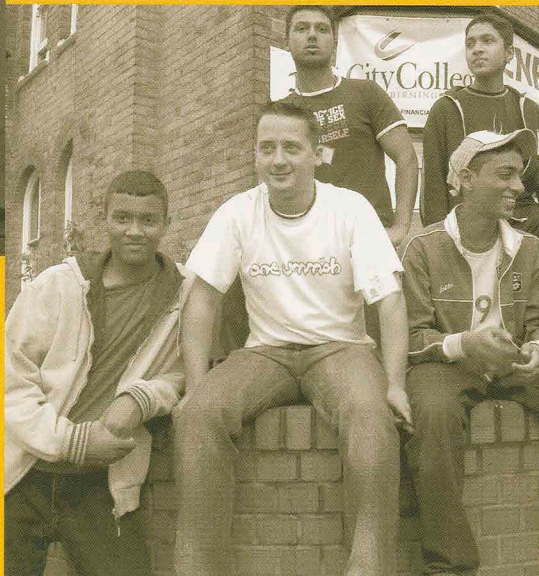
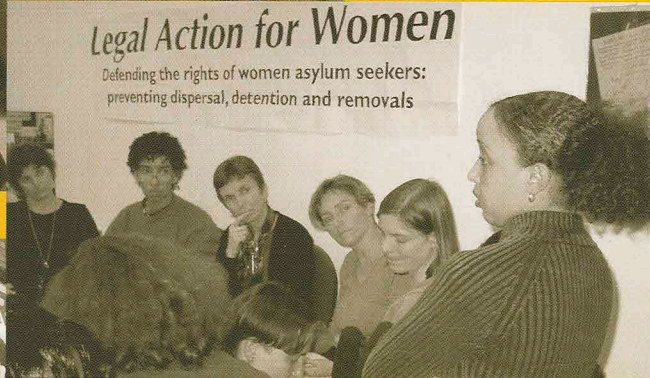
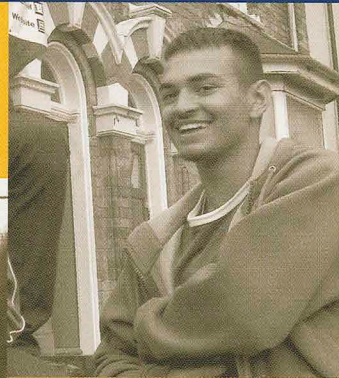
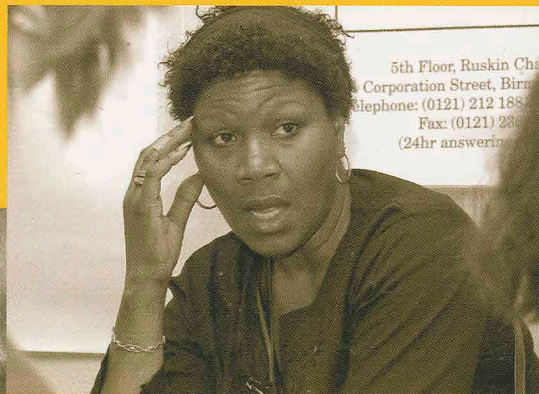


Report for the year April 2003 to March 2004

# Championing Grassroots Experience





# About us

The Barrow Cadbury Trust was founded in 1920 as the Barrow & Geraldine S. Cadbury Trust, which merged with the Paul S. Cadbury Trust in 1994.



## Barrow Cadbury Trust

The Deed empowers the Trustees to make grants for charitable purposes. Although the objects of the Trust are not circumscribed in any way, Trustees have adopted an overall mission of seeking to encourage a just, equal, peaceful and democratic society.

## Barrow Cadbury Fund

Set up in 1924 as a benevolent fund, the assets were transferred to a benevolent company in 1949. The Fund's primary purpose remains the support of non-charitable projects which are considered important within the programme areas of the Trust. The Board of Directors comprises all the Trustees of the Barrow Cadbury Trust. Both the Trust and the Fund are administered from the same registered offices. The Trust incurs all administrative expenses and apportions them on an annual basis.

### Chairwoman

### Trustees and Fund Directors

Anna Southall  
Erica Cadbury  
Helen Cadbury  
Jim Cadbury (Deputy Chairman)  
Nicola Cadbury  
Richard Cadbury (until November 2003)  
Ruth Cadbury  
Thomas Cadbury  
Candia Compton  
Anna Hickinbotham  
Roger Hickinbotham

### Director and Company Secretary

Sukhvinder Stubbs

### PA and Office Manager

### Senior Policy Analyst and Researcher Development Managers

Sharon Wellington  
Katharine Jones  
Shazia Awan (West Midlands)  
Ann McGeeney (Northern Ireland)  
Sally Stockwell  
Melanie Frew

### Grants Manager

### Finance Manager

### Commission on Young Adults and the Criminal Justice System

Barry Mussenden  
Susan Watson  
Dan Burn

### Associates

Baroness Vivien Stern  
Des Palmer  
Sue Rickell

The Trust has also had a number of staff that have retired or left during the year and others who worked on a temporary basis. We are grateful to them all for their support. In particular, our thanks go to Pamela Baker who was with the Trust for over 22 years, and Moira Westmacott who spent nearly 14 years with the Trust. The other staff included Natalia Kaliagina, Helen McArdle and Mark Dunbar. We are grateful to Adrian Burrows, Crossroads Women's Photo Collective and the Children's Society for the use of their photos.

# Championing Grassroots Experience

Barrow Cadbury Trust and Barrow Cadbury Fund  
Annual Report for 2003-2004

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# Foreword



We started the year with the launch of our new portfolio. After a period of consultation with projects we have supported for many years, we consolidated our giving from seven different programmes into three: Inclusive Communities, Offending and Early Interventions and Global Exchange will by now be known to readers as the programmes we have established.



The new portfolio has not changed our approach to funding. The groups we support are a mixture of those involved in effecting social change, developing good practice and influencing public attitudes. Grassroots activity remains a primary component for our support. We encourage groups to define and set their own priorities and we continue to work in partnership with them on a long-term basis. We will still provide core funding to organisations whose overall aims fit our own programme objectives.

Nevertheless, we are seeking to strengthen the link between the local activities we support and the social policies we wish to influence. While we remain realistic about what our modest resources can achieve, we feel that the independence of our funding is a powerful asset that is capable of more strategic deployment.

We are looking to build clusters of projects in each of our priority areas. Each cluster will consist of a range of projects involving front line groups, second tier bodies and, where appropriate, think-tanks and academic institutions. Together they will focus on specific issues and establish alternative but complementary approaches that address different levels of policy development and implementation.

The other major change has been greater emphasis on regional funding. Our development programme in Northern Ireland continues to target support for community groups in the border counties. Here, relatively small grants can help to strengthen local groups and add to the resilience and cohesion of the communities. In addition to our ongoing commitment in Northern Ireland, we have now specifically allocated resources for development work in the West Midlands. For the first time, Barrow Cadbury will have a full-time officer dedicated to the region. I look forward to reporting to you on our progress in the West Midlands next year.

Our commitment to long-term support has meant that we have made grants to some groups for up to 25 years. We are proud of this record, aware that this has provided a high degree of stability for many of our groups and we are delighted by their achievements. We will of course continue to nurture some of our long standing partners. I am pleased to say, however, that many of our groups have already been successful in securing lottery funding, local authority grants and support from other Trusts to sustain their excellent and well developed programmes of work.

The activities of a few of the groups we have worked with during the course of the year are captured here. I hope you enjoy reading their stories as much as I have.

**Anna Southall**  
Chairwoman



# Introduction



Barrow Cadbury is pursuing an approach to grant-making that is based on a solid understanding of relevant areas of social policy and a commitment to work with grantees to influence positive developments.



Such an approach though, is not in itself free of risk. We are conscious that it must not become a burden on the grantee or blur the division between funder and the funded. However, active involvement in our priority areas of policy is critical if we are to remain informed about the issues and be able to direct Barrow Cadbury support for maximum effect.

Working alongside the groups we fund has enabled us to achieve a great deal this year. Barrow Cadbury led work on Independent Living, for example, brought numerous groups of disabled people together with senior civil servants from every government department and relevant agencies. This resulted in a Ministerial seminar, 'Getting a Life...and Keeping it!' held in December 2003 that provided a platform for people whose voices are rarely heard by Whitehall officials. It has added to the growing momentum for a change in the role and position of disabled people in our society.

Encouragement from the groups we support led us to establish our own *Commission on Young Adults and the Criminal Justice System*. This independent body will, we hope, produce a more radical agenda than any one of our groups could have done individually. It will develop its work during the coming year. We will rely on it to increase our knowledge about the sector and help identify the sort of groups that we should look to support in the future.

Our Global Exchange Forum which focused on *Social Capital: a policy tool for North and South?* brought together leading activists, academics and practitioners from around the world. Combining these very different perspectives provided powerful insights into the persistent problems of poverty, inequality and social injustice. Groups went away feeling more empowered about how to present their activities to decision makers. We will follow up with a Forum next year looking specifically at *Gender and Social Capital*.

We are well placed to ensure that high level consultations take into account the collective views of groups often ignored or neglected. During the course of the year we worked with a number of influential bodies, encouraging them to be more serious in appreciating the experience of grassroots groups and to establish more systematic methods of reaping local knowledge. Partnerships have included trade unions, professional networks and local authorities.

Moving forward, our priority will be to continue to identify and support grassroots groups at the forefront of social change. Funding in our key locations, the West Midlands and Northern Ireland, will be critical in developing this practice base. We will work with groups on the ground to consider ways of disseminating good practice that increases knowledge within the sector and influences policy at the same time.

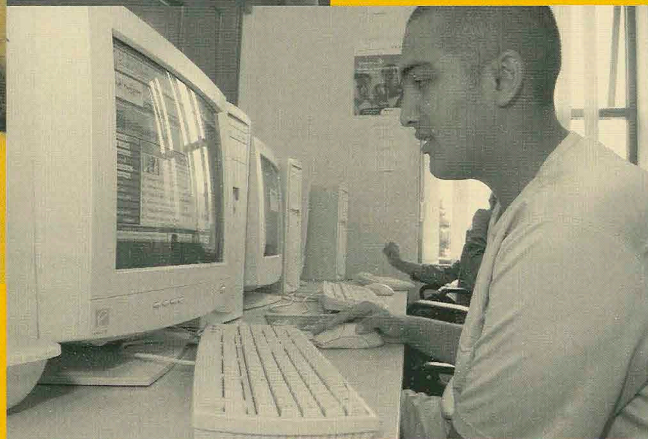
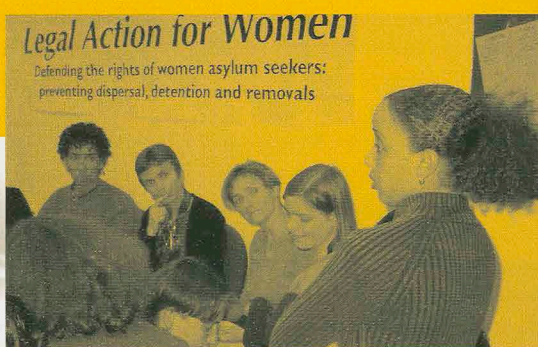
**Sukhvinder Stubbs**  
Director



"Rather than focusing exclusively on single issue equality funding, increasingly we are trying to find new and different ways of tackling the entrenched problems of poverty and discrimination"

Jim Cadbury, Trustee, Inclusive Communities Programme

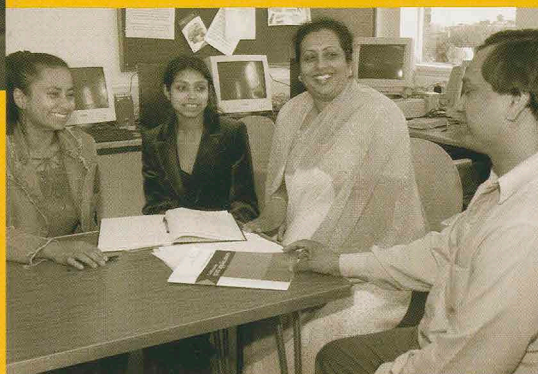
(right) Martin Yates helps people understand their entitlement to Direct Payments and works with them to encourage take-up.



(above) Saathi House has spent 18 years building up a community resource that local people have come to rely on and trust.



(left) Having worked with the local community for 10 years, Bangladesh Community Development have now secured funding from a diverse range of funders.



(above) Matt Howard has a circle of friends that have enabled him to live independently. Recently he turned 20 and moved from his parents' home to his own flat.





# Inclusive Communities

The Inclusive Communities Programme aims to tackle poverty amongst people who are marginalised and excluded from society. Here we highlight some of the projects from our three priority areas: gender inequality, improving life chances in deprived neighbourhoods, and independent living for disabled people.



## Supporting Equality For Women

Based in the West Midlands, **Black Country Women's Development Project (BCWDP)**, supports the development of women's groups. They disburse small grants provided by Barrow Cadbury to a consortium of four funding panels in Dudley, Wolverhampton, Walsall and Sandwell. The grants, around £500 each, make a significant difference to groups who are otherwise simply reliant on the goodwill of women. Funding of this nature is extremely rare but critical to the ability of groups either to set themselves up or to develop at their own pace and direction. These grants have enabled women to overcome isolation, build confidence in a supportive environment and have supported them in their efforts to make a difference in their local communities.

One grant from BCWDP enabled the Asian Women's Centre in Dudley to pay for research to assess the needs of single Asian parents. A large proportion of women using the centre were single parents but little was known about their circumstances. Their research findings were disseminated to local agencies and helped to raise awareness of the challenges they faced.

The Asian Women's Centre hopes to change how mainstream services such as health are delivered to make them more appropriate to local need. The group also wants to educate local policy makers about broader issues that affect single parents and to ensure that services are designed around them.

BCWDP are teaming up with Barrow Cadbury funded women's groups in Northern Ireland to share what they have learnt and consider how they might pool their efforts to encourage others to make such small-scale funding more readily available.

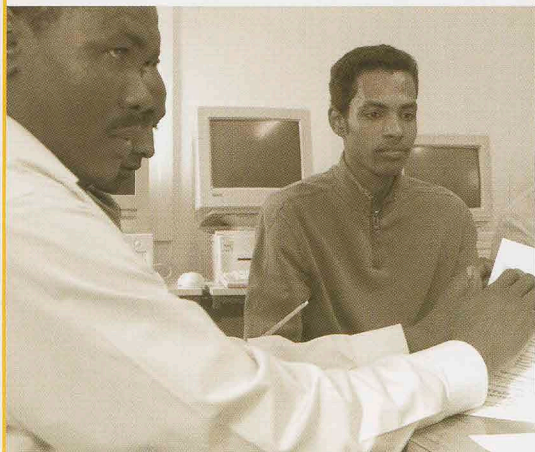
In addition, BCWDP have been instrumental in establishing a number of women's Forums that encourage the participation of women in local politics and decision making. The Forums are active in ensuring that regeneration agencies such as the Community Empowerment Networks and Local Strategic Partnerships represent the views of women. Over the last year, the Forums have run workshops on a number of issues relevant to women including fundraising, project management and women and leadership. A Forum workshop on Gender and Governance became a stepping stone for women from the area to present their experiences at national conferences organised by Oxfam and the Urban Forum.

## Improving Life Chances In Deprived Neighbourhoods

Increasingly, Barrow Cadbury are looking to projects that build links between different sections of the community and promote more rounded approaches to inclusion. However, we recognise that high levels of disadvantage among certain groups undermine efforts to create more cohesive communities. We will therefore continue to support the development of the most disadvantaged groups.

Bangladeshi communities face the lowest levels of income, educational attainment and employment. Based in Birmingham, **Bangladesh Community Development (BCD)**, works with a wide range of Bangladeshi families, and has a particular focus on involving young people and women. They understand the potential role of women in overcoming disadvantage. Having the primary position in raising children and looking after the health of their family makes women well placed to influence change in their families and in the wider community. Yet it is estimated that only around ten per cent of Bangladeshi women in Birmingham speak more than basic English.





(left and above) Members of Birmingham Women's Advice and Information Service at a lunchtime gathering to understand emerging government policies.

(left) Windows for Sudan engages teenagers – a group often ignored in funding programmes for refugees.

Not only does this affect their ability to take up employment and cope confidently with everyday life, it also undermines their relations with other local communities. BCD have set up an outreach project where Bangladeshi women can access courses in English. Unlike local colleges, BCD provides a more familiar environment. They use female tutors drawn from the community and expectations of achievement are tailored to the women's abilities.

BCD has recently secured a major grant from the Big Lottery Fund to develop their activities. Statutory agencies have also started to recognise that BCD has a degree of engagement with their community that they themselves can never achieve. Statutory services remain shallow-rooted because their staff rarely live in or come from the communities they seek to serve.

As BCD becomes more involved with the delivery of mainstream services, Barrow Cadbury will support them so that they retain the confidence of the community and stay vigilant to emerging need.

The **Fabian Society Commission on Life Chances and Child Poverty** is trying to tackle inequality by taking the messages from deprived communities to policy makers. Chaired by Lord Adebawale, Chief Executive of the social care charity Turning Point, the Commission draws on leading academics and practitioners. Too often, poor communities are excluded from decision making and the design of strategies and programmes that directly affect them.

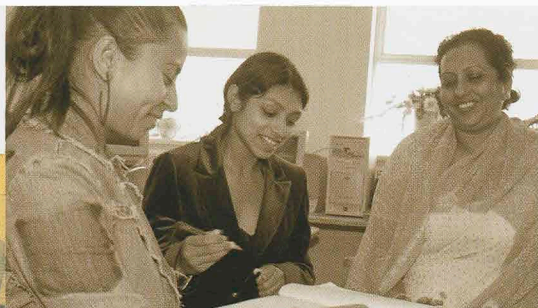
In 1999 the Prime Minister made a bold commitment to end child poverty by 2020. The Government intends to monitor their achievements against the reduction of the number of children living in households with incomes below 60% of the national average. While the government has been successful in securing their targets to 2004, there is widespread recognition that current strategies will not sustain progress beyond 2010. *The Commission on Life Chances, and Child Poverty* will consider new measures that take into account a wider set of experiences than just relative income levels in determining the life chances of children. They will also explore how public attitudes might be influenced in order to give greater support to eradicate poverty.

"At a time when the Government is making significant inroads on poverty and yet inequality is growing, it is important to re-evaluate our approach to poverty. I believe the Fabian Commission has the potential to make a really significant impact to the public debate and will provide evidence that can help those who believe in making Britain a fairer country win the political argument."

Polly Toynbee, Journalist and member of  
*The Commission on Life Chances and Child Poverty.*



(below) *Getting a Life...and Keeping It!* – seminar participants debate how direct payments can become a central feature of government policy.



(above) Bangladesh Community Development women's officers.



(above) Peter Stokes from the Community Resource Information Service with Herish Mala, a member of their programme to improve advocacy skills among refugee leaders.

### Promoting Independent Living For Disabled People

Working in partnership with the numerous projects we support on Independent Living, Barrow Cadbury organised a project to help government officials understand how their policies affect people. Central to the project was a seminar, *Getting a Life...and Keeping It!* which was championed by Ministers from the Department of Health and from the Department of Work and Pensions.

Too often, policy makers draft policies and programmes in isolation from those who are supposed to benefit from them. Barrow Cadbury were able to bridge this gap and enable officials and individuals to work together. They explored the barriers that people actually face and identify what can be done to overcome them. It has been rewarding to support and work with groups that are reforming the way in which decisions are made and changing the role and position of disabled people in our society.

Subsequently, the Cabinet Office Better Regulation Task Force brought these issues to the attention of the Prime Minister. The new Vision for Social Care, launched by Stephen Ladyman, emphasises the need for delivery which puts people at the heart of services rather than as passive recipients.

Direct Payments enable disabled people to purchase their own care. They were highlighted at the seminar as a critical area of concern for the Government. One of the projects represented at the seminar, **Martin Yates Independent Living Services (MYILS)**, targets local authorities. MYILS identify and promote good practice in making direct payments and also inform disabled people about their rights. Barrow Cadbury are working with MYILS to see how this expertise can be extended to local authorities across the country.

Matt Howard represented the **Circles Network** at the seminar. He demonstrated that somebody who does not use many words can be supported to have a voice. Using a 'Circle of Support' approach, the Circles Network helps individuals like Matt take control over the decisions affecting their lives. As a result of the support from his Circle, Matt is now able to move into his own flat and he has had a holiday in the Mediterranean with friends - in fact do the sort of things that most young men like to do. Since he presented at the seminar, Matt has been asked to address the Special Educational Needs and Disability Division of the Department of Education and Skills. He is succeeding in informing and influencing policy makers and the wider public about the contribution that disabled people can and should make to the community.

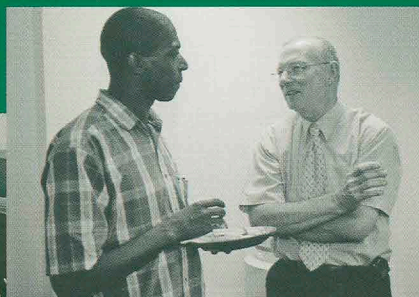
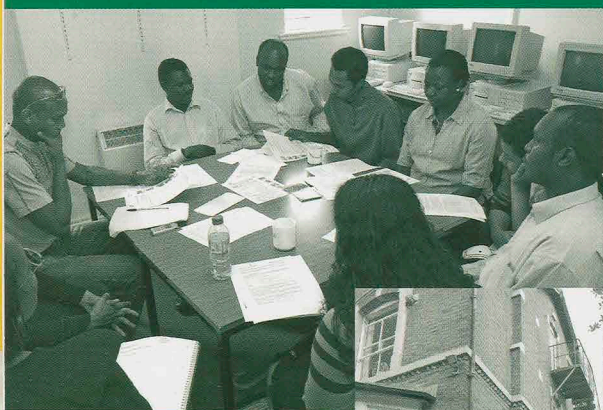
"Disabled people and older people have a right to be treated as citizens, to choose for themselves the risks they want to take and to make informed decisions about their own lives."

Stephen Ladyman MP, Minister of Health

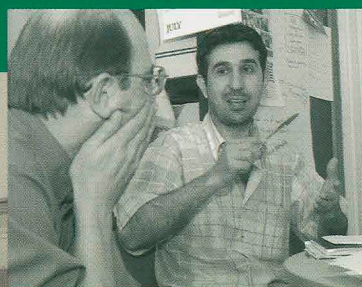
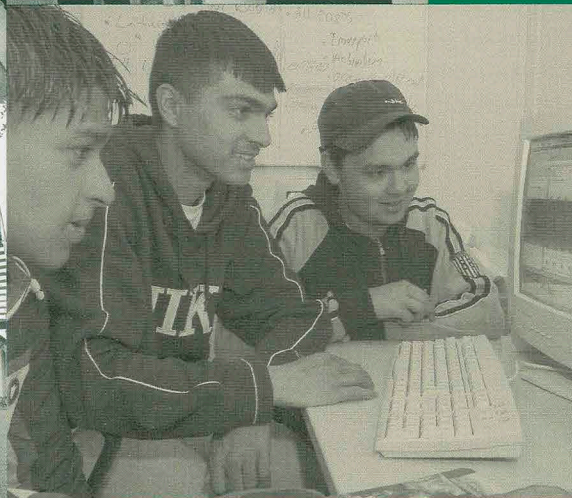


"We are exploring ways of increasing opportunities for young people who haven't had much of a fair chance in life. All children should have the sort of options that many of us take for granted and that make it less likely for them to get into trouble with the police or end up in the courts."

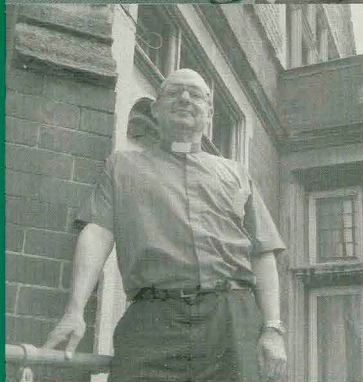
Helen Cadbury, Trustee, Offending and Early Interventions Programme



(left) Marc Edwards from Young Disciples and Sir Charles Pollard at a meeting of the Commission on Young Adults and the Criminal Justice System.



(left) Youth leaders from Aston meet at one of the regular workshops organised by Saathi House.



(left) Father Daniel Bowen from Holy Trinity Church based in Handsworth has set up an outreach project to support the development of more positive role models for young people.



# Offending and Early Interventions

Barrow Cadbury continues to work with projects that champion effective practice. Our Offending and Early Interventions Programme concentrates on peer to peer approaches, innovative methods emerging from the voluntary sector and more rounded approaches to reducing criminality that look beyond the criminal justice system.



Our *Commission on Young Adults and the Criminal Justice System* represents a major investment for Barrow Cadbury. We expect it to challenge the way in which young people are currently perceived and treated by our justice systems. We hope the Commission will follow on from the work undertaken by Esme Fairbairn's *Rethinking Crime and Punishment* and the Fawcett Society's work with *Women in the Criminal Justice System* to offer more effective solutions.

The Commission focuses on 18 – 21 year olds. Despite the fact that the peak age of offending is 18, there is a real gap in service provision and in understanding the needs of young adults. This shortfall was highlighted by Barrow Cadbury funded projects and subsequently confirmed by research we commissioned from the **Social Market Foundation**. In terms of policy, the Commission is timely. The merger of prison and probation services into the National Offender Management System will give greater priority to strategies that reduce the number of young people entering prison.

There have also been a number of reports that create a climate of opportunity to review the way in which young people are treated. These include the Government's *'Youth Justice: The Next Steps'*, a companion to the Department of Education and Skills Green Paper *'Every Child Matters'* and also *'Reducing Crime – Changing Lives'* from the Home Office.

The Commission is hosted directly by Barrow Cadbury and consists of notable experts on the subject from policy, academia, law as well as from projects. Greg Parston, from the Office of Public Management, chairs the Commission. During the course of their work, Commissioners will visit projects in North America and across Europe. They will consult directly with young adults. The Commission will look at solutions that take into account issues of education, employment, social capital, the role of the media and the efficacy of services and programmes.

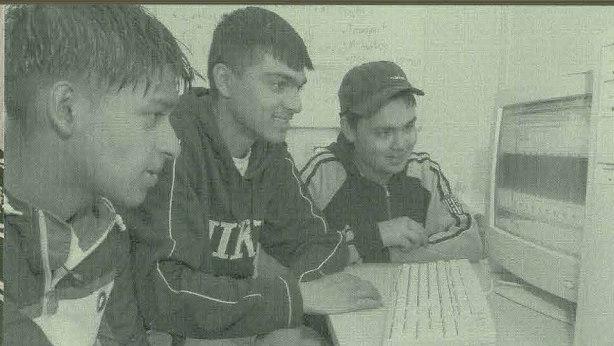
Barrow Cadbury continues to support grassroots projects with the longer term aim of disseminating good practice from them.

One such example is Birmingham based **Young Disciples**. Their *Youth Development Project* targets young people affected by violence or criminal activity. It has been set up for and is run by young people. They work with 15 – 25 year olds who are often described as hard to reach. These are the very people most susceptible to crime. Young Disciples aim to empower these young people so they can make a positive change to their own lives, and improve the opportunities enjoyed by others in the community. The group uses qualified counsellors, youth workers and learning mentors who come from the area themselves or have experience of the issues that concern young people.

"I welcome the Commission set up by Barrow Cadbury Trust and look forward to any solutions they provide on reducing offending rates and in providing a more integrated approach in attending to those who commit crime and those on the margins of criminality."

Martin Narey, National Offender Management System





(right) Aston Legal Centre meet with Barrow Cadbury officers Kath Jones and Shazia Awan to discuss local needs and priorities.



Another group funded by Barrow Cadbury is **Leap**. The group use conflict resolution to help young people address some of their problems. Leap listen to young people and help them design the most appropriate ways of working in their own communities. Activities include interactive workshops, games, drama workshops and discussion groups. Project workers from Leap have also travelled to New York, Los Angeles, Northern Ireland and Norway to search for innovative practice that could be adapted for use in the UK. Their research culminated in a conference, 'Gangs - What Gangs?' where young people talked about the reality of community life in deprived areas. Among other things, the testimonials from participants confirmed that not all gangs were criminal and challenged perceptions about black communities and gun and gang violence.

Of particular concern to Barrow Cadbury is work that challenges discrimination in the criminal justice system. A **Children's Society** project, *Right Track*, addressed the over-representation of Black and minority ethnic young people under the age of 18 in the youth justice system. They pinpointed the lack of specific provision for the needs of young Black women.

*Right Track* employed a dedicated female worker to offer culture and gender-specific advice along with support and mentoring to help young women bring about positive changes in their lives. *Right Track* has been nominated for a Community Care Award for their group work. They are currently involved in research with the University of Central England to collate the experiences of young Black and minority ethnic people who have been or are involved in the youth justice system.

Barrow Cadbury provided core funding for the **Fawcett Society Commission on Women and the Criminal Justice System**. Set up to investigate the widely shared concern that our criminal justice system is failing to meet the needs of women, the year long enquiry into women's experiences of the system was chaired by Vera Baird QC MP with an expert group of Commissioners. This was the first project to look at women's experiences right across the criminal justice system. The Commission's work took place in three phases, examining separately the experience of victims and witnesses, women accused and convicted of offences, and women working in the criminal justice system. The different experiences highlight a criminal justice system that has been designed by men, predominantly for men.

"We should have a view of 'young people at risk' rather than 'young offenders'. The trend towards labelling young people as 'offender' and taking punitive action fails to recognise that the best intervention on 'offending behaviour' can be to extend a helping hand and give young people a second or third chance to 'get it right'".

Lin Homer, Chief Executive, Birmingham City Council





(left) *Right Track* hold a mentoring session providing gender-specific advice and support to young Black women.



(above) Members of the Commission on Young Adults and the Criminal Justice System



The *Commission on Women and the Criminal Justice System* highlighted a four-fold increase in the female prison population during a period when there has been no rise in offences committed by women - little surprise that such an anomalous surge should coincide with a rise in prison suicides. Despite such an increase in levels of incarceration, the number of female judges remains low, counting for only 11 of the 156 posts. This raises questions about diversity and representation in the criminal justice system. The Commission allowed women to raise awareness among criminal justice agencies, non-government organisations, media, Parliamentarians and the wider public about the discrimination they face.

The Commission has prompted government to agree to amend the Sex Discrimination Act (1975) so that public bodies have a positive duty to promote sex equality. It has also proposed changes to the way in which the Judicial Appointments Commission can increase the number of women working in criminal justice. The Commission expressed serious concern about the low rate of conviction for rape and domestic violence - only 6% of reported rapes for example end in conviction. Government has now recommended changes to rape law that will help improve conviction rates.

Barrow Cadbury will continue to work with the Fawcett Society to ensure that more of the recommendations of the Commission are taken up. The Fawcett Society are also proposing to establish a toolkit to help practitioners in the criminal justice system work in ways that are more sympathetic to women.

"In the past ten years, the women's prison population has increased by a staggering 194%. This trend causes me great personal concern and I am delighted that the work of the Commission has highlighted the need for us to re-think how we deal with offending by women."

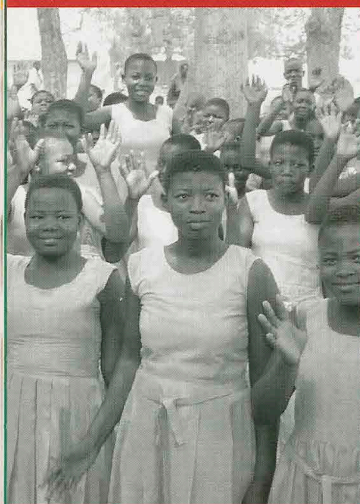
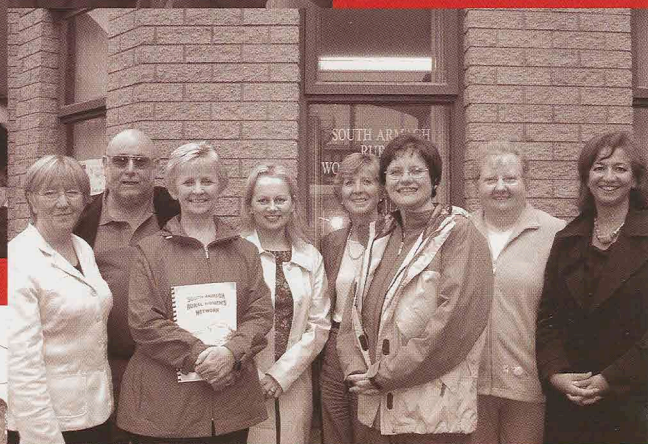
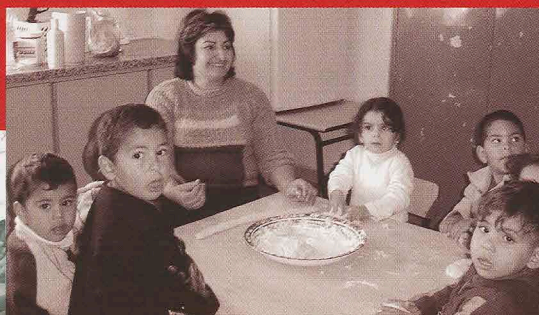
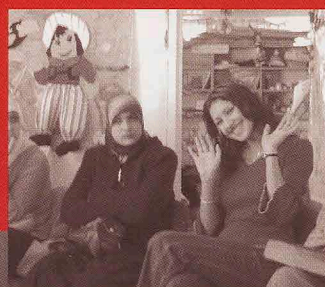
Cherie Booth, QC



**"Our history of supporting conflict resolution and mediation projects means that we have access to projects across the world. Our aim is to learn from these diverse groups and apply their innovation to improve circumstances and opportunities for groups active in the UK."**

**Erica Cadbury, Trustee, Global Exchange Programme**

(right) Volunteers from TPEC's Women's Development Group in Jerusalem provide peer support to other young women in their community.



(above) Pupils from a school in Ghana where VSO has helped to establish classroom assistants who are volunteers from their own country.



(above) South Armagh Rural Women's Network nurtures and supports a wide range of local projects and encourages cross community working.



# Global Exchange

The Global Exchange Programme aims to develop a knowledge base of excellent and emerging practices from around the world. There is a particular emphasis on work relating to women in society, the rights of migrants and support for communities under stress. Projects are drawn from Barrow Cadbury priority areas including the European Union, Northern Ireland, and the Middle East.



Barrow Cadbury chairs the *Minorities and Multiculturalism Interest Group* for the **European Foundation Centre**. The group has concentrated on the needs of the most disadvantaged minorities across Europe. Since enlargement, Roma, Sinti and Traveller peoples (Roma) have become Europe's largest minority. The *Minorities and Multiculturalism Interest Group* are working with the World Bank, the Organisation for Security and Co-operation in Europe and a number of Roma groups to establish a Roma Education Fund. It is hoped that this will provide an independent source of funds to help the various Roma groups support and develop their communities. The *Minorities and Multiculturalism Interest Group* is also working with the European Commission and European Monitoring Centre to promote good practice in tackling Islamophobia and Anti-Semitism.

The **European Council on Refugees and Exiles (ECRE)**, is a pan-European network of 74 refugee-assisting non-government organisations in 29 countries which aims to influence decision making on the protection and integration of refugees. ECRE lobbies European Union (EU) Member States on asylum policy to prevent the slide in standards of refugee protection in European countries. The network campaigns for fair access to Europe, equitable and effective asylum procedures and more inclusive definitions of people eligible for refugee status. ECRE promotes the responsibility for the protection of refugees to be shared across Europe and with countries in the South.

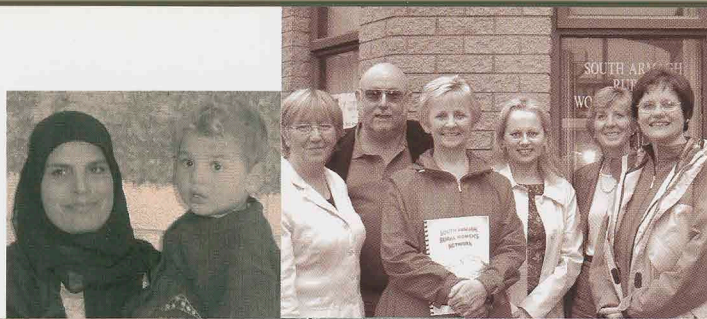
Working in partnership with the British Council, the **Foreign Policy Centre** has developed the *European Inclusion Index*. This will chart the performance of EU Member States on standards of equality and diversity. The *European Inclusion Index* will monitor citizenship rights, access to the labour market and political participation of migrants. The Foreign Policy Centre hope that campaigning organisations, the media and the public will use the *European Inclusion Index* to improve national policies on migrant protection. It is the first instance of a comprehensive EU-wide tool designed to reduce discrimination and improve the rights of minority ethnic groups.

"The duty that falls on states to readapt their societies in order to welcome new communities is immense. Governments must underline respect for the universal values that their states stand for and that attract immigration."

António Vitorino, Member of European Commission, responsible for Justice and Home Affairs



(below) Young women from the Negev desert who have migrated to Ramle volunteer to visit local families to help them improve parenting skills.



(left) Altnaveigh House in County Armagh work in a largely Protestant area to help build the community infrastructure.



Barrow Cadbury have a long-standing involvement in Northern Ireland where traditionally we have supported mediation, reconciliation and cross-community projects. Our support for the **Fermanagh Trust** – still a rare example of endowment funding from a foundation - has enabled them to attract additional funding and establish a sustainable resource for local groups.

The peace process and its associated funding prompted us to reconsider our priorities. We found that community development in the border counties appeared to have been neglected. As a result we established a programme of development grants to support women's participation in civil society, emerging protestant communities and support for young people experiencing social and economic disadvantage.

A training and education initiative for women, piloted by the **South Armagh Rural Women's Network**, has allowed local women to attain education and skills that will enable them to progress into employment or further education. This initiative has acknowledged women's contribution to community and strengthened confidence in local decision making, paving a way for future developments.

Practice developed in Northern Ireland provides relevant lessons for fragmented and segregated communities in other parts of the world. The projects we support are therefore a critical aspect of our Global Exchange Programme.

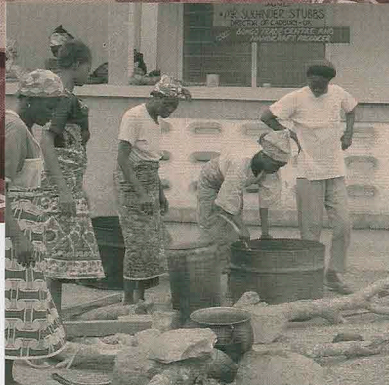
"Barrow Cadbury showed real vision when they agreed to invest half a million pounds in our work. We have been able to use this commitment so that we now have a fund close to one and a half million. Other funding programmes should consider this approach and establish strategies that will sustain communities long term".

Jim Ledwith, Fermanagh Trust





(above) Global Exchange Forum on *Social Capital: a policy tool for North and South?*



(left and above) VSO's South to South Volunteering Programme brings experts from Kenya and the Philippines to work with local communities in Ghana



Barrow Cadbury held its second **Global Exchange Forum** this year. *Social Capital: A policy tool for North and South?* provided a unifying concept for projects in the North and in the Southern countries around the world. In Northern countries, social capital has been used to describe some of the factors leading to exclusion, alienation and disaffection among the wider public. In the South, it has been used to describe different stages of the development process.

Groups including the **Dharmavedi Centre** from Sri Lanka, Jerusalem-based **Trust of Programmes for Early Childhood Family and Community Education (TPEC)** and **Women Acting in Today's Society (WAITS)** from Birmingham, gathered at Canada House in London along with academics and policy makers. Michael Woolcock from the World Bank, David Halpern from the Prime Minister's Strategy Unit, Anthony Giddens from the LSE and Ministers from Brazil and the UK led the discussions.

The eclectic grouping, from practitioners to professors, provided new perspectives about the relevance of social capital to the lives of ordinary people. Groups participating in the Forum felt that they learned a great deal about this area of policy. One of the participants said that she hadn't realised that all the work her group was engaged in is actually about developing social capital. She now feels that she has the language to talk to policy makers about what she does and hopefully to win more resources for her group.

For our Forum next year, Barrow Cadbury will focus specifically on *Gender and Social Capital*. We will twin women's groups around the world, encouraging them to share experiences and approaches and bring them to the Forum. This form of preparation will, we hope, encourage the development of policies that are more relevant and appropriate to the needs of women.

"Research shows that social capital appears to have a relationship with almost every significant policy outcome. It appears to have a relationship with economic growth. It appears to have a relationship with health and life expectancy. In the UK and the US, social networks seem also to have an impact on education. Crime and even efficacy of government appear to be influenced by levels of social capital."

David Halpern, Senior Policy Advisor,  
Prime Minister's Strategy Unit



# Grants List

From April 2003 to March 2004

## Barrow Cadbury Trust

Action on Disability and Development: training in advocacy, self-help and civil rights of people with disabilities in developing countries	£ 20 000
African Community Centre: support for office equipment	£ 500
Alliance for Inclusive Education: development of a model of an inclusion school	£ 7 000
All Saints Women's Resource Centre: core funding	£ 15 000
Altnaveigh House: support for community infrastructure	£ 10 000
Anti-Slavery International: campaign on trafficking	£ 18 500
Asian Business Consortium: promoting enterprise among women	£ 3 000
Asian Resource Centre: outreach worker for families with disabled children	£ 26 000
Association of Visitors to Immigration Detainees: support for anti-deportation campaigns	£ 15 000
Aston Legal Centre: ensuring fair and just treatment in the provision of housing, community care and welfare benefits	£ 12 500
Asylum Aid: appeals work outside London	£ 30 000
Asylum Support and Immigration Resource Team: lobbying for improvements to the rights of asylum seekers	£ 30 000
Awaaz: community development worker for Asian women	£ 13 500
Bangladesh Community Development: outreach education project for women	£ 25 000
Birmingham and District African-Caribbean Community Development Agency: welfare of African-Caribbean people	£ 5 000
Birmingham Partnership for Change: National Literacy Association project to raise achievement levels of African and African-Caribbean children	£ 10 000
Birmingham Racial Attacks Monitoring Unit: addressing racial violence and harassment	£ 10 000
Birmingham Women's Advice and Information Centre: information and referral service for women	£ 32 750
Black Country Housing and Community Service Group Ltd: part of the Black Country Women's Development Network grant-giving consortium	£ 6 800
Black Training and Enterprise Group: ensuring fair access and outcomes in employment, training and enterprise	£ 20 000
Bolton Action Research Institute: ensuring inclusion in mainstream education for those with disabilities or special education needs	£ 30 000
Centre for Studies on Inclusive Education: working for the inclusion of disabled children and those with special needs in mainstream education	£ 50 000
Children's Society: Right Track, a project providing advice, support and mentoring for women	£ 36 000
Circles Network: working to help people with disabilities to become independent	£ 100 000
Citizen Organising Foundation: supporting broad based organising	£ 250 000
Commission on Young Adults and the Criminal Justice System: salaries and running costs	£ 5 880
Committee on the Administration of Justice: endowment and running costs	£ 100 000
Community Resource Information Service: citizenship capacity building for refugees	£ 11 500
Community Resource Information Service: help and training for community organisations	£ 100 000
Concern Universal: Children in Crossfire, a peace-building project in sectarian communities	£ 30 000
Early Years Trainers Anti-Racist Network: ensuring racial equality is integrated into young children's education provision	£ 10 000
Employability Forum: promoting the employment of refugees outside London	£ 5 000
European Council on Refugees and Exiles: advocacy and lobbying on refugee rights	£ 18 000
Exeter University: scholarships for Palestinian students	£ 60 000
Fawcett Society: core funding for the Commission on Women and the Criminal Justice System	£ 30 000
Fermanagh Trust: documentation of the development of the Trust	£ 8 000
Forth Spring Community Group: cross-community and peace-building projects	£ 15 000
Galleries of Justice: support of educational programme for vulnerable young people	£ 25 000
George Bell Institute: fellowships to international scholars	£ 105 000
George Bell Institute: bursary for D. Bratkin	£ 3 000
Intermediate Technology Development Group: supporting people with disabilities	£ 20 000
Kilcranny House Ltd: residential centre for reconciliation	£ 15 000
Legal Action for Women: workshops for women asylum seekers	£ 15 000
Leicester Tigers: community development programme for disabled children	£ 5 000
Leonard Cheshire Foundation: development worker and training for people with disabilities	£ 12 000
Ligoniel Family Centre: co-ordinator to support social and educational activities for women	£ 21 000
Moving On With Learning: study programme for people with learning disabilities	£ 20 000
Martin Yates Independent Living Services: promoting good practice for local authorities in making direct payments to people with disabilities	£ 20 000
Middle East Budget: start-up and development grants for women's projects	£ 50 000
Parliamentary All-Party Penal Affairs Group: core funding for their work through parliamentary channels for reform of the penal system	£ 14 000





National Assembly Against Racism: campaign against racism	£	15 000
Network 81: publications programme for national association of families with learning difficulties	£	15 000
NICHs: cross-community peace-building	£	12 000
Northern Ireland Council for Ethnic Minorities: promotion of social justice and equality of opportunity	£	15 000
Owenkillew Community Development Association: development of community centre	£	10 000
Oxfam: UK Poverty programme, piloting and disseminating a capacity-building toolkit to ensure women are included in decision making about regeneration	£	20 000
Parliamentary All-Party Penal Affairs Group: campaigning for parliamentary interest in penal matters	£	14 000
Parliamentary Human Rights Group: campaign for the Universal Declaration on Human Rights	£	24 000
Praxis Community Projects Ltd: support for refugees to enter the job market	£	29 500
Presswise Trust: refugee-led project on Refugees, Asylum-Seekers and the Media	£	4 500
Prison Reform Trust: evaluation of the RESPECT programme for improving working conditions of minority ethnic staff in prisons	£	11 000
Prison Reform Trust: core funding for their work to establish a more socially just prison service	£	25 000
Quaker Social Action: encouraging women in social enterprise	£	22 000
Recy Women's Group: community support for women's groups	£	19 500
Restoration Ministries: community relations work	£	12 000
RESTORE: support for asylum seekers and refugees	£	12 500
Saathi House: women's support and health project	£	11 000
Scholar International: education and training programme for young people	£	25 000
Searchlight Educational Trust: salary and running costs	£	25 000
Second City, Second Chance: evaluation of a mentoring programme	£	2 500
South Cumbria Befriending Scheme: support service for families with learning difficulties	£	15 000
The 1990 Trust: promoting a Black perspective at national policy level	£	100 000
Tibet Information Network Trust: educating the public, governments, the media and NGOs about conditions in Tibet	£	25 000
Training for All Foundation: part of the Black Country Women's Development Network grant-giving consortium	£	6 800
Trillick Enterprise Group: supporting community relations	£	15 000
Trust of Programmes for Early Childhood, Family and Community Education: support for Arab-Jewish Youth Dialogue	£	5 000
UNITED: development of European Directory of Anti-racist and Anti-fascist Organisations and promotion of anti-racist activities across Europe	£	7 500
United Nations Association: support for the Coalition for Migrants Rights campaigning for the ratification of the Convention on the Rights of Migrant Workers and their Families	£	3 000
Voluntary Service Overseas: returned volunteer programme	£	17 850
Voluntary Service Overseas: national volunteering programme	£	25 000
WAITS: capacity building for isolated women	£	70 000
Walsall CVS: part of the Black Country Women's Development Network grant-giving consortium	£	41 800
Windows for Sudan: support for teenage refugees	£	12 500
Wolverhampton Asylum Seekers and Refugee Support: legal aid advice worker	£	8 000
Wolverhampton Voluntary Sector Council: part of the Black Country Women's Development Network grant-giving consortium	£	6 800
Yemeni Development Foundation: supporting Yemeni refugees	£	13 000

#### Barrow Cadbury Fund

Annuitants	£	6 671
Commission on Young Adults and the Criminal Justice System: salaries and running costs	£	6 160
David Wilson: research on 18 – 21 year olds	£	2 000
Fabian Society: Commission on Life Chances and Child Poverty	£	18 000
Fishburn Hedges: dissemination programme	£	70 800
'Getting a Life – and Keeping it' seminar: salaries and running costs	£	2 890
Global Exchange Forum: Social Capital – a policy tool for North and South?	£	25 000
Northern Ireland Development Budget: salaries and running costs	£	7 500
Operation Black Vote: campaigning in key constituencies	£	30 000
Personal Grants	£	71 500
Selly Oak Friendship Circle: supporting Friends network for people with disabilities	£	1 200
Supporting Community Based Organisations: maintaining an independent voluntary sector	£	600
West Midlands Constitutional Convention Ltd: lobbying and outreach work	£	12 000
Women's Budget Group: support in encouraging government to use gender analysis in economic policymaking	£	19 000



# Barrow Cadbury Trust

## Statement of Financial Activities

	Unrestricted Funds £	Endowment Fund £	Total 2004 £	Total 2003 £
INCOMING RESOURCES	2,483,008	–	<b>2,483,008</b>	1,843,838
Less cost of generating funds:				
Investment management charges	(134,953)	–	<b>(134,953)</b>	(109,367)
Net incoming resources	2,348,055	–	<b>2,348,055</b>	1,734,471
RESOURCES EXPENDED				
Direct Charitable Expenditure:				
Grants payable	(2,439,785)	–	<b>(2,439,785)</b>	(3,333,068)
Support costs	(250,925)	–	<b>(250,925)</b>	(104,433)
Other Expenditure:				
Management and administration	(118,513)	–	<b>(118,513)</b>	(221,329)
NET OUTGOING RESOURCES BEFORE TRANSFERS	(461,168)	–	<b>(461,168)</b>	(1,924,359)
TRANSFERRED	461,168	(461,168)	–	–
NET OUTGOING RESOURCES AFTER TRANSFERS	–	(461,168)	<b>(461,168)</b>	(1,924,359)
Gains/(Losses) on investment assets:				
Realised		1,125,123	<b>1,125,123</b>	(1,343,625)
Unrealised		8,145,692	<b>8,145,692</b>	(12,314,507)
NET MOVEMENT IN FUNDS		8,809,647	<b>8,809,647</b>	(15,582,491)
FUND BALANCES BROUGHT FORWARD		44,915,999	<b>44,915,999</b>	60,498,490
FUND BALANCES CARRIED FORWARD		53,725,646	<b>53,725,646</b>	44,915,999



# Barrow Cadbury Trust

## Balance Sheet

At 5 April 2004

	2004 £	2003 £
<b>FIXED ASSETS</b>		
Tangible assets	44,025	25,600
Investments	50,882,455	43,747,033
<b>OTHER ASSETS</b>		
Debtors amounts falling due within one year	687,840	348,967
Cash at bank and in hand		2,296,827
	905,568	
<b>CREDITORS</b>	2,984,667 (185,501)	1,254,535 (111,169)
<b>NET CURRENT ASSETS</b>	2,799,166	1,143,366
<b>TOTAL NET ASSETS</b>	53,725,646	44,915,999
<b>REPRESENTED BY: ENDOWMENT FUNDS</b>	53,725,646	44,915,999

### Notes to the financial statements:

1. The Financial Statements of the Barrow Cadbury Trust comply with the recommendations of the Statement of Recommended Practice "Accounting and Reporting by Charities". They will be submitted to the Charity Commission. The financial statements include an unqualified Auditors' report and were signed on 3 July 2004. A copy of the full financial statements may be obtained from the website.
2. Endowment funds are unrestricted and Trustees aim at an annual expenditure which maintains them at current levels in real terms.
3. Investments are handled by HSBC Asset Management (Europe) Ltd.
4. The Trustees apply a number of ethical criteria to their capital investments. Certain categories of holdings are normally excluded from the investment portfolio and these criteria are subject to regular review.

### Independent auditors' statement to the Trustees of the Barrow Cadbury Trust

We have examined the summary financial statements of the Barrow Cadbury Trust for the year ended 5 April 2004 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes.

### Respective responsibilities of Trustees and auditors

The Trustees are responsible for preparing the Annual

Report. Our responsibility is to report our opinion on the consistency of the summary financial statements within the Annual Report with the full annual accounts and the Trustees' Report. We also read the other information contained in the Annual Report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summary financial statements.

The Trustees are responsible for the preparation of the summary financial statements. We have agreed to report our opinion on the summarised statements' consistency with the full financial statements, on which we reported on 3 July 2004.

### Basis of opinion

We conducted our work in accordance with Bulletin 1999/6 'The auditors' statement on the summary financial statement' issued by the Auditing Practices Board for use in the United Kingdom.

### Opinion

In our opinion the summary financial statements is consistent with the full annual accounts and the Trustees' Report for the year ended 5 April 2004.

**Mazars Chartered Accountants and Registered Auditors,  
The Broadway, Dudley DY1 4PY 3 July 2004.**



# Barrow Cadbury Fund

## Income and Expenditure Account

For the year ended 5 April 2004

	£	2004 £	£	2003 £
INCOME FROM FIXED ASSET INVESTMENTS		346,539		264,833
OTHER INTEREST RECEIVED AND SIMILAR INCOME		38,588		54,185
		385,127		319,018
PROFIT/(LOSS) ON SALE OF INVESTMENTS		1,055,532		(59,045)
	1,440,659		259,973	
GRANTS	(293,894)		(373,273)	
ADMINISTRATIVE EXPENSES	(54,167)		(57,736)	
GIFT AID DONATION	(813,006)		(315,859)	
		(1,161,067)		(746,868)
SURPLUS/(DEFICIT) ON ORDINARY ACTIVITIES BEFORE TAXATION		279,592		(486,895)
TAXATION		(19,966)		(2,647)
SURPLUS/(DEFICIT) ON ORDINARY ACTIVITIES AFTER TAXATION		259,626		(489,542)

The company's income and expenditure relate to continuing operations.

Barrow Cadbury Fund is a company limited by guarantee.



# Barrow Cadbury Fund

## Balance Sheet

At 5 April 2004

	2004 £	2003 £
<b>FIXED ASSET</b>		
Investments	10,798,414	9,236,781
<b>CURRENT ASSETS</b>		
Cash at bank	989,749	1,362,281
Debtors	50,908	99,936
	1,040,657	1,462,217
<b>CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	(351,258)	(18,061)
<b>NET CURRENT ASSETS</b>	689,399	1,444,156
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	11,487,813	10,680,937
<b>RESERVES</b>		
Endowment fund	3,502,208	3,502,208
Revaluation reserve	1,654,240	2,172,795
Income and expenditure account	6,331,365	5,005,934
	11,487,813	10,680,937

### Notes to the financial statements:

1. The financial statements of the Barrow Cadbury Fund Ltd comply with the requirements of the Companies Act 1985. The financial statements include an unqualified Auditors' report and were signed on 3 July 2004. A copy of the full financial statements may be obtained from the website.
2. Endowment funds are unrestricted and Directors aim at an annual expenditure which maintains them at current levels in real terms.
3. Investments are handled by HSBC Asset Management (Europe) Ltd.
4. The Directors apply a number of ethical criteria to their capital investments. Certain categories of holdings are normally excluded from the investment portfolio and these criteria are subject to regular review.

### Independent auditors' statement to the Directors of the Barrow Cadbury Fund

We have examined the summary financial statements of the Barrow Cadbury Fund for the year ended 5 April 2004 which comprise the Income and Expenditure account, the Balance Sheet and the related notes.

### Respective responsibilities of Directors and auditors

The Directors are responsible for preparing the Annual Report.

Our responsibility is to report our opinion on the consistency of the summary financial statements within the Annual Report with the full annual accounts and the Directors' Report. We also read the other information contained in the Annual Report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summary financial statements. The Directors are responsible for the preparation of the summary financial statements. We have agreed to report our opinion on the summarised statements' consistency with the full financial statements, on which we reported on 3 July 2004.

### Basis of opinion

We conducted our work in accordance with Bulletin 1999/6 'The auditors' statement on the summary financial statement' issued by the Auditing Practices Board for use in the United Kingdom.

### Opinion

In our opinion the summary financial statements is consistent with the full annual accounts and the Directors' Report for the year ended 5 April 2004.

**Mazars Chartered Accountants and Registered Auditors,  
The Broadway, Dudley DY1 4PY 3 July 2004.**



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## Barrow Cadbury Trust

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London WC1H 9SF  
Tel: 0207 391 9220  
Fax: 0207 391 9229  
[www.barrowcadbury.org.uk](http://www.barrowcadbury.org.uk)

Also at:  
43 Temple Row  
Birmingham B2 5LS

For details of our grant-making programme, please consult the Guidelines that are available on our website. Applicants are asked to read the Guidelines carefully before contacting the Trust with any funding enquiries, which should be directed to the Grants Manager at the London office.

Barrow Cadbury Trust is a registered charity, Number 226331  
Barrow Cadbury Fund is a Company Limited by Guarantee, Number 503137