

**Barrow & Geraldine S. Cadbury Trust
Barrow Cadbury Fund Limited**

REPORT FOR THE YEAR 1990 - 1991

Barrow & Geraldine S. Cadbury Trust Barrow Cadbury Fund Limited

REPORT FOR 6 APRIL 1990 TO 5 APRIL 1991

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TRUSTEES, DIRECTORS & STAFF, 5 APRIL 1991

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).

Dipali Chandra
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)

Moira Westmacott
Office Secretary

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

FOREWORD

SINCE OUR LAST REPORT the world has experienced momentous changes both in the Middle East and South Africa where, following the release of Nelson Mandela, coping with the disintegration of apartheid is producing new strains and problems. Nearer home, recession and inflation exert opposite forces on the economy, and government fiscal policy has created a disastrous downturn in finance for numerous voluntary sector projects as well as major national services like education and health.

Termination or reduction of funding can cause the collapse of well founded as well as newer and often struggling bodies; and whereas a trust may appear to an applicant to be able and willing to help, the equation of funds available and possible beneficiaries rapidly gets out of balance. Thus grants are not renewed and we are increasingly having to say no to otherwise appropriate applications. Trust income is now under such pressure that Trustees are facing a policy decision of whether to continue refusing applications which come within priority guidelines, or reduce the range of priority categories.

Within the Barrow & Geraldine S. Cadbury Trust and the Barrow Cadbury Fund Limited, the Trustee body has again remained unchanged.

In the course of our regular annual review of Trust policy and performance, we have instituted the system of Relevant Trustees in refining the process of decision making. Staff can thus call on a small number of Trustees - or even one - where they may have knowledge or experience to help assess particular applications. This process goes on before an application reaches a full quarterly meeting and may indeed help the sifting process before that stage is reached.

On the staff side, Dipali Chandra settled quickly into her post as Assistant Secretary and has worked up an impressive portfolio in the Equal Opportunities field, with particular emphasis on women's projects. The earlier Race Relations category has been incorporated into Equal Opportunities which also covers a recent policy decision to fund a few disability projects. Shortage of Trust funds is coming to mean that double or even triple criteria for support may have to be present to qualify for a reasonable grant.

Anthony Wilson, after 21 years working for the Trust, qualified this year for his second term of sabbatical leave - which he took in the winter of 1990. Much of that time was taken up with helping the fledgling Association of Charitable Trusts take off and

its continuing success is warmly welcomed. Trustees never expect their staff to remain at their desks all the time and pursuing relevant interests in the field has always been seen as part of their jobs.

Eric Adams, while taking primary responsibility for the Paul S. Cadbury Trust, now with its own annual report, nevertheless services a large number of Barrow & Geraldine S. Cadbury Trust and Barrow Cadbury Fund Limited grants - some in Northern Ireland and others in the West Midlands and nationally. Visiting and consultation occupy all our staff to different degrees and their helpful advice to applicants is recognised by Trustees as almost as important as a cheque at the end of negotiations.

Our small staff has remained unchanged. Three full-time secretaries and a part-time finance secretary all contribute to the smooth working of a complex unit, and without the truly democratic interplay which exists the Trusts would grind to a halt.

Writing in the immediate aftermath of the fighting in the Gulf it is impossible to assess the effect which this will have on our Trusts in particular, and the trust world in general. Certainly if a lasting peace is to be achieved, an enormous effort by a huge number of people, organisations and

governments will be required in the months and years ahead. This Trust has been prepared to support a range of groups which are trying to draw constructive lessons from the tragedy which has struck people in the region.

Catherine R. Hickinbotham
Chairman

CATEGORIES, THEMES AND RESOURCES

OVER THE PAST TWENTY YEARS, there has been a tendency for the Trust's grants to concentrate on fewer fields of activity. Health, education and social services used to rank with penal affairs as distinct topics; and it was only gradually that the peace and race relations portfolios emerged as clear priorities. This hesitant process has been speeded up since the Trustees instituted their annual residential meetings to review grants policies.

The first manifestation of this new dynamic was the emergence of employment as a grant category in 1985: this had become the largest spender in 1989-90, and was the main theme of the 1988-89 annual report. In 1989 the Trustees instituted another new category, Civil Rights and Social Justice; and in 1990, they completed the shift of what is now the Equal Opportunities category from exclusive concern for race, through the promotion of gender equality in 1988-89, to the deliberate inclusion of issues bearing on special needs because of disablement and handicap. This expanded category is described on page 18.

In addition to identifying particular topics as priorities, the Trustees also specify that common themes should be incorporated in their grantmaking in general. Some of these themes reflect the grant categories: concern for conflict resolution, pro-

motion of equal opportunities, support for job creation.

Other themes do not echo grant categories: a readiness to meet training costs, a presumption in favour of advocacy and empowerment over service provision. In 1990, the Trustees agreed that the impact on alleviating poverty which a grant could make would be included in their appraisal of new applications.

It was clear that there would be some discrepancy between this concern for poverty and the Trustees' reaffirmation of their reluctance to approve grants for the provision of services. It is, obviously, poor people who have most to lose by cutbacks in the public provision of cash, kind and services; statistics bear out this trend over the past decade. One reason for the Trustees' decision is pragmatic: income at their disposal is insufficient to have any significant effect. A second reason is more positive: the Trustees prefer to support local community agencies which have a built-in commitment to foster the empowerment of their constituencies. How best to work with beneficiaries to develop this commitment is still subject to critical appraisal within the Trust office - but is becoming increasingly urgent as funds for voluntary groups are earmarked for activities identified by statutory donors. It is the Trustees'

hope that popular pressures resulting from empowerment will release resources for service provision - whether on a self-help, voluntary agency or statutory basis.

Two further issues complicate the context within which Trustees address these questions. Firstly, the involvement of nonstatutory bodies in contracting to provide public services means that received wisdom about the distinction between voluntary and statutory agencies no longer applies: this Trust, like all those who have seen themselves as part of a distinct voluntary sector, will need time to adjust to this new reality. How far should grants to charitable agencies effectively subsidize public services? And how will those local voluntary agencies which do not go down the contract path generate income?

Secondly: at the same time as the local authority is developing 'one stop shopping' access to its services through neighbourhood offices, funding restrictions are effectively penalising community agencies which have provided this kind of resource over the years. This particularly affects black self-help groups, which were supported by the Trust across the West Midlands in the 1970s. As grants from local authority departmental budgets are targeted on particular issues (child care, housing advice, youth

service, needs of the elderly), so support for bodies which provide all of these and more (like immigration and legal advice, translation services, supplementary education) is reduced overall. No local authority department is charged with a remit to help people build up their collective capacities to care for one another, especially when a programme is identified in terms which are specific to an ethnic minority group or to women's needs and perceptions.

The Trustees have reviewed and renewed their commitment to fostering the social resources of the West Midlands: providing core funding for local black and women's organisations which are drawing on their communities' concerns will feature largely in their grant-making. They hope to develop a similar pattern for groups which will enable people with special needs to play a full part in the larger society. How best to achieve these aims will be the Trust's main concern in the years ahead.

This annual report follows the pattern set in 1989 - 90, with short accounts of why the Trustees have supported particular new projects in the year under review. Detailed grants are listed for each category.

Anthony E. Wilson
Secretary

GRANTS REVIEW

GRANTS EXPENDITURE falls into three main headings: main grants by the Barrow & Geraldine S. Cadbury Trust and the Barrow Cadbury Fund Ltd respectively, and the small grants budget which includes both. Barrow & Geraldine S. Cadbury Trust main payments cover 81% of all grant expenditure from both accounts: and represent the most deliberate expression of Trust policy. Individual grants are described in the main body of this Report.

Barrow Cadbury Fund Ltd main grants are more eclectic: only eleven payments were in five figures, and five of these were because of uncertainties about the charitable status of the work being supported. This safety-net role means that Fund expenditure can fluctuate over the years - as the annual figures show.

Small grants expenditure is the best indicator of the range of applications which reach the office. Although the budget is tightly controlled, the allocation between categories is more demand-led than is the case with larger grants, and the listings indicate a wider diversity of purposes.

Trustees have continued their policy of approving fewer and larger main grants. Comparative figures of the Trust's main grant expenditure in 1990-91 of £1,279,812 over 124 beneficiaries and £1,144,017 over 148 beneficiaries in the previous year in-

dicate a continuing trend which became deliberate policy in October 1988.

The Trustees' continuing commitment to supporting local work was reiterated in October 1990. However, the overall total of main grants spent in the West Midlands continued to decline, from 50% in 1988-9, to 46% in 1989-90, to 37% in 1990-91. Within the Equal Opportunities category, where the scope is greatest, the proportion of West Midlands payments still declined: from 81% to 70% over the two years. In Employment, the equivalent figures are 66% and 68%, but on declining totals. At their next annual review, the Trustees will be considering how far their policy of 'fewer and larger' grants is proving to be compatible with their commitment to West Midlands work.

The Trustees have always recognised the possible disadvantages of a 'fewer and larger' grants policy: that small, worthwhile initiatives could be squeezed out; that there could be inhibitions about making a large grant to a body with which the Trust had no previous relationship - and the converse, that those applicants already known to the Trust would receive more favourable consideration; that Trust-determined policy priorities could overlook new insights and opportunities in the field; that the Trust's decision-making procedures were too slow

to match applicants' opportunities. The Small Grants budget is intended to counter these risks, with the advantage that it is easier to assess the impact of a single grant for a specific activity than it is to evaluate the effect of a contribution over three or more years towards core funding. A review of the 280 Small Grants made over the two years 1989 - 91 indicates mixed results.

• **Testing new initiatives**

33% of grants were for work which, as far as we know, had not been undertaken in this form before. 67% of grants were for work which was new for the applicant.

• **Access to Trust/Fund funds**

42% of grants were made where the individual making the application had not had previous contact with the office. 37% of grants were made to agencies which had not previously received support. Eleven Small Grant recipients subsequently received large grants.

• **Support for local activities**

58% of grants were for work in the West Midlands - a markedly higher proportion than amongst main grant recipients.

• **Promotion of Equal Opportunities**

Beneficiaries' commitment to equal opportunities in management, employment and service delivery is graded on a four-point scale, before and after the grant has been made.

Gradings when the grant was approved were rated as follows:

- no awareness or action : 1%
- low level recognition : 9%
- commitment evident : 29%
- effective policy : 61%

There was little change in these ratings in the course of grant expenditure

• **Speed of Response**

91% of applicants who received a favourable response did so within four weeks of applying, and 62% of cheques were dispatched within this period.

• **Impact Assessment**

Beneficiaries are asked how far the grant actually affected the outcome of their original proposal. Using the admittedly subjective criteria implied by an 'expected' outcome, the impact of each grant was: as expected 66%; greater than expected 25%; and less than expected 9%.

The annual review of grants policy provides Trustees with the opportunity to assess how far their main grants and small grants are reflecting their priorities: and in the light of this assessment, to determine whether either their priorities or grant-making need to be revised. The leaflet which is sent to enquirers is regularly revised to take account of changes in Trust policy and practice.

A. E. W.

ABSTRACT OF ACCOUNTS

	5 April 1991	5 April 1990
BARROW & GERALDINE S. CADBURY TRUST		
Investments at market value	£25,137,868	£22,574,122
Bank and short term investments	2,466,342	2,348,031
	<u>27,604,210</u>	<u>24,922,153</u>
TOTAL INCOME	1,512,267	1,586,390
EXPENDITURE:		
Grants(net)	1,334,222	1,188,402
Administration	167,390	122,272
Investment charge	<u>54,377</u>	<u>55,820</u>
	<u>1,555,989</u>	<u>1,366,494</u>
SURPLUS /(DEFICIT) FOR YEAR	(£43,722)	£219,896
BARROW CADBURY FUND LIMITED		
Investments at market value	£8,389,153	£6,877,809
Bank and short term investments	265,337	428,308
	<u>8,654,490</u>	<u>7,306,117</u>
TOTAL INCOME (NET OF TAX)	317,851	339,577
EXPENDITURE:		
Grants(net)	244,814	275,579
Administration	29,946	29,035
Investment charge	<u>14,083</u>	<u>15,313</u>
	<u>288,843</u>	<u>319,927</u>
SURPLUS /(DEFICIT) FOR YEAR	£29,008	£19,650

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. Instead of aiming to balance annual expenditure with income in cash terms, the Trustees/Directors are now looking to spend the equivalent of an annual return of 5.75% on their holdings. In some years, this will result in an apparent surplus in the income/expenditure accounts - in others, a deficit. The Trustees' long-term purpose remains to increase the funds' capital so that income can grow at a higher rate than inflation.

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.)

GRANTS BY CATEGORY

	TOTAL	B&GSC Trust	BC Fund
Peace & International Relations	£286,665	£270,805	£15,860
Equal Opportunities	£370,705	£340,177	£30,528
Civil Rights & Social Justice	£176,093	£128,043	£48,050
Penal Affairs	£144,437	£137,037	£7,400
Employment	£235,950	£191,060	£44,890
Neighbourhood Development *	£49,444	—	£49,444
Northern Ireland	£129,590	£103,590	£26,000
Policy Development & Local Services	£154,513	£146,463	£8,050
Society of Friends & Other Churches	£28,450	£28,450	—
Personal & Subscriptions	£14,352	—	£14,352
	£1,590,199	£1,345,625	£244,574

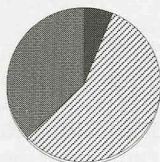
-  Grant Total in 1989 - 90
-  Grant Total in 1990 - 91

* These payments by the BCF Ltd are ancillary to Paul S. Cadbury Trust grants, and are detailed in the PSC Trust annual report.

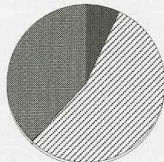
GRANTS BY AREA

Barrow & Geraldine S. Cadbury Trust

Value of Main Grants



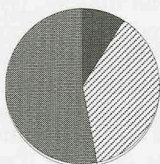
Number of Main Grants



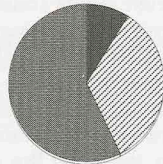
International		International	
£77,485	6%	9	7%
National		National	
£732,871	57%	68	55%
W Midlands		W Midlands	
£469,456	37%	47	35%

International
National
West Midlands

Value of Small Grants



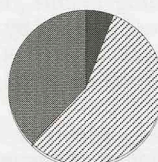
Number of Small Grants



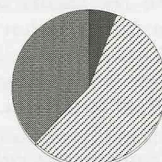
International		International	
£6,120	9%	9	9%
National		National	
£24,770	38%	33	34%
W Midlands		W Midlands	
£34,925	53%	55	57%

Barrow Cadbury Fund Ltd

Value of Main Grants

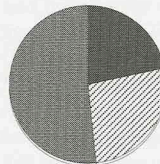


Number of Main Grants

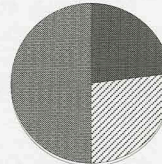


International		International	
£12,500	6%	2	8%
National		National	
£121,250	57%	13	54%
W Midlands		W Midlands	
£80,475	38%	9	38%

Value of Small Grants



Number of Small Grants



International		International	
£3,460	22%	7	23%
National		National	
£4,272	27%	8	27%
W Midlands		W Midlands	
£8,265	52%	15	50%

PEACE & INTERNATIONAL RELATIONS

Trustees had tempered their hopes from detente between the USA and USSR in 1989-90 with a commitment to continue their support for arms control initiatives on a multilateral basis. The second Gulf war has confirmed the wisdom of this decision: the recipients of on-going grants from earlier years have been encouraged by the Trust to contribute their expertise in anticipation of postwar diplomatic and political initiatives.

Grants in this category will continue to be concentrated on themes relating to international peace and security. Since agencies working in this area are not likely to attract support from public funds, Trustees' backing for the bodies involved can cover many years - and must limit the resources available to support new agencies.

Small grants will continue to be available, particularly for individuals who need to meet the cost of international travel on behalf of their organisations.

EUROPEAN DIALOGUE

The Trustees have always looked forward to the time when dialogue between east and west Europe would shift away from antagonistic defence arguments, and towards common concerns affecting our continent. European Dialogue, the UK branch of the Helsinki Citizens Assembly movement, has been attempting to build on popular support for the Conference on Security and Co-operation in Europe accords in a way which should strengthen democratic participation in eastern Europe, and sensitize west Europeans to issues beyond the confines of the European Community.

ARMSWATCH

Even before the Cold War had ended, it was apparent that destabilising developments were likely to originate in third world countries. Massive exports of arms and military technology have been subject to only limited surveillance and control: the Trustees have approved a single feasibility grant to the transnational group Armswatch so that it can pilot its worldwide computer-linked network to monitor arms movements and link these to local security issues.

GULF WAR

The second Gulf war will be influencing Trust grants indirectly and directly. Issues around arms exports and verification of nuclear and CBW facilities in Iraq are already being handled by existing beneficiaries; and small grants are being paid to groups which are arranging conferences and consultations on resolving the post-war situation. Travel costs for participants from the Gulf will continue to feature in these payments.

BARROW & GERALDINE S. CADBURY TRUST

International

Armswatch, c/o University of Sussex	
Towards start-up costs in the UK	
	<i>£20,000.00</i>
Centre for Intergroup Studies, University of Cape Town, South Africa	
Towards administrative costs of research and training programmes for reconciliation	
	<i>£10,035.00</i>
Conflict Resolution Centre, Pittsburgh, USA	
Final instalment towards setting-up costs for transnational data collection	
	<i>£1,000.00</i>
NATO Alerts Network, Brussels	
Towards core costs of monitoring NATO policies by women's groups across Western Europe	
	<i>£5,750.00</i>
Quaker Council for European Affairs, Brussels	
For part-time worker on trade and aid issues	
	<i>£10,000.00</i>
	£46,785.00

Overseas Students

Contributions to colleges' bursary funds	
	£10,700.00

National

All-Party Parliamentary Group on Overseas Development	
For administration, over the duration of current Parliament	
	<i>£20,500.00</i>
British-American Security Information Council	
Towards administrative costs of monitoring defence policy decisions in London and Washington DC	
	<i>£10,000.00</i>
'Choices', c/o Peace Studies, Bradford University	
Fellowship costs, leading to publication on nuclear weapons policy dilemmas	
	<i>£5,000.00</i>
Department of Peace Studies, Bradford University	
Annual contribution towards post graduate	

studentships	<i>£12,500.00</i>
Dfax, Yorkshire, c/o Farndon House Information Trust	
Towards revenue short-fall in developing information service for media	
	<i>£15,000.00</i>
European Dialogue, c/o Conflict Education Library Trust	
For part-time appointment to act for UK with Helsinki Citizens Assembly	
	<i>£14,000.00</i>
Information Service on Nuclear Issues, Conflict Education Library Trust	
For worker to prepare material for use in schools	
	<i>£7,500.00</i>
Initiative for Peace Studies, University of London	
Final instalment towards feasibility study for new Peace Studies department	
	<i>£10,000.00</i>
Institute of Development Studies, University of Sussex	
Cost of research into UK arms export policies	
	<i>£20,000.00</i>
International Security Information Service	
Towards costs of providing MPs with briefings on defence policy issues	
	<i>£13,500.00</i>
Nuclear Non-Proliferation Project, Southampton University	
Towards office costs of research, reports and training for diplomats	
	<i>£12,500.00</i>
Oxford Project for Peace Studies, St Antony's College	
Matching grant for development costs of new initiative	
	<i>£7,500.00</i>
Oxford Research Group	
For costs of researching UK defence policy criteria since 1945	
	<i>£15,000.00</i>
Scientists Against Nuclear Arms	
Towards administrative expenses of briefings and research	
	<i>£7,500.00</i>
Sydney Bailey Post-graduate Award, c/o London University	
Contribution to bursary fund in peace and conflict studies	
	<i>£5,000.00</i>
Verification Technology Information Centre, London	
Towards core costs of monitoring develop-	

ments with potential for arms control
£8,750.00
Working Party on Chemical & Biological
Weapons
Secretarial costs of reviewing CBW-related
issues £10,250.00

£194,500.00

West Midlands

Action for Reconciliation & Services for Peace,
c/o Coventry Cathedral
For placements of German conscientious
objectors

£7,000.00

SMALL GRANTS

International

European Nuclear Disarmament, Turkey
Travel costs to post Gulf War conference £500.00
EPIC (European Proliferation Information Centre)
Attendances at Washington conference on
nuclear non-proliferation, and Kazakhstan
congress on nuclear test ban £900.00
International Student House, London
costs of course in Tropical Medicine & Hygiene £1,000.00
Lansbury House Trust Fund
Grants for social defence project visits to Berlin
and London £420.00
Martin Ryle Trust
representation by SANA at planning meetings for
conference of scientists in Cologne £700.00
Newham Conflict & Change Project
bursaries for overseas participants in residential
conference £500.00
Quaker Council for European Affairs
expenses for "True Security in Europe" project £600.00
Trust of Programmes for Early Childhood, Family &
Community Education, Jerusalem
for running costs £500.00
University of Leeds
British Seismic Verification Research Project
attendance at Incorporated Research Institutions
for Seismology annual workshop in US £1,000.00

£6,120.00

National

Council for Arms Control
Naval Arms Control report £500.00
Council on Christian Approaches to Defence and
Disarmament
interim funding and leaflet on chemical and
biological warfare £1,000.00
Fellowship of Reconciliation, England
Father Daniel Berrigan's course on "Justice-seeking,
Peace-making: Biblical reflections on
non-violence" £500.00
Give Peace a Chance Charitable Trust
Clergy Against Nuclear Arms Annual Lecture and
the Working Group on Science and Ethics £500.00
Gloucestershire-Kisumu Link project
initial work on income generating schemes
with Kenyan women's groups £1,000.00
SANAD (Community Service in Palestine)
costs of packing and storing Palestinian archives £700.00
United World Trust
costs of Northern Ireland visit £500.00
University of Lancaster Management School
bursary fund for Conflict & Co-operation
Conference £1,000.00

£5,700.00

TOTAL

£270,805.00

BARROW CADBURY FUND LTD

National

National Peace Council, London

Final instalment of pump-priming grant for
additional office worker £2,500.00

Safer World

Towards costs of Parliamentary liaison
£10,000.00

£12,500.00

SMALL GRANTS

International

Daniel L. Smith

travel costs from California to Israel
£500.00

Jack K. Nutley

UK visit by East German contacts
£500.00

Late Mr Lamech Oringeriya

(Birmingham University MA/Ph.D. student)
transport of remains to Nigeria £760.00

Peace Brigades International

escort work in Sri Lanka £200.00

Women Working for an Independent & Nuclear-
Free Pacific

costs of representation at 6th Nuclear-Free &
Independent Pacific conference in Aotearao
(New Zealand) £500.00

£2,460.00

National

Gulf Conference Committee conference

"Roots of the Gulf War: Prospects for Peace"
£300.00

War Report

costs of Gulf War news briefings
£500.00

£800.00

West Midlands

West Midlands CND educational materials

£100.00

£100.00

TOTAL

£15,860.00

EQUAL OPPORTUNITIES

Expenditure in this field has grown rapidly; with the addition of gender and disability issues to race, it has become the largest single category of grant making. The Trust's statement on equal opportunities - quoted in its leaflet - sets out the requirement that all beneficiaries should apply equal opportunities criteria to work funded by the Trust, whatever the category: grants are located in this section when their explicit purpose is the promotion of equal opportunity.

Support for black organisations and women's groups will usually be for core administrative costs, as these are the hardest to raise from other sources. A substantial component of their programmes should be committed to actively promoting opportunities for their members to work for racial and gender justice. In view of possible antagonism towards Muslim groups as a result of the Gulf crisis, particular attention has been given to applications from these organisations this year.

Grants in the field of disability will follow the same pattern as has developed over the years in promoting racial justice. Trustees will look for elements of empowerment, advocacy, law and civil rights enforcement, anti-discrimination campaigning, independent living, integration and innovation.

MUSLIM-COMMUNITY RELATIONS, WALSALL

The Pakistani Muslim Welfare Association was building an extension to its mosque for community service activities when its source of funds in Kuwait was cut off. Trustees agreed to help towards part of the shortfall for expenditure which was caused by factors beyond the Association's control.

When the Bangladesh Centre reconstructed its programme away from employment training, it was left without funding for core administration. Trustees are meeting these costs, while the Centre looks to the borough

council for grants towards working with women and young people.

SANDWELL MUSLIM ORGANISATION

Trustees have long been concerned that the squeeze on local authority funding would lead to inadequate statutory provision towards the needs of socially isolated communities. How to respond to these short-falls is one of the most difficult issues facing trusts.

In this particular case, it is the Trustees' hope that their contribution - which converts a part-time co-ordinator's appointment to full-time - will help to sensitize statutory departments to the situation of a community which finds it difficult to articulate its needs, and stimulate local authority expenditure on 'project' activities generated by the core post.

BANGLADESH WORKERS ASSOCIATION, SPARKHILL

The Advice Centre run by the BWA has been supported by the Trust since 1978; it has always been the shared hope of the Centre's management committee and Trustees that other income could be generated to relieve dependence on the Trust. This hope has been disappointed; and in 1990 the Trustees agreed to extend the support for a further three year period.

The problem still remains that the Trust grant of is not sufficient to sustain the Centre at a viable level: in accordance with its usual practice, the Trust will discuss the implications of this situation in the course of the triennium, so that a decision on funding after 1993 is based on full consultation with the beneficiaries.

CENTRE FOR CHRISTIAN-MUSLIM RELATIONS, SELLY OAK.

The opportunity to employ Dr. Khaled Alavi as lecturer in the Centre proved very timely, in view of his skills in interpreting Islamic concerns to Western audiences. A Trust grant enabled him to join the staff at short notice.

ST JAMES ADVICE CENTRE, ASTON

Work at St James, Aston, has been supported by the Trust since 1977. The grants were placed towards project workers' salaries, alongside other income received.

When the Centre's management committee reviewed its work, it decided that the output of its staff was unduly restricted because of insufficient administrative backup. The new Trust grant is to meet the cost of full-time administration - so that front-line staff employed on other grant-income will be able to concentrate on their particular remits.

NATIONAL ALLIANCE OF WOMEN'S ORGANISATIONS (NAWO)

The "demographic timebomb" creates opportunities for women to effect real changes related not only to their economic position, but other aspects of their lives. NAWO is using this opportunity to promote the interests and perspectives of women right across the board, backed by members affiliated to the organisation. This key national organisation has a strategic role to play in articulating the issues and concerns of a wide range of women's organisations at a national policy level, and Trustees are contributing to its core funding.

BIRMINGHAM WOMEN'S ADVICE AND INFORMATION CENTRE

Trustees extended their funding towards core salary costs of this project. They were influenced by the Centre's combination of service delivery, advocacy and lobbying. It has been at the sharp end of developing new initiatives including issues involved in mothers separated from their children, partners in prison, and domestic violence against women.

BIRMINGHAM RATHBONE SOCIETY

This Society was faced with the resignation of its director at a time of change and uncertainty in both its finances and its relationship with statutory bodies. A two-year grant to bolster finances has enabled it to appoint a

new director with sufficient expertise and experience to steer it through this difficult period.

BARROW & GERALDINE S. CADBURY TRUST

National

Association of Black Social Workers & Allied Professions

For co-ordinator's appointment

£15,000.00

Bendrigg Trust, Cumbria

Towards anniversary appeal

£10,000.00

Centre for Black & White Christian Partnership,

Selly Oak, Birmingham

Core funding for an expanding field programme

£12,000.00

Joint Council for Anglo-Caribbean Churches, Brixton

For running costs

£6,000.00

National Council for Voluntary Organisations,

Organisation Development Unit

Policy development post re black

voluntary agencies

£10,000.00

Runnymede Trust, London

Towards core costs of servicing activities

and publications

£15,000.00

South Asian Performing Arts (SAMPAD)

Contribution towards the launch and

development costs of a new initiative

£15,000.00

Society of Black Lawyers, London

For secretarial post

£15,000.00

£98,000.00

West Midlands

Arts for All, Coventry

To meet demands of Inland Revenue

£4,782.47

Asian Resource Centre, Lozells, Birmingham

Employment costs of administrative staff

£12,000.00

Bangladesh Centre, Balsall Heath, Birmingham

Towards salary of co-ordinator's post

£11,000.00

Birmingham Rathbone Society	
For core salaries	£20,000.00
Birmingham Women's Advice & Information Centre	
Towards core salaries	£24,000.00
Black Oral History Project, Lozells, Birmingham	
Starter funds for new local group	£15,000.00
Bringing Reconciliation for Each and All in the Community of Heathfield (BREACH), Wolverhampton	
Towards running costs of Heath Town project	£9,000.00
Centre for the Study of Islam and Christian-Muslim Relations, Selly Oak, Birmingham	
Single grant for lecturer	£15,000.00
Dialogue, Wolverhampton	
Towards costs of video on 'Life after School'	£5,000.00
Faith in Sandwell	
Towards costs of North Smethwick project	£15,000.00
Harambee Organisation Ltd, Handsworth, Birmingham	
Final instalment of series of grants for administrative costs	£12,750.00
Kaleidoscope Theatre, Walsall	
For consultancy costs	£5,000.00
Multi-cultural Social Work Practice Centre, Nottingham	
Towards placement costs for trainee social workers	£10,000.00
Pakistan Muslim Welfare Association, Walsall	
Towards extension of mosque for wider community usage	£10,000.00
Rock Association, Birmingham	
For running costs of housing advice project	£4,000.00
St James Advice Centre, Aston, Birmingham	
New recurrent grant towards administrative expenses	£10,000.00
Sandwell & District West Indian Community Association (SADWICA)	
Final grant for running costs	£6,000.00
Sandwell Muslim Organisation	
Top up salary costs of project organiser's post	£6,000.00
Sickle Cell Support, Wolverhampton	

Pump-priming grant towards administrator's salary costs	£3,000.00
Walsall Bangladeshi Youth League	
For co-ordinator's salary, and to convert women's worker post from part-time to full-time	£13,000.00
Wolverhampton Interfaith Group	
For running costs	£3,000.00
	£213,532.47

Further Education: West Midlands Colleges	
Grants to bursary funds	£12,629.00

SMALL GRANTS

National	
Afro-Caribbean Mental Health Association Birmingham conference of the National Black Mental Health Steering Group	£500.00
Centre for Studies on Integration in Education cost of report on Integrated Education in Canada	£1,000.00
Charitable Trusts Administrators Group equal opportunities workshops	£292.00
Joint Council for the Welfare of Immigrants employment costs of temporary case-worker	£1,000.00
African Prisoners' Scheme costs of maternity cover for development worker	£1,250.00
Martin Shaw King Trust	
Black journalist scholarship award	£500.00
National Youth Bureau planning group	
National Conference for black detached youth workers	£250.00
Scottish Council for Voluntary Organisations equal opportunities pack	£1,000.00
	£5,792.00

West Midlands

African People's Theatre, Birmingham attendance at a national arts fund-raising course	£324.00
Birmingham University Guild of Students Women's Association increasing contact with women in the local community	£80.00
Birmingham Volunteer Bureau translating leaflet into Asian languages	£550.00
Cannon Hill Trust Ltd work with artist for Colour Space project and classes and workshops for those with hearing impairment	£625.00

Coventry Women's Health and Information Centre	
translating leaflets into Asian languages	£1,100.00
Dudley College of Technology	
course costs of disabled student	£200.00
Harambee Housing Association	
research on Black Women's Experience of Mental Health: Antecedents and Outcomes	£1,000.00
Holy Trinity Church, Wolverhampton	
assertiveness workshop for women	£555.00
Jamfolk Performing Company, Wolverhampton	
running and publishing costs	£500.00
Lutley Community Association, Halesowen	
refurbishment of room for groups with disabilities	£500.00
Sandwell Primary Schools Carnival	
multi-cultural event	£200.00
Sandwell Women's Enterprise Development Agency	
costs of communication skills course and assessment course with Breakthrough Trust	£340.00
Shaw Trust, Central Region	
sound system for social event	£300.00
Sheldon Residents Association	
multi-cultural playscheme project: "The Great Adventure"	£250.00
Studio 9 Ltd, Birmingham	
collecting source material for "Women and Fitness" video	£1,000.00
Tindal Association for School and Community, Balsall Heath	
women's festival day.	£200.00
Uffculme Trust, Birmingham	
launch costs	£1,000.00
Wolverhampton Voluntary Sector Council	
exhibition: "Black Women Through the Ages" and preliminary studies re. Women's Development Officer post	£1,500.00

£10,224.00

TOTAL

£340,177.47

BARROW CADBURY FUND LTD

National

Parliamentary Black Caucus	
Support for black MPs extra-constituency duties	£13,750.00

West Midlands

Fircroft College	
Student support	£5,000.00
Further education	£6,951.00

£11,951.00

SMALL GRANTS

National

Association of Black Probation Officers	
costs of Secretary's appeal against conviction	£272.00

West Midlands

Mauritian Family and Friendship Association, Halesowen	
Independence Day celebrations	£200.00
Parish Pump, Bewdley	
RIBA feasibility study on community care housing project	£1,000.00
Shaheed Udham Singh Welfare Trust, Birmingham	
poster for 50th Anniversary Rally	£500.00
Taxis, Birmingham	
conversion costs of two vehicles to provide service for those with disabilities	£2,000.00
African-Caribbean Social Education, Employment & Training Agency, Walsall	
participation in European Women's Management Development Network conference in Zurich	£855.00

£4,555.00

TOTAL

£30,528.00

CIVIL RIGHTS & SOCIAL JUSTICE

Expenditure in this category is growing rapidly. In 1989-90, grants listed were mainly drawn from other categories; in 1990-91, considerable new expenditure has been approved.

The focus of new grants is situations where legal restrictions would appear to be in conflict with natural justice, usually in a context where social policy issues provide the framework for debate. This covers access to services and resources which raise larger questions than are covered under an equal opportunities rubric, and provision for refugees in Britain (increasingly a European Community rather than purely UK matter).

In accordance with their usual practice, Trustees will concentrate their grants on hard-to-fund causes close to home, rather than contribute to high profile international human rights campaigns which receive a measure of support from the public.

REFUGEE RIGHTS

The increasingly restrictive attitude of the UK government towards refugees has been countered by the **Refugee Council**: Trustees are meeting the cost of the Parliamentary Officer, who also monitors EC proposals and legislation. The **Minority Rights Group** drew on a Trust grant to publish an overview of national legislation on refugees across the European Community - an explicit fear being that new Brussels' legislation will tend to be based on the most restrictive practice amongst member states. A grant to the **Richmond Citizens' Advice Bureau** enabled its staff to continue to monitor the needs of illegal immigrants, many claiming refugee status, when the London holding centre was shifted from Feltham to Haslar, near Portsmouth.

300 GROUP

A glaring discrepancy between legal rights and actual outcome is the imbalance between numbers of men and women in Parliament.

A grant from the Barrow Cadbury Fund Ltd enabled a full-time director to be appointed to the 300 Group, which was set up 10 years ago to campaign for equality of representation.

IRAQI COMMUNITY ASSOCIATION, BIRMINGHAM

A growing number of Iraqis have been settling in the West Midlands over the years, though not necessarily as formal refugees. The Association embraces Arabs and Kurds, and has been counselling and representing its members since the invasion of Kuwait and the build-up of hostilities. Following two small grants, the Trustees approved a grant to cover the costs of employing an administrator to handle the Association's business.

BARROW & GERALDINE S. CADBURY TRUST

International

Electoral Reform Society, London

Towards costs of printing documents in other languages for use in central and eastern Europe £5,500.00

International Alert, London

Towards core costs of publicising collective human rights violations £8,000.00

£13,500.00

National

Joint Council for the Welfare of Immigrants, London

Recurrent contributions towards core costs £17,000.00

Medical Foundation for the Care of Victims of Torture, London

Contribution towards new premises £15,000.00

Minority Rights Group, London

For comparative study of European countries' legislation re. refugees £10,000.00

National Alliance of Women's Organisations, London

Towards core running costs £25,000.00

Refugee Council, London

For worker to service Parliament and EC,
Brussels £16,000.00

Richmond Citizens' Advice Bureau, Haslar
Project

Towards service for illegal immigrant
detainees £6,000.00

Women's Legal Defence Fund, Birmingham
Running costs

£11,542.67

£100,542.67

West MidlandsJoint Council for the Welfare of Immigrants,
Birmingham

Contribution towards deficit from earlier
unspent grant £3,500.00

Legal Centre, Handsworth, and Aston Forum of
Churches

Towards secretarial costs in the start-up
phase £5,000.00

£8,500.00

SMALL GRANTS**National**Article 19 International Centre for Censorship,
London

conference on Advocacy of National, Racial
and/or Religious Hatred £750.00

Barnados Churches and Neighbourhood Action
Project, Manchester

Poll Tax Guide leaflet £1,000.00

Immigrants Aid Trust, London
Caribbean Entry Refusals Action Group broadsheet

£500.00

Medical Foundation for the Care of Victims of Torture
purchase of new building

£1,000.00

Refugee Studies Programme, Oxford
course on the Law of Refugee Status

£750.00

£4,000.00

West MidlandsCrowther Hall, Selly Oak Colleges
accommodation costs of refugee family

£250.00

Dudley One World
running costs

£500.00

Iraqi Community Association, Birmingham
extra services and assistance arising from Gulf
crisis

£750.00

£1,500.00

TOTAL

£128,042.67

BARROW CADBURY FUND LTD**International**Committee on South African War Resistance,
London

Contribution towards one-way air fares of
returning 'military refugees' £2,500.00

Human Rights Sub-Committee of European
Parliament

Cost of part-time personal assistance to
MEP chairman £10,000.00

£12,500.00

NationalNational Council for Civil Liberties (Liberty),
London

Towards cost of technology for membership
drive £20,000.00

300 Group, London

Towards director's salary as she develops
programme to produce more women MPs
£10,000.00

£30,000.00

SMALL GRANTS**International**Committee on South African War Resistance, London
attending conference in South Africa on future
opposition to conscription

£600.00

NationalAt Ease Advisory Service for People in the Forces
Leaflet: "The Five Year Trap"

£200.00

Birmingham Six Campaign

costs re appeal hearing £1,000.00

Future book: "The Quaker Contribution to Refugee
Care in Camps, 1944-1947"

£500.00

National Council for Civil Liberties (Liberty), London
publication of Open Letter to the Home Secretary
on civil liberties in time of war

£500.00

Tottenham Three Families Campaign, London
setting up and equipping office

£1,000.00

£3,200.00

West MidlandsChelmsley Alternative Route Endeavour Residents
Group presentation of case re. proposed route for
CENTRO light rail transport system

£500.00

Handsworth Law Centre

interest charges on overdraft £1,000.00

Temple Way Action Group, Warley, reclamation of local
toxic waste site "Rattlechain Tip"

£250.00

£1,750.00

TOTAL

£48,050.00

PENAL AFFAIRS

Trustees welcome the growing public concern for a more humane and effective criminal justice system. Their grants in this field will usually be for issues which link Penal Affairs to other topics of concern to the Trust: principally reparation, equal opportunities, civil rights and neighbourhood development.

They expect the amount spent in grants to remain fairly constant.

CRIME AND SOCIAL POLICY CENTRE, NACRO

In spite of anxiety about the extent of criminal behaviour, prevention of crime seems to feature quite low in official approaches to topics which can directly affect peoples' behaviour in the short and long-term. This Centre, based in NACRO, is preparing descriptive and prescriptive papers relating to unemployment and low pay, facilities for young people, school attendance and participation, pre-school provision, housing, homelessness and family stress, migration, and mobility, based on the experience of a range of countries: all topics which can effect criminal behaviour.

FORUM FOR INITIATIVES IN REPARATION & MEDIATION

Mediation between people in dispute deserves a wider setting than the criminal justice system: and FIRM's mission is to promote mediation skills across the spectrum of agencies which serve people in their home neighbourhoods. However, the procedures which precede a decision to prosecute can provide opportunities for reparation and mediation, and Trustees' contribution towards FIRM's administration costs is intended to allow for policy development covering intervention and training in both criminal justice and community contexts.

HOWARD LEAGUE: DRUG COURIERS

In the 'war against drugs', couriers are identified as those whom the criminal justice system can most easily identify and punish. This Howard League study describes a survey of convicted offenders which portrays many as naive women and men from third world countries driven by economic desperation. Trustees hope that this report will lead to a reappraisal of policy on drug control.

BARROW & GERALDINE S. CADBURY TRUST

National

All-Party Parliamentary Group on Penal
Affairs, c/o NACRO
Annual costs of servicing the Group during
the current Parliament £8,000.00

Crime & Social Policy Centre, NACRO
Contribution towards start-up costs, cover-
ing an international dimension

£20,000.00

Cropwood Scheme, Institute of Criminology,
Cambridge University

To cover costs of three fellows and one
conference £8,600.00

Forum for Initiatives in Reparation & Mediation
(FIRM)

Towards the cost of employing a director
£20,000.00

Howard League: Drug Couriers

To produce a report on women from
overseas who are convicted of importing
drugs into the UK £14,900.00

NACRO

Final instalment towards cost of pub-
lishing 'Black People's Experience of
Criminal Justice' £4,000.00

Victims Support, London

Towards the costs of a professional public
relations support programme

£5,000.00

£80,500.00

West Midlands

Birmingham Racial Attacks Monitoring Unit

Towards salary costs of a case worker
£13,500.00

East Birmingham Mediation Scheme

To employ a secretary who screens cases
with a prospect of mediation before they go
to court (final instalment) £10,000.00

Help and Advice Line for Offenders' Wives
(HALOW), Birmingham

Final instalment of core-funding grant, for
prisoners' families self-help project

£2,954.25

Neighbourhood Watch, University of Warwick

Final instalment of research grant into pub-
lic and police perceptions £10,833.23
Queensway Trust Small Grants Fund,
Birmingham

Final instalment towards hardship fund for
probation clients £2,500.00

Shard End Community Project, Birmingham

Support of community worker on crime pre-
vention scheme £15,000.00

£54,787.48

SMALL GRANTS

National

Talnotry Cottage Bird Garden, Northern Ireland
costs of retaining ex-offender aviculturist in
post £1,000.00

West Midlands

Victims Support Scheme, Dudley
training course on sexual abuse for West Midlands
volunteers £750.00

£1,750.00

TOTAL

£137,037.48

BARROW CADBURY FUND LTD

National

PROP, London

Continuing support for office costs of
promoting prisoners' rights £7,000.00

SMALL GRANTS

International

International Workshop on Child Abuse and Neglect
air fare to Lagos for conference on Nigerian women
in UK prisons £400.00

TOTAL

£7,400.00

EMPLOYMENT

The emphasis in promoting employment opportunities has continued its earlier shift away from creating new business opportunities and towards fostering better access to training. The move away from employment creation has been dictated by the deepening recession, which makes it all the more difficult for new businesses to survive and succeed - and Trust funds cannot counter this. Government funding of training programmes is such that direct assistance to voluntary agencies providing Employment Training is also of doubtful effectiveness, given that Trust funds are not sufficient to cover shortfalls.

New grants to develop access to training for black people, women and people with special needs are listed under 'Equal Opportunities'; and the 'Northern Ireland' section lists employment grants made in the Province.

As a result of this redirection of Trust and Fund grants, no significant new payments have been authorised during the year. However, the Trustees have reiterated their commitment to those beneficiaries who are promoting the case for a national economic policy which posits full employment as a priority aim.

BARROW & GERALDINE S. CADBURY TRUST

National

Basic Income Research Group, London	
Final grant towards core costs	£5,000.00
Campaign for Homes & Jobs, Manchester	
Final grant towards core costs	£2,500.00
Centre for Product Development Services, Sheffield	
Final grant towards project on alternative work to military production	£5,000.00
Community Radio Association, London	
Towards salary costs and to part-fund West Midlands training programme	£13,500.00
Local Economy Policy Unit, South Bank Polytechnic, London	
Towards core salary costs	£10,000.00
Work Trust, London	
Towards development of local groups	£13,860.00
Youthaid, London	
Towards core costs of monitoring employment and training prospects for young people	£10,000.00
	£59,860.00

West Midlands

Afro-Caribbean Resource Centre, Birmingham	
Towards salary costs of employment development worker	£12,500.00
Birmingham Business Resource Consortium	
To set up a fund to provide training to accompany business advice	£5,000.00
Community Radio Training, Birmingham	
Towards salary costs of a development worker	£7,500.00
Community Roots Enterprise Centre, Birmingham	
Pump-priming grant to set up a book-keeping service for small businesses	£13,800.00
Coventry Alternative Employment Research Study Group	
Final grant for costs of investigating jobs in	

defence in Coventry	£6,000.00
Druids Heath Neighbourhood Development Association, Birmingham	
Towards costs of community enterprise initiatives	£20,000.00
Racial Equality in Training Schemes, Coventry	
Salary of development worker campaigning against discriminatory practices in training schemes	£7,000.00
Sandwell Women's Enterprise Development Agency	
Salary costs of business development officer's post	£8,000.00
West Midlands Caribbean Parents & Friends Association, Wolverhampton	
For salaries re training programme	£15,500.00
West Midlands Clothing Resource Centre, Sandwell	
For salaries	£10,000.00
Youth Employment Training Research Unit (YETRU), Birmingham	
For salary of black youth rights worker and contribution to running costs	£20,000.00

£125,300.00

SMALL GRANTS

West Midlands

Action Resource Centre	
Handsworth Skills Consortium participation in Certificate of Management Studies - Community Organisations course	£300.00
Apex Charitable Trust Ltd	
new switchboard for Northfield Employment Impact Centre	£250.00
Birmingham Community Resource & Information Service Trust	
business development plan	£1,500.00
Black Country Performing Arts Foundation, Walsall	
costs of setting up office	£500.00
British American Drama Academy	
pre-employment course	£1,000.00
Community Roots Enterprise Centre, Birmingham	
extension of research placement	£350.00
Coventry Job Change Ltd	
training workshop	£1,000.00
Handsworth Employment Scheme Ltd, Birmingham	
costs of appraisal, etc	£1,000.00

£5,900.00

TOTAL £191,060.00

BARROW CADBURY FUND LTD

National

Book on West Africa	
completion of writing	£3,000.00
National Group on Homeworking, Birmingham	
Towards salary costs of a lobbyist and legislative change worker	£13,000.00
Unemployment Unit, London	
Continuing support for national monitoring of true figures for unemployment	£10,000.00
	£26,000.00

West Midlands

CRIS Print, Coventry	
Towards setting up costs	£5,000.00
Handsworth Employment Scheme, Birmingham	
Underwriting of lease of premises after withdrawal of City funding	£13,080.00
	£18,080.00

SMALL GRANTS

West Midlands

Handsworth Employment Scheme Ltd	
marketing of 70 Villa Road sub-lease	£430.21
Nechells Employment Resource Agency Ltd	
staff costs	£380.00
	£810.21

TOTAL £44,890.21

NORTHERN IRELAND

The Trustees' main focus remains the promotion of understanding and reconciliation across the traditions, and the furtherance of social justice. Previous grants for work which does not directly contribute to these larger purposes are not being renewed when their original time-span is completed. Additional emphasis is being given to support for womens' groups.

ARDOYNE WOMEN'S PROJECT

Trustees have collaborated with the Belfast Action Team and the Northern Ireland Voluntary Trust in supporting this local women's initiative in Belfast's Ardoyne. It aims to clarify the needs of female residents and establish possible responses, whilst providing informal education and opportunities for neighbourhood development among a wide spectrum of participants.

BARROW & GERALDINE S. CADBURY TRUST

Reconciliation

British-Irish Exchange Project, Reading	
For feasibility study	£6,000.00
Centre for the Study of Conflict, University of Ulster	
For Interventions in Conflict Project	£8,400.00
Community of the Peace People, Belfast	
For work with long-term prisoners and their families	£7,000.00
Enniskillen Together	
For running costs	£10,000.00
Fellowship of Reconciliation in Ireland, Belfast	
Non-violent Action Training Project	£4,000.00
Peace & Reconciliation Group, Londonderry	
For running costs	£5,000.00
Ulster Quaker Peace Education Project	
For running costs	£5,000.00
Ulster Quaker Service Committee	
For secretarial costs	£6,500.00

Equal Opportunities

Ardoyne Women's Research Project, Belfast
costs of research programme £4,660.00

NICVA Community Relations Training Unit,
Belfast

To meet shortfall in running costs
£3,500.00

Civil Rights & Social Justice

Committee on Administration of Justice, Belfast

For salary costs £10,000.00

Counteract, Anti-Intimidation Unit, Belfast

For running costs £10,000.00

Employment

Belcoo Development Group

For salary costs £6,000.00

Farm Diversification Initiative, Londonderry

For support costs £5,500.00

St Patrick's Community Enterprise Ltd, Belfast

For salary costs £6,000.00

£97,560.00

SMALL GRANTS

National

Alliance-Ardoyne Playscheme, Belfast

Shortfall on summer project £200.00

Ballywater Youth Club, Co Down

equipment for cross community youth camp
£730.00

Belcoo Development Group

Rural Projects Roadshow £1,100.00

International Voluntary Service, Northern Ireland
opportunities for young people £1,000.00

Nicodemus Productions, Belfast
multi-media performance of "A Symphony on
Luther"

£1,000.00

North Down & Ards Homestart

running costs £1,000.00

PhAB, Northern Ireland

NI-Polish exchange visit £1,000.00

£6,030.00

TOTAL

£103,590.00

BARROW CADBURY FUND LTD

Belleek & District Development Trust

For salaries £10,000.00

Mornington Enterprises, Belfast

For salaries £8,000.00

Roselea Community History Project

For salaries £8,000.00

TOTAL

£26,000.00

POLICY DEVELOPMENT & LOCAL SERVICES

Trustees have continued their policy of shifting their main grants away from local agencies which provide services and towards those which are promoting equal opportunities. This policy is apparent from grants listings under the relevant headings. At the same time, they have drawn on the Small Grants budget to help local groups to make use of staff training opportunities, and to meet unbudgeted urgent expenditure needs.

The Trustees are well aware of the questions which face voluntary organisations as they seek to provide local services to people in need. More grants are now being made to provide support for developments in the field of social policy, with particular emphasis on how voluntary agencies can gain access to additional resources and evaluate their own performance.

CENTRE FOR RESEARCH & INNOVATION IN SOCIAL POLICY & PRACTICE -

'Voluntary Action in the 1990s'

Written by Barry Knight, this publication, funded from a variety of sources, aims to be a modern equivalent to Lord Beveridge's classic study of 1948. Trustees have contributed to the costs of the extensive research work which has gone into underpinning what promises to be a significant review of the state of this art.

A VOLUNTARY ORGANISATIONS INFORMATION NETWORK

Building on the Trust's long support for the West Midlands Charities Information Bureau and the emergence of the Federation of Charity Advice Services, the Trustees have contributed towards the development of a new computerised system of classifying charitable trust funders. Known as 'Funder Finder', the work has been managed on behalf of FCAS by the West Yorkshire Charities Information Bureau.

LOCAL GOVERNMENT CENTRE, UNIVERSITY OF WARWICK

Trustees have long been concerned with issues relating to poverty. The emphasis of present government policies, particularly the Social Security Act; underlying problems within the economy; and the tightening restraint on local authority funds, all highlight the problems of people caught in the poverty trap.

A grant was given for a senior research fellowship post to look at more realistic and imaginative strategies for local authorities in tackling a growing problem. The hope is that this will have an impact on local authority practice over the future years.

BARROW & GERALDINE S. CADBURY TRUST

National

Association of Charitable Foundations, London

Contribution towards start-up costs
£5,000.00

Centre for Research & Innovation in Social Policy & Practice, London

Towards costs of study on 'Voluntary Action in the 1990s'
£21,000.00

Charities Evaluation Services, London
For running costs
£10,000.00

Local Government Centre, Warwick University
Salary costs of a senior research fellow to devise new local authority strategies in tackling disadvantage and poverty
£28,408.00

Voluntary Organisations Information Network, Birmingham

Towards costs of improving national information services
£20,000.00
£84,408.00

West Midlands

Ashram Community Service Project, Balsall Heath, Birmingham

Towards core costs while funding is secured for community, horticultural and multi-faith projects
£24,000.00

Chapmans Hill School Farm, near Bromsgrove		
Deficit in running costs for the year, incurred by Worgan Trust	£16,707.25	
Helping the Homeless with Alcohol & Related Problems (HARP), Birmingham		
Towards running costs	£6,000.00	
Oral Communication Course, Birmingham University		
Final instalment for course run by Guild of Students	£500.00	
West Midlands Charities Information Bureau		
Running costs	£500.00	
	£47,707.25	

SMALL GRANTS**National**

Association of General Practitioners in Urban Deprived Areas, Liverpool	
Conference	£500.00
University of Leicester	
MA in public order	£498.00

£998.00**West Midlands**

281st St David's, Birmingham, Scouts	
attendance at 17th World Jamboree, South Korea	£150.00

Balsall Heath Association	
staffing, and equipment repair for Area Caretaking Project	£1,500.00
Bangladesh Centre, Sparkbrook audiogram test equipment for work on industry-related hearing loss	£850.00

Birmingham Public Libraries	
Francis Frith print archive	£1,000.00
Celebratory Arts for Primary Health Care Project, Dudley	
work at Withymoor Village Surgery, Brierley Hill	£1,000.00
East Birmingham Family Service Unit	
shortfall on evening reception	£500.00
Faith in Sandwell	
conference on "Community Involvement in Regenerating Older Housing areas"	£1,000.00

Foleshill Information and Advice Centre, Coventry	
purchase of office furnishings following damage from leaking roof	£200.00

Girl Guides Association, County of Birmingham	
Trefoil House Headquarters Appeal	£500.00
Moseley & District Churches Housing Association Ltd	
Jubilee Appeal	£1,000.00

Natural Edge Theatre Company, London	
work with local community for Belgrade Theatre, Coventry, performance	£500.00

Saltley Action Centre, Birmingham	
repairs to fire escapes	£1,000.00

Scotlands & Underhill Youth and Community Association, Wolverhampton	
holiday project in Ireland, replacement of stolen Christmas gifts	£350.00
Steve Biko Education Trust	
Bilston College bursary fund for Southern African student	£500.00
Warwickshire Museum	
publication of "Flora of Warwickshire"	£1,000.00
West Midlands Caribbean Parents & Friends Association, Wolverhampton	
summer playscheme project	£500.00
Wolverhampton Afro-Caribbean Development Agency	
training costs of management committee	£750.00
Wolverhampton Voluntary Sector Council	
review/consultancy for staff and executive committee	£1,000.00
Young Mothers Relief Association	
Ladywood premises survey	£50.00
	£13,350.00

TOTAL £146,463.25**BARROW CADBURY FUND LTD****West Midlands**

Koco Ltd, Coventry	
Towards costs of improving facilities	£7,000.00

SMALL GRANTS**West Midlands**

Brook Area Residents & Shopkeepers Group,	
Handsworth	
scale model of area development plan	£100.00
Chapmans Hill School Farm, Bromsgrove	
ex gratia personal payment	£300.00
"Down and Out in Northfield" Group	
running costs	£150.00
Tipton Green Residents Association	
work on slum clearance	£500.00
	£1,050.00

TOTAL £8,050.00

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 & International Affairs category.

BARROW & GERALDINE S. CADBURY TRUST

International

Friends World Committee for Consultation
Towards office costs in London and
Nairobi £6,500.00

National

Parliamentary Liaison Secretary, Society of
Friends (Quakers)
Second of three years' pump-priming
grant for new post £16,000.00
Sibford School
Final loan repayment instalment converted
into grant £1,500.00

£17,500.00

SMALL GRANTS

National

Bradford Preparative Meeting
study visit by member to USA £250.00
The Tagore Centre, London
retaining development worker £1,000.00

£1,250.00

West Midlands

Barnt Green Preparative Meeting
repairs to property £500.00
Birmingham Methodist District Chairman's Fund
church unity work £500.00
Birmingham Baptist Urban Ministry Project
in-service course for ministers and related staff in
urban situations £500.00
United Evangelical Project, Aston
food costs of East German visitors £100.00
Wesley Methodist Church, Stourport-on-Severn
purchase of freehold £500.00
Woodbrooke College
course costs and personal expenditure of librarian
from Sri Lanka £1,100.00

£3,200.00

TOTAL

£28,450.00

APPENDIX: SMALL GRANT RECORD SCHEDULE

WHO/REF/CATEGORY: AW/EA/DC-50-PEA/CRJ/REO/PEN/EMP/CSS/NI/F&C/BCFP

Related Categories: PEA/CRJ/REO/PEN/EMP/CSS/NI/F&C/BCFP

1. Title: _____

Applicant: _____

2. Application Date: ____/____/____ Amount applied for: £ _____

Decision Date ____/____/____ Amount approved: £ _____

Cheque Dispatched ____/____/____ Trust/Fund: T/F

3. FINANCE: (0) whole amount (1) significant proportion
(2) down payment (3) final top-up (4) underwriting

4. PURPOSE OF GRANT:

5. OFFICE CONTACT: New Applicant(person) Yes/No
New Agency Yes/No

6. PROJECT INNOVATION: First time ever? Yes/No
New for agency? Yes/No

7. EQUAL OPPORTUNITIES: Race - Sex - Special Needs
(0 = no awareness or action; 1 = low level recognition;
2 = evident commitment; 3 = effective E.O. at management
level)

(a) on application 0 1 2 3

(b) at impact assessment 0 1 2 3

8. FOLLOW-UP

(0)None (1)Phone (2)Letter (3)Report (4)Annual Report

(a) Reminder needed? Yes/No

(b) Impact of grant/activity (0) as expected;
(1) greater than expected; (2) less than expected

COMMENT: