

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

**REPORT FOR THE YEAR 1991 – 1992**

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

**REPORT FOR 6 APRIL 1991 TO 5 APRIL 1992**

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# CONTENTS

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Trustees, Directors and Staff	Page 3
-------------------------------	--------

Foreword	4
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Perceptions and Vision	6
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## Financial Report

• Abstracts of Accounts	8
• Notes to the Accounts	9
• Grants by Category	10
• Grants by Area	11

## Grant Category Reports

• Peace and International Relations	12
• Equal Opportunities	16
• Civil Rights & Social Justice	21
• Penal Affairs	24
• Employment	26
• Northern Ireland	29
• Policy Development and Local Services	31
• Society of Friends and Other Churches	34

## Appendices

i Grant-making priorities	35
ii Terms of Grant	36

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# TRUSTEES, DIRECTORS & STAFF, 5 APRIL 1992

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## **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.,  
55 Colmore Row  
Birmingham B3 2AS

## **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*

Dipali Chandra  
*Assistant Secretary, Barrow & Geraldine S. Cadbury Trust and Barrow Cadbury Fund Limited.*

Doreen Brandreth  
*Office Secretary*

Pamela Robson  
*Office Secretary*

Maira Westmacott  
*Office Secretary*

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



## FOREWORD

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AT THE TIME of writing, the country is recovering from a general election which confounded the pollsters by producing a working, if reduced, majority and a strong opposition. The overall result could easily have been different, but in the event a strand of continuity and a somewhat nearer middle-of-the-road political scenario could well prove helpful to the world of charities, both granters and spenders; time will show. Once the new Parliament has assembled, the Trustees will be reviewing their support for the all-party groups which were assisted in previous years.

The Charities Act achieved the statute book at the dissolution of the last Parliament so its implementation is in the future as far as this annual report is concerned. There are serious implications in much of the legislation, not least for smaller trusts not run by paid staff. How far does the implied legal responsibility of trustees' extend? Are new liabilities being added to the long established interpretation of trusteeship?... Here, too, we must wait and see.

Within the Barrow & Geraldine S. Cadbury Trust and the Barrow Cadbury Fund Ltd., once again the Trustees have remained unchanged: Trustee involvement in decision making has been enhanced by personal input in the preparation of presentations to quarterly meetings of

the whole Trustee body on a variety of topics, not least the grants made in Northern Ireland and in the Peace & International fields. As half the number of Trustees are in full time employment it is not possible to ask them to give up very much time, but they respond willingly on occasions when required.

Similarly on the staff side there have been no changes in personnel; long service should not be taken for granted and Trustees know their good fortune in having two senior members with over forty years' service to the Trusts between them. The rest of the staff, administrative and secretarial, are one and all loyal and hard-working members of the whole team and Trustees wish to express their continued thanks to them.

The trouble with an increasingly well-known Trust is that more applications cannot receive the generous response perhaps of earlier years, and the selection of those applications to which we can respond helpfully becomes ever more difficult. For some years we have adopted a policy of "larger but fewer" in order that our funds can make a greater impact, rather than smaller grants to a greater number. This latter approach can create more problems than it solves for the recipient, who then has to look elsewhere for matching money. Criteria are constantly under review

and explanations have to be made to disappointed enquirers and applicants. We expect to co-operate with our recipients in monitoring how the grants are spent, with the office staff receiving regular progress reports. Though grants initially made for say two or three years may be extended, this cannot mean an open commitment to continued funding, even if there are occasions when we will look at a longer period of support.

The current chaotic period of national and local government financial stringency has obvious repercussions on the foundations' world and we are not alone in suffering from this fallout. This Trust's income was never intended to take over the burdens of falling State support. Trustees have always chosen to back new initiatives to show the way to better conditions for those who could otherwise be life's losers - whoever these may be in different times and places.

The year under review has seen the emergence of a strong voice on behalf of grant-making trusts: the Association of Charitable Foundations is now well into its third year of operation. In this office much time and energy went into the preparation and execution of its second annual conference held here in Birmingham in April 1992. Anthony Wilson took a very large part in the success of the

occasion as Conference Organiser and the Association is now well on its way to being a useful protagonist where none existed before. Membership is open to any grant-making trust whether large or small and, as mentioned earlier, the Charities Act may well make the need for support and advice very necessary in the future to all types of charitable grant-makers and receivers.

This report follows the pattern of previous years. New grants which exemplify Trust thinking and policy are described under each topic heading, and all grants are included in the listings which follow. We hope that this format provides for both development and continuity over the year.

**Catherine R. Hickinbotham**  
**Chairman**



## PERCEPTIONS AND VISION

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DAY-TO-DAY familiarity with charitable foundations can blind those of us close to them to their truly extraordinary characteristics. Contrary to every piece of material wisdom, they are deliberately endowed to give money away. And having chosen this particular method of exercising philanthropy, the original founders have committed succeeding generations of trustees to a measure of accountability to the public as responsible stewards of both the endowment and the expenditure of its income.

The Charities Act 1992 has put these concepts into a legislative framework. Far from killing the urge to philanthropy, the letter of the law should give it scope for renewed life: but the spirit which infuses benevolent grantmaking has to spring from other sources, and will manifest itself in ways which are beyond the legislators' power. It is the lawmakers' remit to control and prescribe; it is the foundations' prerogative to see the world in terms which are overlooked by statutory grantmakers and a public which, however generous, is conditioned by the everyday context of market forces and media assumptions.

Two aphorisms encapsulate this unique ability of foundations to stand back from generally received wisdom about the topics of the day. "Don't think it is what you thought it was"\*

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\* Originally quoted by Beatrix Campbell in her presentation on *Sexual Abuse: The Lessons of Cleveland*, at the ACF annual conference, April 1991.

is a plea to be aware of our own assumptions - held in good faith, but not necessarily providing the best construct for understanding phenomena brought new to our attention. A metaphor which contains the same message is that when the landscape and the map don't agree, it can be assumed that it is the landscape which is correct.

So how did the Trust see the issues in its grants portfolio in the year under review? In the peace field, its commitments were all reinforced by the situation in the Gulf and the erstwhile Soviet Union. Events in Europe and beyond confirmed the Trustees' belief that the security of communities within and across national boundaries cannot depend on ethnic solidarity defended by arms, but on a framework of human rights within a democratic society which rewards consent and toleration.

The Trust sees its commitment to promoting equal opportunities as part of its concern to free employers and service providers from presumptions which restrict their approach to the human resources available. Monitoring performance is not, therefore, seen as a piece of prescriptive bureaucracy, and Trust policy is to positively encourage the application of equal opportunities concepts to all its grants. Similarly the Civil Rights portfolio was set up so that the Trust could back people and groups whose participation in the larger society was restricted by man-made rules - refugees who are not allowed to

become economically self-supporting being a prime example.

In the field of penal affairs, the Trust welcomes the new dialogue which is being expressed through official reports and, sometimes, legislation. It sees its opportunities in grant-making as identifying where and how practice falls short, and exploring those topics which are not yet part of this growing consensus. A similar approach applies to employment: rather than support existing job-generating schemes, it prefers to monitor how far these provisions serve all selections of the population. It remains the Trustees' view that national economic and fiscal policy should be determined with full employment as a main priority.

The Trustees see in Northern Ireland a community with a vibrant tradition of self-help, that transcends the violence which blocks steps towards the political resolution of communal problems. Even with the tragic injuries and loss of life, there are positive lessons in how people manage to contain the violence which could envelop the whole population, as is happening elsewhere.

For all the effort which it puts into its vision of the wider world, the Trust could box itself in by slipping into blinkered assumptions about its own working practices. Its commitment to 'innovation' must not be restricted to support for new organisations: existing bodies can innovate within their current structures, as they review and renew their policies and practices. There is no point in

acting as if 'pump-priming' grants are feasible when wells are dry, or tapering grants in cash terms if this diverts the beneficiary towards disproportionate efforts to replace lost income.

These features are part of a financially bleak landscape which no mapping can disguise. The Trust's policy of making larger-but-fewer grants, mostly designed to provide a steady five figure income in an uncertain world, can easily absorb more funds than are available. On the other hand, small grants - in the hundreds of pounds, within an annual budget of £100,000 - can provide a quick response to applications for one-off payments which enhance the effectiveness of existing agencies. The constant flow of small-grant enquiries also keeps the office staff alert to the immediate needs and opportunities of voluntary organisations in the West Midlands and beyond.

The grant-making process is more complex than the procedures which determine its efficiency. It needs to translate a series of perceptions about particular issues into grants which, taken together, express a vision that demonstrates the Trust's and beneficiaries' shared commitment to a world where peace and justice can find their place. Viewed from that perspective, the payments listed in the pages which follow represent faltering steps towards an ideal which money alone cannot buy.

**Anthony Wilson**  
Secretary



# ABSTRACTS OF ACCOUNTS

	5 April 1992	5 April 1991
<b>BARROW &amp; GERALDINE S. CADBURY TRUST</b>		
Investments at market value	£25,133,804	£25,137,868
Net current assets	£1,472,472	£2,466,342
	<u>£26,606,276</u>	<u>£27,604,210</u>
<b>TOTAL INCOME</b>	<b>£1,509,390</b>	<b>£1,512,267</b>
<b>EXPENDITURE:</b>		
Grants (net)	£1,413,246	£1,334,222
Administration	£152,344	£167,390
Investment management	<u>£63,475</u>	<u>£54,377</u>
	<u>£1,629,065</u>	<u>£1,555,989</u>
Surplus / (Deficit) for year	<u>(£119,675)</u>	<u>(£43,722)</u>
<b>BARROW CADBURY FUND LTD</b>		
Investments at market value	£8,043,735	£8,389,153
Net current assets	£212,288	£265,337
	<u>£8,256,023</u>	<u>£8,654,490</u>
<b>TOTAL INCOME (NET OF TAX)</b>	<b>£340,119</b>	<b>£317,851</b>
<b>EXPENDITURE:</b>		
Grants (net)	£372,525	£244,814
Administration	£41,292	£29,946
Investment management	<u>£14,120</u>	<u>£14,083</u>
	<u>£427,937</u>	<u>£288,843</u>
<b>SURPLUS / (DEFICIT) FOR YEAR</b>	<u>(£87,818)</u>	<u>£29,008</u>



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## Notes to the Abstracts of Accounts

1. These abstracts have been prepared from the audited annual accounts of the Trust and Fund. Full accounts are available from the office, at cost.

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

3. Income and expenditure figures reflect actual payments and receipts during the year.

Grants committed by the Trust for 1992-93 total £1,243,891, and by the Fund £170,430. Allowing for administration costs and assuming the same income as in 1991-92, uncommitted funds on 6 April 1992 amounted to £35,000 (Trust) and £127,000 (Fund).

4. Instead of aiming to balance annual expenditure with income in cash terms, the Trustees/Directors are 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.

### 5. Ethical Exclusions

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 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 listed in the current Defence White paper as having contracts with the Ministry of Defence worth more than £10 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 the EC criterion.

## GRANTS BY CATEGORY

	Total	B&GSC Trust	BC Fund
Peace & International Relations	£269,584	£230,030	£39,554
Equal Opportunities	£464,774	£400,733	£64,041
Civil Rights & Social Justice	£212,236	£152,850	£59,386
Penal Affairs	£110,901	£99,701	£11,200
Employment	£296,049	£241,582	£54,467
Neighbourhood Development	£62,600	-	£62,600
Northern Ireland	£144,450	£88,550	£55,900
Policy Development & Local Services	£202,351	£196,071	£6,280
Society of Friends & Other Churches	£16,712	£16,392	£320
Personal & Subscriptions	£21,096	£2000	£19,096
	£1,800,753	£1,427,909	£372,844

■ Grant total in 1990 - 91

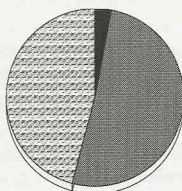
■ Grant total in 1991 - 91



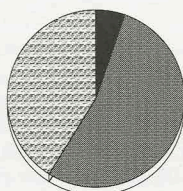
# GRANTS BY AREA

## Barrow & Geraldine S. Cadbury Trust

Value of Main Grants



Number of Main Grants



**International**

£41,030 3% 6 5%

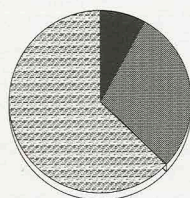
**National**

£690,563 51% 61 54%

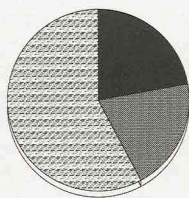
**W Midlands**

£620,005 46% 47 41%

Value of Small Grants



Number of Small Grants



**International**

£6,350 8% 10 8%

**National**

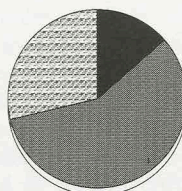
£22,276 29% 32 24%

**W Midlands**

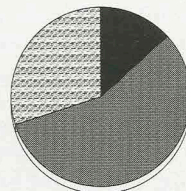
£47,685 62% 89 68%

## Barrow Cadbury Fund Ltd

Value of Main Grants



Number of Main Grants

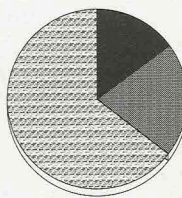


£44,500 13% 4 13%

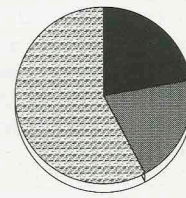
£190,208 55% 55 57%

£93,215 27% 9 30%

Value of Small Grants



Number of Small Grants



£3,724 13% 10 22%

£5,428 18% 9 20%

£16,673 56% 26 58%

It remains Trust/Fund policy to distinguish between 'main grants' - usually over £10,000, and often extending over several years - and 'small grants', which are single payments of under £1,000 within a budget of £100,000 p.a. The former, described as fewer-but-larger in reports, are considered at Trustees' quarterly meetings. Small grants are approved on a weekly basis by the Chairman, sometimes in consultation with another Trustee.

## PEACE AND INTERNATIONAL RELATIONS

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*Main grants in this portfolio are being consolidated into continuing support for beneficiaries who have earned the respect of their colleagues - including Trustees - for their expertise over the years. Any funding for their work from statutory sources will be circumscribed, and holds no prospect of ever being sufficient given the need for intellectual independence: so it is for foundations to provide that additional finance, whether at the core or for new work at the margins, which enables programmes to be planned with a measure of prospective financial stability.*

*The policy of approving few new main grants in the Peace and International field will continue into 1993 and, probably, beyond. Such new activity as can be supported may involve mediation initiatives: particularly in the aftermath of the demise of the Soviet Union, as conflicts hitherto contained by Great Power rivalry break out well beyond its borders. The case for arms control, through treaties between states and alternative production and marketing policies by manufacturers, is stronger than ever: and remains at the core of the Trust's continuing support for its beneficiaries.*

### OXFORD RESEARCH GROUP

Trustees accepted the logic of the ORG's proposal that its expertise on the dynamics of nuclear weapons decision-making within government structures should be extended to the wider field of commercial dealing in arms and military technology. They shared the hope that the aftermath of the second Gulf War would provide a constructive context for a study along these lines, compiled with the assistance of those engaged in the trade. The report was released in April 1992, as the backdrop to a major seminar on the subject.

A further three year grant, of £15,000 p.a., has been approved towards the core funding of the ORG for 1992-93-94.

### ARMSWATCH

The policy of supporting new initiatives at their early stages carries risks for donors, and Armswatch, reported in the 1990-91 annual report, proved to be a case in point. Unresolved debate about the balance between the demands on Armswatch by third world agencies engaged in original research, and the case for publicising arms transfers and local conflicts led to the demise of the programme. The Trust has no views on a preferred outcome to such a debate, but does accept the propriety of it whilst regretting the personal price which people involved have had to pay because of Armswatch's demise.

### WAR REPORT AND YUGOFAX

The response of other countries to the eruption of violence within and between Yugoslavia's component republics demonstrated how easily local efforts to find peaceful solutions can be overlooked. By allowing itself to see both the problem and its resolution in terms of ethnic rights to territory, international opinion undermined the alternative view of many people directly involved that the way forward lay in promoting civil rights in a democratic context. Yugofax, the subject of a small grant for working capital, provided a platform for these other voices: it is an unfolding tragedy that they were neither heard nor heeded.

It was the experience of publishing War



Report during the second Gulf War which provided the stimulus to produce Yugofax; and Yugofax is in turn proving to be a test-bed for an extended War Report which will develop this same policy of drawing on local insights in conflicts elsewhere. The Trustees hope that this more empirical approach to engendering international understanding of local conflicts will succeed where the larger thrust of Armswatch proved unsuccessful.

### **CENTRE FOR CONFLICT RESOLUTION, HORSLEY HOUSE, BRADFORD**

A growing interest in 'applied' peace studies, and increasing concern for training in mediation skills as a means of defusing local and national conflicts, had not found expression in university-based institutions before Horsley House was established at Bradford. The Trust's contribution towards three years' core funding will, it is hoped, help the new Centre to demonstrate its role as a source of research, consultancy and training relevant to conflicts small and large.

### **CENTRE FOR INTERGROUP STUDIES, CAPE TOWN: PROJECT ON PEACE AND SECURITY**

As South Africa struggles to emerge from an unstable, white-dominated regime into a working democracy, the role and control of the security forces becomes a major issue. Laurie Nathan, who had received Trust support while he was engaged in the End Conscription Campaign, is addressing the future of the South African Defence Force and police as a researcher at the Centre for Intergroup Studies.

Trustees have been supporting programmes to train and support mediators, under the direction of Professor Hendrik van der Merwe at the Centre for Intergroup Studies, for the past five years.

## **BARROW & GERALDINE S. CADBURY TRUST**

### **International**

Centre for Intergroup Studies, University of Cape Town, South Africa  
towards administrative costs of research and training programmes for reconciliation

£10,030.00

Quaker United Nations Office, Geneva  
towards costs of sabbatical study by the Assistant Representative

£3,500.00

Quaker Council for European Affairs, Brussels  
For part-time worker on trade and aid issues

£10,000.00

Sue & Steve Williams  
sabbatical leave travel costs in Africa, Middle East and Sri Lanka, following service with Quaker Peace and Service Belfast

£6,000.00

**£29,530.00**

### **National**

All-Party Parliamentary Group on Overseas Development

for administration

£21,500.00

British-American Security Information Council  
towards administrative costs of monitoring defence policy decisions in London and Washington DC

£10,000.00

Department of Peace Studies, Bradford University  
annual contribution towards post-graduate studentships

£15,500.00

International Security Information Service  
towards cost of providing MPs with briefings on defence policy issues

£13,500.00

Dfax, Yorkshire, c/o Farndon House Information Trust

final grant towards revenue short-fall in developing information service for media

£11,000.00

European Dialogue, c/o Conflict Education Library Trust

for part-time appointment to act as UK link with the Helsinki Citizens Assembly network

£16,000.00

Lancaster University

for seminar programme on new approaches to management

£18,000.00

Nuclear Non-Proliferation Project, Southampton University



## PEACE AND INTERNATIONAL RELATIONS

towards office costs of research, reports and  
conferences for diplomats £20,000.00  
Oxford Project for Peace Studies, St Anthony's  
College  
matching grant for development costs of new  
initiative

£15,000.00

Oxford Research Group  
towards costs of new project on international  
trade in military technology and weapons  
£10,000.00

Scientists Against Nuclear Arms  
towards administrative expenses of briefings  
and research £7,750.00

UNA Middle East  
for Westminster seminars on the Middle East  
after the second Gulf War £3,000.00

Verification Technology Information Centre,  
London  
towards core costs of promoting developments  
with potential for arms control

£10,000.00

Working Party on Chemical & Biological Weapons  
secretarial costs of monitoring CBW-related  
issues £10,250.00

**£181,500.00**

### West Midlands

Action for Reconciliation & Services for Peace  
for placements of German conscientious objec-  
tors

**£10,700.00**

### SMALL GRANTS

#### International

Helsinki Citizens' Assembly  
for meeting in Istanbul £500.00

Helsinki Citizens' Assembly  
fares of East Europeans at Moscow conference  
on the Soviet Union and European Security  
£750.00

NATO Alerts Network, Brussels  
travel re. French nuclear weapons policy  
£500.00

Selly Oak Colleges  
participation in Middle East Council of  
Churches conference on "Religion &  
Citizenship", Cyprus £450.00

University of Hull  
Gulf War Project's participation in conferences  
in Istanbul and USA £650.00

Yugofax  
preparing "Dossier on the Yugoslav Crisis"  
£500.00

**£3,350.00**

#### National

Directory of Social Change, London  
course on funding-raising for peace groups  
£750.00

Farndon House Information Trust  
War Report's costs in setting up the Yugofax  
project £500.00

Oxford Polytechnic  
course costs of Tibetan student £1,000.00

The Tagore Centre, UK  
memorial publication re. Rabindranath Tagore  
(died 1941) £1,000.00

United World Education & Research Trust  
Gulf Crisis Working Group conference:  
"Winning the Peace - Matters Arising from the  
Gulf War" £1,000.00

University Union, Cardiff  
towards expenses of Zimbabwean student  
£250.00

**£4,500.00**

#### West Midlands

Medical Aid for Poland, Birmingham  
hospitality costs re. visiting doctors  
£200.00

West Midlands Quaker Peace Education Project  
Dudley conference £250.00

**£450.00**

#### Total

**£235,030.00**

**BARROW CADBURY FUND LTD****International**

Mines Advisory Group	
towards administration costs of handling assignments to clear minefields in populated areas	£10,000.00

**National**

Safer World	
towards costs of Parliamentary liaison	£15,000.00
War Report	
towards launch costs of journal covering local efforts to end conflicts through political initiatives	£15,000.00

**£25,000.00****SMALL GRANTS****International**

Icarus Tamouz Productions, New York	
"Palestinian Diaries": filming in Gaza and the West Bank	£853.88
Medical Campaign Against Nuclear Weapons	
attendance at Stockholm Congress of International Physicians for the Prevention of Nuclear War	£250.00
Peace and Reconciliation Group, Derry	
training in the UK for Russian psychologist working with Chernobyl victims	£500.00
Peace Brigades International	
Sri Lanka volunteer escorts	£450.00
Search for Common Ground	
travel from Amman to Washington for pilot TV program: "Search for Common Ground in the Middle East"	£600.00
"Walk for a Peaceful Future in the Middle East"	
international peace march in Israel and the Occupied Territories	£250.00

**£2,903.88****National**

Jack K. Nutley	
UK travel expenses by German contacts	£250.00
Media Transcription Service (Defence Information)	
costs of tapes	£400.00
Tagore Centre	
fund-raising	£1,000.00
	<b>£1,650.00</b>

**Total****£39,553.88**

## EQUAL OPPORTUNITIES

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*The continuing growth of this portfolio demonstrates that it remains the Trustees' largest single commitment; its size is now such that next year the listings will be divided into three component parts covering race, gender and disability. It remains the case that grants are allocated to this category when their explicit purpose is the promotion of equal opportunities; beneficiaries in all categories are expected to apply equal opportunities criteria in work funded by the Trust, following the statement set out in its leaflet.*

*For beneficiaries' activities to qualify for a grant from this portfolio, there will need to be elements of empowerment, advocacy, law and civil rights enforcement, anti-discrimination campaigning, and the recognition of special needs within a policy of integration, with a measure of innovation in the approach being followed. Where pursuing these objects goes beyond legal charitable purposes, grants will be made from the Barrow Cadbury Fund Ltd; although there is anti-discrimination legislation on the Westminster statute book in respect of race and gender, this is not yet the case for disability, and grants reflect this omission.*

*The long-standing involvement of the Trust in issues of racial justice means that most payments under this heading are continued from previous years. Some grants towards gender equality are carried over from previous years; while support for the rights of people with disabilities tends to be new.*

## RACE

### ORGANISATION DEVELOPMENT UNIT (ODU)

The ODU has been supported by Trustees since 1989. Recently independent of NCVO, the organisation provides development support to black and minority ethnic organisations to meet the needs of their constituents and respond to changing social and economic policies. With the introduction of such developments as the contract culture, community care, the revision of local authority powers and the policy implications of a federated European community, the work of such a unit is vital to the survival of the black voluntary sector. Trustees hope that the renewal of a grant towards its policy development work for a further two years will enable the organisation to consolidate its present position and address the resource and developmental implications of local, national and European legislation and policy for the black and minority ethnic voluntary sector.

### RADIO ONE: PROJECT ON RACISM

The BBC's imaginative but well-considered proposal to mount a Radio One campaign on racism, following earlier initiatives on such issues as drug abuse and jobs, provided the Trust with an opportunity to reach a constituency which most grants only touch tangentially. Broadcasts will be concentrated into a single week during the summer, but should reach both young black people who may be unsure of their rights and some at least of those young white people who are responsible for the crudest manifestations of racial violence.

The grant will go towards the costs of the telephone bank which will be publicised during the broadcasts. This will be managed by Broadcasting Support Services, which was set up in 1974 after the Trust's sponsorship of the On the Move phone-ins for people with problems in literacy.



## GENDER

### WOMEN AGAINST SEXUAL HARASSMENT (WASH)

Sexual harassment, like rape, has been a hidden experience for many women. It has taken the courage and conviction of a number of women and particular organisations to expose the level of harassment that goes on, particularly in the workplace. Even though there is a legislative framework which enables some redress, much more is needed in terms of preventative work, support, advice and counselling, dealing both with the perpetrators and compensation for women harassed.

WASH, established in 1985, is a national organisation which has provided direct services to women experiencing sexual harassment at work. With less stigma attached to the issue, more women are coming forward to seek legal redress and/or support for the physical and psychological effects of sexual harassment. Trustees supported the shift in WASH's priorities towards building up the infra-structure, regionally and locally, to support women sexually harassed. It is hoped that the grant towards research and training will enable the organisation to inform and influence legislation and policy on safety for women in the workplace and cultivate good practice on support, advice and services.

### WOLVERHAMPTON ALL SAINTS WOMEN'S RESOURCE CENTRE

Trustees recognize that self-help projects which address the needs of a local community have an advocacy and enabling dimension in addition to the provision of services. The rapid development of this project prompted Trustees to contribute towards the costs of employing a further worker, with additional funds to build up the capacity of its management committee members to play a larger role.

### BIRMINGHAM SETTLEMENT NURSERY PROJECT

Lack of childcare provision is one of the most significant barriers to women who wish to secure training or employment. With no positive central government policies, it is left to

local authorities and Training and Enterprise Councils to provide what they can; the Trust's concern has focused on community-based initiatives. One such model is being developed by the Birmingham Settlement, with the needs of single parents in mind: Trust support over three years is to help consolidate project finances and provide for dissemination of the experience gained.

### KAJANS, ASTON

Much of the local investment in the arts has not exemplified the cultural diversity to be found in Birmingham. There are very few centres of artistic and cultural activity devoted to the promotion of black and minority ethnic culture.

Trustees therefore supported Kajans which is predominately directed, managed and controlled by black women. It aims to create a positive and supportive environment for women to establish a cultural centre profiling and promoting the contribution that black and minority ethnic art and culture have made to British society, and stimulate future contributions. Trustees recognized the importance of support at this stage of its development to enable the Centre to create an economic base for affirming the identity of black arts and culture.

## DISABILITY

### PARLIAMENTARY BILL ON DISABILITY

The work of the Rt Hon. Alfred Morris, AO, QSO, MP, is legendary. Directors were pleased to be able to offer financial support towards the costs of some of the drafting and ancillary work which went into the Private Member's Bill which he introduced in the House of Commons last January. They hope that it will become law early in the present Parliament.

### THE CENTRE FOR STUDIES ON INTEGRATION IN EDUCATION

Inclusive education is an emotional topic. Young people with special needs, parents, teachers and the general public have strong and diverse views: for a few the case and the provision is made; for the majority the lack of provision and the lack of a vision of provision is

such that a body like CSIE is a lifeline; while some feel that the introduction of inclusive education may only dilute the provisions which good special schools now offer. There are parts of the world, however, where inclusive education is total, adding new horizons to the lives of those with special needs and those without. Trust support for CSIE is aimed at keeping alive the UK's information centre and exchange in this field.

## CITIZEN ADVOCACY SOUTH BIRMINGHAM

The advocacy movement for those with learning difficulties is now widespread but it is still insufficiently recognised by statutory authorities. The Trustees do not think they have the necessary funds to make a wide-ranging contribution to this field but they were prepared to offer support to the efforts of this group which operates in the Trust's own home area.

## VISION HOMES ASSOCIATION

The Trustees do not see themselves as funders of housing for those with special needs but the pioneering work of the Vision Homes Association with those with profound disabilities impressed them enough to make an exception to this general line. They hope that it will give encouragement to the small group of family members and supporters who have launched the Association.

## BARROW & GERALDINE S. CADBURY TRUST

### National

Association of Black Probation Officers towards start-up administration costs	£15,000.00
Association of Black Social Workers & Allied Professions for co-ordinator's appointment	£15,000.00
Centre for Studies on Integration in Education for running costs	£23,000.00
Organisation Development Unit policy development post re. black voluntary agencies	£5,000.00

Radio 1 Racism Helpline towards follow-up telephone service	£5,000.00
Runnymede Trust, London towards core costs	£15,000.00
Society of Black Lawyers, London for secretarial post	£15,000.00
Women Against Sexual Harassment towards salary and resource costs of a research and training initiative	£10,000.00
	<b>£103,000.00</b>

### West Midlands

Afeme, Wolverhampton for running costs	£10,000.00
Asian Resource Centre, Lozells, Birmingham employment costs of administrative staff	£12,000.00
Bangladesh Centre, Balsall Health, Birmingham towards salary of co-ordinator's post	£13,000.00
Birmingham International TV & Film Festival for seminars and workshops during the Third Cinema Focus	£2,000.00
Birmingham Rathbone Society for core salaries	£20,000.00
Birmingham Women's Advice & Information Centre towards core salaries	£8,000.00
Bringing Reconciliation for Each and All in the Community of Heath Town (BREACH), Wolverhampton towards running costs of Heath Town project	£10,000.00
Breakthrough Trust - Deaf and Hearing People, Learning and Sharing Together towards core funding	£20,000.00
Centre for Black & White Christian Partnership, Selly Oak, Birmingham core funding for an expanding field programme	£12,000.00
Citizen Advocacy South Birmingham Area for running costs	£5,000.00
Faith in Sandwell towards costs of North Smethwick project	£15,000.00
Harambee Organisation Ltd, Handsworth, Birmingham towards administrative costs	£11,500.00
Kajans, Aston, Birmingham towards running costs	£10,000.00



Multi-cultural Social Work Practice Centre, Nottingham towards placement costs for trainee social workers	£10,000.00
St James Advice Centre, Aston, Birmingham towards administrative expenses	£15,500.00
South Asian Performing Arts (SAMPAD) contribution towards the launch and develop- ment costs of a new initiative	£15,000.00
Sandwell Asian Family Support Service for running costs	£10,500.00
Sandwell Muslim Organisation top up salary costs of project organiser's post	£9,000.00
Shahid Udham Singh Welfare Centre towards repairs after fire damage	£10,000.00
Sickle Cell Support, Wolverhampton pump-priming grant towards administrator's salary costs	£6,000.00
Vision Homes Association, Birmingham for running costs	£10,000.00
Walsall Bangladeshi Youth League for co-ordinator's salary, and to convert women's worker post to full-time	£18,000.00
Wolverhampton Interfaith Group for running costs	£3,000.00
Wolverhampton Voluntary Sector Council towards costs of a women's development worker's post	£9,000.00
	<b>£264,500.00</b>
Further Education: West Midlands Colleges grants to bursary funds for people who will enhance equal opportunities good practice in the voluntary sector	<b>£13,946.00</b>

### SMALL GRANTS

#### International

Kaleidoscope Theatre, Walsall tour of "Love Lies Bleeding" to Budapest, Hungary	<b>£250.00</b>
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#### National

Association of Black Probation Officers AGM and Professional Conference	£500.00
Black & White Alliance publication of Code of Practice on Race in	

Child Protection	£800.00
Centre for Studies on Integration in Education conferences on "Inclusive Education and Community Living"	£350.00
Centre for Studies on Integration in Education National Integration Week	£1,000.00
The Spectrum Organisation, Leicester conference: "Education of the Black Child"	£750.00
University of London Institute of Education seminars on Developing Policy for Special Education in the 1990s	£500.00
Working Group Against Racism in Children's Resources publication of guidelines on new Children's Act and conference	£500.00
	<b>£4,400.00</b>

#### West Midlands

Adeoti Arts and Crafts towards developing African music & dance training course for schools	£300.00
Alta Sports Club for the Disabled, Birmingham University extra-budget costs	£500.00
Bangladesh Centre, Sparkbrook, Birmingham repairs prior to lease renewal	£750.00
Bangladesh Tarun Sangha, Lozells, Birmingham developing forum for Bangladeshi youth	£750.00
Birmingham Asian Women's Forum creche costs for "Asian Women Working with Asian Women" conference during 1992	£400.00
International Women's Festival	£400.00
Birmingham Disability Rights Group nursery facility feasibility study	£500.00
Birmingham Racial Attacks Monitoring Unit participation at International Black Women's Conference	£116.00
BREACH Project, Wolverhampton Organisation and Leadership Training work- shop for women	£400.00
British Kashmiri Association, Sparkbrook Women's Health Day during 1992	£250.00
International Women's Festival	£250.00
Coventry Women in Temporary Accommodation Group running costs	£400.00
"Diamonds and Pearls" Women's Group, Heath Town, Wolverhampton Personal Development Training Day	£766.02

## EQUAL OPPORTUNITIES

Dudley Mosque & Muslim Community Centre/Dudley One World "Pakistan in Dudley Day"	£400.00
East Birmingham Health Promotion Unit HIV/AIDS information project for Asian Youth	£250.00
Lesbian & Gay Switchboard, West Midlands minicom telephone device for callers with hearing impairment	£175.00
Midlands Radio & Action Trust participation of black-led and women-led community groups in a media training initia- tive	£1,000.00
New Testament Church of God, Wolverhampton personal development/effective communica- tion course	£430.00
Normid Housing Association, Wolverhampton race awareness training course for manage- ment	£800.00
Rowan Centre, Atherstone art project for people with disabilities	£500.00
Second Sight, Highgate, Birmingham management review	£750.00
Second Sight, Highgate, Birmingham video project on Balsall Heath Festival	£200.00
Shrewsbury & District Arts Association Marianne Morris' photo-essay project on divorce	£1,000.00
Stourbridge Residential Communities Ltd refurbishment of kitchen and dining area	£500.00
St Philip's Nursery Project, West Bromwich play equipment	£250.00
Vokani (Black & Third World) Film Circuit, Digbeth, Birmingham purchase of computer system	£750.00
Warwick University Centre for Ethnic Relations thesis on "Muslim Politics in Birmingham"	£750.00
Wolverhampton Asian Workers Network setting up and launch costs	£500.00
Women and Theatre (Birmingham) Ltd health and personal development workshops for Pool Farm women	£1,000.00
Worcestershire Rape Crisis Centre 24 hour answerphone service	£250.00

**£14,637.02**

**Total £400,733.02**

## BARROW CADBURY FUND LTD

### International

Single Parent Action Network towards launch and running costs of a European network of single parents action groups	<b>£15,000.00</b>
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### National

Parliamentary Bill on Disability towards the cost of drafting	£20,000.00
Support for black MPs extra-constituency duties Black Parliamentarian, and immigration	£11,000.00
	<b>£31,000.00</b>

### West Midlands

Koco Community Nursery Project towards salary costs of development worker to establish this initiative	£12,000.00
Further education	£4,715.00
	<b>£16,715.00</b>

## SMALL GRANTS

### West Midlands

Birmingham Credit Union Development Agency Ltd meeting of West Midlands Asian Women Groups	£91.00
"Diamonds and Pearls" Women's Group, Heath Town, Wolverhampton Fircroft training day	£85.00
John Hall, Dyfatty Special School, Cardiff study visit re. Ontario Integrated Schools	£400.00
Louise Murray, Handsworth Wood Boys' School participation in Jamaica teacher exchange	£750.00

**£1,326.00**

**Total for Equal Opportunities £64,041.00**

## CIVIL RIGHTS AND SOCIAL JUSTICE

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*The number and value of grants in this category continues to increase as applicants become aware of Trustees' interests in this field. Although the dividing line between civil rights and promoting equal opportunities is not always clear, these demarcation difficulties demonstrate that both are on the same continuum: exactly which category is used by the Trust for a particular grant is of secondary importance.*

*After two years of backing a fairly wide range of topics, support is becoming concentrated on work which addresses access to information and redress where the outcome - maybe over a longish period of time - could affect social policy in favour of those without the means to challenge official decisions. This can involve research, legal action and follow-through in the field.*

### STANDING CONFERENCE ON RACIAL EQUALITY IN EUROPE (SCORE)

As the New Europe takes shape within and beyond the boundaries of the European Community, the outlook for black people and recent immigrants looks increasingly uncertain. The Social Chapter of the Maastricht treaty offers no explicit protection against racial discrimination, and rights are restricted to employees, not residents; while transnational 'security' arrangements include immigration control along with terrorism and drug imports. SCORE represents an initiative by black and white people together - but under black leadership - to speak up for racial justice, and inform the public of the prospects ahead.

### SEARCHLIGHT RESEARCH SERVICES

The most dramatic threat to new migrants, in east and west Europe alike, comes from white skinhead gangs who are attracted by the prospect of using violence against those at the margins of society. The Trust contributed towards a study of this phenomenon by Searchlight, which identifies how the skinhead subculture is manipulated - across national boundaries - through music and magazines. Its message is sombre: mainstream society needs to offer a constructive place for perpetrators and victims alike if the violence is to be first contained and then reduced.

### PUBLIC LAW PROJECT

The effective delivery of existing services to all sections of the population would represent a dramatic change in expectations and experience for many people. The Public Law Project concentrates on using judicial review of particular cases to enhance delivery across the board: first by providing access to the courts by those otherwise excluded, and second by circulating decisions to those statutory, commercial and voluntary agencies involved in applying them. Fields covered include discrimination, employment, housing and welfare rights.



## CIVIL LIBERTIES TRUST: ROYAL COMMISSION FOR CRIMINAL JUSTICE

Trustees have contributed, through small grants, to the denouement of those convictions whose reversal led to the setting up of the Royal Commission on Criminal Justice. The Civil Liberties Trust is organising a panel which will consider the experience of people involved in the various campaigns to free wrongly convicted prisoners, and then draw on this in framing its own recommendations to the Royal Commission.

In view of the emphasis which this approach puts on the rights of the accused, Trustees judged this grant to come with the Civil Rights category rather than Penal Affairs. If the recommendations propose changes in the criminal justice process, any further grants to follow up the findings may fall within the Penal Affairs category.

## CHILDREN'S RIGHTS DEVELOPMENT UNIT

The Trust has never had a specific brief for work with children but Trustees are well aware of the severe anxieties of those concerned with some of the issues in this field. Support for this new project is seen as an opportunity to demonstrate the Trust's commitment to civil rights and social justice and the needs of young people within the constraints of existing programmes. The Unit's purpose is to encourage the fullest possible implementation in the UK of the United Nation's Convention on the Rights of the Child on which the Government has to make a progress report to the UN by January 1994.

## MIDLANDS REFUGEE COUNCIL

Official policy intentionally and effectively disables those refugees who have gained admission to this country from achieving self-reliant independence. Trustees demonstrated their concern about this situation by supporting the Midlands Refugee Council, who represent the varied refugee interests found in the region, with a grant towards the cost of employing a women's development worker. It is hoped that following a 3 year review and an increased

complement of staff, the work of the organisation will be placed on a more strategic level. (Grant approved in 1990-91, to commence payment in 1992.)

## BARROW & GERALDINE S. CADBURY TRUST

### International

International Alert, London  
towards core costs of publicising collective human rights violations **£8,000.00**

### National

Child Poverty Action Group  
towards costs of publication on welfare rights for non-UK citizens **£2,500.00**  
Children's Rights Development Unit  
for running costs **£10,000.00**  
Community Advisory Group  
towards the costs of publications **£5,000.00**  
Joint Council for the Welfare of Immigrants, London  
recurrent contributions towards core costs **£17,000.00**

### Liberty

towards hearings on accused peoples' rights, for submission to the Royal Commission on Criminal Justice **£12,500.00**  
National Alliance of Women's Organisations, London  
towards core running costs **£25,000.00**  
Public Law Project  
administration costs of enhancing judicial review in civil rights context **£15,000.00**  
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 **£10,000.00**  
Searchlight  
enquiry into racist attacks by skin-head groups **£19,000.00**

**£132,000.00**

### West Midlands

Iraqi Community Association  
costs of administration, welfare advice and Saturday school **£9,500.00**

## SMALL GRANTS

## International

Lansbury House Trust Fund  
 participation of South African in War  
 Resisters' International Triennial Conference,  
 Belgium £1,000.00

## National

Institute for Public Policy Research, London  
 publication: "Equal Rights for Disabled  
 People" £500.00  
 University College London  
 study of women migrants from Philippines &  
 Colombia £400.00

£900.00

## West Midlands

Centre for the Study of Judaism and  
 Jewish/Christian Relations, Selly Oak Colleges  
 costs of visiting lecturer from Berlin

£450.00

Dudley One World  
 1991-92 running costs £500.00

Anne Frank Educational Trust  
 costs of Coventry Cathedral exhibition  
 £500.00

£1,450.00

**Total** £152,850.00

## BARROW CADBURY FUND LTD

## International

Electoral Reform Consultancy Services  
 For setting up costs of this organisation help-  
 ing to establish new democratic procedures  
 £9,500.00

Human Rights Sub-Committee of European  
 Parliament  
 cost of part-time personal assistance to MEP  
 chairman £10,000.00

£19,500.00

## National

300 Group, London  
 towards director's salary within the pro-  
 gramme to encourage more women to stand as  
 Parliamentary candidates £10,000.00

Community Rights Project  
 towards the costs of producing a newsletter  
 £9,208.00

Standing Conference on Racial Equality in Europe  
 (SCORE)  
 administrative expenses pending registration  
 as a charity £17,500.00

£36,708.00

## SMALL GRANTS

## International

Helen McLaren, Nottingham  
 US court case re. special needs children  
 £400.00

## National

All Party Parliamentary Group on Race and  
 Community  
 costs of seminar on lobbying £628.00  
 Standing Conference on Racial Equality in Europe  
 publishing costs of first issue of journal  
 £1,000.00

The 300 Group  
 legal advice on registration as charity  
 £750.00

Tottenham 3 Families Campaign for Justice  
 administrative costs £400.00

£2,778.00

**Total** £59,386.00



## PENAL AFFAIRS

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*Trustees have continued their support for Penal Affairs work which echoes topics within other categories: principally equal opportunities, mediation and reparation, civil rights and neighbourhood development. Whilst welcoming the growing public concern for a more humane and effective criminal justice system, Trustees will continue to consider grants which extend debate and action beyond this consensus - especially when these issues are highlighted by miscarriages of justice.*

*Although expenditure levels are remaining fairly constant, it remains Trust policy to enhance the effectiveness of alternative, voluntary, agencies and opinions operating within the criminal justice field.*

### ALL PARTY PARLIAMENTARY GROUP ON PENAL AFFAIRS

Trustees have provided the administrative costs of this Group since its inception in 1979. It serves as a cross-party forum which proposes amendments to legislation which reflect existing good practice, provides background information for members on current issues and fosters discussion between members and representatives of statutory and voluntary services in the penal field.

### PRISON REFORM TRUST

Prison Reform Trust enquiry has identified 7% male prisoners in the UK as foreign nationals, and nearly 25% of women inmates. They can face long sentences - especially if they are caught up in the drugs trade as 'mules' - with no prospect of parole. The report funded by Trustees will identify the particular needs of these foreign prisoners, and how far these can be met from within the prison system; with other larger aspects raising questions involving the civil rights of those affected.

### SACRO (SCOTTISH ASSOCIATION FOR THE CARE AND RESETTLEMENT OF OFFENDERS)

The new Crown Prosecution Service in England and Wales can draw on Scottish experience of judicial administration in several fields: but under neither jurisdiction is there any coherent experience of the prosecution taking a willingness by the accused to offer reparation into account. SACRO's Edinburgh-based programme is attempting to pilot a service along these lines; the Trust's grant is supplementary to public funding, and is based on the hopeful premise that the Home Office in Westminster will regard Scottish good practice as relevant to the UK as a whole.

## 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, covering an international dimension	£10,000.00
Mediation UK (previously Forum for Initiatives in Reparation & Mediation)	
towards the cost of employing a director	£20,000.00
Prison Reform Trust	
For study of overseas nationals held in UK prisons	£6,000.00
SACRO	
final instalment to provide bridging finance for statutory funding of court-oriented media- tion service	£7,500.00

**£51,500.00**

### West Midlands

Birmingham Racial Attacks Monitoring Unit	
towards salary costs of a caseworker (final grant)	£24,625.00
Coventry Rape Crisis Centre	
for staff costs	£10,000.00
Shard End Community Project, Birmingham	
support of community worker on crime pre- vention scheme	£10,000.00

**£44,625.00**

### SMALL GRANTS

#### National

Maendeleo Ya Wanawakee	
African Prisoners Scheme employment costs	£1,000.00
Reading Rehabilitation and Aftercare groups	
social event at Reading Prison	£276.00

**£1,276.00**

### West Midlands

Lichfield & Tamworth Victim Support Scheme	
running costs	£500.00
Sandwell Women's Crime Reduction Programme	
Action Group	
establishing and promoting the group	£500.00
University of York	
bursary fund for British Criminology conference 1991	£250.00
West Midlands Probation Service	
starter packs for resettlement of homeless offenders	£250.00
Wolverhampton Racial Harassment Network	
towards administration, information, leaflets and awareness-raising course	£800.00

**£2,300.00**

### Total

**£99,701.00**

## BARROW CADBURY FUND LTD

### National

Cropwood Scheme, Cambridge	
towards personal expenses	£3,600.00
PROP, London	
continuing support for office costs of promot- ing prisoners' rights	£7,000.00

**£10,600.00**

### SMALL GRANTS

#### International

Suleyman Yenerer	
costs of travel and assistance given to Merfyn Turner during visit to Turkey	£100.00

### West Midlands

Birmingham Polytechnic	
personal expenses of CQSW course	£500.00

### Total

**£11,200.00**

## EMPLOYMENT

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*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.*

*Trust grants in this category reflect two themes: at the national level, to keep the aim of full employment in the public eye; and in the West Midlands, to enhance training opportunities in an equal opportunities context.*

### CAMPAIGN FOR WORK (ACTION TRUST)

The 1992 general election campaign threw little light on how UK wage costs could combine increased income for employees without either adding to inflation or pricing goods out of export markets. The Campaign for Work has prepared an agenda, which applies to Brussels as well as London, covering a national economic assessment to determine available incremental income, and co-ordinated pay bargaining to facilitate fair distribution. Trustees approved a two year grant towards promoting this double proposition, in the context of national policy which postulates full employment as a high priority.

### COMMUNITY RADIO TRAINING

Trustees have approved grants at a national and local level for training in community radio for three reasons. It is an area of considerable potential for growth in numbers employed; it offers much-needed scope for an effective equal opportunities approach; and local programme providers need to be sensitive to the racial and cultural composition of audiences. Trustees hope that their initial funding will stimulate grants from the industry.

### COVENTRY WOMEN'S EMPLOYMENT DEVELOPMENT AGENCY

The Coventry project is one of several local WEDAs. Among the barriers which women can face when creating their own employment is securing suitable finance to start up or expand a business, and this has been a growing concern for Coventry WEDA. Trustees have supported the establishment of a loan guarantee scheme, specifically to provide assistance to newly established women-owned businesses, with priority being given to black and ethnic minority women who can experience additional discrimination. It is hoped that such a scheme will change the existing discriminatory attitudes of more traditional sources of finance, such as banks and statutory funds, as well as establishing a model of good practice which can be replicated elsewhere.



## BARROW & GERALDINE S. CADBURY TRUST

### National

Action Trust	
towards development of local groups	£19,630.00
Campaign for Work: project on co-ordinated pay bargaining	£9,000.00
Community Radio Association, London	
towards administrator's salary costs and to part-fund	
West Midlands training programme	£20,125.00
Local Economy Policy Unit, Southbank Polytechnic, London	
towards core salary costs	£10,000.00
Youthaid, London	
towards core costs of monitoring employment and training prospects for young people	£10,000.00
	<b>£68,755.00</b>

### West Midlands

Afro-Caribbean Resource Centre, Birmingham	
towards salary costs of employment development worker	£15,000.00
Blakenhall & St Peters Unemployment Project	
towards running costs	£15,000.00
Community Radio Training, Birmingham	
towards salary costs of a development worker	£15,000.00
Community Roots Enterprise Centre, Birmingham	
book-keeping service for small businesses	£13,800.00
Druids Heath Neighbourhood Development Association, Birmingham	
towards costs of community enterprise initiatives	£20,000.00
Sandwell Credit Union Development Agency	
for running costs	£10,000.00
Sandwell Women's Enterprise Development Agency	
salary costs of business development officer's post	£16,000.00
Temple Training Services, Wolverhampton	
towards salary costs for training programme	£15,000.00
West Midlands Caribbean Parents & Friends Association, Wolverhampton	

towards salary costs for training programme  
£15,500.00

Wolverhampton Community Radio Association  
towards the development worker's salary costs  
£6,000.00

Youth Employment Training Research Unit,  
Birmingham  
for salary of black youth rights worker and  
contribution to running costs £20,000.00

**161,300.00**

### SMALL GRANTS

#### National

Radio Telefis Eireann Training  
course in studio television direction and single camera production **£1,000.00**

#### West Midlands

Career Track International	
course in counselling skills	£92.83
Druids Heath Neighbourhood Development Association	
refurbishment of kitchen	£500.00
Handsworth Employment Scheme Ltd	
towards costs of farewell appreciation for Ivan Henry	£250.00
Handsworth Employment Scheme Ltd	
study on conference facilities and commercial possibilities for HES Ltd	£260.00
St Mary's Church, Selly Oak, Birmingham	
centre for unemployed	£1,000.00
Sandwell Women's Enterprise Development Agency	
courses for staff and trainees	£3,565.00
Trade Union Resource Centre	
booklet on Asian women and trade unions	£884.00
West Midlands Caribbean Parents & Friends Association	
towards running costs	£1,000.00
Wolverhampton Committee for Unwaged People	
transport re. visit to Dortmund	£875.00
Wolverhampton Committee for Unwaged People	
return visit of Dortmund delegation	£200.00
Wolverhampton Job Change Ltd	
computer workstations for pre-vocational access course	£1,000.00
Youth Employment & Training Unit (YETRU)	
conference on Sexual Harassment at Work	£400.00

## EMPLOYMENT

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Youth Employment & Training Unit (YETRU)  
publication on Youth Training and young  
people with disabilities £500.00

**£10,526.83**

**Total for Employment £241,581.83**

Joy Wright, Birmingham  
training course "Working in an Anti-Racist  
Way" £200.00

William Dudley's Trust  
interest payment on outstanding loan by  
Birmingham Business Development  
Consortium £52.19

**£2,967.19**

**Total for Employment £54,467.19**

## BARROW CADBURY FUND LTD

### National

National Group on Homeworking, Birmingham  
towards salary costs of a lobbyist and legisla-  
tive change worker (final grant)

£6,500.00

Unemployment Unit, London  
continuing support for monitoring of true fig-  
ures for unemployment £10,000.00

**£16,500.00**

### West Midlands

Coventry Women's Enterprise Development  
Agency  
towards an endowment for a business loan  
guarantee scheme £30,000.00

Halesowen Unemployed Group  
towards costs of new premises £5,000.00

**£35,000.00**

## SMALL GRANTS

### West Midlands

Co-Enterprise Birmingham  
bursaries for short course programme  
£765.00

Diana Smith  
reimbursement of costs incurred on behalf of  
Handsworth Employment Scheme  
£950.00

Grove Lane Tenants Association  
Co-Enterprise training course for Windmill  
Lane/Cape Hill (Smethwick) Estate Action  
Initiative £500.00

Institute for Regional Co-operative Studies  
towards launch costs £500.00

## 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 timespan is completed.*

*Grants reflect the growing commitment of Trustees to the needs of women in Northern Ireland. There has been a steady increase in the number of projects run by women for women and much of this work is addressing local needs. Women in local communities play a crucial role in tackling the lack of local services and the consequences of high unemployment and political conflict. Because of their focus and intrinsic approach in empowerment, various groups have been successful in working across the political divide. More recently there has been an expansion of activity in developing academic and vocational training courses for women in conjunction with established institutions. This development has raised concerns about the lack of suitable childcare for participants in such courses.*

### BARROW & GERALDINE S. CADBURY TRUST

#### Reconciliation

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
Ulster Quaker Peace Education Project	
for running costs	£4,000.00
Ulster Quaker Service Committee	
for running costs	£7,500.00

#### Equal Opportunities

Ballybeen Women's Centre	
towards salary costs	£5,000.00
Belfast Rape Crisis Centre	
towards salary costs	£2,000.00
Ligoniel Family Centre	
towards salary costs	£3,000.00
Newtownabbey Women's Group	
towards salary costs	£2,000.00
The Hummingbird, Lower Shankill Women's Group	
towards salary costs	£5,000.00

#### Civil Rights & Social Justice

Committee on Administration of Justice, Belfast	
for salary costs	£14,000.00

#### Employment

Belcoo Development Group	
for salary costs	£6,000.00
St Patrick's Community Enterprise Ltd, Belfast	
for salary costs	£7,000.00

**£80,900.00**

### SMALL GRANTS

#### National

Belcoo and District Group, County Fermanagh	
producing parish map of Belcoo	£1,000.00
Belfast Battalion Boy's Brigade	
Ganaway Project (cross-community campsite)	£1,000.00



## NORTHERN IRELAND

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City of Belfast YMCA	
equipment for young offenders on community service orders	£500.00
Fellowship of Reconciliation, Ireland	
Non-Violent Action training project	£800.00
Linen Hall Library, Belfast	
Bicentennial Appeal/Development Campaign	£500.00
Lisburn YMCA, County Antrim	
cross-community programme	£650.00
Raku Works Sculptural Arts	
community sculpture project, Enniskillen, Co. Fermanagh	£1,000.00
Restoration Ministries, Dunmurry	
establishing a base for the group	£500.00
Springhill Community House	
women's history weekend	£200.00
Stewartstown Development Association, Co. Tyrone	
office and other setting-up costs	£1,000.00
Women's Drop-in and Information Centre, Downpatrick	
general costs and activities	£500.00
	<b>£7,650.00</b>
<b>Total</b>	<b>£88,550.00</b>

## BARROW CADBURY FUND LTD

Belleek & District Development Trust	
for salaries	£10,000.00
Fortnight	
for costs of marketing campaign	£10,000.00
Mornington Enterprises, Belfast	
for salaries	£17,400.00
Roslea Community History Project	
for salaries	£8,000.00
Women's Information and Drop-in Centre, Belfast	
for running costs	£10,000.00
	<b>£55,400.00</b>

## SMALL GRANTS

Derrygonnelly Traditional Dancing Club, Co. Fermanagh	
community video	£500.00

**Total for Northern Ireland £55,900.00**

## POLICY DEVELOPMENT

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*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.*

*Main grants in this section are concerned with developing services affecting the voluntary sector (including trusts and charities), housing issues, and poverty programmes. The capital grant to Chapmans Hill School Farm Ltd will not be repeated.*

### ASSOCIATION OF CHARITABLE FOUNDATIONS

The success of the ACF in attracting a growing membership of the smaller 'do-it-yourself' trusts, as well as the larger foundations with full-time staff, has pointed to the need for income beyond subscriptions. The former find it difficult to pay at levels which reflect the true cost of servicing them, while the latter cannot be expected to provide what is effectively a subsidy beyond the present level. For the Association to serve its growing but diverse constituency, a number of trusts will need to provide additional grant income: Trustees have agreed to extend their original contribution for a further three-year period.

### CHAPMANS HILL SCHOOL FARM LTD

Chapmans Hill School Farm and Money Lane Farm, in the Clent Hills were born out of the vision of Paul S. Cadbury in 1972. The Barrow & Geraldine S. Cadbury Trust has provided the subsidy necessary for a small farm to sustain a diverse series of operations for educational reasons. Agricultural finances now demand a larger dairy unit, with extra provision in a designated nitrogen sensitive area, if the subsidy is to avoid becoming the largest source of revenue.

Trustees have agreed to draw on capital in their share portfolio to meet the costs of developing the dairy unit to the point where regular subsidy of this element of the farm's activities should not be necessary.

With three visits daily throughout the school year to the two holdings involved, some 10,000 Birmingham pupils in infant and primary classes see farming operations at first hand under the supervision of LEA teachers.

## BARROW & GERALDINE S. CADBURY TRUST

### National

Association of Charitable Foundations, London  
contribution towards start-up costs

£5,000.00

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 tack-  
ling disadvantage and poverty £28,408.00

National Council for Voluntary Youth Services  
for running costs £5,000.00

Voluntary Organisations Information Network,  
Birmingham

towards costs of improving information ser-  
vices through 'Funder Finder' £11,500.00

Walter Segal Self Build Trust

for running costs £5,000.00

**£64,908.00**

### West Midlands

Ashram, Balsall Health, Birmingham

towards core costs while funding is secured  
for community, horticultural and multi-faith  
projects £20,600.00

Birmingham Standing Council for Single

Homeless

bridging grant, towards statutory and subscrip-  
tion funding £8,000.00

Chapmans Hill School Farm, near Bromsgrove  
for capital developments and operating sub-  
sidy £74,334.11

West Midlands Charities Information Bureau  
running costs £500.00

Rock Association, Birmingham

for running costs of housing advice project  
£10,000.00

**£113,434.11**

### SMALL GRANTS

#### International

Newham Conflict and Change Project

research visit to US re. conflict management  
£750.00

Triangle Projects/Bare Essentials Youth Theatre,  
Coventry

visit to Volgograd, Russia £1,000.00

**£1,750.00**

### National

Directory of Social Change

Positive Action fundraising training  
programme

**£550.00**

### West Midlands

Advent Community Church, Wolverhampton  
Sickle Cell Support Project: towards comple-  
tion of refurbishment work £500.00

Art Link West Midlands

Polish exchange visit expenses £500.00

Ashram Community Service Project

facilitator for project on vision-building

£600.00

Aston ITec, Birmingham

access to computer training by voluntary  
organisations £500.00

Barnardos (Faith in the Black Country Project)

West Midlands Sickle Cell and Thalassaemia

Steering Group conference £400.00

Barnardos Nechells Community Project

Nechells Mothers Group £200.00

Bellfield Infant School, Northfield, Birmingham

playgroup leader £250.00

Birmingham Federation of Youth Theatres

participation in Midlands Arts Festival 1991

£400.00

Birmingham Standing Conference for the Single

Homeless

subscription £100.00

Birmingham Voluntary Service Council

Regional Council for Voluntary Service  
training event £400.00

Black Associations Support and Empowerment  
Trust

for black-led Housing Associations: towards

start-up costs £400.00

Brewhouse Arts Centre, Burton upon Trent

"Out of the Wood", Summer Project 1991

£500.00

Coventry Polytechnic

accommodation for Zimbabwe student during  
illness £210.00

Digbeth Trust, Birmingham

review of the Work of Digbeth Trust 1985-92

£500.00

East Birmingham Family Service Unit

driver/creche worker for women's group

£250.00



Eastfield Community Centre, Wednesfield, Wolverhampton equipment for Eastfield Emeralds	£250.00
Friends Institute, Moseley Road performances by Women & Theatre Company and Geese Theatre Company at Arts Festival	£600.00
Hodge Hill Housing Advice Project start-up costs	£1,000.00
Lichfield Diocesan Education Council launch of Sandwell New Agreed Syllabus in Religious Education	£200.00
Major Road Theatre Company, Bradford "Glass Factory" community project based at Shireland High School, Smethwick	£300.00
National Council for Voluntary Youth Services first national conference	£500.00
Progress 2000 Ltd, Handsworth, Birmingham purchase of teaching materials for Saturday School	£475.00
Quality in Education Governors Fair bursaries for black and ethnic minority group school governors	£293.70
Rednal and Northfield Gingerbread Group, Birmingham general running and start-up costs	£150.00
St Thomas's Community Network, Dudley developing the Funding Compact	£500.00
Sculpture Theatre Company (Whitesmore School, Chelmsley Wood, Birmingham) running costs	£500.00
Shenley Lane Community Association and Sports Centre extending the car park	£500.00
Shireland High School, Smethwick towards costs of Shireland Environmental Action Project	£1,000.00
South Birmingham Family Service Unit improved security precautions	£1,000.00
Wolverhampton Anti-Bullying Project work in schools and help-line service	£750.00
Wolverhampton Childcare Agency launch of "Wolverhampton Action for Children"	£400.00
Wolverhampton Voluntary Sector Council information seminar on the Charities Bill	£300.00
Woodgate Valley Urban Farm	

completion of Centenary Orchard Project and  
fencing off paddock £1,000.00

**£15,428.70**

**Total £196,070.81**

## BARROW CADBURY FUND LTD

### West Midlands

Johns Hopkins University, Maryland, USA  
contribution towards fellowship costs  
£2,500.00

### SMALL GRANTS

#### National

Agoraphobic Link Line, Worcester  
reimbursement of running expenses  
£500.00

#### West Midlands

Sandwell Community Housing Forum  
report on Sandwell Housing Strategies  
£500.00

Dr Olgierd Lissowski, Poland  
UK visits and study £500.00

Esme Lancaster (Young Mothers Relief  
Association)  
expenses while settling in Jamaica  
£250.00

St Kitts-Nevis Association  
7th international reunion in Birmingham  
£500.00

Teenage Health Conference  
local teenager participation £500.00

The Friday Group, Northfield  
general running costs £300.00

Withymoor Arts Project  
towards 'Celebratory Arts in Primary Health  
Care' £730.00

**£3,280.00**

**Total £6,280.00**

# 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, and in Northern Ireland.*

## BARROW & GERALDINE S. CADBURY TRUST

### International

Friends World Committee for Consultation  
towards office costs in London and Nairobi  
**£3,500.00**

### National

Parliamentary Liaison Secretary, Society of  
Friends (Quakers)  
third of three years' pump-priming grant for  
new post  
**£8,000.00**

Woodbrooke College, Selly Oak  
course costs and personal expenditure of  
librarian from Sri Lanka **£992.00**  
Woodbrooke College, Selly Oak  
fees of refugee from Turkey **£100.00**

**£2,892.00**

**Total £16,392.00**

### SMALL GRANTS

#### National

Diocese of Southwark  
Barne Masanzu Kidney Trust Fund Appeal  
**£1,000.00**

Llandrindod Wells Preparative Meeting, Powys  
children's/committee room extension  
**£1,000.00**

**£2,000.00**

#### West Midlands

Birmingham Methodist District Chairman's Fund  
Rev'd Joe Stephens' church unity work  
**£500.00**

Birmingham Urban Mission Programme  
promotion, publicity, equipment  
**£1,000.00**

United Evangelical Project, Birmingham  
Bishop Chitemo (African Enterprise) visit  
**£300.00**

## BARROW CADBURY FUND

### SMALL GRANTS

#### International

Louise Bush  
travel costs re. Young Friends International  
Gathering, Honduras **£200.00**  
Samuel Lee, Hall Green Preparative Meeting  
International Peace Cruise, Ukraine 1991  
**£120.00**

**Total £320.00**

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## APPENDIX I: Grant-making priorities

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- **Equal Opportunities** - support for projects contributing to racial justice and equal opportunities in the public, private and voluntary sectors, particularly through black-led initiatives. Additional emphasis is being given to gender issues and to grants which benefit people with special needs, mental or physical.

- **Civil Rights and Social Justice** - fostering projects which bear on rights and responsibilities relating to social policy issues, in the UK and further afield, which go beyond equal opportunities.

- **Employment** - extending job opportunities through training which takes account of good practice in equal opportunities policy; backing for agencies which promote full employment at national level.

- **Penal Affairs** - assisting the public to make constructive contributions where crime and its consequences impinge on other themes of concern to Trustees, eg. race harassment, victims support schemes, victim/offender mediation, legal rights etc.

- **Policy Development and Local Services** - Trustees expect to make a limited number of grants for activities which serve the voluntary sector as a whole. They are also prepared to support local projects from their small grants budget, where voluntary groups are promoting work whose purposes include issues of major concern to the Trust. This category will remain small.

- **Peace and International Affairs** - backing for projects which foster reconciliation and mutual security through arms control, and which are compatible with

Trustees' Quaker approach to issues of peace and war.

### Grant Making: General Criteria

- Grants for local activities are restricted to agencies based in the West Midlands conurbation.

- Grants beyond the conurbation are only made to schemes or agencies having national or international significance.

- There is a steady preference for supporting new work which would have particular difficulty in obtaining funds from public appeals.

- Few grants are made for the provision of welfare services. Any contributions to 'welfare' agencies are normally made in respect of their role as advocates on behalf of their constituency.

- The Trustees are concerned that all sections of the population should benefit, through the effective application of equal opportunities policies.

- Grants can be approved for capital purposes, or for project expenses, or for core funding.

Most grants are either large enough to cover eg. the employment costs of an additional worker or single payments of less than £1,000 to local groups. The Trustees wish to expand their range of contacts with voluntary bodies active in those fields of concern to the Trust.

*(Extract from current leaflet)*



## APPENDIX II: Terms of Grant

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The following terms are agreed with recipients when a grant is made.

1. The grant is to be used for the purposes for which it has been made.

2. The grant offer must be accepted within a month of the date of the grant letter. It remains open for four months. If it seems likely that a start cannot be made within this period, the Trust should be notified immediately.

3. The Trust expects to be kept informed of the progress of the project or organisation by way of regular management committee minutes, or personal contact. Should the recipient not maintain contact at least quarterly, further instalments of the grant will be withheld without notice. Similarly, should the recipient's affairs no longer be held to be in right ordering, Trustees reserve the right to withhold any outstanding offer.

4. The Trust does not normally expect to be represented on interviewing panels where grants for salaries are offered, but it expects projects to demonstrate that fair and open recruitment procedures have been used.

5. The Trust expects that each project will develop a meaningful equal opportunities policy to ensure that women, black people and people with special needs are

(a) represented on the management committee and amongst the employees and volunteer workers;

(b) included among the project's beneficiaries or clientele.

A review of progress made in implementing this policy will form a part of the normal monitoring and evaluation process.

6. The Trust also expects to receive copies of annual reports and accounts from projects which it is supporting over a period of time.

7. The full title of the Trust should be used in all public references to any grant which has been made (e.g. list of donors, annual reports and accounts) in order to avoid confusion with other entirely separate Cadbury Trusts.