

Barrow & Geraldine S. Cadbury Trust
Barrow Cadbury Fund Limited

REPORT FOR THE YEAR 1989 - 1990

Barrow & Geraldine S. Cadbury Trust Barrow Cadbury Fund Limited

REPORT FOR 6 APRIL 1989 TO 5 APRIL 1990

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CONTENTS

Trustees, Directors and Staff	Page 3
Foreword	4
Barrow & Geraldine S. Cadbury Trust:	
Accountability and Accounting	6
Procedure for Applications	7
Financial Report	
• Abstract of Accounts	8
• Notes to the Accounts	9
• Grants by Category	10
• Grants by Area	11
Grant Category Reports	
• Peace and International Relations	12
• Race Relations and Equal Opportunities	16
• Civil Rights & Social Justice	20
• Penal Affairs	21
• Employment	23
• Community and Local Services	27
• Northern Ireland	30
• Society of Friends and Other Churches	32

TRUSTEES, DIRECTORS & STAFF, 5 APRIL 1990

BARROW & GERALDINE S. CADBURY TRUST

Founded 1920, its deed empowers it to make grants for general charitable purposes.

Trustees:

Geraldine M Cadbury
Rachel E Cadbury
Catherine R Hickinbotham
(chairman)
Edward P Cadbury
Philippa H Southall
Charles L Cadbury
Roger P Hickinbotham
Anna C Southall
Richard G Cadbury
Erica R Cadbury
Ruth M Cadbury
James E Cadbury

BARROW CADBURY FUND LIMITED

Originally set up in 1924 as a benevolent fund, the assets were transferred to a benevolent company in 1949. The Fund's Directors are able to make grants to organisations which are not registered charities.

Directors:

Geraldine M Cadbury
Rachel E Cadbury
Catherine R Hickinbotham
(chairman)
Edward P Cadbury
Philippa H Southall
Charles L Cadbury
Roger P Hickinbotham
Anna C Southall
Richard G Cadbury
Erica R Cadbury
Ruth M Cadbury
James E Cadbury

THE WORGAN TRUST

The Worgan Trust was created in 1966. It has no endowment, and makes no grants: its role being to purchase land and property for amenity purposes, relying on grants from the Barrow & Geraldine S. Cadbury Trust. Chapmans Hill School Farm in the Clent Hills is owned by the Worgan Trust.

Trustees:

Catherine R Hickinbotham
Edward P Cadbury
Philippa H Southall (chairman)
Roger P Hickinbotham
Stephen R Southall
Candia H Compton
W James B Taylor

AUDITORS

Neville Russell,
Britannia House,
50 Great Charles Street,
Queensway,
Birmingham B3 2LY.

SOLICITORS

Wragge & Co.,
Bank House, 8 Cherry Street,
Birmingham B2 5JY.

STAFF

Anthony Wilson
Secretary, Barrow & Geraldine S. Cadbury Trust, Barrow Cadbury Fund Limited, and the Worgan Trust.

Eric Adams
Deputy Secretary, Barrow & Geraldine S. Cadbury Trust and Barrow Cadbury Fund Limited (also Secretary, Paul S. Cadbury Trust).

Joe Montgomery
(until 20.10.89)
Assistant Secretary, Barrow & Geraldine S. Cadbury Trust and Barrow Cadbury Fund Limited.

Doreen Brandreth
Office Secretary

Pamela Robson
Office Secretary (mainly Paul S. Cadbury Trust)

Virginia Worrell
(until 30.9.89)
Office Secretary

Moir Westmacott
(from 1.11.89)
Office Secretary

Pat Weaver
Finance Secretary (part-time), Company Secretary, Barrow Cadbury Fund Ltd., and Chapman's Hill School Farm Ltd.

Dipali Chandra
(from 14.5.90)
Assistant Secretary, Barrow & Geraldine S. Cadbury Trust and Barrow Cadbury Fund Limited.

FOREWORD

CHANGES ARE AFOOT in the guidelines and rules under which Charities and Foundations operate; these are outlined in the White Paper, CHARITIES, A FRAMEWORK FOR THE FUTURE, and legislation may be ready for presentation to Parliament in the 1990/91 session. All charities - meaning spending bodies as well as donor trusts - will be required to submit annual accounts giving, in the case of Trusts like ours, details of grants made and to whom, including actual amounts. Among other things charities' annual reports have to be available to anyone who asks for them. Our present practice would need little modification to comply with the proposed requirements.

The underlying government philosophy of reduced funding in fields of prime interest to many of our recipients continues to dominate and create enormous problems for them. For Trusts with little "free" money in spite of healthy income figures this presents its own dilemmas and we regret having to be negative on occasions; in our attempts to stretch our pounds we often have to disappoint, either by making no grant or by fixing payment levels well below what has been requested. In spite of this we are still prepared to take some risks, and pump-priming and innovation continue to

appeal to us; we are also bound to recognise the need for on-going finance. Trustees' decision making takes both aspects into account.

The principle of making "fewer and larger" grants has now been applied for long enough to assess some of the consequences. Seen from the Trust perspective, it means we can make greater impact on a smaller number of projects - and the process of selection is the most difficult part. From the recipients' point of view progress reports and accounts, promptly and regularly provided to the Trust, are vital to ensure continuity of the existing grant. Instalments will be held up where these conditions are not met.

"When considering whether to extend recurrent support after the initial period" - to quote from our information leaflet - "Trustees will take the following factors into account:

- The continued innovation in the service being provided, as well as its quality and relevance;
- Whether a renewed grant will have an incremental effect on other income;
- Whether more people, as staff or volunteers, will become involved as a result of further support;
- The extent to which the agency has increased public awareness of the issue being addressed."

There has been no change in the Trustee body during the year; details are given on page 3. In the office we have lost to Deptford (South London) Task Force the dynamic Joe Montgomery who came to us 4 years ago as our first Assistant Secretary. His post will be filled by Dipali Chandra who will be addressing some of the issues which engaged her predecessor, and we look forward to further developments in the Equal Opportunities portfolio along with consideration of womens' issues. In the support staff we have welcomed Moira Westmacott as secretary to the Assistant Secretary post; she replaced Virginia Worrall who left to anticipate the arrival of her second child and did not wish to return to full-time work for the time being.

This year has seen the formal launch of the Association of Charitable Foundations, a new corporate body of trustees and administrators both paid and unpaid, the latter largely trustees running their own medium or small trusts. Our own Barrow & Geraldine S. Cadbury Trust Secretary, Anthony Wilson, has put a great deal of time and energy into this process and has been elected Vice Chairman of the Association. It is good to know that already a considerable number of trusts of all sizes has sought membership; a

fact which should encourage those who have had the vision to create the Association.

This has been the first year of a more formal separation of the functions of the Paul S. Cadbury Trust, which is marked by a separate report from the Secretary, Eric Adams. However, the chairmanship of the two Trusts and the Barrow Cadbury Fund Ltd remains the duty of one Trustee for the time being: but this may well change. The Worgan Trust, which has a distinct, property owning function is chaired by Philippa Southall; it is this Trust which cares for Chapmans Hill School Farm, amongst other items, but it makes no grants to other agencies.

Catherine R. Hickinbotham
Chairman

ACCOUNTABILITY AND ACCOUNTING

THE CHAIRMAN HAS INDICATED in her foreword that in only one respect does the annual reporting by the B & G S Cadbury Trust diverge from the requirements for all charities set out in the White Paper. Hitherto, the exact amount of each grant has not been stated, although totals for each category, subdivided by area, have been given.

As the Trust's annual report moves away from this practice, it is right to set out the rationale for these 'block' figures. The intention was not to conceal, but to emphasise that the report is trying to describe the policy of the Trust - not give an overview of the activities and finances of recipients. Figures beside a list of receiving agencies actually reveal very little - whether they are single contributions or part of a long series of grants; what proportion they represent of the recipient's income; or whether they are for core-funding or a particular activity. Nor does the size of the grant necessarily reflect the Trustees' regard for, or long-term commitment to, the work being supported; and many grant payments do not fit neatly into a single financial year.

Recognising these limitations in presenting figures beside names points to various options. The report could specify the amount committed by Trustees over the years ahead: but this figure is not always fixed, and would

not correspond with the Trust's accounting practice, which only lists grants actually made against current income. (Other foundations hold future grant commitments against income received in the year of approval.) There could be an explanation given for each separate grant, but this would be of little interest to readers; and all the time, the report would be slipping from description of Trust policies to details of the internal affairs of beneficiaries which are for them to report.

The uneasy compromise being followed this year covers a twin-track approach. Actual payments are listed for all recipients - and these listings should be regarded as random snapshots of a moving scene. More detailed descriptions are given of new commitments made by Trustees in the course of the year, which illustrate the policies and priorities of the Trust. Over about three years, therefore, most of the 'fewer but larger' grants will be described.

This model of reporting raises particular and general questions. It allows for no open review of grants completed, which ought to be subject to evaluation by the Trust; and trends in the Trust's grant-making will be harder to discern. More generally, does detailing grants provide the kind of accountability which the White Paper, quite properly, seeks to promote? It is hard to see how Trustees can be pub-

licly accountable for the decisions to give £x to agency A, as against £y to agency B: but it is proper that they should explain the principles which they are following in their grant-making, to justify the fiscal privileges which the foundation enjoys.

We hope that the Association of Charitable Foundations will be able to engage in dialogue with government on these points, and convert the dialogue into the more general debate which will benefit donors and public alike.

Anthony Wilson

Procedure for Applications

A leaflet giving details of current grant-making priorities is available on request. This includes the criteria for continued support, quoted on page three, and the equal opportunities statement on page 16.

The extract which follows sets out the thinking which guides the office in its response to enquiries and applications:

"There is no application form, in the belief that applicants can best express their needs in their own ways. The staff prefer to receive copies of minutes and working papers which indicate the thinking which has gone into

making the application, and will expect to discuss these in the light of the Trustees' interest in the issue under consideration. It is the belief of the Trustees that the sense of mutual trust and respect between the recipient and the Trust should be established before any grant is made: the subsequent sharing of ideas, information and problems then avoids any implied control by the Trust.

"The Trustees hold full meetings in March, late June, October and December. Applications for small grants are considered throughout the year.

"While an application is under consideration, Trust staff will expect to discuss with applicants whether the total new expenditure required should be met in full by the Trust, or only in part. A total grant may relieve the organisers of financial anxiety for a limited period; whereas a broader basis of support than a grant from a single body may contribute to greater continuity and credibility. Before a grant is paid beneficiaries are asked to assent to standard 'Terms of Grant'.

"Trustees rarely respond to general appeals, and unsolicited applications which do not relate to the Trust's published criteria will not normally be acknowledged.

"In marginal cases it is always easier for a considered reply to be given if an initial enquiry is made writing rather than over the telephone."

FINANCIAL REPORT: ABSTRACT OF ACCOUNTS

	5 April 1990	5 April 1989
BARROW & GERALDINE S. CADBURY TRUST		
Investments at market value	£22,574,112	£22,905,737
Bank and short term investments	2,348,041	1,722,631
	24,922,153	24,628,368
TOTAL INCOME	1,586,390	1,227,748
EXPENDITURE:		
Grants(net)	1,188,402	1,027,931
Administration	122,272	116,340
Investment charge	55,820	40,388
	1,366,494	1,184,659
(DEFICIT)/SURPLUS FOR YEAR	£219,896	£43,125
BARROW CADBURY FUND LIMITED		
Investments at market value	£6,877,809	£7,213,976
Bank and short term investments	428,308	432,861
	7,306,117	7,646,837
TOTAL INCOME (NET OF TAX)	339,577	265,922
EXPENDITURE:		
Grants(net)	275,579	196,968
Administration	29,035	35,665
Investment charge	15,313	12,177
	319,927	244,810
(DEFICIT)/SURPLUS FOR YEAR	£19,650	£21,112

Notes to the Abstract of Accounts

1. These abstracts have been prepared from the annual accounts of the Trust and Fund.

2. Investments are handled on behalf of the Trust by James Capel Fund Managers Ltd in London.

3. A proportion of both endowments has been retained in high-interest bearing holdings. The resulting lack of capital growth has meant that earnings are being re-invested to provide for future income growth; hence the apparently large surplus on the Barrow & Geraldine S. Cadbury Trust account.

In 1986 - 87 and 1987 - 88, the Trust's deficit totalled £204,050: so this loss has now been made up.

4. The Trustees/Directors have determined that a number of ethical criteria should be applied to the placement of their capital investment. They have been assisted by EIRIS (Ethical Investment Research and Information Service) in identifying companies affected by these ethical decisions. The following categories of holdings are normally excluded from the investment portfolios, but these criteria are subject to regular review and possible revision.

Armaments and Defence: companies involved in the manufacture of weapons and ammunition; and those listed in the current Defence White paper as having contracts with the Ministry of Defence worth more than £5 million in the past year.

Alcohol, Tobacco and Gambling: companies whose business in the manufacture or distribution of these products/services exceeds 10 per cent of their turnover.

South Africa: all companies with over 2,000 employees in South Africa and Namibia. Other companies with between 1,000 - 1,999 employees are excluded, unless wage levels for all staff are at least 50 per cent above minimum living level. (Cadbury Schweppes is the only major UK company whose wages policy conforms to this EEC criterion.)

FINANCIAL REPORT: GRANTS BY CATEGORY

	TOTAL	B&GSC Trust	BC Fund
Peace & International Relations	£346,081	£301,961	£44,120
Race Relations & Equal Opportunities	£230,297	£205,328	£24,696
Civil Rights & Social Justice	£46,515	£43,350	£3,165
Penal Affairs	£124,465	£118,754	£5,711
Employment	£351,144	£283,580	£77,714
Neighbourhood Development	£48,360		£48,360
Northern Ireland	£152,255	£101,005	£51,250
Community & Local Service	£122,389	£111,898	£10,491
Society of Friends & Other Churches	£46,950	£46,950	
Personal & Subscriptions	£11,772		£11,772
	£1,480,228	£1,212,826	£277,279

■ Grant Total in 1988 - 89

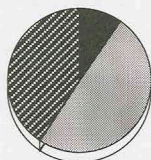
□ Grant Total in 1989 - 90

FINANCIAL REPORT: GRANTS BY AREA

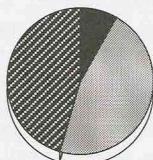
Barrow & Geraldine S. Cadbury Trust

Barrow Cadbury Fund Ltd

Value of Main Grants

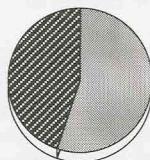


Number of Main Grants

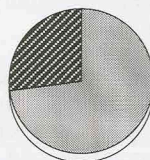


International		International	
£110,521	10%	12	8%
National		National	
£564,959	49%	68	46%
W Midlands		W Midlands	
£468,537	41%	68	46%

Value of Main Grants



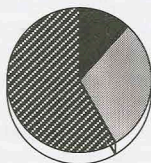
Number of Main Grants



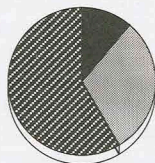
International		International	
£-	0%	-	0%
National		National	
£140,250	55%	16	73%
W Midlands		W Midlands	
£115,095	45%	6	27%

International ■
National ■
West Midlands ▨

Value of Small Grants

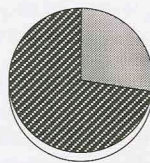


Number of Small Grants

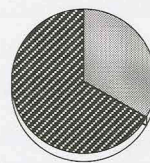


International		International	
£8,050	12%	14	11%
National		National	
£20,589	30%	38	30%
W Midlands		W Midlands	
£40,171	58%	74	59%

Value of Small Grants



Number of Small Grants



International		International	
£-	0%	-	0%
National		National	
£2,781	27%	9	33%
W Midlands		W Midlands	
£7,381	73%	18	67%

PEACE & INTERNATIONAL RELATIONS

This remains the largest single category of grants - partly because of the breadth of concerns which it covers. The main, innovatory, thrust remains arms control and disarmament; regional conflicts receive particular but limited attention; and educational grants are mainly to universities.

Grants for conflict resolution have been allocated to Penal Affairs if courts are involved, or the new category of Community and Local Services where disputes or their resolution are at neighbourhood level.

Support for new work outside these groupings is rare, or for special reasons. At the same time, the linkage between grants for peace and those for civil rights and social justice is well recognised by Trustees: and this latter category is likely to grow more rapidly than Peace and International Relations in the years ahead.

ARMS CONTROL

The momentous events in Eastern Europe have served to confirm the Trustees' commitment to grants which will help to forward proposals for arms control.

International Law and Arms Control: £10,000 single payment

The Universities of Fribourg and Geneva are mounting a conference of academic lawyers to review both theoretical and applied limitations of existing international law concerning arms control. Technological developments, interpretation, resolution of disputes, and negotiating bilateral treaties to become multi-national are all issues awaiting resolution.

Defence Decision-Making in the UK: £30,000 over two years

In spite of political and technological changes, British defence policy has changed remarkably little in the past 40 years. The Oxford Research Group will be interviewing key participants in UK defence policy formation as part of its continuing research into how far democratic control has any effect in this field.

Verification Technology Information Centre (VERTIC): £30,000 over three years

Verification technology can provide the obstacle or the break-through to arms control: VERTIC is promoting studies which cover satellites, seismology, 'marking', listening devices ... so that political negotiations can take these into account. A further grant of £5,000 was approved towards the cost of preparing the verification protocol to the forthcoming conference to review the conversion of the Partial Test Ban Treaty to comprehensive status.

British-American Security Information Centre (BASIC): £30,000 over three years

The US Freedom of Information Act provides opportunities for public knowledge of defence decision-making which are denied in the UK. Arising from their concern for demo-

cratic accountability, Trustees are backing the British American Security Information Council's research in both countries; and continue to provide support (£50,000 over the duration of the current Parliament) to the International Security Information Service, and to D-FAX for its pioneering research into how the media handle defence information (£45,000 over three years).

Working Party on Chemical and Biological Weapons: £10,000 p.a., continuing

Controlling the manufacture, distribution and use of chemical and biological weapons must be the most difficult area of arms control. Trustees provide continued support to this UK based group which is developing international links, and providing its expertise to national negotiators.

REGIONAL CONFLICTS

Trustees have limited their grants to regions of conflict to Northern Ireland (see separate section, p.), Southern Africa and the Middle East. Support for wider pan-European dialogue is under consideration.

Southern Africa

Renewed support was provided for the Institute for Democratic Alternatives in South Africa (£10,000 p.a.), to back its research and education into the policy decisions which will face a democratically elected government. The Centre for Inter-Group Studies, Cape Town, (£10,000 p.a. over five years) continues to develop its expertise in conflict resolution at local, provincial and national level without compromising its concern for social and racial justice.

Middle East

It remains Trustees' hope that a political *modus vivendi* will be found which allows people who have long been living within disputed borders to develop autonomous institutions in an atmosphere of mutual respect. In the current situation, this means supporting Palestinian initiatives to build

representative social and economic organisations. Grants have been approved so that UNIPAL (£15,000 p.a. over three years) can place English-speaking volunteers with medical and agricultural agencies managed by Palestinians.

EDUCATION

Trustees are committed to educational practice which places positive value on conflict resolution. They see university-level Peace Studies as one example of this, especially when these provide a framework for research into issues of arms control and the mediation of international disputes.

New University Initiatives

Trustees have approved a second annual grant of £15,000 to the Initiative for Peace Studies at the University of London, while it is at its nascent stage; and have committed a similar sum to the Oxford Peace Studies Project in 1991-1992, towards the cost of fellowships.

Bradford School of Peace Studies

Trust support is building up to £18,000 p.a. for three post-graduate studentships each year - hoping that special attention will be given to applications from women and black people, who are at present under-represented at graduate level.

Nuclear Issues in Education: £15,000 over two years

With the threat of deliberate nuclear war between the great powers rapidly receding, the Campaign for Nuclear Disarmament has experienced a significant fall in its income from membership. At the same time, there is growing interest in schools in nuclear issues. The Trustees have approved a grant for the production of educational materials by an independent charity (the Conflict Education Library Trust) whose outlet will be through CND.

Social Defence Conference, Bradford: £10,000

Events in Eastern Europe have confirmed Trustees' belief that military postures are not necessarily the ultimate in political power. This conference, sponsored by the International Fellowship of Reconciliation and War Resisters International, should take the theme of 'alternative power' out of the pacifist context and place it on the open and active agenda.

Overseas Students

Over the years, ad hoc grants for particular overseas students in West Midlands colleges have evolved into endowed bursary funds administered by specialist welfare staff. Payments to the Universities of Birmingham and Aston and Birmingham Polytechnic, totalling £16,500, were concluded in 1989. A further £19,000 was paid to other colleges and agencies concerned with the welfare of overseas students; these payments will discontinue in the years ahead.

Grants paid in 1989-90

BARROW & GERALDINE S. CADBURY TRUST
International

Centre for Inter-group Studies, Cape Town, South Africa: mediation expenses £10,035.00
Conflict Resolution Centre, Pittsburgh: costs of international linkages £1,000.00
International Fellowship of Reconciliation, Africa: administration £3,000.00
International Law & Arms Control, University of Fribourg: conference £10,050.00
NATO Alerts Network: costs of Brussels office £12,300.00
Soviet-British Curriculum Development, London University: administration £5,000.00
Unipal: volunteer placements with Arab organisations £10,000.00

£51,385.00

Overseas students: grants to West Midlands colleges **£28,636.44**

National

All Party Parliamentary Group on Overseas

Development: administration grant to Overseas Development Institute £19,500.00
Bradford University, School of Peace Studies: senior fellowship £5,000.00
Bradford University, School of Peace Studies: post-graduate studentships £10,700.00
British Council of Churches: Peace Forum £3,000.00
British-American Security Information Council: core costs £7,500.00
Conflict Education Library Trust: information service re. nuclear defence £7,500.00
Defence Information Groups, London: towards core costs £12,500.00
Dunamis, St James, Piccadilly: programme support £1,500.00
Farndon House Information Trust: Dfax service £19,000.00
Initiative for Peace Studies, University of London: staffing costs £15,000.00
Lansbury House Trust Fund: non-violent defence research project £5,000.00
Medical Campaign Against Nuclear Weapons: international conference costs £11,000.00
NATO 40 Years On: education pack for schools £5,000.00
Nuclear Non-Proliferation Project, Southampton University: international programme £12,500.00
Overseas Students Trust: housing study £7,000.00
Oxford Research Group: UK defence policy review £15,000.00
Scientists Against Nuclear Arms: educational programmes £7,500.00
Verification Technology Information Centre: core costs £12,500.00
Working Party on Chemical and Biological Weapons: administration £12,500.00
War Resisters International/International Fellowship of Reconciliation: Bradford conference on resistance without weapons £10,000.00

£199,200.00

West Midlands

Action for Reconciliation and Services for Peace, Coventry: costs of German C.O. placements in UK £6,000.00
Warwickshire Monthly Meeting: peace education project £9,000.00

£15,000.00

Small Grants

International

British Council of Churches: Namibia Group	£500.00
Peace Brigades International: expenses for volunteer escorts to Sri Lanka	£600.00
UNA Trust, for travel costs of European Proliferation Information Centre representative to US conference	£400.00
Women's International League for Peace and Freedom: UK attendance at Sydney Conference	£500.00

£2,000.00

National

Bradford School of Peace Studies: conference for teachers of peace and conflict studies	£1,000.00
Peace Brigades International: costs of national campaign and launch	£1,000.00
Quaker Peace Studies Trust: researchers travel costs for Anti-War Cinema of World War I	£250.00
Quaker Peace Studies Trust: costs of University of Bradford Centre for Conflict Resolution workshop on Mediation and Reconciliation in Violent Conflicts	£340.00
Scientists Against Nuclear Arms: travel costs to Budapest International Scientists' Congress preparation meetings	£700.00
University of Bradford: bursaries for participants at Theology of Peace conference	£150.00

£3,440.00

West Midlands

Action for World Development Fund: Birmingham One World Desk	£1,000.00
Birmingham City Museum: staff attendance at Salzburg Conference on inter-cultural understanding, community/nation building	£100.00
Carrs Lane United Reformed Church: Corymeela Group's National Religious Service in Birmingham	£500.00
Quaker Peace Education Project: peace education work in schools via West Midlands CND/Woodbrooke	£200.00
University of Birmingham, Graduate School of International Studies: preliminary meeting re. conference on Foreign & Defence Policy 1979-1990	£500.00

£2,300.00

TOTAL

£301,961.44

BARROW CADBURY FUND LTD

National

Safer World: Parliamentary Officer	£10,000.00
Medical Campaign Against Nuclear Weapons: core costs	£10,000.00
National Peace Council: development worker	£6,000.00
South African family support	£17,000.00
	£43,000.00

Small Grants

National

Clergy Against Nuclear Arms: costs of 1989 annual lecture	£500.00
Purchase of film for documentation of Nelson Mandela's release from prison	£250.00
Transcription of US peace video	£70.00
War Resisters International: travel expenses to Bradford conference on non-violent resistance	£300.00

£1,120.00

TOTAL

£44,120.00

RACE RELATIONS AND EQUAL OPPORTUNITIES

The Trustees' statement on equal opportunities is set out in the Trust's explanatory leaflet:

"Trustees are committed to ensuring that all their grants are made and spent in such a way that people of both sexes and all races are in a position to benefit.

Applicants will be expected to take appropriate steps to ensure that women and men, black and white, and people with special needs

- are able to contribute their skills and experience on management committees;***
- are aware of opportunities for voluntary service;***
- can apply for staff appointments at all levels, in the knowledge that posts will be filled on the basis of individual merit to produce a well-balanced team;***
- will be included among the project's beneficiaries or clientele.***

These criteria should be part of an across-the-board, positive commitment in all aspects of the applicant's activities."

Grants in this particular category are explicitly for the promotion of equal opportunities, particularly where issues of race and gender are involved. (Funds are not at present sufficient to extend this concern to people with special needs.) Trustees expect to give a rising priority to womens' issues in the years ahead - but not at the expense of grants to foster the ideals of a multi-racial society.

Runnymede Trust: £15,000 pa over three years

Runnymede has been supported by Trustees since 1976. Founded on the liberal principle that exposition of 'rational facts' will influence public policy on race issues, it has had to review its role in a period when market forces took precedence over racial justice. Trustees wish to demonstrate their confidence in Runnymede's ability to reassess its programme - and await the outcome with interest.

Black People in Professions

The twin issues of professional prospects for qualified black people, and the responses of professional services to the needs of their black clientele, are both seen as legitimate matters for grant-making. The former is, probably, not charitable in law: so support would be from the Barrow Cadbury Fund Limited.

In line with this thinking, grants are on offer to the Association of Black Social Workers and Allied Professions, the Society of Black Lawyers, and the Association of Black Probation Officers. The Black People in Philanthropy group has received a grant of £1,000.

Centre for Black and White Christian Partnership: £12,000 pa over three years

The Trustees' welcome of the positive message of this Centre is only modified by their disappointment that the Churches are not meeting its financial needs. The enhanced understanding of Christian doctrine and experience which results from an equal and open sharing of black and white peoples' insights is a gift to all. The Trustees hope that their renewed grant towards the cost of the Centre's administration (after eight years of general support, which they thought would suffice to see the Centre become financially viable) will enable the staff and supporters to present an incontrovertible case for support to participating Churches.

Asian Resource Centre: £12,000 pa over three years

Trustees were the original funders of this agency in 1977, and have supported it ever since. Apart from the intrinsic value of its advice to and advocacy for its constituency, Trustees gave renewed support to it as a statement of their shared commitment to the Centre's policy of developing a service for the whole linguistic, religious and cultural range of people from the Indian sub-continent, and according womens' needs and experience equal consideration with mens'.

Black Theatre Festival, Birmingham: £19,680 single grant

It surprised Trustees that events planned as part of its centenary celebrations virtually ignored the fact that Birmingham is now a multi-racial, multicultural city. To counter this imbalance, local groups worked with the Arts Council to mount a Black Theatre Festival. Trustees approved a grant towards the costs of employing an administrator, from the Afrikan Peoples Theatre.

This single grant replaced the larger number of small grants which Trustees had been making for ethnic minority arts projects.

Multi-cultural Social Work Resource Centre, Nottingham: £10,000 p.a. over 3 years.

Faced with more applications than they could handle from black people hoping to obtain qualifications in social work, the Trustees agreed to support the Centre in Nottingham which will arrange work placements for students with black voluntary organisations. Besides benefitting from the students' contributions, the host agencies will also generate income from fees for supervision.

Grants paid in 1989-90

BARROW & GERALDINE S. CADBURY TRUST

National

- British Council of Churches, Community & Race Relations Unit: education post £2,500.00
- Centre for Black & White Christian Partnership: final instalment of grant for administration £1,000.00
- Joint Council for Anglo-Caribbean Churches: administration £6,000.00
- Multi-cultural Social Work Resource Centre, Nottingham: initial funding £5,000.00
- National Council for Voluntary Organisations: Organisation Development Unit costs £10,000.00
- Runnymede Trust: core funding £12,500.00
- Simon of Cyrene Theological Institute, London: setting-up costs £5,000.00
- University of Warwick: conference on black people's participation in UK politics £2,500.00

£44,500.00

West Midlands

- Afeme, Wolverhampton: administration £7,015.00
- AFFOR, Birmingham: staff costs £4,000.00
- Afro-Caribbean Cultural Centre, Wolverhampton: administration £3,250.00
- Asian Resource Centre, Birmingham: community worker post £4,500.00
- Bangladesh Centre, Birmingham: staff post £12,500.00
- Beeches Road Methodist Church, West Bromwich: building developments £10,000.00
- Birmingham Polytechnic, Negotiated Studies in Art & Design: costs of incorporating ethnic minority arts £2,666.00
- Black Theatre Festival, Birmingham Centenary £13,680.00
- Bringing Reconciliation for Each and All in the Community of Heath Town (BREACH): first instalment of worker's salary £1,000.00
- Dudley One World: core costs £2,000.00
- Handsworth Single Homeless Action Group: core costs £8,300.00
- Harambee Organisation Ltd, Handsworth: administration costs £12,250.00
- Helping the Homeless with Alcohol Related Problems, Birmingham (HARP): women's worker's salary £6,000.00
- Midlands Chinese Association: worker's salary £2,500.00

RACE RELATIONS AND EQUAL OPPORTUNITIES

Minorities Resource Centre, Saltley	£5,000.00
National Association of Citizens Advice Bureaux: project to extend multi-racial approach	£5,000.00
Rock Association Housing Advice Project: administration	£1,000.00
Sandwell & District West Indian Community Association: administration	£6,000.00
St Barnabas Centre, Coventry, for black women's worker	£2,500.00
Saheli Playbus, Handsworth: multi-racial toys project	£5,500.00
Shahid Udham Singh Welfare Trust, Handsworth: premises	£5,000.00
United Muslim Welfare Association, Wolverhampton: core costs	£2,625.00
Wolverhampton Inter-faith Group: core costs	£3,000.00
Women's Advice & Information Centre, Birmingham: part-time worker	£8,000.00

£133,286.00

Further Education: West Midlands colleges	£7,827.00
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Black Arts

Urban Trust	£500.00
West Midlands Arts Association	£800.00

£1,300.00

Small Grants

National

Afro-Caribbean Mental Health Association: costs of National Black Mental Health Steering Group	£1,000.00
Afro-Caribbean Mental Health Association: Director's study visit to New York	£750.00
ARVAC: bursary help for conference attendance by black groups	£25.00
Bendrigg Trust: residential activity weekend in Cumbria for West Midlands Down's Young People's Support Group	£500.00
Centre for Studies on Integration in Education: costs of US visit re. education of children with disabilities or learning difficulties	£100.00
Councils for Voluntary Service, National Association: costs of 1990 Women's conference	£500.00
Industrial Society, Inner Cities Unit: printing costs of Head Start Workbooks	£1,000.00

National Organisation for Work with Girls and Young Women: National Black Women's conference	£250.00
National Black Caucus: annual conference	£500.00
Northern Ireland Association for the Care and Resettlement of Offenders: Employment Code of Practice	£500.00
Parent to Parent Information on Adoption Services: Caribbean cultural exchange	£200.00
Quaker Social Responsibility & Education: consultant's expenses re CRC/Woodbrooke race training	£300.00
Strathcona Theatre Company, Neasden: junior schools project	£250.00
UK Asian Women's Conference: Black Headteacher/Deputy Headteacher National Association 1989 Birmingham conference on the Education Reform Act	£500.00

£6,375.00

West Midlands

AFFOR: Birmingham Black Workers Support Group conference	£900.00
All Saints Haque Centre, Wolverhampton: clerical and secretarial support	£1,000.00
Bangladeshi Community Centre, Walsall: administration	£1,000.00
Barbados Association (West Midlands): Barbados National Day/ Birmingham Centenary	£500.00
Birmingham Community Association, Small Heath: computer training course	£125.00
Citizen Advocacy South Birmingham Area: office costs	£1,000.00
Ekta Asian Elderly Day Centre, Wolverhampton: interim activities	£250.00
Handsworth Employment Scheme Ltd: creative arts exhibition "A New Decade for Women in the Community"	£200.00
Handsworth Under Fives Forum: Anti-racist Awareness Seminar	£350.00
Harambee Housing Association: Warwick University research and training project on "Black Women's Experience of Mental Health"	£1,020.00
Jamfolk Performing Co., Wolverhampton: initial costs	£500.00
Kaleidoscope Theatre Company: costs of Edinburgh Festival 1989 Fringe appearance, 1990 Durham Drama School	£350.00
National Schizophrenia Fellowship (West Midlands): Asian languages video	£1,000.00

RACE RELATIONS AND EQUAL OPPORTUNITIES

Park View Book & Information Centre, Alum Rock:
purchase of equipment for community library
of Punjabi books £750.00

Pendeford Youth Centre: Wolverhampton
Sportsday Committee regional sports event
£350.00

Selly Oak Area Caretakers Society: Selly Oak
Centre International Evening £230.00
Shahid Udham Singh Welfare Centre: legal work
£215.00

Tindal Association for School & Community: costs
of materials for Open Learning project
£1,250.00

Tindal Association for School & Community: costs
of women's Asian dance workshops
£150.00

University of Warwick, Centre for Research in
Ethnic Relations: towards Canada conference
travel costs
£500.00

Wolverhampton Voluntary Sector Council: costs
of sign language training for staff £250.00

Yew Tree Association, Aston, Birmingham: run-
ning costs of community room £150.00

£12,040.00

TOTAL £205,328.00

BARROW CADBURY FUND LTD

National

Parliamentary Black Caucus: administration
expenses £16,500.00

Further Education £6,456.00

Small Grants

National

Black Philanthropy Group: travel expenses of UK
delegation to Association of Black Foundation
Executives conference in USA £500.00

West Midlands

Birmingham for People: publication costs of Women
and the City report £500.00

University of Warwick: travel costs of US
contributor to Warwick conference on Black
People in British Politics £600.00

Workers Against Racism, Wolverhampton: costs of
showing "Black and Blue" film £140.00

£1,240.00

TOTAL £24,696.00

CIVIL RIGHTS & SOCIAL JUSTICE

This is a new category, approved on an experimental basis by Trustees/Directors at their annual residential meeting to review priorities and new work.

Concern for social justice underpins all grants, and a civil rights component of applications in all categories will receive particular attention when it is considered by the Trustees. Since the purposes of these grants may not be charitable in the legal sense, the non-charitable Barrow Cadbury Fund Limited may, in the future, frequently come to feature as the donor.

It is normal Trust practice to start funding in a new field with grants which reflect a wide spread of issues, and then concentrate on particular aspects of the topic. Payments made under this heading in 1989 reflect the general approach: in 1990, the focus may be sharper and the amounts larger. The following agencies received grants in 1989-90; in previous years, some of these payments were made under other category headings.

Grants paid in 1989-90

BARROW & GERALDINE S. CADBURY TRUST

International

Committee on South African War Resistance: administration costs	£1,250.00
Study of End Conscription Campaign, South Africa	£1,500.00
International Alert: support costs in the UK	£8,000.00
	£10,750.00

National

Joint Council for the Welfare of Immigrants: programme for detainees	£7,500.00
Joint Council for the Welfare of Immigrants: general purposes	£4,250.00
Minority Rights Group: administration	£3,000.00
Women's Legal Defence Fund: core funding	£10,000.00
	£24,750.00

West Midlands

Joint Council for the Welfare on Immigrants, West Midlands: appeals worker post	£2,500.00
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Small Grants

International

Evangelische Landeskirche in Baden, Germany: translation costs of North and Latin American intelligence documents	£700.00
Refugee Studies Programme: participant's attendance at course for refugee work practitioners	£550.00
Refugee Studies Programme: costs of Botswana research	£500.00
	£1,750.00

National

Coben Trust: underwriting of NCCL's costs in publishing Gibraltar Report	£500.00
Immigration Law Practitioners' Association: conference on European Immigration Law harmonisation	£1,000.00
Indian Workers' Association: publication costs following visit of Bhopal victims	£500.00
	£2,000.00

West Midlands

Birmingham Christian Witness for Justice: march/rallies re homelessness	£500.00
Joint Council for the Welfare of Immigrants, West Midlands Branch: publicising multi-faith services to be held on Human Rights Day	£500.00
Martin Luther King Trust, Birmingham: costs of 2nd Annual lecture	£600.00
	£1,600.00

TOTAL

£43,350.00

BARROW CADBURY FUND LTD

Small Grants

ADAM Group: costs of residents' action relating to proposed Metro route and Solihull MBC	£1,000.00
B.M. Birnberg & Co. (Solicitors), London: legal expenses of Mrs Esther McCurbin	£1,000.00
Hamstead British Iron and Steel Federation House Owners Association: conference attendances and running costs of Steering Group	£700.00
Pre-Yearly Meeting work on Quaker concern about Secret State	£350.00
Tyndallwoods, Solicitors: costs of assistance with deportation appeal case	£115.00

TOTAL

£3,165.00

PENAL AFFAIRS

Grants in this category will normally bear on issues of concern to the Trust under other headings as well. Trustees wish to maintain this as a distinct heading, although expenditure is not likely to increase at present: few new grants are approved each year.

NACRO: Black People in the Criminal Justice System £21,000

Earlier support for NACRO's research and publications on black people in the criminal justice system has helped to create more awareness in the relevant bureaucracies. What has been missing from the statistical presentation, though, is the process by which black people are brought within the criminal justice system at an earlier stage and move more quickly up the penal tariff than whites: a Trust grant to NACRO has enabled a publication, still under preparation, to address this theme.

Cropwood Fellowships, University of Cambridge: £8,600 pa over three years

Trustees were the initial funders of the Cropwood Scheme in 1968, when the Institute of Criminology established these fellowships for people who had been working at the operational end of the criminal justice system. Grants are reviewed and renewed every three years. Following the review in 1989, the Institute will prioritise Cropwood issues bearing on equal opportunities, mediation and employment, and take special steps to encourage black people to apply for fellowships.

Neighbourhood Watch research, University of Warwick: £16,000 pa over two years

Neighbourhood Watch schemes may prove to be the point where constructive concern for crime prevention combines with support for neighbours in need, and provide a means for policing to focus on local concerns. To test this comfortable hypothesis, Trustees approved a grant to the University of Warwick School of Law to research into schemes in three police authorities, allowing for so-

cial differences in neighbourhoods and different police policies. The picture which is emerging indicates wide divergence between police and public attitudes: publication will follow full consultation with those involved.

Shard End Community Project: £15,000 pa over three years

The purpose of this project, originally established by NACRO, was crime prevention: providing facilities and activities for young people, with management in the hands of local residents. The Trustees agreed to continue this programme, and so geared their contributions that Safer Cities funding is also being provided.

Birmingham Racial Attacks Monitoring Unit (BRAMU): £13,000 pa over three years

The extent to which white people deliberately insult and harass black people is slowly becoming recognised outside black community networks. Research and helpful reports from the Home Office and other agencies point to the role which community organisations can play, and Trustees' grant to BRAMU is intended to help this group draw these many strands together into a programme to counter peoples' negative experiences.

HALOW (help and Advice Line for Offenders' Wives): £32,500 over three years

Trustees' original grant for HALOW's work in Birmingham in 1987 was an example of their readiness to support people whose voices are not usually heard. Besides helping members to cope with their menfolk's imprisonment, HALOW's Birmingham staff have been working with prison authorities to improve home links for inmates. The Trust grant was deliberately tapered, from covering all expenditure in the first year, to less than half in the third, so that the group could achieve financial self-sufficiency from several sources.

Grants paid in 1989-90

BARROW & GERALDINE S. CADBURY TRUST

National

All Party Parliamentary Group on Penal Affairs, c/o NACRO: administration costs	£8,000.00
Association of Members of Boards of Visitors: race training project	£3,000.00
Cropwood Scheme, University of Cambridge: fellowships and conference	£8,600.00
Howard League: immigration detainees research and publication	£5,000.00
NACRO: research on black people and criminal justice	£17,000.00
Northampton Adult Offenders Scheme: diversion from criminal justice system	£3,500.00
Scottish Association for Care & Resettlement of Offenders: mediation project	£5,000.00
Victims Support, London: national promotion	£2,000.00

£52,100.00

West Midlands

Birmingham Racial Attacks Monitoring Unit: staffing	£10,125.00
East Birmingham Mediation Scheme: staffing	£12,500.00
HALOW (Help & Advice Line for Offenders' Wives), Winson Green: core costs	£7,500.00
Queensway Trust Small Grants Fund: disbursements by probation staff	£3,000.00
Shard End Community Project: crime prevention scheme	£5,000.00
University of Warwick: neighbourhood watch research	£17,000.00
Wolverhampton Mediation and Reparation Project: final grant for core costs	£5,000.00

£60,125.00

Small Grants

National

Howard League: participation in Vienna committee re: UN Congress on crime preven- tion and the treatment of offenders	£450.00
London Rape Crisis Centre: general costs/fund raising	£500.00

£950.00

West Midlands

870 House Youth Unit: publicity and appeal costs	£1,000.00
Aquarius: costs of follow-up study to "Drinking & Driving - Who is doing what"	£1,000.00
Big Brum Theatre-in-Education Company: production costs of "Roy"	£600.00
Birmingham Racial Attacks Monitoring Unit: computer training costs	£300.00
HM Prison Long Lartin Education Department: multi-cultural Arts Music Week	£479.50
Queensway Trust: repairs and refurbishment at Coopers Mill	£500.00
Tamworth & Lichfield Victims Support Scheme	£750.00
West Midlands Federation of Victims Support Schemes: course on counselling sexual assault victims	£750.00
Warwickshire Monthly Meeting Penal Affairs Group: hospital travel expenses	£200.00

£5,579.50

TOTAL

£118,754.50

BARROW CADBURY FUND LTD

National

PROP: administration costs	£5,000.00
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Small Grants

National

Association of Black Probation Officers: AGM and professional conference costs	£386.55
HALOW: travel expenses for national meeting	£58.66
Quakers in Criminal Justice: 1989 Ammerdown conference & 1990 Glenthorne conference	£216.00

£661.21

West Midlands

Travel costs for prison visit	£50.00
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TOTAL

£5,711.21

EMPLOYMENT

The theme of the 1987-88 annual report was how best the Trust could influence the public provision of resources to generate employment opportunities. Joe Montgomery's personal expertise and commitment were instrumental in developing the Trust's contribution; his departure leaves the Trustees facing the issues which he raised with the advantage of the experience which he generated.

The Trustees' 'pragmatic development of an empirical policy' has covered five headings: identifying under-employment; direct backing for small business development agencies and their clients; developing the infrastructure of particular employment sectors; access to training facilities; and supporting public debate on promoting full employment as a priority for national government. Grants under all headings are described below.

In the years ahead, emphasis is likely to shift from employment creation to improving access to training and jobs through developing effective equal opportunities.

UNDER-EMPLOYMENT

National Group on Homeworking, Birmingham

Trustees have long been concerned that although homeworking can mean low pay for long hours with minimal benefits, this can also represent the only opportunity for employment for some workers. Women, especially those from Asia who may have difficulty with English, are particularly vulnerable to exploitation in this and other contexts.

The Trust grant (originally £10,000 p.a. over three years, extended by £13,000 p.a. for two years) is to cover the employment of an additional worker to prepare briefings for MPs and MEPs on legislative changes to provide better protection for homeworkers, and to high-light issues in the media.

BUSINESS DEVELOPMENT

Birmingham Business Resource Consortium

The Birmingham Loans Guarantee Consortium, which began as an informal group of local business development agencies recommending clients for loan guarantees by Barrow Cadbury Fund Ltd Directors, has been converted into the Birmingham Business Resource Consortium. This is a registered company, and Barrow Cadbury Fund Ltd Directors have made a single grant of £50,000 to meet start-up costs and cover for new and existing loan guarantees by local banks. Beneficiaries will be those taking their first steps in business.

Since people in this position frequently seek additional training, the Trust's Vocational Training Fund has been made over to the new company (£5,000). In addition, contributions totalling £10,114 were paid to the University of Warwick for a training course to benefit the voluntary agencies' business development advisors who will be working with the new company.

Sandwell Enterprise Ltd.

Encouraged by the success of the then Bir-

mingham Loans Guarantee Consortium, a group of agencies in Sandwell jointly proposed that the Borough should sponsor a similar venture. Trustees contributed a single grant of £5,000 as starter credit, in the hope that the Birmingham experience will be replicated elsewhere.

Druids Heath Low Income Support Group

Support for this community group, based on some of the council estates on the southern fringe of Birmingham, represents one of these attempts to create new jobs which continues in spite of the huge difficulties that seem inevitable in any such approach. The group has had limited success and maintains its endeavours with funding of £20,000 per annum for three years for the employment of staff members.

LOCAL BUSINESS INFRA-STRUCTURE

Clothing Resource Centre, Sandwell

Providing training for would-be entrepreneurs in the clothing industry through the Clothing Resource Centre has provided an easier means of supporting new businesses than assistance to particular people or groups. The Centre itself has suffered from the demise of its original sponsor, the West Midlands County Council, and the Trust has had to be flexible in providing £51,000 over the past four years. Training courses should now be self-sustaining.

Local Economy Policy Unit, London

LEPU has provided the main think-tank for the voluntary sector and local authorities in their responses to the government's policies for 'enterprise' in inner cities. A grant of £10,000 p.a. over 3 years has provided the necessary extra administrative back-up for the South Bank Polytechnic to continue to house the Unit.

ACCESS TO TRAINING

West Midlands Caribbean Parents and Friends Association, Wolverhampton

Two annual grants of £12,500 per annum were a sufficient contribution for the Association to prove its ability to mount a lively training programme, drawing on statutory funds when possible. Trustees have renewed support at £14,000 per annum over three years for the programme to develop and attract other funding.

The experience of this group indicates the potential of local community organisations to promote training for their constituency: this approach to employment appears to offer better prospects than attempting to create new jobs.

Community Radio Training, Birmingham

Trustees saw the growth of local radio stations as an opportunity for black people to participate in the wider scope for programme-making which could result. Although the Community Radio Training Project (£45,000 over three years) has not been as involved in the new stations as its sponsors had hoped, it has proved its value in mounting courses in collaboration with the BBC, independent radio and a local college of further education in all aspects of radio programming.

Youth Employment Training

Although the MSC and its successors have been committed to equal opportunities policies for trainees, employer-led schemes in particular have not matched reasonable expectations in this respect. REITS (Racial Equality in Training Schemes, Coventry: £14,000 p.a. over three years) and YETRU (Youth Employment Training Resource Unit, Birmingham: £20,000 p.a. over three years) have both produced vigorous reports on this topic following careful monitoring of schemes in their respective areas.

FULL EMPLOYMENT

Unemployment Unit

Directors have long been concerned that monitoring how far national economic policies are promoting or inhibiting the creation of jobs is being hindered by changing definitions of being unemployed. Their steady support of the Unemployment Unit (£10,000 p.a.) has enabled its staff to produce figures which allow for comparisons over months and years: statistics whose credibility is as sound as official returns.

Campaign for Work

The Directors continue to hope that full employment will remain on the national agenda as a high priority for economic policy. Their support for the Campaign for Work is based on their belief that national policies require both grass-roots support and intellectual analysis: both of which are encompassed by the Campaign for Work (£14,000 p.a. over three years).

Grants paid in 1989-90

BARROW & GERALDINE S. CADBURY TRUST

National

Basic Income Research Group: administration	£10,000.00
Black Dance Development Trust: staffing	£5,000.00
Centre for Local Economic Strategies, Action for Homes and Jobs: promotion	£2,500.00
Community Radio Association, London: development	£18,500.00
Local Economy Policy Unit, South Bank Polytechnic: administrative support	£10,000.00
National Group on Homeworking: information officer post	£7,500.00
National Network of Product Development Agencies: development	£11,200.00
Women's Enterprise Development Agency: promotional video	£7,000.00
Work Trust: local development officer post	£13,200.00
Youthaid: core costs	£10,000.00
	£94,900.00

West Midlands

Afro-Caribbean Resource Centre, Birmingham: training development worker	£2,500.00
Apex Trust, Selly Oak: final instalment towards trainee support costs	£500.00
Bilston College: course on equal opportunities in trades unions	£5,000.00
Birmingham Settlement: Symph Project	£8,875.00
Clothing Resource Centre, Sandwell: core costs	£22,727.00
Community Enterprise Centre, Birmingham: launch costs of Birmingham Business Resource Centre	£4,500.00
Community Radio Training Project, Birmingham: staff post	£15,000.00
Coventry Alternative Employment Research Study Group: costs of enquiry into industrial conversion from military to civilian products	£6,000.00
Coventry Job Change Project: unemployed workers' training	£5,625.00
Druids Heath Neighbourhood Development Association: local employment initiatives	£10,000.00
Handsworth Employment Scheme: 70 Villa Road premises	£10,000.00

EMPLOYMENT

Loans Guarantee Consortium: training for business development staff	£10,113.74
Macro Films, Handsworth: training	£500.00
Minority Craft Workshop, Coventry: Arts for All core costs	£7,000.00
Muslim Women's Centre, Moseley: supplementary audit fees	£1,675.50
Racial Equality in Training Schemes, Coventry: staff post	£14,000.00
Sandwell Enterprise Ltd: starter funds	£5,000.00
Summerfield Foundation: development	£2,500.00
West Midlands Arts: black trainee drama officer	£7,500.00
West Midlands Caribbean Parents and Friends Association, Wolverhampton: employment training	£15,500.00
Youth Employment & Training Resource Unit, Birmingham: ethnic monitoring post	£20,000.00
	£176,516.24

Vocational Training Fund £4,232.50

Small Grants

National

Community Radio Belfast: costs of bid for licence	£800.00
Exchange Resources: participation in universities' careers fairs	£500.00
London School of Economics & Political Science: costs of research on employment	£500.00

£1,800.00

West Midlands

Action Against Racism in Training: conference on employment training and black people	£500.00
Black Business in Birmingham: costs of accountancy work	£631.25
Community Roots Enterprise Centre: costs of Business Development Unit student placement	£1,000.00
Coventry Afro-Caribbean Development Unit: expenses of visit to Watts Labor Action Committee, Los Angeles	£500.00
Coventry Unemployed Workers Project: Creche Action Group	£1,000.00
Hillfields Community Team, Coventry: training courses for local groups, and local community enterprise feasibility study	£1,000.00

Muslim Women's Training Centre: costs of auditing accounts	£750.00
Summerfield Foundation, Winson Green: volunteers' expenses	£750.00

£6,131.25

TOTAL £283,579.99

BARROW CADBURY FUND LTD

National

Unemployment Unit: administration costs	£10,000.00
National Group on Homeworking: Parliamentary liaison expenses	£6,500.00

£16,500.00

West Midlands

Birmingham Business Resource Consortium: starter finance	£45,500.00
HIM Fashionwear	£10,150.00

£55,650.00

Loan Guarantees called by banks £3,613.97

Vocational Training Fund £700.00

Small Grants

West Midlands

DataLink Consultancy Services: feasibility study costs	£250.00
National Black Caucus Conference 1989: speaker's travel costs	£250.00
Universal Rasta Woman and Family Group: purchase of material for hair-care project	£750.00

£1,250.00

TOTAL £77,713.97

COMMUNITY AND LOCAL SERVICES

The main thrust of the Trustees' concern for local community organisations is being expressed through the Paul S. Cadbury Trust's neighbourhood development grants. However, there is still a role for the B & G S Cadbury Trust in this category, which combines the previously separate headings of Housing and Community Services, and Health, Education and Social Services. Grants cover support for the local and national voluntary sector, projects which serve a neighbourhood, and residual commitments from previous years.

There is more scope for support in this category within the Small Grants Scheme than through main grants.

Foundations and the Voluntary Sector

Trustees have contributed towards the initial operating deficit of the new Association of Charitable Foundations (£5,000 p.a. x three years); and have supported the steps to strengthen both the Birmingham Voluntary Service Council (£7,500) and West Midlands Charities Information Bureau (£500). Small grants have contributed towards forging links with new foundations in eastern Europe (£750, to the Charities Aid Foundation); building up the national Federation of Charity Advice Services (£500) prior to a larger development grant, and backing for the West Midlands Charitable Trusts Group (£100).

Chapmans Hill School Farm: £22,500 p.a.

Trustees have provided a subsidy to cover the operating losses of this Farm since it was started under Worgan Trust auspices in 1971. Its finances are currently under review, as the educational facilities provided respond to the demands of the national curriculum and local management of schools. A change of emphasis in the Farm's own operations may prove necessary.

Legal Centre, Handsworth: £30,000 over three years

Support for this joint initiative by white and black churches in Handsworth is in partnership with the Church Urban Fund. The project has grown out of the experiences of church members during the disturbances of 1985; the pilot phase will point to the need for more long-term funding.

Grants paid in 1989-90

BARROW & GERALDINES. CADBURY TRUST

National

Association of Charitable Foundations: towards launch costs	£5,000.00
Local Government Centre, University of Warwick: research fellowship on policy re. poverty	£14,204.00
Newham Conflict and Change Project: mediation scheme	£15,000.00

£34,204.00

West Midlands

Ashram Community Service Project: administration	£4,500.00
Birmingham Voluntary Service Council: building appeal	£7,500.00
Birmingham Young Volunteers: final instalment of grant for support costs	£3,000.00
Birmingham Young Volunteers: Wallace Lawlor Centre	£5,000.00
Chapmans Hill School Farm: operating subsidy	£22,500.00
Charities Information Bureau: towards working capital	£500.00
Handsworth Employment Scheme: Radnor Road Sports Ground warden	£4,000.00
Legal Centre, Handsworth Churches Forum: employment costs	£5,000.00
University of Birmingham: oral communication course tutor's expenses	£750.00
University of Warwick: child protection study	£5,000.00

£57,750.00

Small Grants

International

Charities Aid Foundation: accommodation costs of East European representatives at Budapest conference on voluntary sector	£750.00
Department of Recreation & Community Services, Birmingham: travel and accommodation costs of South African Non-Racial Olympic Committee football coaches' attendance at UK coaching course	£500.00
Selly Oak Colleges: Development Studies course costs of project worker from Malawi	£200.00
International Student House, London: course in Tropical Medicine and Hygiene	£1,000.00

Tear Fund: travel costs of mission to Monserrat re. Hurricane Hugo	£600.00
Travel costs to advise Zimbabwe training projects	£500.00
Waterford School Treasury Association, Swaziland: bursary help for travel and personal expenses	£750.00

£4,300.00

National

Breakthrough Trust: costs of bank overdraft	£1,000.00
Centre for Research and Innovation in Social Policy and Practice: production costs of "Voluntary Action in the 1990s" report	£500.00
Federation of Charity Advice Services: national seminar costs	£500.00
Forbes Trust: costs of Trust News consultative report/pilot issue	£1,000.00
Social Workers' Benevolent Trust: support for Hillsborough social workers	£500.00
University of Leicester: costs of MA study of mediation	£474.00

£3,974.00

West Midlands

Advent Community Church: promotion costs and equipment for Sickle Cell Support Project	£800.00
Birmingham Association of Youth Clubs	£920.00
Birmingham Inner City Education Action Group: initial costs	£750.00
Birmingham Voluntary Service Council (Printz): business feasibility study	£500.00
Birmingham Voluntary Service Council: costs of Community Networks' distribution of Funding Digest to community groups	£610.00
Birmingham Young Volunteers: production costs of Stockland Green Community Play	£250.00
Bolton JMI School, Birmingham: initial activities, development and planning work of Education & Equality Group	£400.00
Conway Junior and Infants School Playgroup, Sparkbrook: one term's assistants' fees	£480.00
Fox Hollies Community Association: purchase of building for animals at Environmental Centre	£500.00
George Street Community Centre, Handsworth: supplementary school/playgroup and youth club	£500.00

Handsworth & Aston Forum of Churches: breakfast meeting	£200.00
Holyhead Association of Community Help: playworker's training course	£60.00
Ladywood Adult Basic Education Service: equipment for production of adult basic education reading scheme material	£500.00
Middlemore Homes: costs of archiving and restoration of old registers	£1,000.00
Saltley Action Centre: emergency lighting and external painting repairs	£500.00
St Martin de Tours, Wolverhampton: costs of completing Rough Hills play and recreation area	£250.00
Steve Biko Education Trust: support of Southern African student at Wolverhampton Polytechnic	£500.00
Trades Union Resource Centre, Birmingham: publishing costs of "The People's Century"	£500.00
United Church of God, Handsworth: instruments and restart of youth group	£100.00
University of Birmingham: costs of medical student's visit to innovatory New York inner city black mental health projects	£500.00
West Midlands Charitable Trusts Group: endowment fund	£100.00
West Midlands Environment Network: administrative costs	£1,000.00
Westminster Road Community Association, Handsworth: volunteers' expenses	£250.00
Wolverhampton Voluntary Sector Council: seminars and conferences fund	£500.00

£11,670.00

TOTAL

£111,898.00

BARROW CADBURY FUND LTD

West Midlands

KoCo Ltd, Coventry £8,815.00

Small Grants

West Midlands

Birmingham Childminders Campaign: start-up costs	£250.00
Birmingham Housing Department: back rent payments	£725.97
Down and Out in Northfield: expenses of volunteer helpers	£150.00
Handsworth Under Fives Forum: workers' attendance at US national Black Child Development Conference	£250.00
Money Lane Farm: garden development	£100.00
Volunteer's holiday travel and other expenses	£200.00

£1,675.97

NORTHERN IRELAND

During the past year the Trust's grants in Northern Ireland reflect the following programmes -

1 The Resolution of Conflicts, Reconciliation and Justice - in the grants of £24,000 over three years to the Centre for the Study of Conflict (for their Interventions in Conflict Study); £21,000 over three years to the Community of the Peace People (for their work with prisoners' families); £4,000 per annum for three years for the Fellowship of Reconciliation (for their Non-Violent Action Training project); £5,000 per annum for three years for the Ulster Quaker Peace Education Project (for their work in schools on the peaceful handling of disputes); £6,500 per annum for three years to the Ulster Quaker Service Committee (for core funding); £10,000 per annum for three years to Enniskillen Together (for their reconciliation work in County Fermanagh); and £10,000 per annum for three years to the Northern Ireland Council for Voluntary Action (towards the research costs of the Committee on the Administration of Justice).

2. Community Economic Development.

The other grants in Northern Ireland were primarily based on the Trustees' wish to relate their West Midlands programme of employment grants to the experience and opportunities in another location and reflect a wide diversity of focus, from research components in support of The Derry Unemployed Workers Group (£10,000 per annum for three years), through job creation (Farset Enterprise Park - £5,000 per annum for two years) and services for women (St Patrick's Community Enterprise - £6,000 per annum for three years) in Belfast and in the development of the rural economy (Farm Diversification Project - £11,000 per annum for two years), to the core costs of community economic development at Belcoo (District Development Group - £6,000 per annum for three years) and Castlederg (Community Development Association - single grant of £5,000).

The Trust's Northern Ireland Programme, and that of the Paul S. Cadbury Trust, are currently under review and it seems likely that the future will see a stronger focus on issues of reconciliation and justice than on employment.

E.A.

Grants paid in 1989-90

BARROW & GERALDINES. CADBURY TRUST

Peace & International Relations

British-Irish Exchange: research	£7,555.00
Centre for the Study of Conflict: research post	£5,000.00
Community of the Peace People: staffing	£10,000.00
Enniskillen Together: staffing	£10,000.00
Fellowship of Reconciliation in Ireland: staffing	£4,000.00
Ulster Quaker Peace Education Project: running costs	£5,000.00
	£41,555.00

Employment

Belcoo & District Development Group: staffing	£6,000.00
Castlederg & District Community Development Association	£5,000.00
Derry Unemployed Workers Group: staffing & running costs	£13,750.00
Farm Diversification Project: administrative costs	£5,500.00
Farset Enterprise Park Ltd	£5,000.00
St Patrick's Community Enterprise Ltd: staffing	£6,000.00
	£41,250.00

Civil Rights & Social Justice

Committee on Administration of Justice: staffing	£10,000.00
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Friends & Churches

Ulster Quaker Service Committee: secretarial costs	£6,500.00
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Small Grants

Chinese Welfare Association (Northern Ireland), Belfast: interim funding of interpreting and welfare post	£1,000.00
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Fellowship of Reconciliation: costs of National
Peace Council seminar on Northern Ireland
peace movement £500.00
Ulster Folk & Transport Museum: staff attendance
at Salzburg Conference £200.00

£1,700.00

TOTAL £101,005.00

BARROW CADBURY FUND LTD

Civil Rights & Social Justice

Fornight Magazine, Belfast: equipment

£8,000.00

New Nation: running costs £10,000.00

£18,000.00

Employment

Belfast Women's Information and Drop-in Centre:
employment initiative £10,000.00

Kesh and District Development and Community
Association: running costs £12,000.00

£22,000.00

Neighbourhood Development

Coa Community Group: building costs

£5,000.00

Strangford Lough Advisory Council: running costs

£5,000.00

£10,000.00

Neighbourhood Development Fund

Lisnaskea Community Festival £250.00

Topped Mountain History Society: publication costs

£500.00

£750.00

Small Grants

New Nation, Dublin: costs of visit to England

£500.00

TOTAL £51,250.00

SOCIETY OF FRIENDS & OTHER CHURCHES

Although the Trust operates within Quaker traditions of philanthropy, it is not formally linked to the Society of Friends. Grants for Quaker work therefore reflect more general Trust concerns, particularly in the Peace and International Affairs category.

Friends World Committee for Consultation: £14,750 continuing

Continuing contributions to the FWCC is a unique example of current Trustees sustaining a particular concern of Barrow Cadbury - who was the original treasurer in the 1930s. Grants help with the core costs of the Africa Section office in Kenya, and the London office serving the main committee.

Parliamentary Liaison Secretary, Friends House: £16,000 p.a. over three years.

The Society of Friends has been the first UK Church to appoint a full-time Parliamentary Liaison Secretary. Trustees are contributing towards the cost while she develops the work on a pilot basis, subject to review before the Society agrees whether to continue the post.

Grants paid in 1989-90

BARROW & GERALDINE S. CADBURY TRUST

International

Friends World Committee for Consultation: national and Africa section offices £14,750.00
International Young Friends Committee: administration costs of international gathering £5,000.00

£19,750.00

National

Society of Friends: Friends House Parliamentary Liaison Secretary post £16,000.00

West Midlands

Community for Reconciliation, Barnes Close: core costs £2,500.00
Woodbrooke College: bursary fund for non-Friends £7,500.00

£10,000.00

Small Grants

National

Woodbrooke College: visit to Holy Land as part of "Woodbrooke on the Road" £350.00

West Midlands

Bull Street PM: costs of care assistance work in New York £250.00
Church of England Citywide Celebration: Churches' Celebration of Birmingham Centenary with Archbishop Tutu £500.00
Kingsmead College: student's course prior to return to Uruguay £100.00

£850.00

TOTAL

£46,950.00