

## **Berkeley Foundation Resilience Fund 2025** **Frequently Asked Questions**

### **1. Can you provide some examples of the type of work we're looking to fund?**

We are looking to fund organisational development work that addresses your organisational needs and aligns with our resilience building blocks. This might include increasing staff capacity (i.e. uplifting hours of an existing member of staff or recruiting for a new post) that will enable your organisation to carry out resilience-building work. It could also include consultancy support, training for staff/Trustees or investment in staff wellbeing. Some examples of funded work, include:

- Uplifting the hours of the Head of Programmes so that the CEO can spend more time on strategic planning and networking;
- Working with a consultant to set up and implement a fundraising or CRM database;
- Recruiting an experienced fundraiser, freeing up SLT time to focus on strategic planning and strengthening charity governance.

You will need to demonstrate how increased capacity in one area will support your organisational resilience. You will also need to think about your plans to build resilience over a three-year period.

You can read more about the work we have supported through the Resilience Fund on our [website](#) (under A resilient voluntary sector) and in our latest [Annual Review](#) (pages 44-51).

### **2. Can an organisation looking to enhance their approach to youth leadership still apply?**

In short, yes. We will seek to understand what your starting point is and how the fund could support you to expand this work. If your funding request is linked to this expansion, you'd need to show us how it builds your organisational resilience.

However, we're looking to work with organisations that are already building youth leadership skills (i.e. through skills development, support to take part in decision-making processes or empowering young people to develop solutions to challenges affecting them and their communities). Organisations building youth leadership skills might run bespoke leadership programmes, advocacy groups, youth-led participatory research activities, social action projects etc.

Organisations demonstrating that young people have a clear role and voice at every level of the organisation will be in a stronger position.

**3. What do you mean by ‘affected by racist or Islamophobic violence’ - and what does this mean in terms of target young people?**

Essentially, we’re looking to work with organisations that are serving young people from Global Majority, Muslim and other communities where there is a risk of racist violence, or where violence exists due to race, ethnicity or religion. This doesn’t mean that organisations must be working with young people who have been victims of racist or Islamophobic violence themselves or that a specific incident must have taken place in the local community supported by an organisation. Young people may be affected in a number of direct or indirect ways. Organisations do not need to be working exclusively with this cohort of young people.

**4. What do you mean by ‘work that has already commenced’?**

We are unable to fund activities or salaries where costs have already been incurred or paid out and we are not looking to fund running costs or business as usual. We would consider resilience-building work that forms part of a bigger project if it is clear that we would be funding the next phase.

**5. Can a limited company apply in partnership with a registered charity or Community Interest Company (CIC)?**

We are only able to support registered Charities and CIC’s through this fund. Successful organisations will receive a grant towards organisational development work that aims to increase their resilience so we are unable to accept applications through a third party.

**6. Is there any flexibility on increasing/lowering the income threshold?**

Unfortunately, we are unable to flex the income threshold. Organisations that have an income below £100,000 or above £1.5m in their most recently published accounts, would not be eligible to apply on this occasion. From past experience, we have found that organisations within this income bracket have the infrastructure in place to strengthen their organisational resilience and engage with our learning programme.

**7. Can you share last year’s success rates?**

We received 78 applications to the Resilience Fund last year, 62% of which were considered eligible. 48% of eligible applicants were invited to Stage 2. 52% of Stage 2 applicants were shortlisted. 42% of Stage 2 applicants were successful (5/12). 10% of Stage 1 eligible applicants were successful (5/48).

### **8. What age group do you mean when referring to ‘young people’?**

We add no additional restrictions on top of your own service parameters. Usually, we support organisations that work with young people under 25, or anyone under 30 if they have additional needs. We are flexible in this respect.

### **9. How do you define ‘youth-led’?**

We define an organisation as being ‘led by young people aged 18-30’ when the majority (75% or more of the Board of Trustees/Management Committee AND 50% or more of senior staff) are within this age range. This is in line with the DEI Data Standard, which promotes consistency across the sector. We know this can only be an estimate.

### **10. How will you evaluate the work carried out?**

We are aware that evaluating this type of work is challenging, more so than programmes that cover direct delivery with young people. We don’t expect you to have all the answers - we have always worked collaboratively to understand the impact of our funding on our charity partners, and this will be no exception. We have worked with our learning partner, the Social Innovation Exchange, to develop a bespoke self-assessment tool that will help partner organisations track their progress throughout the duration of the grant.

### **11. What do you expect from your partners when it comes to reporting and participation in the learning programme?**

We are keen to build strong relationships with successful organisations so there will be some initial 1:1 phone calls and visits in the beginning. Successful organisations will be asked to submit a formal written report on an annual basis and we will have an informal catch up after six months. Alongside this, partners will be asked to engage in the learning programme which will be tailored to the needs of the group but as a minimum, organisations will be asked to attend two group workshop sessions in each year of the funding period.

The programme aims to cultivate a culture of peer-learning, where organisations facing similar challenges, can share experiences and learn from each other. We are keen to work with organisations that are committed to going on a journey with us around resilience, further embedding resilience into their organisation by engaging with the learning programme.

### **12. How does the 25% unrestricted element of the grant work?**

For every grant we make, 25% will be unrestricted for organisations to use flexibly to support their charitable objectives. This might include a contribution to organisational running costs or an allocation to frontline delivery depending on their greatest need at the time. A budget template and further guidance is available on our website.