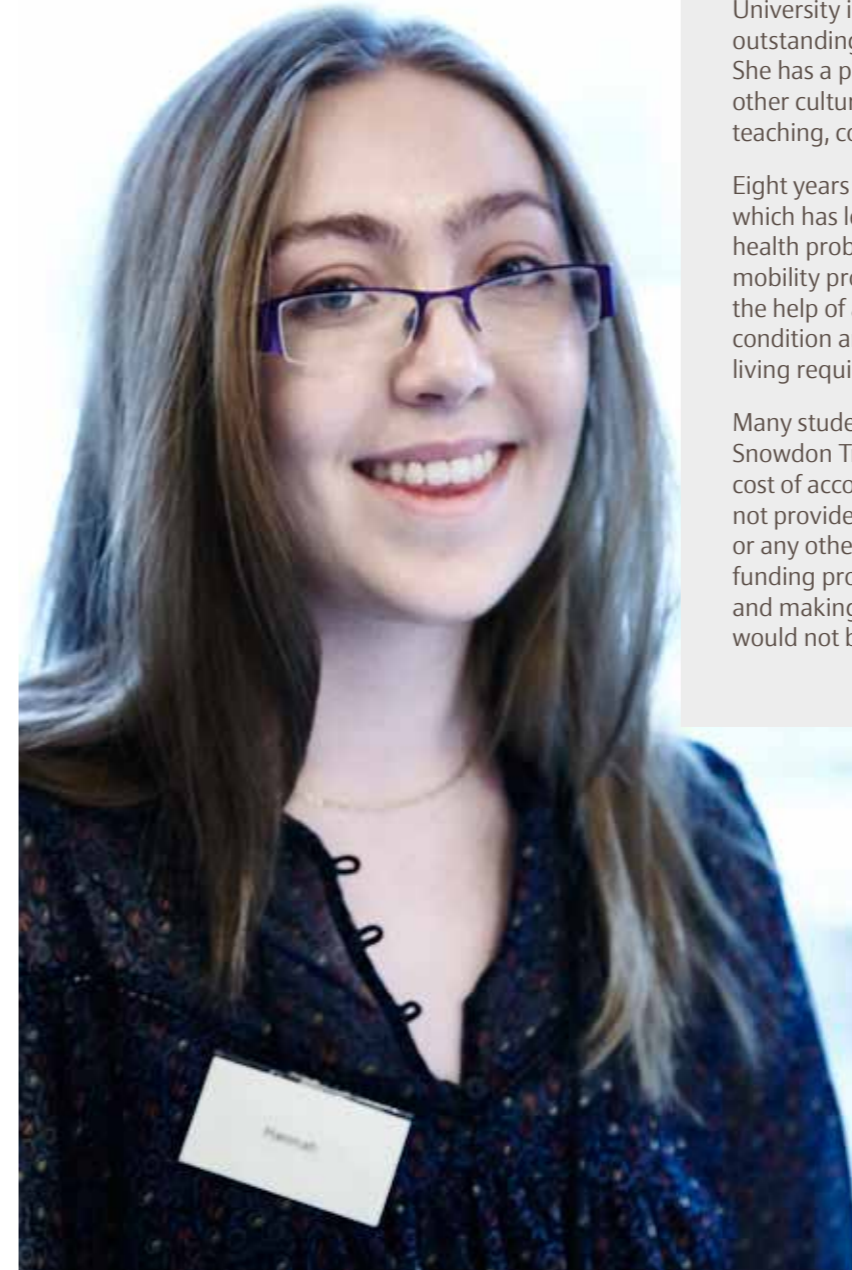
Case Study

Hannah

20 year old Hannah from Hampshire started her studies for a BA in Classics at Cambridge University in October, having earned her place as an outstanding student at school and sixth-form college. She has a passion for exploring and understanding other cultures and wishes to pursue a career in teaching, combined with research and writing.

Eight years ago Hannah contracted Lyme disease, which has led to some very complicated long-term health problems including chemical sensitivities, mobility problems and chronic fatigue. She needs the help of a 24-hour carer to cope with her condition and provide support with her daily living requirements whilst at university.

Many students like Hannah approach the Snowdon Trust for help because the additional cost of accommodation at university for a carer is not provided by their local authority, the university or any other statutory source. So without the extra funding provided by the Trust, attending university and making the most of their exceptional abilities would not be possible.



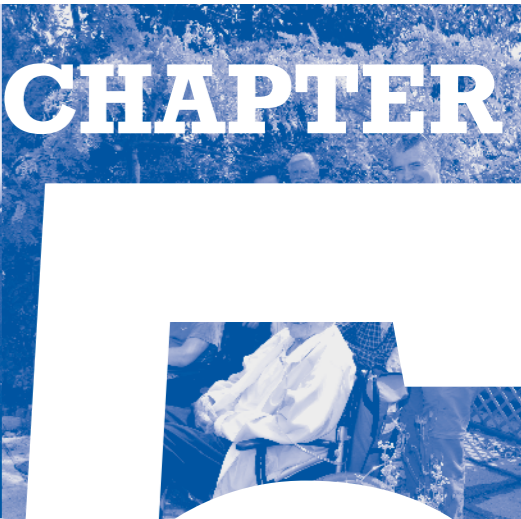
Care

CARE

The Berkeley Foundation supports charities that provide services to people with disabilities and life-limiting illnesses and their families. These range from sporting opportunities to end of life care. You can read more about these charities and their wonderful work in this chapter.

“ You wouldn't be able to recognise Naomi now from the girl she was a year ago. This is down to the opportunity cricket has given her in discovering skills she never knew she had. ”

LTDCC Coach
Mikey Thompson



Find out more To find out more about the Lord's Taverners story scan the QR code or visit: www.berkeleyfoundation.org.uk/who-we-support/lords-taverners

www.berkeleyfoundation.org.uk



“The farm trip was the best day of my holidays. I liked making new friends and seeing the animals.”

Young Carer
Surrey Young Carers

Care

Everyone should be able to live a full and fulfilling life, regardless of illness or disability. At the Berkeley Foundation, we work with charities to open up opportunities for disabled young people. We also support organisations that care for people at the very end of their lives.

The Berkeley Foundation's charity partners might provide sports sessions, the chance to go to university, or equipment and training that makes all the difference in securing a job. The Berkeley Homes Oxford and Chiltern office, for example, provides work experience for young people with learning disabilities, helping them move closer to the reality of independent living.

These are everyday things that can have an enormous impact on somebody's quality of life.

Many of our Designated Charities are hospices, providing end-of-life care with compassion and respect, and supporting families through the toughest of times.

In the 2015 staff survey, more than 42% of Berkeley staff selected 'caring for people with disabilities and life-limiting illnesses' as the area the Foundation should prioritise most over the year ahead. These charities are close to the hearts of Berkeley staff, dealing with issues of enormous human importance.

Our staff have really got behind the care sector this year with a huge amount of staff fundraising going to hospices and other caring organisations. From trekking Ben Nevis for Demelza, to climbing the Three Peaks for Helen & Douglas House, our staff's efforts combined with central grants have meant that 42% of charitable giving in 2015/16 has gone towards care.

Read on to find out more about how these funds have been spent.

Caring

42%

In the 2015 staff survey, more than 42% of Berkeley staff selected 'caring for people with disabilities and life-limiting illnesses' as the area the Foundation should prioritise most over the year ahead

Donations

42%

42% of the Foundation's charitable donations in 2015/16 have gone towards care

Lord's Taverners Disability Cricket Championships



Lord's Taverners is the UK's leading youth cricket and disability sports charity.

Dedicated to giving all young people a sporting chance, the charity focuses on giving disabled young people, and those from disadvantaged backgrounds, equal opportunities to play sport and reap the many physical and social benefits it brings.

Approximately 1.5 million people in London (20% of the population) have an impairment or long-term illness that limits their activity. Disabled people are half as likely to take part in sport at least once a week compared with those without disabilities. While 70% of disabled people want to take part in more sporting activities, 60% cite a lack of available opportunities as the main barrier to them doing so.

The Lord's Taverners Disability Cricket Championships (LTDCC), in partnership with the Berkeley Foundation, is a year-round cricket programme for young people aged 14-25 with a limiting disability.

LTDCC provides access to regular coaching and competition in local communities across London through an innovative partnership with the County Cricket Boards (CCBs) of Essex, Kent, Middlesex and Surrey. Participants develop their physical fitness as well as confidence, motivation, self-esteem and communication skills, while local people are trained to become qualified coaches to make the programme self-reliant and sustainable.

The Berkeley Foundation is now entering the third year of a three-year partnership with the Lord's Taverners. To date, the programme has seen considerable success. 18 boroughs are fully engaged, providing almost 2,000 young people with disabilities the opportunity to attend a cricket taster session. 201 of these continued to attend hub sessions on a regular basis.

The Foundation's funding has paid for coaching sessions, venue hire, competitions, kit, trophies, marketing materials, and a monitoring and evaluation system. The Lord's Taverners has also benefited from the Berkeley Foundation's funding of the annual awards evening.

The programme has a strong community focus, establishing links with local colleges, schools and disability organisations. County Cricket Boards have engaged new participants through organisations such as Interactive, Mencap, Action on Disability and Royal London Society for Blind People. Middlesex County Cricket Board has delivered a bespoke Cricket Activators Course for volunteers to ensure the best training and support for its participants.

Over the course of the programme a number of celebrities have also encouraged participation and voiced their support, including Sir Michael Parkinson, Sir Viv Richards, Joel Garner and Colin Croft.

The Berkeley Foundation has now agreed additional funding for the third year of LTDCC, as well as an extension of the programme for a further three years. This will enable it to reach all 32 London Boroughs.

Case Study

Thomas

Thomas is always at the Hackney LTDCC Hub sessions. He brings happiness to everything he does and everyone in the group. He tries his hardest at every training session and never complains about anything.

From the start of 2015 when he came back to the sessions with renewed energy, he has lost over two and a half stone in weight and has become fitter and healthier. As a result he is more confident in himself and willing to get involved in everything, in stark contrast to the young man who would previously make do with the bare minimum. He helps the coaches out with setting up and putting away equipment and always plays the game in the right spirit, encouraging his fellow players to do the same.

Thomas was Middlesex's nomination for the 2015 LTDCC Spirit of Cricket Award and is a coach's dream – he is enthusiastic, always gives 100% and constantly has a smile on his face.



Participants

1,891

1,891 young people have been engaged in taster sessions in their local borough

Wider impact

Lord's Taverners was able to leverage extra support from Sport England and the Wembley National Stadium Trust. This support enabled the expansion of LTDCC from four to 18 Boroughs in its first two years. The Berkeley Foundation's increased support has allowed Lord's Taverners to expand into five new Boroughs during 2016 and has given scope for the charity now to focus on long-term expansion into all 32 London Boroughs.

Lord's Taverners Disability Cricket Championships (continued)

LTDCC provides disabled young people with greater competitive opportunities. Each year, every hub plays cross-borough competitions to qualify for a finals day held at the Kia Oval. The 2015 LTDCC Winter Finals took place on 14 September 2015, with Hackney declared champions for the first time after winning all three of their group games and defeating Westminster in the final by 28 runs.

The achievements of the young people and volunteers who take part in the programme are celebrated each year at an annual awards ceremony at the Kia Oval. Players from the winning Hackney team were delighted to collect their trophy, and there were also five individual awards presented on the night; Coach of the Year, Volunteer of the Year, Spirit of Cricket Award, Player of the Year and Most Improved Player.

Players and coaches were joined at the awards evening on 30 September 2015 by over 160 guests including 20 local Mayors and Councillors, and VIPs such as England disability cricketers Jonny Gale, Fred Bridges and Hassan Khan, Sir Michael Parkinson, and former England captain Chris Cowdrey.

Impact – LTDCC in numbers:

To date, the partnership has delivered:

Taster sessions

171



171 taster sessions in special needs schools, colleges and community groups

Regular participants

201 young people



201 young people currently attend regular hub sessions



Winners and Mayors at LTDCC Awards Evening, September 2015

“I can honestly say this is the proudest moment of my coaching career. Four of the six awards were presented to players I coach. I'm very proud to not only have worked with young people from all sorts of disadvantaged backgrounds and with a number of disabilities but also to see players develop as individuals, some of whom have gone on to play cricket at a county level.”

Michael Wilson

Coach of the Year, Middlesex County Cricket Board



Surrey Young Carers is part of Action for Carers Surrey. They have been supporting young carers across the county for the last 20 years.

Young carers are people under the age of 18 who provide physical care and emotional support to a family member with a long-term illness, disability or drug and alcohol misuse. They carry out domestic tasks such as cooking and cleaning. Many young carers provide up to 10 hours of care a week, with some providing more than 50 hours a week. So it's not surprising that young carers often struggle to fit in other activities like meeting up with friends. Many young carers find their caring role limits or prevents them from taking part in school, social and leisure activities that are a natural part of growing up for most children. This can leave them feeling isolated and overlooked.

An estimated 13,000 young carers live in Surrey. Surrey Young Carers, which is the Designated Charity of Berkeley Group Head Office and IT, provides one-to-one support to young carers, runs groups and workshops which will help the young people in their caring roles, giving them an opportunity to have their say about the services they receive as a carer, and also provides fun activities.

During 2015/16, Surrey Young Carers have received over £3,000 from events ranging from a bake off to Christmas jumper days and an Easter Eggstravaganza!

During October 2015, some of the funds raised were used to take a group of Under 8s to Bockett's Farm where they were given the opportunity to see animals, play in the playpark, and meet other young carers in their age group.

"I just wanted to say thank you very much for including our daughter in your trip during half term. She had a really good time and said that she enjoyed meeting up with new friends. It's so nice for her to do something that isn't focused around her sister, and also to run around at her own pace rather than constantly be told to slow down by us."
Parent

Some of the Berkeley staff were also able to attend the trip and see for themselves the difference these activities make to the young children.

During the Christmas holidays, Surrey Young Carers were able to take two groups of young carers to pantomimes and were able to buy the children ice cream and drinks. These type of trips give the young carers a break from their caring responsibilities, and gives them the opportunity to socialise and have some fun – to be a child rather than a carer.

Surrey Young Carers in numbers:

Fundraising



More than £3,000 raised for Surrey Young Carers by Berkeley Group Head Office and IT

Carers



60 young carers took part in half term activities funded by Berkeley Group



Enjoying a day out at Bockett's Farm



Bexley SNAP is a local charity that offers a wide range of quality services to disabled children, young people and their families.

The charity is the Designated Charity of Berkeley Homes West London. Over the last year, Bexley SNAP has received nearly £65,000 in support, with £54,000 coming from a single event – the Black Tie Boxing Dinner held in November 2015.



Using these funds, Bexley SNAP has been able to launch a new-style youth club for disabled young people between 11 and 25 years of age. This provides a variety of planned activities in addition to games and free time for young people to socialise with their friends. The numbers attending have been increasing: currently up to 32 young people attend each week.

In addition to running a youth club, Bexley SNAP also runs a bike mechanics and cookery club in partnership with another charity. This club teaches young people basic skills in a full mechanics workshop, including how to strip, repair and rebuild motorbikes and bicycles. The young people also learn cookery skills and take it in turns to cook a meal for the rest of the group. One of the parents says, “This is proving to be hugely beneficial to my son. He has never been so enthusiastic about any activity. It is a joy to see him so excited on a Saturday morning as he meets his friends and enters the building. His confidence is growing each week.”

The sense of isolation, frustration and despair felt by parents can be overwhelming. Bexley SNAP has used some of the funding from Berkeley Homes West London to run a counselling service for parents and carers.

22 parents have used this service during 2015/16. By the end of the 12 week course, 95% of parents felt more optimistic about the future and the number who believed they were to blame for their own problems had reduced from 81% to 27%.

The Berkeley Foundation also supported Bexley SNAP to send a group of eight disabled young people to Longridge Activity Centre for a two-day residential trip in July 2015. Some of the young people had never stayed away from their parents before. They had a full itinerary of challenging activities which everyone attempted, and the feedback in the bus on the way back home was ‘awesome’! This trip also allowed parents to have a welcome break.

“There is no doubt the highlight of the year was the remarkable Boxing Event organised by Berkeley. What a night! The money raised has had a huge impact, enabling us to prepare for the future, strengthen our organisation, invest in staff and volunteers, and broaden and diversify our services.”

Rose Robb
Operations Manager



Bexley SNAP in numbers

- 32 young people attend the new youth club each week.
- 8 young people were able to attend a residential trip at Longridge Activity Centre, supported by the Berkeley Foundation.
- 95% of families felt more optimistic after attending the counselling programme.



Daisy's Dream provides support for children and families affected by life-threatening illnesses and bereavement.

Daisy's Dream operates in and around the Berkshire area and is the Designated Charity for Berkeley Homes Western.

During 2015, Berkeley Homes Western staff have raised over £27,000 through activities such as an abseil, skydiving, a golf day and the Prudential RideLondon 100 cycle event. On top of this, the Berkeley Foundation donated £5,000. Altogether, this has enabled Daisy's Dream to fund one of their Family Workers for a year.

Each year the charity supports over 600 children and on average each Family Worker supports approximately 170 children and young people on an outreach basis, visiting them either at home or school. Each child has either experienced the death of someone close to them or had a member of their family diagnosed with a terminal illness.

The support typically involves regular visits to help the children explore and express their feelings about what has happened. The Family Worker also supports parents and carers so that as a family they can ultimately face the future in a positive way.



Providing support to families

Supported

170 children and young people

The money raised by staff funded one family worker and helped support 170 children and young people



Case Study

James* was 6 years old when his father was diagnosed with a brain tumour. Over the course of the next two years, his dad received ongoing treatment and remained well enough to continue working. However, when James was 10 years old the family were told that further treatment would not be effective and that his father had very limited life expectancy. The Daisy's Dream Family Worker worked with James and his sister to address their worries and concerns about their father as his condition steadily deteriorated. When James' dad was admitted to hospital, the Family Worker helped James cope with his anxiety about visiting him.

Support continued after the death of James' father, helping him manage his grief and anxieties about how his mother and sister were coping. Over time, he has been able to remember his dad in a positive way, has raised money for cancer research and is now very much looking forward to starting a new school.

*Name has been changed to protect beneficiary's identity.



Berkeley Homes Western Abseil



Demelza is a children's hospice charity in South East England, providing vital care to families across East Sussex, Kent and South East London.

They are there to provide compassionate and expert care for babies, children, young people and their families when they need it the most. They enable families to stay and play together, and enjoy quality time in a quality place, supported by quality care.

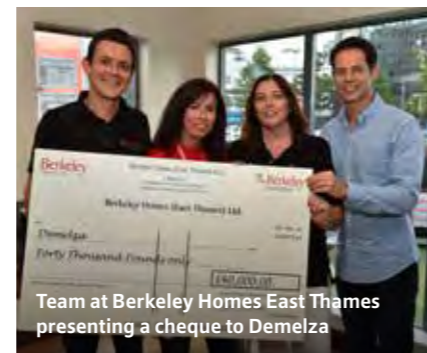
The charity helps to create precious moments and happy memories in the family home or in their family hospices – Demelza Kent in Sittingbourne and Demelza South East London in Eltham. And if time is cut short, they're still there to help ease the family's fear and anxiety and move forward from their loss.

Berkeley Homes East Thames and Demelza have been working together since 2012. Over the last year, they have continued to build a strong and mutually beneficial partnership. Berkeley staff have raised over £70,000 to support Demelza's work.

Highlights of the year include:

- Arranging an annual football tournament, raising £40,000.
- Supporting with the recruitment of the Head of Marketing and Communications, providing marketing expertise on the interview panel.
- Undertaking challenges such as RideLondon 100 and the London Marathon.
- Offering training rooms for Demelza's nurses and care staff to undertake continuing professional development days.

The money raised by Berkeley Homes and their staff has enabled Demelza to fund a nurse and a care assistant in one of their two hospices for a year.



Team at Berkeley Homes East Thames presenting a cheque to Demelza

Fundraising

£40,000

£40,000 raised for Demelza by Berkeley Homes East Thames at their football tournament



Alex playing at Demelza

Case Study

Alex

Four-year-old Alex has a rare form of epilepsy known as Dravet Syndrome.

Parents Mandy and Andy were warned Alex would not walk or talk after being diagnosed with Dravet, which has no cure. Thankfully, he is now able to do both and his seizures have reduced. Mandy, who describes her son as an 'inspiration', explains: "Our lives tend to revolve around Alex, we're really aware of his epilepsy."

Mandy, who also has a 13-year-old daughter called Bea, explains the effect Alex's condition has on the family: "When Alex is bad you feel you're not giving the time to Bea that she deserves."

And that's when the family rely on the support that Demelza give them. Nurses come to their home near Eastbourne and take Alex out. Mandy says: "It could just mean a chance to do the laundry, but it's important to know that I have time that I can look forward to. We know he is in safe hands."

“The relationship that we have with Berkeley Homes has continued to go from strength to strength. Berkeley Homes and their staff not only support us financially, but also help highlight our incredible work to the wider community. Thank you.”

Claire Ellis-Waghorn
Head of Fundraising





For 30 years, ellenor has provided the highest level of care and support to families facing terminal illness in Kent. It is the only charity in the county that provides hospice care for people of all ages – babies, children and adults.

ellenor is the Designated Charity of Berkeley Homes Eastern Counties, and Berkeley staff have raised over £20,000 for them in 2015/16 through events such as the London to Paris Bike Ride, Prudential RideLondon 100 and the London Marathon.

These funds have enabled ellenor to provide nearly 140 hours of respite care to 35 families, giving parents and carers a much-needed break from looking after their terminally ill child.

The income was also sufficient to cover the cost of the on-call service since 1 May 2015. This service ensures that parents have the support and reassurance they need – wherever they are.

The Berkeley Foundation also contributed £5,000 to ellenor through the Job Creation Programme, contributing to the salaries of the Database Administrative Assistant and Fundraising Assistant. Thanks to these roles, ellenor has been able to process an additional 5,000 donations, totalling more than £600,000.

Care



140 hours

140 hours of respite care provided to 35 families as a result of the income received from Berkeley Homes Eastern Counties

Longridge



2 patients' siblings

2 patients' siblings had the opportunity to attend Longridge Activity Centre thanks to the Berkeley Foundation



Respite care provides a vital break for ellenor's families

Case Study

Finley

On 21 December 2013, Sarah and Mike's son Finley was born.

"As soon as Finley was born, I knew that something wasn't right," says Sarah. "He didn't open his eyes or feed properly."

The family were discharged the following day, but during the night he stopped feeding completely. As the night progressed, he became increasingly ill and eventually his face turned purple. The couple rushed Finley back to hospital where he was admitted to intensive care. The following day, blood tests revealed that Finley was suffering from Group B Streptococcal Meningitis.

The medical team told Finley's parents that he was unlikely to survive and the couple made the heart-breaking decision to switch off his ventilator. They cuddled Finley and said 'goodbye' to him. However, Finley began to improve – although Sarah and Mike were warned he might only survive two weeks. "We wanted him home with us," says Mike, "so we asked if that was possible."

It was this point that the doctors mentioned ellenor to the couple. Once they were home, Sarah and Mike met two of the ellenor nurses, Helen and Sharon.

"For those first two weeks, Helen would come in every day to help us with Finley's injections and the ellenor team were on call 24/7 if he pulled his feeding tube out or it became blocked – which sometimes happened in the middle of the night," says Sarah.

Once he turned one, Finley began to suffer from major seizures, lasting up to four hours and typically requiring a hospital admission. "Helen made sure that we had a care plan in place so when this happened we knew what to do," says Sarah. "We would head to hospital with Finley and an ellenor nurse would come too. They would explain the situation to the medical team at the hospital, which took away so much stress."

The care provided by ellenor is not focused solely on Finley. His four year old brother Alfie also receives support from ellenor. "Alfie's had play therapy, which really helped him, and we've both had counselling."

"The first year was awful – neither of us slept – so that extra support was just what we needed. Without ellenor our lives would be lonely" said Mike. In addition to receiving medical support from the ellenor nurses, Finley has respite at home for four hours a week and has recently started attending Friday Fun Club.

2 years on...

Finley is about to start at a local nursery – a milestone which the couple could never have imagined that their little boy would reach.

"Helen has been so helpful with this new adventure for Finley," says Sarah. "She's been out to meet the team there and give them seizure medication training." Mike adds: "We are so grateful to ellenor for helping him get there and for every single thing they've done for us."

"ellenor continues to be part of our family and I don't know what we'd do without them."





Helen & Douglas House cares for children and young adults aged under 35.

Based in Oxfordshire, the charity focuses on providing emotional, practical and medical support as well as helping families cope with the implications of living with a child who will die prematurely.

Helen House and Douglas House are in fact separate entities. Douglas House was opened in 2004, giving young people over 16 the freedom that comes with being a young adult, whilst allowing a nursing team to be nearby at all times.

Berkeley Homes Oxford and Chiltern and Helen & Douglas House have been working together for over 17 years, making it a very close relationship. Since 1 May 2015, Berkeley Homes Oxford and Chiltern has raised over £19,000, which has allowed Helen & Douglas House to invest in the Play Team within Helen House. The team helps residents to learn self-help skills and allows them to build independence, as well as assisting with day-to-day routines such as eating or brushing their teeth.

They often find the most effective way of building these skills is by providing a range of multi-sensory activities, including water play and Tac Pac (sensory stimulation). These opportunities allow the young people to learn about the world and things such as shape, gravity and cause and effect.



Sensory play at Helen & Douglas House

Play

210 children and siblings

Over the last 6 months, 210 children and siblings have experienced the Helen House play area



Practising survival skills at Douglas House

Case Study

Dylan McDermott

Dylan, who starred in the Berkeley Foundation's 2015 video on Helen & Douglas House, has now made the transition into Douglas House, the hospice for young adults.

Although it is just a short journey across the vegetable patch between the two buildings, the move is of great significance as Douglas House opens up new ways for Dylan to explore adult life. On New Year's Eve Dylan asked if the staff could teach him how to play poker, but as the staff didn't know either they all learned together and many (chocolate) coins changed hands!

The experiences that Dylan has at Douglas House are often far from ordinary. One volunteer ran a Bushcraft event at which young adults, including Dylan, learned some true survival skills including:

- Purifying water
- Cooking marshmallows in an open fire
- Camouflage
- Eating bugs.

Dylan's confidence and self-belief have grown enormously since his first visit to Douglas House in April 2015. He has now been to stay on six different occasions and plans his future visits to coincide with those of his best friend Sam.



Find out more To see Dylan's video scan the QR code or visit: www.berkeleyfoundation.org.uk/foundation-stories/helen-douglas-house



Muscular Dystrophy UK was founded in 1959. It brings individuals, families and professionals together to beat muscle-wasting conditions.

During 2015/16, Muscular Dystrophy UK has received over £38,000 from the Berkeley Foundation and St George. This money has enabled them to continue to fund their Trailblazers programme, which sees a team of 600 young disabled people campaigning to fight social injustice and ensure they and other young disabled people can gain access to the services they require.

With this funding, the Trailblazers team has been able to run workshops and peer group meetings to develop new skills, make friends and campaign on issues that are important to them. Last year, the Trailblazers tackled access to driving, sports facilities and public transport. They also produced a report called 'Switched On – Access to Assistive Technology', which found that life-transforming technology was often unaffordable for young disabled people.



St George Clay Shoot, October 2015

Muscular Dystrophy UK in numbers

- Reached membership of 600 Trailblazers who receive regular communications.
- Responded to 360 calls from Trailblazers or parents/carers asking for advice.
- Offered work experience opportunities to 30 participants.

Fundraising

£32,000



St George's annual clay pigeon shoot raised over £32,000 for Muscular Dystrophy UK in October 2015

Case Study

Laura

Laura, 19, is a Trailblazer. Here she tells us more about why she enjoys being part of the network.

"When you're young, it's hard to have your voice heard; to know where you fit in; to pioneer for changes you are passionate about. It's scary to think about the future. When you're a young person with a disability, well, those issues get even harder.

"At the age of 8, I was diagnosed with minicore myopathy.

"My legs are weak, and so are my lungs so I sleep with a ventilation machine at night. My upper arm strength is weak, stairs are virtually impossible for me, and fatigue is a major issue."

Laura's ultra-rare condition is one of a group of conditions known as congenital myopathies, which affect fewer than 1,000 people in the UK. Because the muscles around her spine are weak, Laura finds it difficult to walk.

"Looking amongst society and into the public eye there weren't any disabled role models. Over the years, this has been an issue for me as I have had no-one to relate to.

"When I was about 15, someone at Muscular Dystrophy UK put me in touch with Trailblazers. This enabled me to become part of an inspirational group of young disabled people. It gave me confidence, motivation and assurance that I can go on to achieve anything that a regular person can achieve.

"I started contributing by filling out their surveys and slowly I got the confidence to contribute more and more. Being a Trailblazer gave me the opportunity to speak out about issues I'm passionate about, have my voice heard and help pioneer change on the issues that disabled people face in today's society.

"I've also had the opportunity to attend amazing events, such as the All Party Parliamentary Group (APPG) for Young Disabled People in Westminster, where we get to talk about the issues we face with MPs and Peers.

"Earlier this year, Muscular Dystrophy UK was contacted by BBC Three because they were making a drama featuring a character with my condition. I had the incredible, once-in-a-lifetime opportunity to advise on this television portrayal of minicore myopathy. If I hadn't been a Trailblazer, this would never have happened.

"Through Trailblazers, I can use my disability to help others in a similar situation to myself. If you are a young disabled person who would like to be a member of Trailblazers, then I would encourage you to sign up and join us in raising awareness and pioneering change."





North London Hospice provides support to terminally ill people and their families, friends and carers in the boroughs of Barnet, Enfield and Haringey.

North London Hospice is the Designated Charity of St James London North, and this year the charity has received over £22,000 through the partnership.

These funds have enabled the charity to expand its Community Nursing Team in Haringey. This has had a direct impact on the number of patients able to die at home rather than in hospital.



Patients in North London Hospice garden

2015/6 has seen the partnership between St James and North London Hospice go from strength to strength with a number of fantastic fundraising activities:

- St James Golf Day held at Moor Park Golf Club, which raised £1,800.
- BUPA 10k – Six employees took part in the race raising nearly £4,000 collectively.
- 3 Cities Cycling Challenge – Four of St James' keen cyclists took to their bikes and cycled from London to Brussels via Amsterdam raising a fantastic £7,365.
- Prudential RideLondon 100 – Neil Ramsdale and Steve Dickinson entered this iconic race and raised just over £1,000.

Fundraising

£22,000



Over £22,000 raised through fundraising events in the year

Case Study

Dan's story

"Our son Dan was diagnosed with lung cancer when he was 26 years old. He was a very active and busy person with a wonderful life. Dan had many friends and a family who loved and adored him. The diagnosis was a terrible shock to us all but he was extremely positive and brave and determined to overcome the disease.

"Dan was first referred to North London Hospice when his pain became unbearable and I will never forget the day when we first walked in. We all immediately realised that we had come to a very special place and I felt Dan physically relax and breathe a sigh of relief. Over the next few months, it was to become a sanctuary, not only for Dan but for us all as a family. Dan was in and out of the hospice when he felt he could not cope and every time we were welcomed back and treated with loving care.

"We got to know the staff and volunteers who made us all feel very special, particularly our son. They made unbearable circumstances bearable and helped us through with their medical expertise, good humour and unfailing support: nothing was too much trouble for them.

"Dan died peacefully at North London Hospice aged 27 and whilst nothing can compensate for the loss of our beautiful son, we are glad that he was able to spend the last months of his young life in this wonderful place.

"Our heartfelt thanks to all the incredible staff and volunteers who supported us. We will always remember them."

Eve
Dan's mum

RAINBOW TRUST

CHILDREN'S CHARITY

Rainbow Trust Children's Charity supports more than 2,000 families in England who have a child aged 0–18 years of age with a life-threatening or terminal illness.

Rainbow Trust is the Designated Charity of St James London South. It supports families 24/7, 365 days a year, for as long as the families need them. They support the whole family including parents, carers, the unwell child, brothers, sisters and grandparents. Any family can receive support from the moment of their child or young person's diagnosis.

During the last year, staff from St James and Berkeley have raised over £25,000 for Rainbow Trust. The money raised is equivalent to the transportation costs for families of two Family Support Workers for one year. Driving is a big part of a Family Support Worker's job. The families supported have to cope with numerous hospital visits for appointments and treatment.

For many families, this involves travelling long distances to unfamiliar cities, dealing with the complexities of public transport, finding the hospital and juggling care of their very sick child and siblings. Unlike hospital transport, which is limited to the sick child and one parent, Rainbow Trust provides transport for the whole family.

Each Family Support Worker supports on average 25 families. This means the money raised by St James has helped Rainbow Trust support approximately 50 families. Alongside financial support, St James also donated office furniture which helped revamp Rainbow Trust's Swindon care teams' office, and add an extra desk in their Head Office in Leatherhead.



Funds raised by St James have helped Rainbow Trust support approximately 50 families



Case Study

Cleo

Watching Jo play with Cleo, her bright and happy little girl, it's hard to imagine the moment when she and her husband Rupert were first told there was something wrong with their unborn baby.

Since having their first daughter, Bo, they had been through more than any parent should ever experience in one lifetime. In 2005, Jo gave birth to a still born baby boy. Since then she has had three failed IVF attempts, ectopic pregnancies and a number of miscarriages. When she fell pregnant with Cleo, Jo and Rupert were so happy but fate threw them something they never wanted to face again – the prospect of losing another child.

Jo's 20 week pre-natal scan showed that baby Cleo had only 'half a heart' and would need a series of open heart surgeries.

Cleo was born in March 2011, and three hours after birth, she was transferred to another hospital where, four days later, she underwent her first major heart surgery. The family found it very difficult to cope. They were introduced to Rainbow Trust Family Support Worker, Nicki, when Cleo was three months old and the family were preparing for her second operation.

Four years on Nicki still supports the family. She helps with hospital visits, "I don't think people understand the logistical problems of taking a child to a hospital appointment. You're thinking about routes, traffic jams and parking tickets and at the same time, you're thinking of what you're going to ask the doctor and how you're going to get your toddler to sit still during an assessment or treatment," says Jo. "Nicki's also there when things just get on top of me. She'll sit with me and just be there when I'm crying."

Before an operation last year, "Nicki and I would talk things through. As much as she could, she emotionally prepared me for whatever might happen. Each operation your child has, you worry they might die. You need someone to talk to who knows that, so you don't need to keep saying it."



Royal Trinity Hospice

Living every moment

Royal Trinity Hospice provides skilled, compassionate care and support to people with progressive, life-limiting illnesses and those close to them.

The majority of patients choose to die at home, in a comfortable and familiar environment, which is why Royal Trinity Hospice delivers care for people wherever they call home. The charity is passionate about ensuring people receive high quality end of life care when and wherever they need it.

St Edward has worked closely with Royal Trinity Hospice over the last year as their Designated Charity. The funds provided have enabled the charity to continue to provide care to patients, families and carers free of charge.

Key achievements over the past year include the expansion of a specialist community nursing service for patients with dementia, the launch of a new programme of wellbeing activities, and the celebration of the first anniversary of the Wandsworth Care Coordination Centre.

In addition, staff at St Edward have helped raise over £50,000 for the charity, including an urban golf event which raised over £10,000 and a clay pigeon shoot which raised over £28,000. At the clay shoot, guests were able to hear from community nurse, Emma Nicholas, and Chief Operating Officer, Clare Montagu.

In addition to providing funds, St Edward donated two high-spec kitchens to help redevelop the charity's old ward space at Clapham Common Northside into six flats. This has helped put Royal Trinity Hospice on a sustainable footing over coming years when funding will become more challenging.



Physiotherapy at Royal Trinity Hospice

Case Study

Florence & Moira

One of the services provided by Royal Trinity Hospice is a Befriending Service, which has been put to good use by Florence and Moira. Florence, 97, lives in Putney and had a long working life, retiring at 63 years old from the Civil Service.

Moira, 27, has been a professional headhunter in London for 6 years. "We were matched because of our common interest in travelling," she said. "They thought we would get on well but I think Florence would get on well with anyone!"

She takes time out from her hectic day job to visit Florence in her home once a week. Moira has been volunteering for the Befriending Service for three years and used to visit another patient before she was matched with Florence.

She tells us "It's such a great service, I think we should have it everywhere! It's such a happy place. You wouldn't guess that people are ill there. It's so calm and relaxed and the décor is bright and colourful. It's not like a hospital at all."

Florence and Moira have built a wonderful friendship. Florence talks of what a difference it has made to her. She says "I was quite lonely before Moira started coming to visit. Most of my friends have passed away." The pair regularly keep in touch by email and when Moira recently went away to San Francisco for work, they even stayed in touch via Facetime.

Moira tells us that Florence herself has always done a lot to help other people. Florence spent a lot of time throughout her working career caring for a family friend in her spare time. When asked about it, Florence said "It's good to help other people – that's what life's about."

Royal Trinity Hospice in numbers

- 363 inpatients received care in their Inpatient Centre.
- 319 outpatients received care in Outpatient Centre.
- 1,106 community patients received care in the community.

Fundraising

£50,000



Over the last year staff at St Edward raised more than £50,000 for Royal Trinity Hospice



Toyhouse provides a range of support services to families living in the shadow of Canary Wharf, many of whom live their daily lives in cramped and overcrowded flats with limited income and little access to safe outdoor play space.



Discovering science through shared play

Some recent Toyhouse recruits to our services are parents who have been working in the Canary Wharf area, often from overseas, and who have recently started a family. Many are parenting alone as their own families and support networks are not in the UK.

Toyhouse has been the Designated Charity of Berkeley Homes South East London since 2014. During 2015/16 over £65,000 has been raised by staff, allowing Toyhouse to deliver a number of services. These include Stay & Play drop-in sessions, after school games clubs, and an extension of the Mellow Parenting programme that supports vulnerable parents that are struggling with the pressure of caring for a child – working to avoid the need for costly state intervention.

Alongside the services delivered directly by Toyhouse, staff at Berkeley Homes South East London have been involved in a variety of events, including facilitating visits for families to the South Quay Plaza site, organising a Halloween party and coordinating a collection of new toys as part of Toyhouse's Secret Santa. This enabled 85 children to receive Christmas gifts. A further 40 children, with special needs or profound disabilities, were able to borrow toys for a month from the Mobile Toy Library van.



Preparing healthier meals together



Fundraising

£65,000

Over £65,000 raised through fundraising events in the last year



Donated toys

125

Over 125 toys donated for Secret Santa



Staff

4

Four part time staff have been able to extend their work hours as a result of the Job Creation Programme

Case Study

Maria

Maria, originally from Moldova, came to live and work in London as a young adult, settling in the East End, where she found work as a cleaner. It was whilst she was at work that she met her husband. They were married when Maria was pregnant with her first child and they were offered a Housing Association flat near to The Toyhouse Centre.

Maria attended her first Stay & Play session 10 years ago with her daughter and it was here that she began to socialise with other young mums. Many of the activities at the Stay & Play session were new to her, but she was keen to get the most of out the sessions.

Just as Maria's first child began school, she gave birth to a second child. She returned to the Stay & Play sessions but also began to come to the After School Games Club with her elder daughter. The new games she learned encouraged her to share and play with her children, instead of simply engaging with other parents.

A year ago Maria fell pregnant for the third time and agreed to join a small group of pregnant mums on a pilot course run by Toyhouse called Mellow Bumps. The course aims to provide information, support and the chance to relax for parents. The idea was born out of the All Party Parliamentary Group Report "The Critical 1001 Days" which identifies pregnancy and the first two years of life being crucial to longer term outcomes, both for parents and their children.

Maria had quite an austere relationship with her two older children but she was able to use the course to develop a warmer attitude to the new life growing within her. After her baby was born, she followed up Mellow Bumps by attending Toyhouse's baby massage course and then progressed to the weekly baby group, where she has become an active member.

Over the last decade, Toyhouse has watched Maria grow as a parent. Her parenting has been enriched by what she has learned at the charity and she now feels confident to give back to others.



Richard House Children's Hospice aims to improve the quality of life for families who have a child with a life-limiting or life-threatening condition.

The expert team at Richard House delivers holistic palliative care to over 200 families, helping them to live for today and create positive memories for tomorrow. This embraces the physical, emotional, social and spiritual elements of care through from the point of diagnosis through to death and beyond.



Roman with a Richard House staff member

There are three core services available throughout the year, all free for families to use. Funds provided by the Berkeley Foundation this year have contributed to the running of the following core services:

- Respite and Palliative Care: respite, symptom management, occupational and physiotherapy, paediatrician and pharmacy support, step-down care from long-term hospital stays to home, urgent care and end-of-life care, advocacy and chaplaincy.
- Family Support: parent, sibling and extended family support which includes therapeutic play activities, events and outings, spiritual care, counselling, bereavement support and specialist support groups for parents and siblings.
- Transition: partnering with adult services at St Joseph's Hospice in Hackney where young adults are supported during the difficult transition from child to adult palliative care.

Richard House in numbers

- 200 families receive holistic care each year.
- 44 referrals are made in a typical year for respite and palliative care.
- 144 siblings are supported in a typical year.
- The charity received £50,000 this year from the Berkeley Foundation.



Case Study

Roman & Marsha

When Marsha was five months pregnant she was told by her doctor that her son, Roman, would have hypoplastic left heart syndrome.

Marsha was faced with the very real prospect that she could lose her baby. "I wasn't sure if he was going to live or not as they told me that the baby could die inside of me," she explains.

Roman decided, however, that he was going to make it into the world and, three years later, is described by his mum as "very confident." She adds that, "He loves cars and Micky Mouse. At the moment he has a passion for Shrek! He knows exactly what he wants and the way he wants it."

Having been referred to the hospice by her hospital, Marsha was initially wary. "The first time I came to Richard House," she recalls, "I remembered being very worried. I cried and didn't want to leave him. I didn't trust anybody; I was a mess and I snapped at a lot of people there."

Thankfully, she soon found the hospice to be a source of comfort. "Everything changed thanks to the way they dealt with me. I take my hat off to them for dealing with me when I was being a horrible person. They understand how parents are feeling. The way they deal with Roman and the other children – they reassured me and made me feel comfortable."

Roman has enjoyed his experience with Richard House too, it seems. "He comes to play and learn," says Marsha. "He has done music therapy, art and craft. He made a Mother's Day card! They take him to places like farms, the park, and the local supermarket. Once he got to meet Mickey Mouse and he was really, really excited!"

For both Roman and Marsha, Richard House has been very important. For Marsha, it has given her assurance and faith in help from other people. "They understand that I have fears about Roman and they answer my questions at any time of day. They reassure me about his routine. The staff at Richard House listen to me and really understand how a parent feels.

"Richard House has helped me learn how to be more trusting of people working in professional health services. I never used to trust anybody. I used to call 40 to 50 times a day. They were so understanding and said, 'Don't worry; call as much as you want.' Now when Roman is at Richard House, I know he is OK."

For Roman, the hospice has provided a place for him to enjoy himself. As Marsha observes, "He loves running around and playing with other children. He would rather go to Richard House than nursery! He just has a lot of fun there."





The Multiple Sclerosis Trials Collaboration (MSTC), founded in 2006, aims to get people with MS into research studies so scientists can investigate what lies behind MS, develop better treatments and ultimately improve the lives of those with the condition.

Multiple Sclerosis (MS) is an inflammatory (immune-driven) disease of the central nervous system that affects 2.5 million individuals worldwide and 120,000 people in the UK. It is the most common cause of disability in young adults.

Currently the charity has 1,691 people with MS involved in active research studies. Funds from the Berkeley Foundation continue to underpin their work and help them leverage further funding.

In 2014, MSTC published a paper in The Lancet on MS research, which won an award last year for best research. This trial advanced work on secondary progressive Multiple Sclerosis, for which no satisfactory treatment presently exists, and which accounts for most of the disability in patients with multiple sclerosis. Simvastatin, which is widely used for treatment of vascular disease, with its excellent safety profile, has properties that could make it an appealing candidate drug for patients with secondary progressive Multiple Sclerosis.

Case Study

Ruth

Ruth first noticed problems in 2008 when she began to trip and she noticed that her left foot was dragging at times. A year later she noticed altered sensation in her left arm and was diagnosed with MS.

In 2011 Ruth saw an advert for a trial using fingolimod, a treatment already used in relapsing MS.

Ruth entered a trial and tolerated the study drug well and at the end of her time in the trial in July 2014 started 'open label treatment' and was given the active drug - fingolimod.

She immediately noticed an improvement in her walking both speed and distance and felt better in herself.

The trial overall failed and fingolimod was stopped in December 2014 but MS is a very variable condition and she had experienced a real improvement that rapidly deteriorated when the treatment was stopped. In the light of her response, MSTC pushed for Ruth to be able to access this drug.

Following an appeal, it was agreed to fund the drug and she had her first dose in June 2015 and six months later she has again improved.

After the trial, the MSTC became the patient's advocate and through the support of the MSTC, Ruth continues to enjoy her life, to remain in work and to have stability in mobility and upper limb function.



The Sir Simon Milton Foundation is a Westminster based charity committed to helping young people achieve their potential and tackling elderly isolation. The Foundation, established in 2012, takes forward Sir Simon Milton's vision of a caring city offering opportunity for all Londoners.



Breaking open the Sir Simon Milton Christmas hampers

In December 2015 the Berkeley Foundation made a donation of £11,462 to the Sir Simon Milton Foundation. The funds were used to fulfill their programme to distribute Christmas hampers to some of the most disadvantaged elderly people in Westminster.

Thanks to the Berkeley Foundation, they were able to deliver 313 Christmas hampers to the Borough's most vulnerable elderly residents. In November 2015, Age UK announced that more than 300,000 elderly people would spend Christmas alone so this generous donation could not have come at a better time.

Since delivering the Christmas hampers, the charity has received some moving messages of thanks from the recipients and their carers:

Keith, a resident of Pimlico, said "It's a wonderful gift and very nice to be thought of at Christmas."

Rose, from the Pullen Day Centre, said "These came from people who have never met us before? How kind they are!"

Case Study

Isabella Crosby

Isabella is 89 and has lived alone in sheltered housing in Westminster for five years. She moved down from the North East of England to be closer to her daughter after years of acute isolation. Isabella suffers from dementia and clinical depression and also requires the aid of a wheelchair when travelling outside her home. Despite this she still regularly attends a day centre and a local singing class.

Isabella unfortunately spent Christmas in hospital but was delighted to be remembered and to receive her present from the Sir Simon Milton Foundation, which helped to brighten up a tough period.



Founded in 1989, London's Air Ambulance delivers an advanced trauma team to critically injured people in London.

Case Study

Andy

Andy, an on-duty police officer, was knocked off his motorcycle after being hit by a car which crossed into his lane on a roundabout last year. The charity's advanced trauma team were at his side in minutes thanks to the helicopter. Andy said: "The immediate care I got at the side of the road was second-to-none and saved my life. Working in the Roads Policing Unit, I frequently go to fatal and serious injury collisions, but I never thought I'd be involved in a similar incident myself. Thankfully London's Air Ambulance had an aircraft available at the time of my incident and came out to treat me. I am really pleased to see this day arrive; the second helicopter will make a real difference. My family and I would like to thank everyone who supports the charity and encourage you to continue to do so as they really are life-savers."

The team, which always consists of a senior trauma doctor and a specially-trained paramedic, treats patients at the scene of traumatic incidents, often performing advanced medical interventions normally only undertaken in a hospital emergency department.

Based at Royal London Hospital, the air ambulance operates 24/7, with a helicopter attending emergencies in daylight hours, and rapid response cars taking over at night and in adverse weather. London's Air Ambulance provides the only mobile advanced trauma service available to the 10 million people who live, work and commute within London's M25.

During 2015, London's Air Ambulance was able to acquire a second emergency medical helicopter. The helicopter came into operation in early 2016. Funds raised have covered the costs of acquiring the helicopter and converting it to meet specific regulations. With the second helicopter, the Air Ambulance team will be able to reach a further 400 patients each year. The second helicopter will give the charity greater resilience during maintenance periods, ensuring there is cover at all times.



London's Air Ambulance second helicopter G-LNDN. Fully operational and saving lives since January 2016.



Community Links Trust, based in East London, runs a wide range of community projects for over 14,000 people each year.

During 2015/16, a small grant was made to the Community Links Trust as part of their annual Christmas Appeal for disadvantaged, vulnerable and at risk children and their families. These children experience poverty on a daily basis, and experience multiple disadvantage and difficulties.

The grant was used to purchase toys, books and games for the children to open on Christmas morning, as well as to purchase seasonal foods for a food hamper.

The Christmas Appeal was able to provide age specific stockings to over 3,000 children, many of whom would not otherwise have received such a gift, and over 130 families and vulnerable elderly people living alone were given a seasonal food hamper.

By providing stockings and hampers, Community Links are able to establish contact with families in need for the first time, often leading to them receiving ongoing support all year round.

“Your support has contributed to enabling the appeal to make a real positive difference for our area's most disadvantaged, vulnerable and at-risk children and an opportunity to build sustained positive routes out of poverty.”

Kevin Jenkins OBE
Life President

Case Study

Lucy

Lucy and her siblings received Christmas gifts from the Community Links Trust last year.

Lucy is just 22 years old and bringing up her four siblings alone. Her father died eight years ago and her mother passed away last year following a long battle against cancer. Lucy has taken on full responsibility for her sisters (12, 13 and 15) and her 9 year old brother. Finances are extremely tight. She has no other immediate family for support so at times she does feel extremely vulnerable and alone.

Totally reliant on benefits, she finds it hard to cope with the ever increasing demands of four teenagers. Treats and gifts are not within their means. The family is, however, very happy and determined to succeed.





The Cobham Area Foodbank collects donations of food at its warehouse, where it is sorted and stored. Each week, bags of food are delivered to the Foodbank distribution centre for those who are in need of the service to collect. Each person will receive at least three days' supply of nutritionally balanced food. The Foodbank, an independent charity, was founded by Churches Together, and belongs to the national Trussell Trust foodbank network.



The Berkeley Foundation made a small grant to Cobham Area Foodbank as they were seeking funding to refinance their Mercedes Sprinter 3.5t van.

The van is vital in enabling them to collect food from various drop-off points, to take it to their warehouse and then to deliver it to the distribution centre. Currently, there are 13 drop-off points for donations, and the van is used to collect from these points up to three times a week.

The Foodbank makes a significant difference to the lives of those who use the service, who face difficult choices between paying rent and buying food.

One family of four who had to use the service found themselves struggling after their washing machine broke. Both parents had low-paid jobs and the two children were at school. However, after replacing the washing machine, the family only had a few potatoes and leeks to feed them until they were paid later that week. Cobham Area Foodbank was able to deliver to them the same day – 35kgs of nutritionally balanced food, toiletries and pet food for their dog and cat.

Cobham Area Foodbank has provided food for over 2,000 people in the area since they started in 2013.



Other beneficiaries



In 2015, the Berkeley Foundation supported the Mayor of Ealing's Charity Appeal, and made a donation to Home Start Ealing.

Home Start Ealing supports families in difficulties, including poverty, disability, isolation and mental health issues. Their volunteers are trained and then matched with a family who they visit, providing practical and emotional support to prevent family crisis and breakdown.



The Berkeley Foundation has also supported the Mayor of Southwark's Charity Appeal. The two charities are the British Red Cross and Guy's and St Thomas' Cancer Treatment Centre.

The British Red Cross helps people in crisis, whoever and wherever they are. And when the crisis is over, they help the people affected to recover and move on with their lives.

Guy's and St Thomas' are among the oldest and best known teaching hospitals in the UK. Their areas of specialisation include: cancer, cardiovascular services, kidney and urology and dermatology. They are currently raising funds to build a new Cancer Treatment Centre.

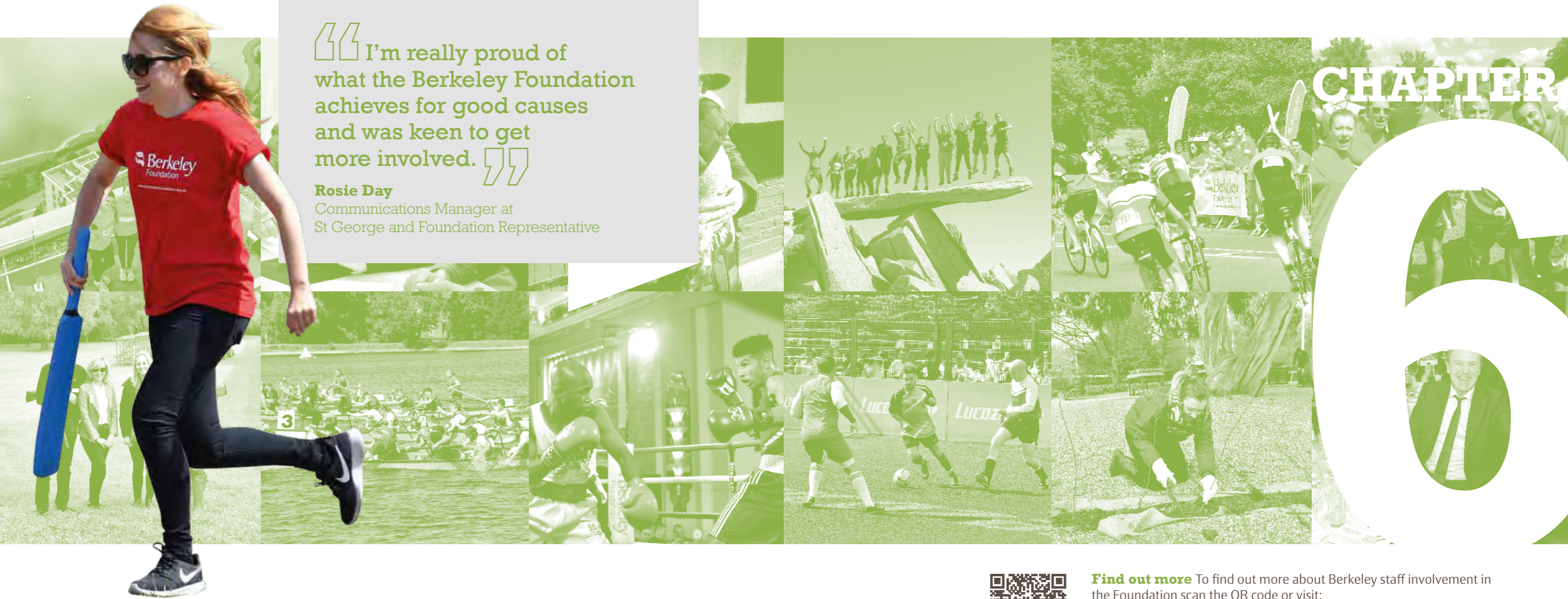
Staff

STAFF

The input and involvement of Berkeley staff is absolutely crucial to the Foundation's success. The Foundation has been shaped by the staff – running events, volunteering, sharing their skills with the charities we support and encouraging Berkeley's supply chain to get involved.

“ I'm really proud of what the Berkeley Foundation achieves for good causes and was keen to get more involved. ”

Rosie Day
Communications Manager at St George and Foundation Representative



Find out more To find out more about Berkeley staff involvement in the Foundation scan the QR code or visit: www.berkeleyfoundation.org.uk/foundation-stories/berkeley-staff

www.berkeleyfoundation.org.uk

Staff involvement

The Foundation is supported by staff from across the Berkeley Group. We would not have been able to achieve everything we have done so far without their involvement and commitment. The total amount raised by staff over the last five years has now reached a staggering £2.7 million.

In the last year alone, staff have raised over £950,000 for the Foundation and its partner charities through fundraising events and Give As You Earn (GAYE): a record amount.

Over £800,000 has been raised through a huge range of fundraising initiatives, with over 130 individual events this year. This is matched pound for pound by the Berkeley Group, with the matched funds going to the Foundation.

In addition, 33% of employees now donate on a regular basis through GAYE, earning the Group a Platinum Payroll Giving Award. In the last year, GAYE has raised over £150,000. This amount is also matched by Berkeley Group.

But it's not only about the money. Berkeley staff have volunteered many hours of their time over the last 12 months, from painting and decorating classrooms to mentoring unemployed young people through the Creativity Works programme.

In addition, staff have provided assistance at a number of events including The Lord's Taverners Disability Cricket Championships award evening, as well as providing cheering stations at large events such as the London Marathon and RideLondon 100 to support colleagues taking part.

By 2020 we aim to have 100% staff involvement in the Foundation.

From bake-offs to boxing, from dragon boating to dig days, this year Berkeley staff have got stuck in as never before. In the coming pages, we focus on the fantastic events that have taken place over the last 12 months.



Staff involvement

68%

68% of staff who responded to our 2015 survey said they had done something to support the Foundation during the last 12 months



English Assistance Class

“When I first started working at the Berkeley Foundation, I was really impressed with the involvement of staff in charitable activities. The number and range of fundraising events is remarkable, with staff often giving up their free time to help raise funds for the charities we support.”

Sarah Worster
Charity Administrator

STAFF

33%

33% of employees now donate on a regular basis through GAYE



£2.7m

The total amount raised by staff during the last five years has now reached a staggering £2.7 million



£950,000

In the last year, staff have raised over £950,000 for the Foundation and its partner charities through fundraising events and GAYE – a record amount



Vertical Rush

On 8 March 2016, 220 Berkeley employees laced up their trainers and raced up the 932 steps of Tower 42 in Central London in the UK's toughest vertical running challenge. Staff came together from all parts of the Berkeley Group, making it the largest Group-wide event this year. Berkeley was the biggest corporate supporter and fundraiser for Vertical Rush 2016.

2016 is Shelter's 50th year and the money raised through Vertical Rush will be used to help tackle homelessness and bad housing across the UK. Each year the charity helps thousands of people through face-to-face advice and support services and answers hundreds of thousands of calls to its helpline.

Raised

£56,300



Steps

200,000



Staff raised an incredible £56,300 for Shelter and there were some fantastic times recorded with the fastest man and woman, **Filipe Dacamara** and **Becki Raper**, finishing in 5:48 minutes and 6:56 minutes respectively

220 staff members climbed over 200,000 steps between them for Vertical Rush

“Vertical Rush was a fantastic experience. I enjoyed organising the event as much as taking part. It was good to see a great turn out from Berkeley Group staff, who helped raise a record-breaking amount for a really worthy cause.”

Rron Nurkollari
Communications Trainee
Berkeley Group

STAFF



Staff at Vertical Rush 2016

RideLondon 100



Prudential RideLondon 100

£74,600 raised

On 2 August 2015 more than 24,000 amateur cyclists were at the starting line at Queen Elizabeth Olympic Park to take part in the Prudential RideLondon 100, cycling on closed roads through the Surrey hills before riding back to the Capital and finishing on The Mall in Central London.

92 Berkeley riders took part, raising £74,600 for 11 different charities. Berkeley supporters and their families also gathered at Leatherhead to cheer the riders on.



London Marathon

Virgin Money London Marathon

£31,000 raised

On 24 April 2016, 13 Berkeley runners took to the streets to take part in the London Marathon. Covering over 340 miles between them, the runners raised £31,000 for nine different charities.

Staff stood at the iconic Tower Bridge cheering on the runners as they came up to the halfway point, which created an amazing atmosphere.



Berkeley runner Oliver Lovegrove

Time & talent

Staff across Berkeley are very generous with their time and 23% of respondents to our staff survey said they had volunteered in 2015. Often, being able to provide a charity with time is just as important as raising money.



Berkeley Homes Central London Thrive Dig Day

The Berkeley Foundation provides opportunities for staff to volunteer throughout the year, and so do many of the Designated Charities.



STAFF

Berkeley Homes Central London Thrive Dig day

May 2015

Seven members of staff from Berkeley Homes Central London volunteered at Thrive to plant seeds, prune and tidy the garden in Battersea Park.

Creativity Works

Throughout the year, members of staff from across the Berkeley Group are given a chance to mentor a young person who is not in education, employment or training, to help them to access employment opportunities in creative industries. During 2015/16, Berkeley staff supported 85 young people with one-to-one sessions over three months.

Berkeley Homes South East London Toyhouse trip to Dymchurch Beach

May 2015

Staff members from Berkeley Homes South East London took a group of children to the beach last summer to enjoy games on the beach and rides in the theme park.

Crisis at Christmas

December 2015

19 members of staff from across the Berkeley Group volunteered to help out at Crisis at Christmas. This is an opportunity for homeless people to have shelter, warm food, and gain access to advice and support. Rosie Day from St George told us, "It was humbling to spend time actually talking to homeless and vulnerable people about their stories and how much they valued the services at Crisis at Christmas."



Crisis at Christmas

Volunteering at Providence Row

Staff at Berkeley Homes North East London have shone over the last year in their commitment to volunteering with their Designated Charity, Providence Row.

Providence Row's work reflects some of the key strategic aims of the Berkeley Foundation, working with homeless people to help them access secure and sustainable housing and employment.

The team at Berkeley Homes North East London chose Providence Row as their Designated Charity because they wanted to make a tangible difference – not only to the community in which their office and business operates, but to the charity as well. They wanted to work with a small charity for which the partnership could have a real impact.

Alongside volunteering and raising funds, the team also aims to remove the stigma associated with homelessness and those who experience it.

Throughout the year, staff have volunteered their time at the charity in a range of different ways. Teams of employees have helped out at Providence Row's English classes, for example. These classes involve small groups of individuals, all of whom are learning English as a second language. The sessions are led by an English teacher with the focus on learning new vocabulary to assist in day-to-day activities. The support of Berkeley staff allows participants to receive one-to-one support during the sessions.

Staff have also given their time to refurbish and decorate the Providence Row offices and canteen, and have taken part in 'Lunch with us', preparing, cooking and serving meals for Providence Row clients.



English Assistance Class

“I had a great time. I was paired with a Bulgarian ex-History teacher, I will definitely be returning.”

Taylor Corne
Berkeley Homes North East London

“The sessions are well organised and topical and even we, the volunteers, learnt something new!”

Suzanne Wilson
Berkeley Homes North East London



English Assistance Class

The only way is up



Berkeley Homes Oxford and Chiltern Three Peaks Challenge

£15,500 raised

22 members of staff from Berkeley Homes Oxford and Chiltern, across seven different departments, signed up to climb the three highest peaks in Scotland, England and Wales on 12 September 2015. 18 of the team managed all three peaks, with 11 completing the challenge within 24 hours. All funds raised by Berkeley Homes Oxford and Chiltern are focused on enabling Helen & Douglas House Hospice to continue to fund their therapeutic play area.



Find out more To watch a video about the Three Peaks Challenge scan the QR code above or visit: www.berkeleyfoundation.org.uk/foundation-stories/bhoc-three-peaks-challenge

Berkeley Homes East Thames Ben Nevis Trek

£7,100 raised

On 12 June 2015, six Berkeley Homes East Thames employees conquered Ben Nevis, the highest mountain in the British Isles. They were part of a team of 100 trekkers taking part in this two-day event to raise money for Demelza. The 16km trek took four hours through tough terrain, with stunning views rewarding them at the top.

Berkeley Homes South East London Three Peaks Triathlon

£13,000 raised

On 18 September 2015, Olivia Allen, Charlotte Milmo and Laura Montgomerie undertook a Three Peaks Triathlon – an event of their own invention, which involved swimming, cycling and running up a tower.

Olivia says, "It was very tough in parts but we kept a smile along the way. Most terrifying moment of the day? Cycling around the roundabout in Elephant and Castle was pretty dicey! We would like to extend a huge thank you to all the fabulous site guys and girls who helped us out on the day and to all those who helped us raise a staggering £13,000 for the Berkeley Foundation."



Find out more To watch a video about the Three Peaks Triathlon scan the QR code to the left or visit: www.berkeleyfoundation.org.uk/foundation-stories/three-peaks-triathlon

St Edward Three Peaks Challenge

£6,400 raised

On 24 July 2015, 12 brave members of staff from St Edward took on the challenge of walking the highest mountains in Scotland, England and Wales within 24 hours. The challenge started in Scotland at Ben Nevis, which at 1,344 metres is the tallest of the three. From there, the team drove south into the Lake District where they climbed Scafell Pike (978m). The final peak was Mount Snowdon in Wales, at 1,085m. All funds were raised for Royal Trinity Hospice.



Berkeley Homes North East London Ben Nevis Challenge

£2,450 raised

On 12 September 2015, four subcontractors from Stanmore Place, a Berkeley Homes North East London development, travelled to Scotland to complete the Ben Nevis Charity Challenge and raise funds for the Berkeley Foundation.

St James Three Peaks Challenge

£9,400 raised

On 12 June 2015, 15 members of staff from St James tackled Ben Nevis, Scafell Pike and Snowdon within 24 hours, raising £9,400 for their Designated Charity, Vauxhall City Farm.

And what goes up must come down...

Berkeley Homes Western Skydive

£4,100 raised

"On a clear, sunny September day in 2015, 11 members of staff took part in a skydive from 15,000ft for Daisy's Dream. For most of us it was our first skydive, so the group was filled with a sense of nervous excitement.

"We got strapped up to our professional skydivers and got into the plane. After 15 minutes of ascent, and our straps being tightened, the door opened, and one by one we got pushed out of the plane.

"After the first disorientating tumbles, we regained stability and entered into free fall for over a minute.

"Trying to comprehend hurtling towards the ground below, whilst absorbing the beautiful scenery surrounding us, was the most exhilarating experience. Once the parachute was opened we felt like we were floating not falling as we glided over the fields of Salisbury Plain for another five minutes. It was an amazing experience and everyone wanted to do it again straight after!"
Liz Pickston-Bartlett, Berkeley Foundation Rep

Berkeley Homes North East London Skydive

£1,200 raised

A huge well done to Irfan Ayub who successfully completed a skydive at the Aerodrome in Ashford in November 2015. Irfan raised £1,260 for Berkeley Homes North East London's Designated Charity Providence Row.



Berkeley Homes Western Abseil

£1,300 raised

On 12 June 2015, 10 staff members from Berkeley Homes Western abseiled down the Arcelor Mittal Orbit, the UK's tallest sculpture. At 115m it is taller than Big Ben, the Statue of Liberty and the Leaning Tower of Pisa. The team undertook the challenge in aid of their Designated Charity Daisy's Dream.



Tweed, tuxedos and taffeta



St George Clay Shoot

£32,600 raised

On 9 October 2015, St George held a clay shoot for their consultants and contractors at the Royal Berkshire Shooting School. The day raised £32,600 for Muscular Dystrophy UK.



St Edward Clay Shoot

£28,000 raised

On 17 September 2015, Berkeley St Edward held a Divisional Clay Pigeon Shoot in aid of Royal Trinity Hospice, Thrive and Bexley Snap. The day saw teams of four shooting 80 clays from a variety of stands. A sit down three course lunch followed and a prize giving, raffle and charity auction completed a fantastic day out which raised over £28,000.



Berkeley Homes West London Black Tie Boxing Dinner

£54,000 raised

The Charity Black Tie Boxing event was organised by Berkeley Homes West London on 13 November 2015 at the Park Lane Hotel, Mayfair. The night included eight bouts of amateur boxing, dinner and entertainment for 340 guests. £54,000 was raised for Bexley SNAP.

Berkeley Homes South East London Wine Tasting and Auction

£43,000 raised

Berkeley Homes South East London held their Third Annual Wine Tasting and Auction event on 7 May 2015. It was held at Brewers' Hall in the heart of the City of London. The £43,000 raised from the event was donated to The Change Foundation.

50 guests across seven tables competed in a fine wine challenge managed by Jascots. This was followed by a three course dinner and auction. Prizes included a Porsche track day, a box at Ascot, and a stunning piece of Chinese art.



Berkeley Homes Capital Question of Sport Dinner

£56,300 raised

The Question of Sport dinner was held at the Park Plaza Riverbank on 10 March 2016 and was a fantastic success, with 37 tables sold to key Berkeley contacts.

The evening was hosted by sports television presenter Matt Lorenzo, and comprised of a sports quiz hosted by the one and only Phil Tufnell, a three course dinner, penalty shootout game, raffle and live and silent auctions.

They were joined by an array of sporting celebrities; Keith Gillespie, Sir Trevor Brooking, Trevor Woodman and Georgie Bingham to name but a few.

The winners of the quiz were the Wooldridge Group who were presented with a trophy and bottle of Champagne each.

The event raised a grand total of £56,300, split between two charities; Toyhouse and Providence Row.

A game of two halves



Berkeley Homes North East London Football Tournament

£3,700 raised

On 15 October 2015, Berkeley Homes North East London held a football tournament with 28 teams of contractors and two teams of staff. The event raised £3,700 for Providence Row.

Berkeley Homes South East London Football Tournament

£12,000 raised

On 13 November 2015, Berkeley Homes South East London held a five-a-side football tournament which saw 15 teams of contractors compete with one staff team. The event raised £12,000 for the Lord's Taverners.



St George Rugby 7s Tournament

£27,000 raised

On 4 March 2016, 17 teams mauld their way through an afternoon of tag rugby at the Bank of England Rugby Club in Roehampton. Hosted by St George, the event raised £27,000 for their Designated Charity SPEAR, and saw Core Five LLP crowned as the winners. The tournament was a great success, and not just from a fundraising point of view. It allowed SPEAR to interact with their clients in an environment outside of the homeless shelters they are normally associated with.

Berkeley Homes East Thames Five-a-side Football Tournament

£40,000 raised

On 11 September 2015, 180 people took part in the Berkeley Homes East Thames Five-a-side Football Tournament at the Lucozade Powerleague Wembley – ‘the home of five-a-side football’. 36 teams of five battled it out for the title, raising £40,000 for their Designated Charity, Demelza.

Just keep running



Berkeley Homes Central London Tough Mudder

£1,200 raised

Six members of staff from Berkeley Homes Central London took on a tough mudder event and raised £1,200 for Thrive. Thrive said, "Thanks so much for going to such lengths to raise funds for us. We're starting a new stroke programme in August 2015 and we are putting together a short work placement programme for gardeners who have completed their qualifications. All the funds you raise for us will help us support our gardeners to reach their goals."



St James West London 10k Run

£440 raised

In April 2016 staff from St James West London completed the Sport Relief 10k run at Brent Lodge Park, raising over £440 for the Berkeley Foundation.

St Edward Portsmouth Marathon

£390 raised

In December 2015, Gordon Pearson completed the Portsmouth Marathon and raised £390 for Royal Trinity Hospice.

Berkeley Homes West London Caterham 10k

£360 raised

In July 2015, five members of staff from Berkeley Homes West London completed the Caterham 10k team race at Redhill Aerodrome in Surrey, raising £360 for Bexley SNAP.

St George West London and St James London North Bupa London 10k

£7,400 raised

In May 2015, staff from both St George West London and St James London North gave up their bank holiday Monday to take part in the Bupa London 10k. The race started on The Mall and culminated on Spur Road, opposite St James's Palace.



Royal Parks Half Marathon

£2,000 raised

In October 2015, staff from St George, Berkeley and St Edward took part in the Royal Parks Half Marathon raising over £2,000 for Muscular Dystrophy UK, Shelter and Royal Trinity Hospice.



Berkeley Homes Eastern Counties 'Toughest' 8km

£1,900 raised

Dean Williams and a friend took part in Toughest on 23 April 2016 in Ashdown Forest. They raised money for Berkeley Homes Eastern Counties' Designated Charity ellenor.

Toughest is a Scandinavian event that came to the UK for the first time this year. The course is 8km with 40 obstacles on a rough terrain.

Dean comments, "Taking part in Toughest was something I wanted to do and knowing that I could also raise money on behalf of ellenor made it all the more important. The course itself was tough but also enjoyable and completing the course in two hours was a great feeling."

Completing Toughest was a great personal achievement for Dean who managed to raise almost £2,000 for ellenor.

The wheels on the bike go round and round...



St George London to Portsmouth Bike Ride

£3,200 raised

In September 2015, four members of St George staff rode from Imperial Wharf in London to Gunwharf Quays in Portsmouth. The route was 105 miles long and included 6,000ft of climbs. They raised £3,200 for SPEAR.

St James Three Cities

£7,300 raised

In August 2015, four members of staff from St James London North completed the Three Cities Cycle challenge, cycling from London to Amsterdam via Bruges. Covering approximately 360 miles each, the cyclists raised £7,300 for North London Hospice.

"It was an incredible journey and a tremendous feeling of accomplishment rolling into Brussels on the final day. A truly memorable experience, and one that feels even better knowing it was all for a great cause. Thanks to all involved!"
Sam Osborne, St James.



STAFF

Berkeley Homes East Thames Demelza 101

£8,500 raised

In April 2016, four members of staff from Berkeley Homes East Thames completed a 350 mile cycle ride from Sittingbourne to Amsterdam. This raised £8,500 for Demelza.

Berkeley Homes East Thames Cycle to Waterloo (Brussels)

£470 raised

In September 2015, Allan McGinley from Berkeley Homes East Thames cycled 300 miles in three days across three countries from London to Brussels, passing through Agincourt and Ypres, and raised £470 for Demelza.

Berkeley Homes South East London 300 Mile Cycle

£800 raised

David Newey from Berkeley Homes South East London cycled from London to Cornwall with three friends in August 2015 to raise money for Shelter. Leaving on Friday lunchtime and arriving on Sunday night, this was a massive challenge for four amateur cyclists, especially against the prevailing wind and with the hillest sections of Devon and Cornwall towards the end of the challenge.

A hole in one

STAFF



St James London North Golf Day

£8,300 raised

On 8 May 2015, 72 golfers attended the St James London North golf day. Staff and subcontractors raised £8,300 for North London Hospice with Stanmore and Paul Hopkins taking home the team prize.



St Edward Urban Golf

£10,000 raised

After the success of the 2014 Urban Golf Tournament, St Edward held another day of Urban Golf on 5 November 2015.

Teams of four people took part in an afternoon and evening of Urban Golf, consisting of 18 holes of simulated golf using projectors, sensors and a real ball and club. The teams raised £10,000 in support of their Designated Charity, Royal Trinity Hospice.

St Edward Golf Day

£29,800 raised

Staff at St Edward held a golf day on 26 June 2015 at Burhill Golf Club in Surrey. The teams were a mixture of staff and contractors with 33 teams participating in total. The day raised £29,800 for Thrive, Bexley SNAP and Royal Trinity Hospice.



Berkeley Homes Capital Golf Day

£13,300 raised

Berkeley Homes Capital held a golf day on 11 September 2015 with 80 teams of four players including staff, contractors and suppliers. The event was held at Dartford Golf Club and raised £13,300 for Toyhouse.

Berkeley Homes Western Golf Day

£10,700 raised

On 8 September 2015, Berkeley staff, subcontractors, consultants and suppliers took part in the Berkeley Homes Western's Golf Day and competed in teams of four at Wokefield Park, Reading.

The day consisted of breakfast, a round of 18 holes, BBQ and after-dinner drinks. Throughout the day there were various competitions: beat the pro, hole in one and the longest drive. There was also an opportunity to purchase raffle tickets for the evening's draw. The event raised £10,700 for their Designated Charity, Daisy's Dream.



The fast and the furious



Berkeley Homes Capital Dragon Boat Race

£51,500 raised

30 teams competed in the Fourth Annual Capital Dragon Boat Race on 11 June 2015, raising funds for the Berkeley Foundation and Toyhouse. More than 400 people attended the day and were kept entertained by a live band, a Chinese Lion Dance and Laser Shooting. Spectators were also able to enjoy a BBQ in the sun as they watched the Berkeley Homes North

East London boat "Pier Pressure" come third, just behind Brenbar Electrical and Stanmore. In total, the event raised £51,500, topping the fundraising total from 2014.

"In my opinion, what makes the Dragon Boat Race such a great event is that it attracts everyone from across the industry. It is open to all and sees

lawyers, agents and contractors up against each other. The event is about team work and is lots of fun whilst still raising money for fantastic charities. It has become hugely successful across the last four years and has now become North East London's flagship event." Piers Clanford, Managing Director for Berkeley Homes North East London.



Berkeley Homes Central London Go Karting

£29,000 raised

On 14 and 15 April 2016, staff at Berkeley Homes Central London took to the track to raise £29,000 for Thrive and Royal Trinity Hospice. 40 teams participated in this event across two different race tracks.



Berkeley Homes Southern Go Karting Endurance Race

£7,500 raised

On 11 June 2015, Berkeley Homes Southern hosted their second annual Go Kart Endurance Race. 25 employees and some of Berkeley's subcontractors took part in this three hour endurance event at Sandown Park.

Teams of six took it in turns to race around the track, and the winners were the team that completed the most laps in the given time. The event raised £7,500 for Queen Elizabeth's Foundation for Disabled People.



The Great Berkeley Bake Off



Fundraising doesn't always have to be sporty and everyone enjoyed a bit of cake this year as bake-off fever took over Berkeley.



Berkeley Homes Western

£139 for Daisy's Dream

St Edward

£543 for Royal Trinity Hospice

Berkeley Homes Southern

£457 for Queen Elizabeth Foundation

St James London South The Big Hour

£207 for Rainbow Trust

Berkeley Homes East Thames

£88 for Demelza

Berkeley Homes Eastern Counties

Christmas Tea Party
£203 for ellenor

Berkeley Homes Central London

£213 for Thrive

St George One Blackfriars

£242 total for year for SPEAR

Raised

£5,400



Staff came together across the Berkeley Divisions to bake and taste cake and raise over £5,400 for charity

Berkeley Group Head Office and IT

£2,660 for Surrey Young Carers

Berkeley Homes South East London

£239 for Toyhouse

Berkeley Homes North East London

£347 for Rainbow Trust

What a good idea!

Some of the creative ways staff raised that little bit extra for their Designated Charities this year.

Berkeley Homes Central London Christmas Tree Dress

£306 for Thrive

Alina Gibbons wore a Christmas Tree dress to the office's black-tie Christmas party after her colleagues donated £250 to Thrive.



Berkeley Homes Southern Multi-Media Exchange

£74 for Queen Elizabeth Foundation

A CD and DVD sale in the office.

Berkeley Homes Southern Lunchtime BBQ

£258 for Queen Elizabeth Foundation

Staff held a BBQ during a lunch break with Managing Director Chris Gilbert acting as head chef.

Christmas Jumper Days

£1,400 raised

Six Operating Companies held Christmas Jumper Days across their sites raising over £1,400 in total.

Berkeley Homes West London Brewery Tour

£1,500 for Bexley SNAP

Guided tour of Fuller's Griffin Brewery.

St James Dress in a Colour

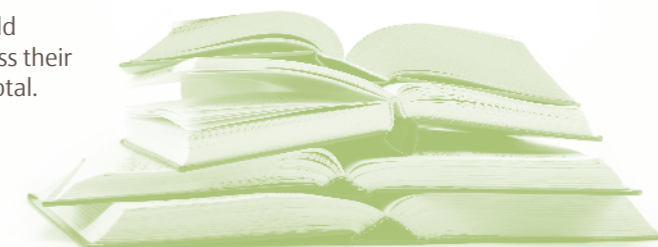
Over £500 for Rainbow Trust

One day each month, employees wear an item of clothing in a specified colour.

Berkeley Homes Eastern Counties Book Sale

£81 for ellenor

Sale of books between staff.



Thank you

Firstly, the Foundation team would like to thank the Berkeley Group for its support, which has been fundamental to our success over the first five years of our work.

Secondly, the successes described in this Review would not have been possible without the work of our Foundation Representatives. The work they put into organising events, encouraging volunteers and mentors and co-ordinating the work of the Foundation, on top of busy schedules in their demanding day jobs. They are an inspiration for many who get involved in the work of the Foundation.

The next thanks goes to Berkeley staff, their families and friends, the Berkeley supply chain and consultants who have all done so much to make 2015/16 a successful year for the Foundation. This review illustrates what a difference can be made for young people and their communities with the commitment of Berkeley staff to fundraise, volunteer and provide time, advice and mentoring. We are truly grateful for all the support.

Finally, the Foundation also owes a huge debt of thanks to Charmaine Young CBE, who has retired this year. Charmaine has set the Foundation on a firm footing and had the foresight and vision to establish it with strong and clear governing principles. Her work on the 2014 Strategic Plan and Route Map has laid the groundwork for everything the Foundation has achieved to date.

Charmaine, we thank you for all you have done for the Foundation, especially your generous support of the Foundation Vertical Rush team in 2016, and wish you all the best for your retirement.



Foundation reps

Looking forward

However much the Foundation has achieved to date, there is always more that can be done. The Foundation is currently developing its thinking on the impact that its programmes and projects achieve. This will be used to update the Strategic Plan, shape and direct the planning, and measurement of our work.

It will influence how we develop our Strategic Partnerships and the selection of Community Investment Fund projects, ensuring that our selected programmes are innovative and reach out to those with the greatest need.

Every penny that is raised by staff is spent on charitable activity and this impact analysis will ensure that it is well targeted.

The sixth target in our strategic plan is that all Berkeley staff will have done something for the Foundation by 2020. 68% of those responding to the most recent staff survey stated that they engaged in the Foundation's activities in the last year, with 33% contributing through Give as You Earn.

There is recognition throughout the Berkeley Group that the achievements of the Foundation and the staff have generated a strong sense of team work, bringing staff together in Operating Companies and creating a sense of pride and "Esprit de Corps" across the Group. The challenge for the Foundation is to ensure that the projects and programmes continue to inspire that pride and commitment. The aim is to raise staff engagement to 75% in 2016/17, already there are some exciting events scheduled, which we hope will encourage even more staff to commit so we can report another milestone in the next Review.

“Our thanks goes to all our staff, their families and friends, the Berkeley supply chain and consultants who have all done so much in many different ways to make 2015/16 a very successful year for the Foundation. This review illustrates what a difference can be made for young people and their communities but it should never be overlooked that this would not have been achieved without the commitment of the staff to fundraise, volunteer, provide time and advice, and mentor the many different projects. We are truly grateful for all that support.”

Stuart Cowen
CEO the Berkeley Foundation





Longridge participants from Skinner's Academy

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Fundraising events

2015 MAY



St James Dress in a Colour Day starts, Berkeley Homes South East London Great Berkeley Bake Off, Berkeley Homes Oxford & Chiltern Tuck Shop Sale, Berkeley Homes South East London Wine Tasting Dinner, St James London North Golf Day, St James London South Quiz Night, Berkeley Homes Central London Thrive Dig Day, Berkeley Homes Central London Wimbledon Strawberry Plant Sale, St George Rusty Rally, St George West London & St James London North Bupa London 10k, Berkeley Homes South East London Toyhouse trip to Dymchurch Beach, Berkeley Homes Central London Tough Mudder, Berkeley Group ITU World Triathlon

JUNE



Berkeley Homes Southern Go Kart Endurance Race, Berkeley Capital Dragon Boat Race, Berkeley Homes Western Charity Abseil, Berkeley Homes East Thames Demelza 101 Ben Nevis Trek, St James Three Peaks Challenge, Berkeley St Edward Charity Golf Day

JULY



Berkeley Homes West London Strong Man Weight Lifting Competition, Berkeley Homes North East London Orchard Primary School Summer Fete, St Edward Three Peaks Challenge, Berkeley Homes West London Caterham 10k Race

AUG



Berkeley Foundation Prudential RideLondon 100, Berkeley Homes North East London Pub Quiz, Berkeley Homes Western Great Berkeley Bake Off, Berkeley Homes North East London Great Berkeley Bake Off, Berkeley Group Kitchen Auction, St James London North Cycle, Berkeley Homes South East London 300 Mile Cycle

SEP



St George Kitchen Collection, St Edward Great British Bake Off, Berkeley Homes East Thames Charity Football Match, Berkeley Homes Western Skydive, Berkeley Homes Southern Lunchtime BBQ, Berkeley Homes Western Charity Golf Day, St George London to Portsmouth Charity Bike Ride, Berkeley Homes East Thames Five-a-side Football Tournament, Berkeley Capital Golf Day, Berkeley Homes Oxford & Chiltern 24 Hour Three Peaks Challenge, Berkeley Homes North East London Woodberry Music Festival, Berkeley Homes North East London Ben Nevis Charity Challenge, Berkeley Homes East Thames Cycle to Waterloo (Brussels), St Edward Clay Pigeon Shooting, Berkeley Homes South East London Berkeley Three Peaks Triathlon, Berkeley Homes North East London BBQ at Woodberry Down

OCT



St George One Blackfriars Cake Baking Competition starts, St George Charity Clay Pigeon Shoot, St George, St Edward and Berkeley Homes West London Royal Parks Half Marathon, Berkeley Group Great Berkeley Bake Off, Berkeley Homes North East London Football Tournament, St James London South The Big Hour, Berkeley Homes Southern The Great Berkeley Bake Off, Berkeley Homes West London Chiswick Gate and Fuller's Griffin Brewery Tour, Berkeley Homes South East London Quiz Night, Berkeley Homes North East London Halloween Happening, Berkeley Homes East Thames Halloween Fancy Dress, St James Christmas Party

NOV



St Edward Urban Golf, Berkeley Homes North East London Skydive, Berkeley Homes West London Two-day Oxford to Kingston Row, Berkeley Homes Central London Battersea Park Fireworks, St George £10 Challenge, Berkeley Homes West London Black Tie Boxing Dinner, Berkeley Homes South East London Five-a-side Football Tournament, Berkeley Homes Southern 4-day Multi Media Exchange, Berkeley Homes North East Decorate the Dellow, Berkeley Homes Central London Bake Off

DEC



Berkeley Homes North East London English Class Assistance starts, St Edward Christmas Play, Berkeley Homes East Thames Christmas Bake Off, St George West London Christmas Weightloss Competition, Berkeley Homes Eastern Counties Christmas Tea Party, St William Christmas Jumper Day, Berkeley Homes North East London £500 in 50 minutes, St Edward Christmas Jumper Day, Berkeley Homes Central London Christmas Tree Dress, St James London South Tuck Box, Berkeley Homes East Thames Christmas Jumper Day, Berkeley Group Christmas Jumper Day, Berkeley Homes South East London Christmas Toy Drive, St James London South Christmas Jumper Day, Berkeley Homes Central London Ugly Christmas Jumper Day, St George Christmas Jumper Day, St Edward Portsmouth Marathon, Berkeley Homes Southern Christmas Putting Competition

2016

JAN



Berkeley Homes Eastern Counties Book Sale, Berkeley Homes Central London Pub Quiz, Berkeley Homes North East London Lunch with Us starts, Berkeley Homes North East London Decorating Providence Row

FEB



Berkeley Foundation Wardrobe Relief

MARCH



St George Rugby 7s Tournament, Berkeley Foundation Vertical Rush, Berkeley Homes Capital Question of Sport Dinner, Berkeley Group Easter Eggstravaganza, St James West London 10k Run

APRIL



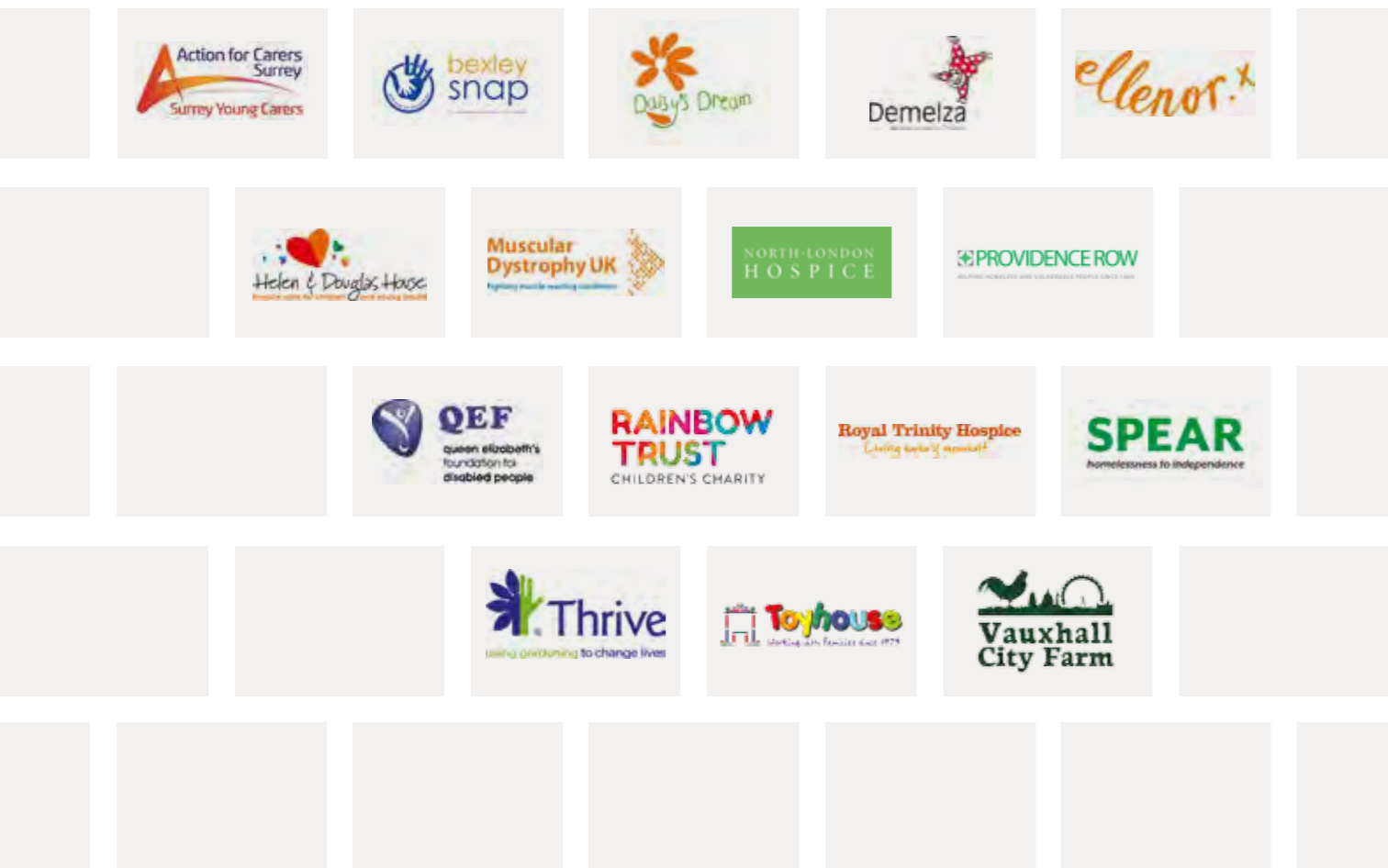
Berkeley Homes Oxford & Chiltern Reading Half Marathon, Berkeley Homes Eastern Counties Toughest (8km Obstacle Course), Berkeley Foundation London Marathon, Berkeley Homes East Thames 350 Bike Ride (Sittingbourne to Amsterdam), Berkeley Homes South East London Tough Mudder, Berkeley Homes Central London Go Karting

Beneficiary list

Strategic Partners



Designated Charities



Community Investment Fund

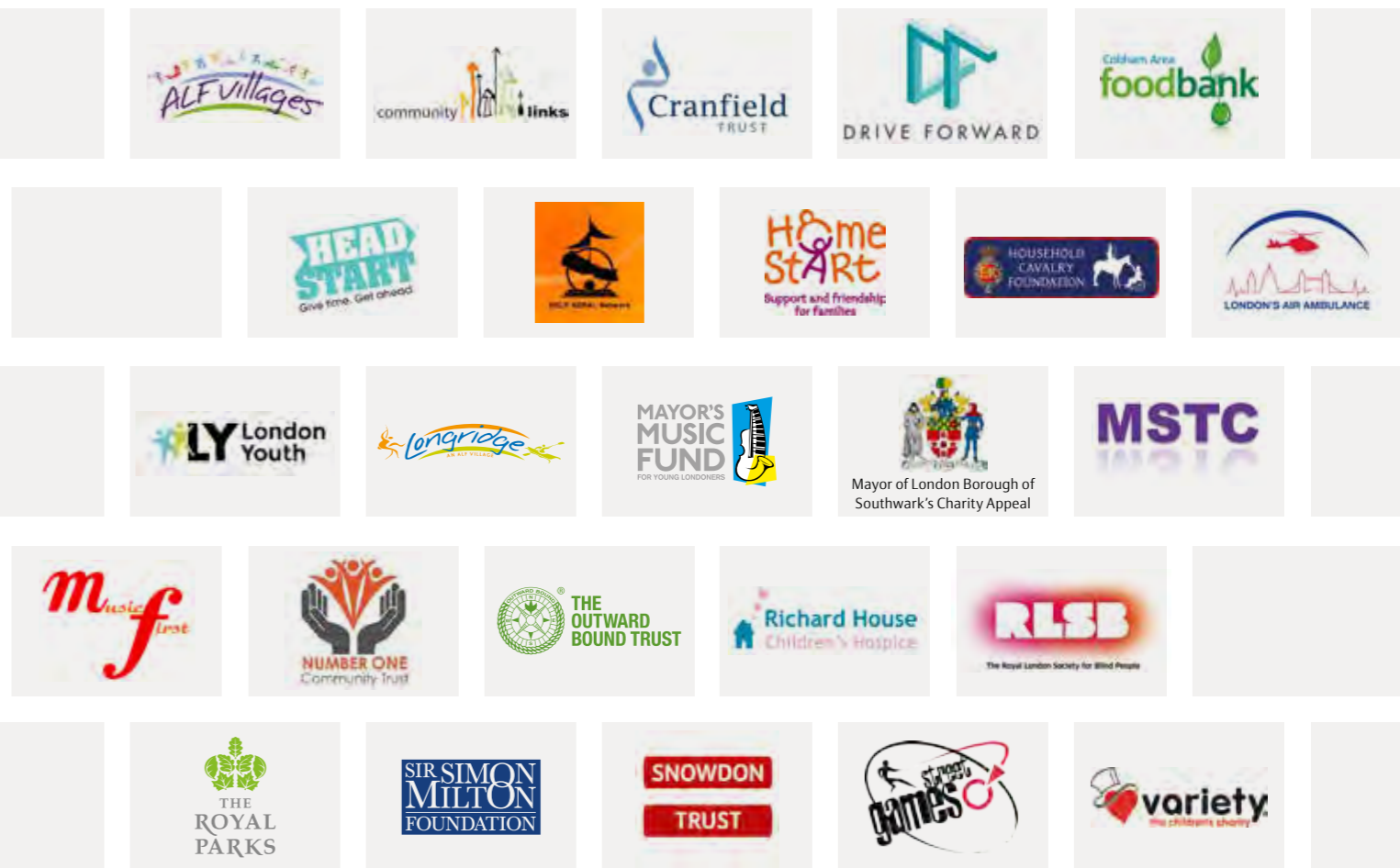


Photo library



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Cover
ellenor



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English class at Providence Row



Cover
Rethinking homelessness



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