

Empowering young women into work

Funding Criteria

Introduction to the Berkeley Foundation

The Berkeley Foundation is an independent registered charity established by Berkeley Group in 2011. We support young people, their families and their communities across London, the City of Birmingham and the South of England.

We work in partnership with the voluntary sector across four focus areas:

- **A safe place to call home** – ensuring young people have secure, stable accommodation;
- **Health and wellbeing** – supporting young people to live happy, healthy lives;
- **The skills to succeed** – helping young people develop the skills and capabilities to thrive;
- **Access to employment** – enabling young people to overcome barriers to work and kick-start their careers.

Our funding comes from two main sources. The Berkeley Group provides core funding, and Berkeley staff raise money with the help of family, friends and subcontractors. Berkeley Group matches all staff fundraising and covers the Foundation's overheads, so that every penny raised is spent on charitable activity. Find out more on our website: www.berkeleyfoundation.org.uk

Our approach

We launched our updated strategy in October 2018. This sets out three clear priorities for our work going forward, accompanied by a set of nine commitments for the period 2018 – 2021:

PRIORITY 1: FUNDING

- Find projects that will enable us to grow our total funding to £3 million p.a. by 2021.
- Work in partnership with others to develop a more collaborative approach to funding.
- Ensure that every grant we make takes a full cost recovery approach.

PRIORITY 2: ADDING VALUE

- Develop a broader range of skilled volunteering opportunities for Berkeley staff.
- Create more opportunities for our partners to meet, network and collaborate.
- Develop stronger pathways for young people taking part in our programmes to access work experience and employment opportunities with Berkeley.

PRIORITY 3: LEARNING & SHARING

- Undertake a long-term evaluation of the Foundation's impact, to be published in 2021.
- Create a learning programme which enables partners to share, reflect and develop their work.
- Raise the Foundation's profile and ability to influence key stakeholders by developing and implementing a new communications strategy.

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Empowering young women into work

The Berkeley Foundation is launching **Empowering young women into work**, a funding programme which will support marginalised and disadvantaged young women aged 16-30 years.

Young people aged 16-24 face the highest levels of unemployment in Britain, and young women face higher levels of unemployment and economic inactivity than young men.¹ During the period July to September 2017, 264,000 young women were classified as NEET and economically inactive compared to 227,000 young men.²

A 2017 report for the Young Women's Trust found that economically inactive young women, in particular, tend to be 'written off', and are offered limited support.³

Through this funding programme, we are aiming to support voluntary organisations working to empower young women who are unemployed and for whom there is limited existing provision, to access decent and sustainable employment.

¹ Office for National Statistics (2017). Young people not in education, employment or training (NEET), UK: August 2017.

² Eurofound report, Maguire, 2015

³ Young, Female and Forgotten, Young Women's Trust and Bath University, Maguire, 2017.

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Target beneficiaries

We are seeking proposals from voluntary sector organisations working to improve access to decent and sustainable employment for marginalised and disadvantaged young women aged 16-30 years in the communities where we work.

A young woman's chances of accessing the labour market may be impacted by a broad range of interconnected factors, including caring responsibilities, parenthood, self-worth/self-esteem, mental wellbeing, and differing cultural and societal expectations about the role of young women.

Target beneficiaries might include:

- Young women who are economically inactive;
- Young women transitioning between education and employment;
- Young mothers;
- Young women with caring responsibilities;
- Young women with physical or mental health problems;
- Young women fleeing violence.

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Applications of interest

The programme aims to support projects working with young women to:

- build their emotional capabilities, attitudes to work, and employability skills;
- overcome personal barriers to employment;
- access relevant and useful training and qualifications;
- access high quality work experience;
- move into employment or self-employment; and
- sustain employment or progress in work.

We are particularly keen to support applicants which:

- co-produce services with young women, involving them in service design and delivery;
- adopt an asset-based approach to supporting young women who are unemployed;
- demonstrate an understanding of the additional employment barriers faced by young women;
- take a collaborative approach, working in partnership with one or more other organisations;
- are looking to expand or improve their services, and reach new beneficiaries; and
- take account of new technologies and the changing nature of work.

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We want to understand the impact of the projects we support and contribute to furthering the sector's understanding of this issue.

Applications should clearly set out the project's target outcomes for young women and show how these will be monitored and evaluated. We know this can be challenging, so we will offer delivery organisations support to get their evaluation framework right. We also have funding in place to undertake an external evaluation across all funded programmes.

All funded projects need to be working towards one or more of the following outcomes:

Unemployed young women

- are able to access high quality work experience, apprenticeships and training;
- are able to secure and/or sustain employment;
- have improved emotional capabilities, confidence and motivation to work;
- have reduced personal barriers to work.

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Funding available

There is £250,000 of funding available through this programme. We welcome applications for grants between £10,000 and £70,000 for up to a period of two years.

We particularly encourage applications from smaller organisations with a turnover of less than £1m but we will consider strong applications from larger organisations.

Successful organisations will also have the opportunity to apply for additional support through the Foundation's Capacity Building Fund.

Full cost recovery

We encourage full cost recovery models and will fund core costs as a percentage of overall project costs.

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Eligibility for funding

We welcome applications from registered charities. We will also support community interest companies, providing the funding is restricted and used in its entirety for charitable delivery.

We only support work which is being delivered within the following areas: Greater London, Berkshire, Buckinghamshire, Hertfordshire, Oxfordshire, Surrey, Kent, Hampshire, West Sussex, Warwickshire and the City of Birmingham.

If you are a national organisation, please only apply for funding to cover delivery within one or more of these areas.

We will only fund projects that directly support young women aged 16-30 years who are unemployed, and for whom there is limited existing provision.

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What we don't fund

We are not able to fund:

- Local Authorities, although we expect that many of our charitable partners will be working in close partnership with their local council;
- Work outside of our specified areas, including work outside of the UK;
- Individuals;
- Capital projects;
- Existing core activities;
- Research projects, unless they include an element of frontline delivery and/or active participation by project beneficiaries.

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We ask all applicants to submit their application online via our website. Applicants are required to submit supporting documents, including: a project budget and up to date management accounts covering the period between your most recent published accounts and the month in which you are applying for funding. This may include your draft statutory accounts.

The deadline for applications is midnight on 30 November 2018. Applications received after this date will not be considered.

We strongly encourage all applicants to carefully read the eligibility criteria and refer to our step-by-step guidance notes before applying.

To apply, please use the application form on our website:

<http://www.berkeleyfoundation.org.uk/grants/apply-for-funding>

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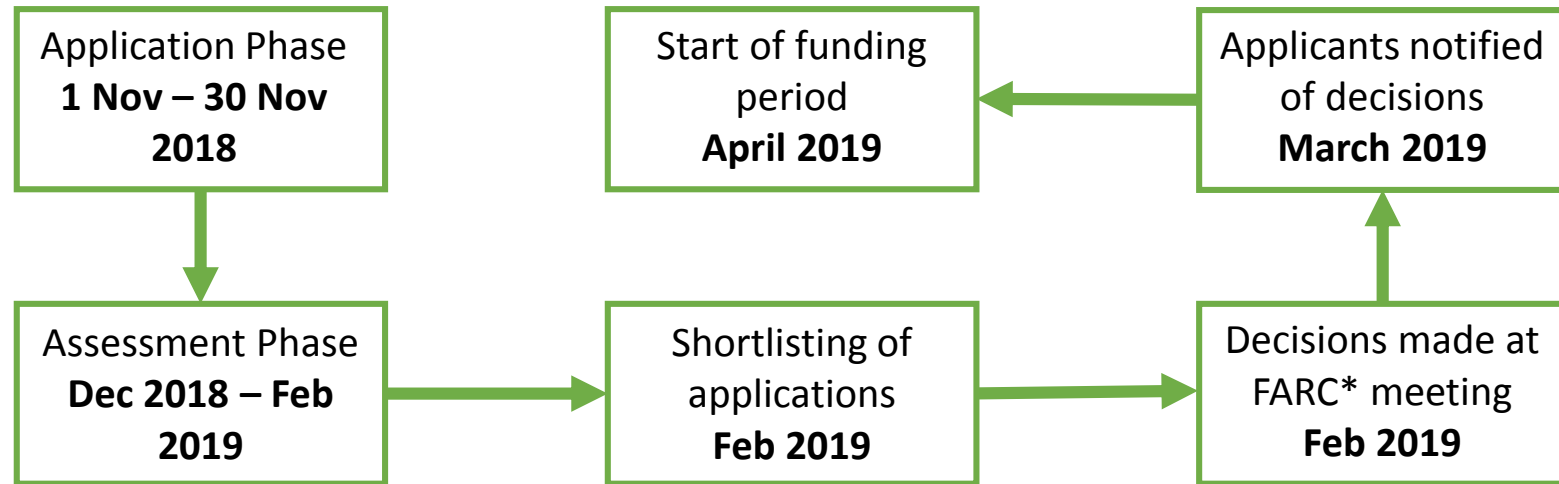
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Successful applicants will be required to submit a report every six months and progress calls/meetings will be scheduled quarterly.

Questions? Contact Clare Maddison, Grants Programme Manager:
clare.maddison@berkeleyfoundation.org.uk, 07580 188 169

* Finance, Audit and Risk Committee

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Q: Are newly registered organisations eligible to apply?

A: Shortlisted applicants will be subject to financial due diligence. If you are unable to provide a set of annual accounts, we recommend you wait a year before applying.

Q: The project for which we seek funding will be delivered in some of your areas, but also outside your areas. Are we still eligible?

A: We will only fund project delivery in the areas we work. Please ensure your application and budget reflect this.

Q: Is it preferable to have matched funding?

A: We look very positively on applications where there are other funders involved. If your grant request doesn't cover the total cost of the project we would like to see that you have other funding in place, or a clear funding pipeline. However, we will also consider applications where we are the sole funder.

Q: Can existing charity partners apply for funding?

A: Yes. We welcome applications from existing partners providing there is no overlap with current funded work.