**Berkeley Foundation Resilience Fund 2025**

**Funding Guidelines (Word version)**

“Resilience has become the backbone of our work this last year. We now have an agreed strategy, new trustees and a new governance model with clear accountability for trustees.”

Quote from Resilience Fund Partner

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11. **Fund overview**

**What is the Resilience Fund?**

The Resilience Fund forms part of our [2030 Strategy](https://www.berkeleyfoundation.org.uk/-/media/foundation/about-us/berkeley-foundation_2030-strategic_plan.ashx?rev=88368bcdc70a4a68890e013ee9c67657&hash=8AD46FD1F75867D0B0853CB3EC4FBD5A) and represents a £1.35m investment in strengthening the voluntary sector over seven years. It aims to support small-to-medium sized organisations to invest in organisational development and build resilience for the future.

In 2025, we are looking to:

* work with up to six organisations focused on building leadership skills in young people, empowering them to positively impact their own lives and the communities in which they live
* target organisations working with young people affected by racist or Islamophobic violence
* fund organisational development work
* award grants of up to £90,000 over three years
* offer a bespoke learning and evaluation programme for successful applicants, focused on highlighting best practice and supporting peer learning
1. **2025 focus**

This year’s fund will focus on supporting organisations that align with our Youth leadership impact goal. We believe that young people should be involved in shaping the services, systems and policies that affect their lives, and have a say over the issues that matter to them.

The fund’s focus on young people affected by racist or Islamophobic violence is a direct response to the violent riots that we saw in our communities last year.

We recognise that racism is a long-term issue and organisations supporting young people affected by racist violence are under immense pressure. We believe that by supporting these organisations to become more resilient, they will be in a stronger position to support young people and their communities to thrive.

The fund is open to organisations working with young people affected by all forms of racism.

1. **Eligibility**

**Eligibility Criteria**

In order to apply to the Resilience Fund, your organisation must:

* be registered with the Charity Commission or be a Community Interest Company (CIC) with an annual income between £100,000 - £1.5m;
* have at least one year of published accounts;
* deliver the majority of its work within the following geographical areas – Greater London, Bath and North East Somerset, Berkshire, Buckinghamshire, Hertfordshire, Oxfordshire, Surrey, Kent, Hampshire, West Sussex, and the City of Birmingham;
* be focused on building leadership skills in young people affected by racist or Islamophobic violence, empowering them to positively impact their own lives and the communities in which they live;
* be able to demonstrate that young people have a clear role and voice at every level of the organisation;
* apply for funding towards organisational development work and not frontline delivery;
* apply for funding over three years;
* request no more than 20% of your overall turnover in any one year;
* have a safeguarding policy in place;
* not have had support from Berkeley Foundation’s Resilience Fund in the past.

**Funding priority**

We will prioritise funding for organisations that are led by young people aged 18-30.

**We cannot fund**

* organisations with an annual income of under £100,000, or over £1.5m;
* organisations that do not work in our specified geographical areas;
* organisations that do not have an up to date safeguarding policy;
* organisations who have already benefitted from our Resilience Fund;
* new organisations without at least one year of published accounts;
* local Authorities and other statutory agencies;
* schools;
* individuals;
* capital projects;
* work that has already commenced;
* organisations that deliver services outside of the UK.
1. **Fund aims and objectives**

**Our goal**

**What do we mean by ‘resilience’?**

Our overall goal is that participating organisations will have an ‘improved ability to anticipate, prepare for, respond and adapt to incremental change and sudden disruptions in order to survive and prosper’ (Cranfield University, 2017).

We believe that building resilience provides an opportunity for organisations to invest in long-term sustainability, over short-term effectiveness.

There is no one single success formula for organisational resilience. However, considerable work has been done across the sector to identify the key building blocks. These include, but are not limited to, the five objectives outlined below. We will consider funding projects working towards one or more of these building blocks.

Through the Resilience Fund, we hope to give partner organisations the space, time and funding to build their resilience, so that they will be around to support young people and their communities for many years to come.

**Building blocks to resilience**

|  |  |
| --- | --- |
| **Building block**  | **Examples of work we might fund**  |
| A clear mission operationalised through strong strategic planning  | * Refining your mission and vision
* Understanding your wider operating environment
* Strategic planning
 |
| Financial sustainability | * Developing fund-raising strategies
* Diversifying income streams
 |
| Effective leadership  | * Governance reviews
* Trustee recruitment and training
* Leadership development
* Youth Voice and participation
 |
| Operations that are fit for purpose  | * IT systems and capabilities
* Comms and Marketing
* HR processes
* Impact and performance management
 |
| People and culture that meets your needs  | * Staff training and development
* Staff wellbeing and resilience
* Recruitment and retention
 |

1. **Application process**

**How to apply**

* This is a two-stage application process. The first stage includes an eligibility check, accessibility and EDI questions, organisational details, and four questions about your organisation and its resilience needs.
* [We ask all organisations to submit their Stage 1 application via the](https://fundingrun.berkeleyfoundation.org.uk/02) [Berkeley Foundation website](https://www.berkeleyfoundation.org.uk/resilience-fund)[. If you have difficulties accessing the online form, please contact us at **info@berkeleyfoundation.org.uk**](https://fundingrun.berkeleyfoundation.org.uk/02) or call us on **01932 868 555** [and we will be happy to explore alternative ways for you to submit your application.](https://fundingrun.berkeleyfoundation.org.uk/02) The full application form with guidance notes is available in Word format on our [website](https://www.berkeleyfoundation.org.uk/resilience-fund).
* G[uidance on completing the application](https://fundingrun.berkeleyfoundation.org.uk/02) has been incorporated into the application form. Please click on the information icon for additional support.
* [After you submit your Stage 1 application, you should receive an email, which contains a copy of your application responses. If you do not receive this email, please check your spam folder. If you have not received the email within 24 hours, please contact the Foundation team](https://fundingrun.berkeleyfoundation.org.uk/02).
* Organisations that have been longlisted at Stage 1 will be invited to submit a full application at Stage 2. A separate link and access code will be shared with longlisted applicants.
* You will be required to submit a fully developed budget with your application at Stage 2. You can access our budget template and guidance via our [website](https://www.berkeleyfoundation.org.uk/resilience-fund).
* Shortlisted organisations will be asked to submit up to date management accounts and their safeguarding policy as part of the due diligence process.

**Two-stage application process**

**Stage One**

* Eligible organisations can apply between **3 March 2025 (12 noon) and 28 March (5pm)**, via the [Berkeley Foundation website](https://www.berkeleyfoundation.org.uk/resilience-fund).
* Four key questions.
* Based on past experience, we expect to longlist around 30 organisations at Stage 1 and invite them to submit a Stage 2 application.
* Unsuccessful organisations will be notified of the outcome and offered general feedback.

**Stage Two**

* Longlisted organisations can submit between **28 April 2025 (12 noon) and 16 May (5pm)**, via an access code supplied by the Foundation team.
* Six additional questions.
* Based on past experience, we expect to shortlist around 12 Stage 2 applicants. Shortlisted organisations will be asked to provide additional supporting documents and meet with the Foundation team.
* Bespoke feedback will be offered to all Stage 2 applicants.

**Budget Template**

Access our budget template on our [website](https://www.berkeleyfoundation.org.uk/resilience-fund).

* We will fully un-restrict 25% of your grant, giving you the flexibility to apply funds where they are most needed.
* We encourage full cost recovery models so that you can secure funding for all the costs involved in delivering your work. This means that you can request funding for direct project costs and for a proportionate share of your organisation’s overheads.
* Your total expenditure figure should match your total income figure. If you have not yet secured 100% funding for the project, you should demonstrate where you think the remaining funding will come from and label the status as ‘pending’
1. **Assessment process**

**What we are looking for**

Your proposal will be scored against the following assessment criteria:

|  |  |  |
| --- | --- | --- |
| **Assessment criteria**  | **Description** | **Percentage of total score** |
| Organisational Need | We will be looking for evidence that your organisation has a clear resilience need that aligns with our building blocks.  | 12%(assessed at Stage 1) |
| Organisational Impact  | We will be looking to understand the impact that this work will have on your organisation and how you will be more resilient as a result. | 23%(assessed at Stage 2) |
| Feasibility  | We will consider the clarity of your plan, alongside the costs and timescales of the proposed work and your organisation’s capacity to deliver it. | 23%(assessed at Stage 2) |
| Alignment with the fund’s theme and criteria | We are looking to work with organisations focused on building leadership skills in young people affected by racist or Islamophobic violence, empowering them to positively impact their own lives and the communities in which they live. | 23%(assessed at Stage 1) |
| Approach to diversity, equity and inclusion | We are looking for evidence that young people have a clear role and voice at every level of your organisation. | 12%(assessed at Stage 2 |
| Alignment with the fund’s priority areas  | We will prioritise funding for organisations that are led by young people aged 18-30. | 7%(assessed at Stage 1) |

**Who is involved in the decision-making process?**

**Foundation team:** Each eligible application will be assessed by at least two members of the Berkeley Foundation partnerships team - at Stage 1 and Stage 2. Shortlisted organisations will meet with members of the team.

**Young people:** We will work with young people supported by our existing charity partners during the longlisting process at Stage 1 and the shortlisting process at Stage 2.

**External assessment panel:** We will recruit an expert panel of representatives from across our existing charity partners. They will review all shortlisted applications and apply their own experience and expertise to the decision-making process.

**Finance and Risk Committee:** The panel’s five/six funding recommendations will be presented to our Finance and Risk Committee for final decision.

1. **Our funding approach**

**What can successful organisations expect from us?**

We are an **Open and Trusting Grant-maker**.Read more about our funding approach [here](https://www.berkeleyfoundation.org.uk/funding).

**Dedicated Partnerships Manager**

Your Partnerships Manager will aim to meet with you twice a year to discuss the progress of your work and support with any challenges you may be facing.

**Flexibility**

We are flexible to the needs of our charity partners and encourage open conversations about organisational challenges. We will fully unrestrict 25% of your grant.

**Wraparound learning programme**

Successful organisations will attend up to two learning sessions in each year of the funding period - focused on highlighting best practice and building peer support.

**Evaluation support**

We will share our Self-Assessment Tool with partner charities, to help them reflect on their resilience journeys. Partners will submit a written report once a year.

**Wider support from Berkeley Group**

Where there is an alignment of skills and needs, we may be able to offer pro bono support and expertise through our relationship with the Berkeley Group.

1. **Key Dates**

The Resilience Fund is open for Stage 1 applications between **3 and 28 March 2025**.

Please apply by 28 March 2025 for a decision in September 2025.

* 3 March 2025 Applications open
* 11 March 2025 Stage 1 Q&A webinar
* 28 March 2025 Stage 1 deadline
* End of April 2025 Stage 1 decision and invitations to Stage 2
* 6 May 2025 Stage 2 Q&A webinar
* 16 May 2025 Stage 2 deadline
* 14 August 2025 External Assessment Panel
* Start of September 2025 Final decisions
1. **Is this the right fund for you?**

We understand that organisational development work requires commitment and capacity. We want to partner with organisations that are ready to undertake this type of work.

We encourage organisations to consider the following questions before submitting an application:

* **Eligibility**: Do you meet the eligibility criteria for the fund?
* **Feasibility**: Does your organisation have the infrastructure and resource in place to carry out this organisational development work?
* **Capacity***:* Does your organisation have the capacity to fully participate in our learning programme?
* **Need**: Have you thought about your organisational development needs? The diagnostic tools and resources available at the end of this document might support your application to the Resilience Fund.

**Resources**

The following diagnostic tools and resources may help support you to think about your organisational development needs and develop your application

* **VSCE Strengths Checker** - <https://vcsestrengthchecker.org.uk/>
* **SWOT Analysis** - <https://www.cipd.org/uk/knowledge/factsheets/swot-analysis-factsheet/>
* **NSPCC’s safeguarding and child protection assessment tool** - <https://learning.nspcc.org.uk/safeguarding-selfassessment-tool>
* **The Governance App** - <https://thegovernanceapp.org.uk/>
* **CAF Resilience programme** – <https://www.cafonline.org/charities/strategic-consultancy/caf-resilience-programme/report>
* **Lloyds Bank Foundation Organisational Resilience guide** - <https://www.lloydsbankfoundation.org.uk/media/oxpnlp4e/lbf-organisational-resilience-guide-2022.pdf>
* **NPC Resource Hub** - <https://www.thinknpc.org/resource-hub/>
* **The Decelerator tools and guides** - [https://decelerator.org.uk/tools-and-guides 18](https://decelerator.org.uk/tools-and-guides%2018)
1. **Contact details**

If you have any questions about the Resilience Fund or would like to discuss your proposal before submitting an application, we will be happy to help. Please contact us:

Email : info@berkeleyfoundation.org.uk

Phone : 01932 868 555

For more details about the Berkeley Foundation and our strategic priorities, visit our website [here](https://www.berkeleyfoundation.org.uk)