


Review for the
year April 2004
to March 2005

Advancing Social Justice





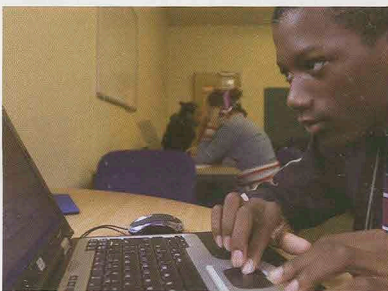
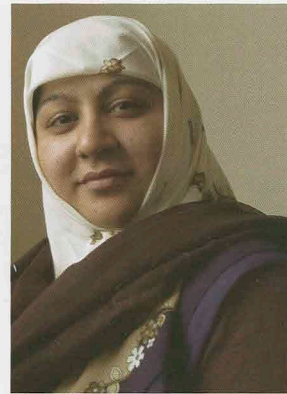
We are a foundation that seeks to encourage a just, equal, peaceful and democratic society. As an independent body, Barrow Cadbury funds innovative, even risky, community projects that help provide solutions to local problems and advance social justice.

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.



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Foreword

Anna Southall

Engagement between those working on the ground and the officials tasked with designing policies is critical for the development of more effective and ultimately more sustainable approaches. Barrow Cadbury's focus this year has therefore been to support the groups that we fund in seeking out opportunities to reach policymakers.

A two year process of consultation, where we developed our policy priorities, piloted programmes, identified relevant groups and discussed our proposals with them, has underpinned our approach. This year, the value of our groundwork has been demonstrated by the achievements of some of the groups we support.

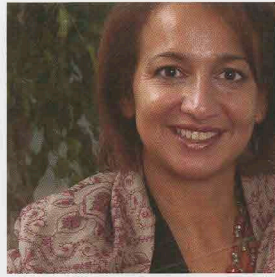
Women Acting in Today's Society (WAITS) and Single Parent Action Network (SPAN) – two projects that work with the most disadvantaged women – are now regularly consulted by decision makers. Young Disciples – a project reaching out to young offenders – has become a partner for Birmingham law enforcers. Likewise, two of our leading asylum projects – Wolverhampton Asylum and Refugee Service (WARS) and Asylum Aid – are today recognised as key stakeholders for local and national agencies. The direct contact that groups like this have with people on the ground enables them to identify gaps in welfare provision, encourage more appropriate responses and, where appropriate, campaign for improvements.

In addition, these groups have played an active and vocal role in events that have taken us from the corridors of Downing Street through our *Perspectives on Migration* work with the Smith Institute, to the beachfront political debating of party conferences. We are especially proud of the joint project with The Guardian on

Islam, Race and Being British. This enabled the perspective of social exclusion experienced by some Muslim communities in the UK to inform government strategies for promoting social cohesion. The reports that followed these events were recognised by the Commission for Racial Equality's 2005 Race in the Media award.

However, we recognise that engaging with government is not always easy for groups working on the ground, particularly those that are small and lack experience interacting with people in powerful positions. Though it may seem, contradictory, the government's investment of significant resources in the voluntary sector through a number of initiatives can pose problems for some groups. For that reason, we continue to focus on maintaining support for an independent voluntary sector.

Examples of this rich experience of interaction and bridge building are presented throughout this report. In the coming year we expect to continue with these programmes, enabling the voluntary sector to develop a robust and independent voice in policymaking discussions.



Barrow Cadbury works on some of the most politically charged debates taking place today – from youth offending, asylum and race relations to conflict resolution and mediation.

Developing More Progressive Narratives

Sukhvinder Stubbs

In the current political climate, policymakers are inclined to responses that may yield short term political capital but undermine social justice in the long-term. For example, sensible discussion about the disadvantages faced by the vast majority of young people who get into trouble with the law has been clouded by a focus on 'hoodies' and ASBOs. 'Scrounging' is still the word most readily associated with asylum seekers despite the fact that many face severe destitution as a direct result of harsh cuts in state support. Shoot-to-kill policies dominate the news bulletins when all the evidence suggests that community development and tackling social exclusion are the best remedies for the disaffection which lies at the heart of the terrorist threat.

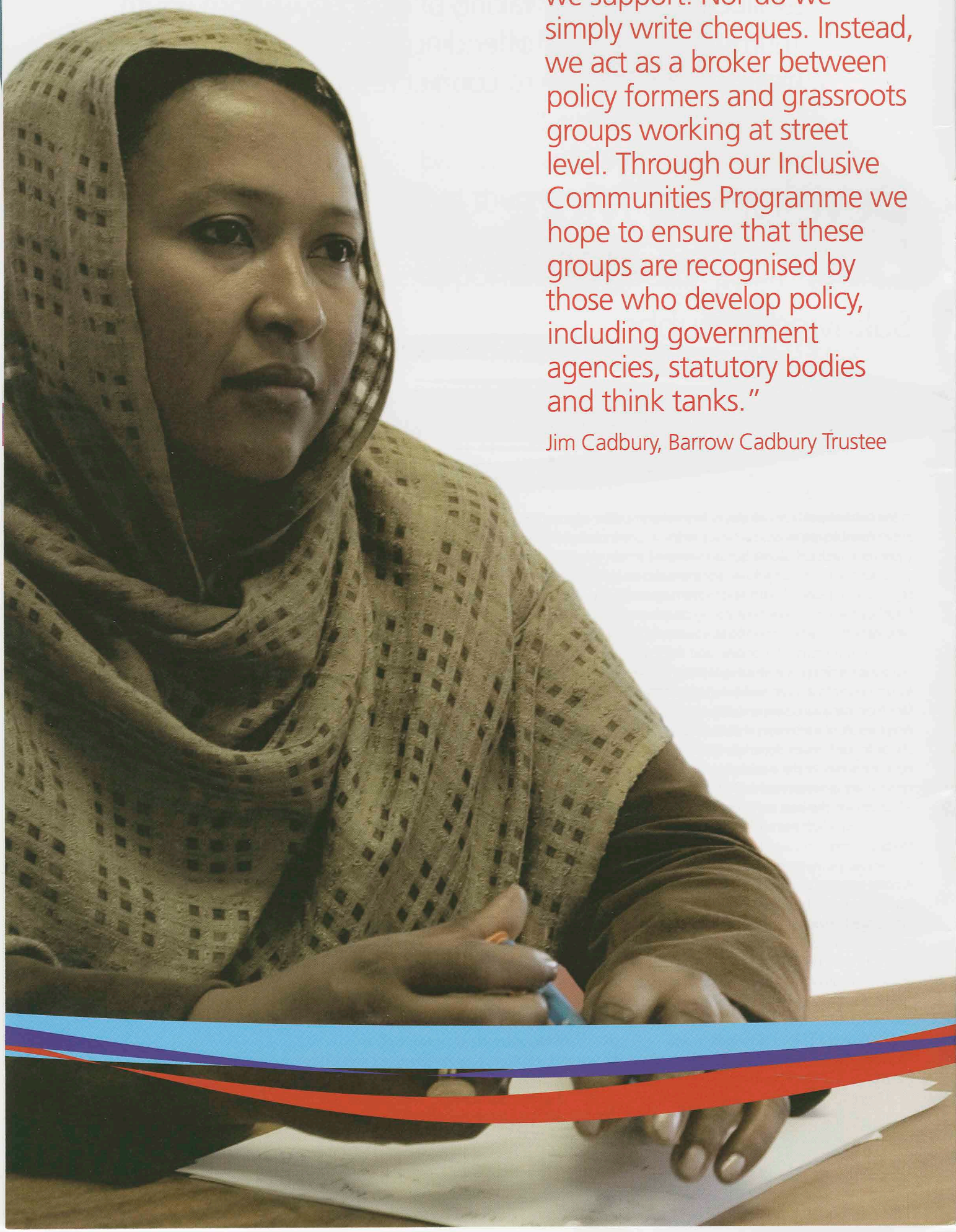
Among many issues, these debates have become polarised with little scope for innovative thinking or discourse that yields solutions. This year we have worked primarily with activists, but also with journalists, academics and others to develop 'progressive narratives'. Our aim has been to establish new perspectives that address disadvantage and inequality and lead to long term and sustained amelioration for some of the most entrenched social problems.

Our approach is most advanced in the Inclusive Communities Programme and in particular our work on asylum and migration. We facilitated the development of a new framework based on the practicalities of policymaking but grounded in the experiences of communities at the receiving end. In the coming year, we will work with the groups we support and appropriate decision makers to refine the narrative, look to mobilise broader public concern and work with refugee-led groups to influence change.

Similarly, our Commission on Young Adults and the Criminal Justice System highlights the fundamental flaws in the 'crackdown' on crime. Statistics show that 18-21 year olds are among the most likely to offend. However, none of the policies put in place to address this issue take into account the difficulties of transition to adulthood. The rigid cut-off point of 18 assumes that all children, even the most disadvantaged, mature at the same rate. Instead of simple recourse to prison and incarceration, more considered approaches may encourage reform, rehabilitation and settlement. Our role is to work with the groups we support, not only to promote better practice, but also to build up wider public and policy understanding of its long term benefits to society.

While the UK continues to be our priority, all our domestic activities are mirrored in our international programme, Global Exchange. From community regeneration to the empowerment of women, we aim to demonstrate that even the poorest countries have developed effective solutions to some of the most challenging policy questions we face.

We hope that you enjoy reading the examples of good practice we have been able to assemble in the limited space of this report.



"Barrow Cadbury does not speak for the communities we support. Nor do we simply write cheques. Instead, we act as a broker between policy formers and grassroots groups working at street level. Through our Inclusive Communities Programme we hope to ensure that these groups are recognised by those who develop policy, including government agencies, statutory bodies and think tanks."

Jim Cadbury, Barrow Cadbury Trustee

Inclusive Communities

Barrow Cadbury is committed to improving the life chances of the most marginalised groups in the UK. Through our Inclusive Communities Programme we target migrants and refugees, ethnic minorities, disadvantaged women and people with disabilities.

Our activities have ranged from high-level political events to local consultations with regional authorities. This outreach work has focused mainly in the West Midlands and we have successfully engaged groups from a variety of backgrounds who would not necessarily have access to decision makers. Two key policy areas – the promotion of social justice approaches in public policy and the role of the independent voluntary sector – inform all of these projects.

Changing attitudes towards asylum and migration

Debate about migration into the UK needs to be recast. The current emphasis on control constrains thoughtful discussion about the rights of migrants and the lived experiences of host populations, and about our economic needs and the development priorities of the poor sending countries. Recent snapshots of public opinion show that misinformation is skewing public understanding. In a poll last year, the British public estimated that it received 23% of the world's refugees, when, in reality, it accepts around 3%. According to MORI, fears about the number of asylum seekers have been rising even though the numbers of claims have been falling sharply.

By bringing decision makers and opinion formers into direct contact with groups working with migrants and asylum seekers, and with the communities that are receiving them, we worked towards raising awareness about how policies affect those on the ground.

The series of seminars on *Perspectives on Migration* organised with the **Smith Institute** showed how such engagement can produce significant results. Those held at Downing Street brought together Ministers, policymakers and grassroots groups funded by Barrow Cadbury. One of the questions explored during these discussions was why hostility towards migrants and refugees continues to grow. Participants held the view that politicians feared rather than influenced public opinion. They had not given priority to building a political consensus and consequently, government's policies on migration run counter to the wider goal of promoting social justice.

We have also supported groups that aim to shape what the Government is doing on migration. Barrow Cadbury is sponsoring a *Migration Commission* co-ordinated by **The Royal Society for the encouragement of Arts, Manufacturers and Commerce** (RSA).

The RSA has brought together specialists and campaigners from the academic and business communities to set out recommendations for migration policies that have positive economic, political and human rights outcomes. It will be launching a website for the general public, disseminating in an accessible way the accumulated evidence about the benefits of migration and tackling the myths that continue to dominate the debate.

Providing assistance to asylum seekers and refugees

While changing the terms of the debate is essential, there are also needs to be met in the short-term. As well as facing growing public hostility, asylum seekers and refugees are one of the most vulnerable groups living in the UK. According to a recent Oxfam report, 85% of asylum seekers have difficulty feeding themselves and their children. Refugee unemployment runs at between 60% and 90% according to the Refugee Council. The rollback of legal aid has further limited access to representation, and cuts in state provision mean that people risk destitution. Grassroots organisations are filling these gaps in public provision, stepping in where government support is either scarce or ineffective.

Wolverhampton Asylum Seeker and Refugee Services (WARS) is a one-stop-shop for the growing numbers of asylum seekers and refugees in Wolverhampton. Its advisors, mostly themselves refugees and asylum seekers, give support to people arriving in the local community including guidance on how to solve basic housing, health or employment problems and also direct financial assistance for those at risk of destitution. They particularly assist asylum seekers who have no access to benefits and are prevented from working while waiting for decisions.

With the support of Barrow Cadbury, WARS is working to transform itself from an organisation that delivers services into a knowledge centre on migration issues. With an average of 40 clients seeking its services each day, it has developed an evidence base of the impact that policy has on the ground. As a result, a variety of agencies including Job Centre Plus, Citizens Advice Bureaux, Wolverhampton University, Wolverhampton City Council's Asylum Support Team, housing providers and local MPs now turn to WARS to seek information about refugees in the area and to develop more responsive policies.

Similarly, **Asylum Aid** has sought to capitalise on its first-hand knowledge to lobby for the fair treatment of asylum seekers. This London-based organisation focuses on the provision of free specialist legal advice and representation to asylum seekers, providing a telephone helpline and running surgeries in-house as well as in prisons, emergency hostels, community centres and mental health clinics. By documenting the experiences of their clients and feeding this information into larger national and international asylum and refugee agencies, Asylum Aid has influenced policies on a range of issues, from the protection of vulnerable refugee women to the negative representation of asylum seekers in the UK media. In particular, it has brought to the attention of decision makers in key government departments (including the Home Office and the Department for Constitutional Affairs) the impact that the cut-backs in the provision of legal aid is having on the fair processing of asylum applications.

The **Bosnia and Herzegovina UK Network** focuses on the employment needs of Bosnian refugees living in the UK. Studies show that the Bosnian community is one of the most highly-skilled groups living in the UK. However, people of Bosnian origin continue to face very high levels of unemployment. Many of those who are in employment are often underemployed working in unskilled sectors such as security and catering, regardless of their qualifications. The group's programmes, delivered by people from within the community, aim to identify the barriers faced by Bosnian workers and build programmes tailored for their specific needs. Unlike government initiatives that tend to be target-driven, the network focuses on the gradual building of people's abilities and understanding of the UK labour market. Its success in getting refugees into work highlights the importance of policies that are responsive to the specific needs of different migrant communities.

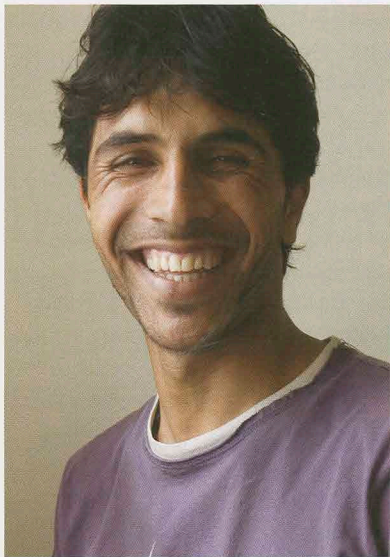
Tackling poverty among ethnic minorities

The relationship between race and poverty is a priority area for Barrow Cadbury. Although we recognise that there are wide variations in the achievements of different ethnic minority groups (with some out-performing white communities), many groups continue to have particular problems accessing employment, decent housing, education and representation. While we work with groups from all communities, our focus has been on communities that face disproportionate levels of exclusion. For example, 69% of all Pakistani and Bangladeshi children live in poverty and almost one in five of their fathers is unemployed.

Our work in this area has been informed by a joint project with The Guardian newspaper on **Islam, Race and Being British**. This brought together influential figures including Trevor Phillips, Tariq Ramadan, Gary Younge, Geoff Mulgan, Ann Cryer and Oona King to kick-start a much-needed debate about the place of Muslims in British society. The publication that emerged from these discussions explored the place of faith in UK society, Islamophobia, and the links between economic deprivation and ethnic segregation in certain British communities.

Barrow Cadbury also supports work that increases the voice of ethnic minorities in politics. **Operation Black Vote (OBV)** works to boost political participation among minorities and to ensure that they were represented in political debates. In the run-up to the 2005 election MORI recorded that turnout was only 47% among Black and Asian ethnic minority groups compared to the 61% across whole electorate. OBV engages voters from ethnic minorities by organising activities to tackle a lack of political mobilisation, particularly among young people. For example, in advance of the election, OBV brought together twenty schools, colleges and youth groups in Birmingham Edgbaston for a discussion with local decision makers. Although many of the young people came from deprived backgrounds, they were vocal on the issues that mattered to them, such as safety on the streets and the supply of decent amenities outside the city centre.

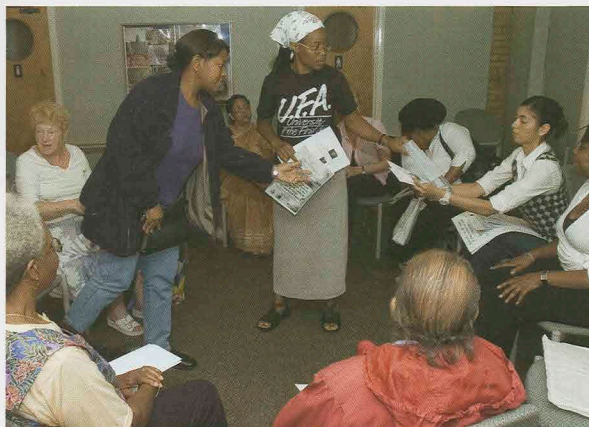
Barrow Cadbury gives general priority to organisations that target the most disenfranchised communities. **Windows for Sudan**, a small organisation launched and run by people of Sudanese origin in Birmingham, acts as a link between relevant government agencies which provide services on the ground, such as Job Centre Plus and local GP surgeries, and the Sudanese community. The group has also launched employment programmes to track the needs of potential employers and training activities to improve communications skills and to increase awareness among employers about qualifications held by Sudanese professionals.



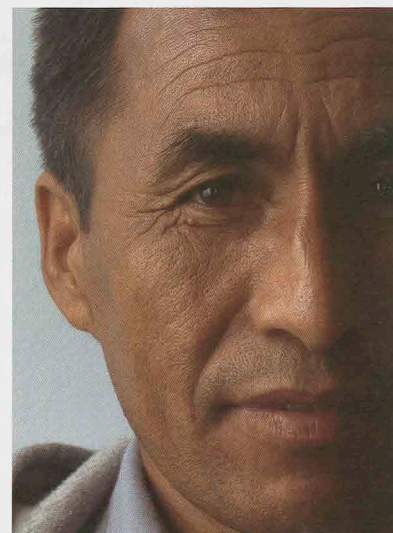
Quotes from asylum seekers and refugees who have sought support from Wolverhampton Asylum Seeker and Refugee Services (WARS)

"When you fall in the sea there is a lifesaver . . . WARS is the same. They keep people who arrive above the water, save us from drowning. WARS knows that this country is completely new for us. We rely on their goodness and kindness."

"What would I do without WARS? If I have problems I always come here and they help me every time."



"They are very helpful. They give advice on reaching the police, filling forms, finding health services, moving house... The first thing they said to me was: 'You need to learn English.' They then introduced me to local classes. No one else had told me how to do this."



"I don't know anywhere else to go for help. Without WARS we would have a lot of problems."



Promoting women's voices

Women's networks are an integral part of many government initiatives, from housing and regeneration programmes to the promotion of community cohesion. However, programmes that fail to take sufficient account of the needs of women and do not involve them in decision-making can further disempower their users. Women are often overloaded with responsibilities and are not given the recognition they deserve. Barrow Cadbury enables women in local communities to set up groups that can challenge prevailing orthodoxies. While firmly rooted at local level, the groups we fund engage women forced to live in poverty and help build their capacity to become policy advocates themselves. They focus on the most disadvantaged: female refugees, victims of domestic violence, and ethnic minority women.

Women Acting In Today's Society (WAITS) and **Birmingham Women's Advice and Information Centre (BWAIC)** are two leading Birmingham women's networks. Through the years, their activities have informed much of Barrow Cadbury's work on the development of women's groups and organisations. They have run effective campaigns on issues as diverse as the Working Family Tax Credit, discrimination against women with learning difficulties and local crime. Devolution has presented groups like these with significant opportunities. Both organisations advise regional and local bodies, and their members sit on a number of equalities advisory groups and empowerment networks.

While funding local groups is our priority, Barrow Cadbury also supports important national campaigns. The **Women's Budget Group (WBG)** is a small and highly effective organisation whose members form an influential network of experts. By developing and advocating appropriate economic policies, WBG encourages the Treasury and other government departments to improve economic policymaking on issues like childcare, pensions, benefits, tax credits and work-life balance that contribute to eliminating women's poverty.

Institutionalising a social justice approach

One of the overarching themes for our work has been the improvement of the life chances of those living in marginalised areas. We have worked with some of the most influential think tanks in the UK on this issue.

Barrow Cadbury funded the **Institute for Public Policy Research (IPPR)** to undertake work on *Social Mobility*. They organised a series of discussions which brought together politicians including Gordon Brown and David Miliband with leading international thinkers on childcare policy. The Government's ten-year strategy for childcare, launched in December 2004, drew on many of the ideas which emerged from these deliberations.

Meanwhile, the **Fabian Society** set up a *Commission on Life Chances and Child Poverty* with the support of Barrow Cadbury.

The Commission aims to make a major contribution to the future development of the Government's strategy to end child poverty by 2020 using a life chances framework. This is an approach to understanding child poverty that takes into account the inherited advantages that determine the ability of children from different social classes to flourish throughout life, from the health of their mothers during pregnancy to their educational performance in the very initial stages of schooling. The Commission has focused on developing compelling arguments expected to convince policymakers of the need to prioritise life chances and to persuade the electorate of the need for action.

Backing an independent voluntary sector

There is growing enthusiasm in government for the involvement of the voluntary sector in public sector delivery. More funds are being made available through programmes such as *ChangeUp*, an £80 million government initiative set up to build the infrastructure of the voluntary and community sector. However, initiatives like these have been met with mounting concern about the burden that government bureaucracy puts on grassroots groups. Some groups also question the extent to which such engagement puts their independence at stake, hampering their ability to campaign and to stay responsive to local and emerging needs. One of Barrow Cadbury's aims is therefore to widen support for the sector's independent function in providing a voice for the disaffected and marginalised and to ensure that they are not hidebound by bureaucracy.

Our work with the **Better Regulation Task Force**, an independent body established to advise the Government on regulatory issues, involves voluntary and community groups in developing the Government's *Principles of Good Regulation*. A major new strategy will identify the distinctive role of the voluntary sector in responding to community need and the role of government in reducing the burdens this sector faces.

Our presence at **party conferences** raises awareness about the relationship between government and civil society agencies. Through fringe events we have brought conference delegates and high-level politicians into contact with those working on the ground who would not normally have access to forums of this kind. Described by the BBC as "one of the liveliest discussions at party conference", one of our events included a group of forty delegates from Birmingham. Women including refugees and several local activists presented their views to the government Minister in charge of community policy. Delegates were able to discuss their concerns around the design of the *ChangeUp* initiative, highlighting the potential dangers for small grassroots organisations being crowded out by the well-connected larger NGOs, and to propose ways in which civil society organisations could be involved in evaluating the outcomes of the programme. From this event a Working Group emerged to follow up recommendations for officials in charge of designing this government strategy.

"Small voluntary groups play a crucial role in invigorating community cohesion, and the Government can help to support this by funding programmes such as *ChangeUp* and *Futurebuilders*. I welcome the opportunity to talk to groups such as these at the party conference."

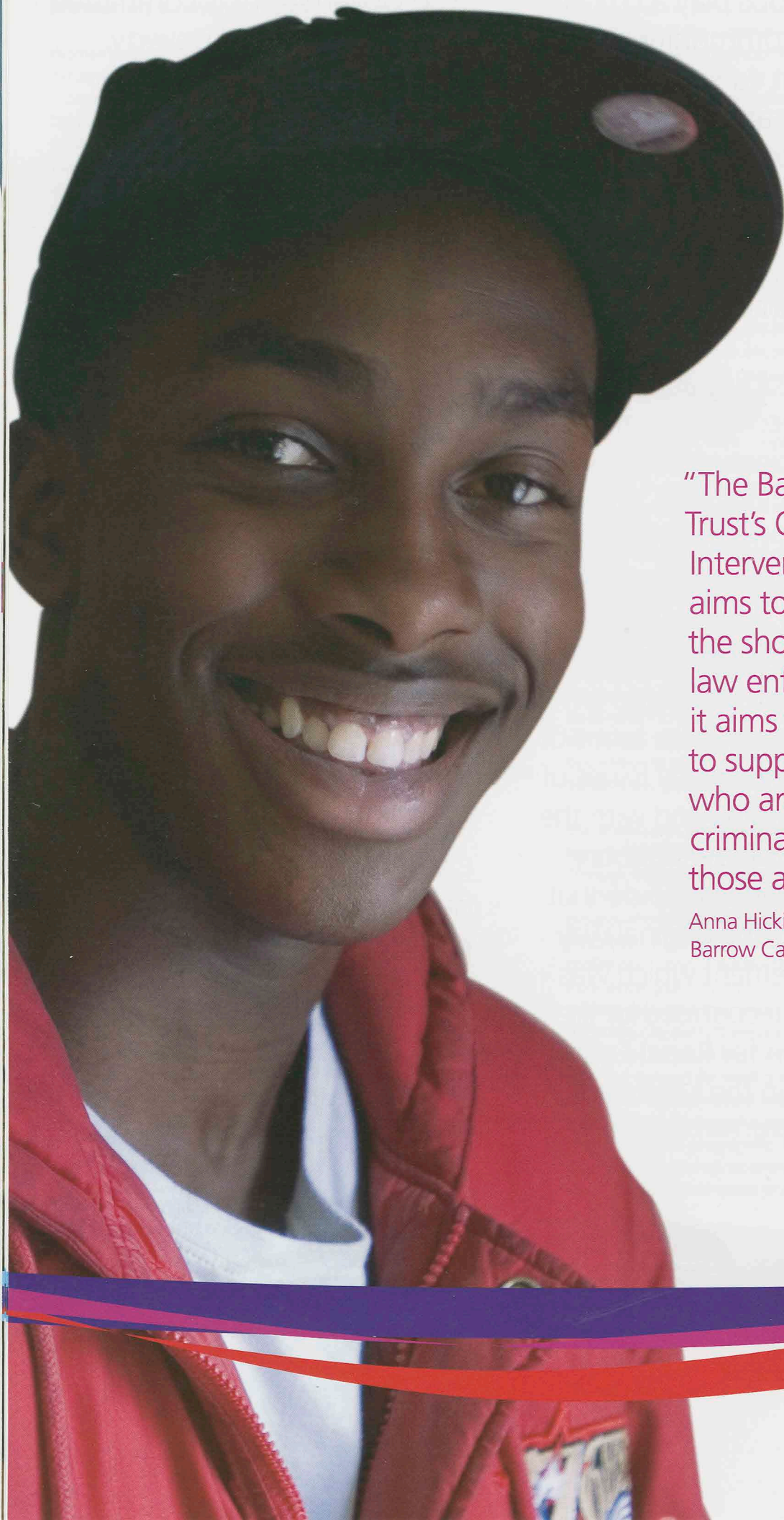
Fiona Mactaggart, Parliamentary Under Secretary for Race Equality, Community Policy and Civil Renewal

"Barrow Cadbury and The Guardian's collaboration has been a fascinating example of how institutions with a similar set of concerns can bring their own distinctive expertise together to achieve impact that neither could manage on their own. Both have an interest in setting the terms of public debate on key issues of race and identity and with the support of Barrow Cadbury we have been able to do that in a striking and original way – an achievement which was specifically recognised by the Commission for Racial Equality's 2005 Race in the Media award."

Madeleine Bunting, The Guardian

"The Government is committed to addressing child poverty, with targets to halve the numbers of children in poverty by 2010. However, by concentrating on getting couples into work, the complexity of one-parent poverty risks being obscured. Support from Barrow Cadbury has given a voice to lone-parent members of SPAN in influencing the policy process, working with key agencies on anti-poverty strategies. In order to ensure that the Government meets its objectives, it is essential that policies are scrutinised and that non-governmental organisations have the ability to hold it to account. Funders like Barrow Cadbury, who actively promote campaigning, support this process by being independent and enabling grassroots groups to develop their understanding of policymaking agendas."

Sue Cohen, Single Parent Action Network (SPAN)



"The Barrow Cadbury Trust's Offending and Early Interventions Programme aims to move away from the short term focus on law enforcement. Instead, it aims to develop policies to support young adults who are already in the criminal justice system and those at risk of offending."

Anna Hickinbotham,
Barrow Cadbury Trustee

Offending and Early Interventions

Britain's criminal justice system currently fails a large proportion of young people. Its focus on cracking down on anti-social behaviour does not take into account the fact that the majority of those who get into trouble have grown up in severe disadvantage. Nearly half of young women and a quarter of young men in prison have suffered violence in the home when growing up. Half of young male prisoners grew up in local authority care. Countless others have mental or drug problems. The fact that the system treats 18 year olds as fully mature adults means that little support is offered to those who have yet to make the full transition into adulthood, even though offending rates are at their peak at this stage.

As the criminal justice system becomes increasingly punitive, the number of young people entering the prison system has increased exponentially. There is evidence that this tough approach has not helped the nine thousand 18–21 year olds in prison in England and Wales to get out of crime. Barrow Cadbury's Offending and Early Interventions Programme will support projects which work to tackle the severe disadvantage faced by most young offenders and provide the support they need during this period of transition into adulthood.

The Commission on Young Adults and the Criminal Justice System

Barrow Cadbury's Commission on Young Adults and the Criminal Justice System was established to develop a new approach to dealing with young people who get into trouble. The Commission brought together a group of experts from different walks of life to identify the problems that many young adults face while growing up. Economic disadvantages and discrimination by criminal justice agencies were identified as the principal issues requiring a set of radical reforms.

Events have taken place throughout the year, ranging from a major debate introduced by Crimewatch presenter Nick Ross to a lecture with Harvard University criminal justice expert Mark Moore. As well as fact-finding visits to the US and Denmark, the Commission has heard evidence from Barrow Cadbury-funded groups, people working in government, lawyers, academics and criminal justice organisations.

Commissioners have also worked in partnership with a number of organisations, including the **Prison Reform Trust**, **Crime Concern**, the **National Association for the Care and Resettlement of Offenders** (NACRO), the **Social Market Foundation**, and **MEL Regeneration**. These organisations were commissioned to produce expert studies on the impact of poverty, unemployment and

poor housing on offending rates among young adults. We have supported studies on how the disproportionate use of stop and search powers on young Black and minority ethnic communities (who are six times more likely to be stopped than average) affects them and their relationship with the police. This particular study revealed that the fact that a greater number of young Black men and young Muslim men are searched correlates with more of them ending up in prison. Other studies have focused on the suitability of adult sentencing regimes to young adults still growing up, and on the links between drug taking and offending. A report by Crime Concern focused on the role which the voluntary sector is playing in supporting young adults.

Our priority has been to involve young adults themselves in the process. Concerns about stop and search were aired at a debate held between police and local youth in Sparkhill and Handsworth, two disadvantaged areas in Birmingham. In addition we undertook a focus group at St Basil's, a hostel for homeless people in Birmingham, looking at the important role that stable housing plays in keeping young people out of crime. The key message emerging from young people has been the need for more supportive services that provide them with realistic education and employment alternatives.

The recommendations that emerge from the Commission are aimed at improving the lives of young adults in the criminal justice system,

and suggest ways in which, where possible, young people can be kept out of the system. These will be published in a report in October 2005 and will be widely disseminated among government officials and practitioners. The findings will be used to refine our funding priorities in this area and to introduce innovative ways of supporting grassroots groups who work with young adults at risk of getting caught up in the system. Because their experience of officialdom, be it teachers or police, is on the whole negative, these hard to reach young people will have limited access to services. Voluntary sector operators are skilled at building relationships and can provide these hard-to-reach young people with support, from mentoring schemes to personalised vocational advice.

Young Disciples, for example, has been helping young people in Aston and Handsworth, the areas of Birmingham worst affected by gun crime. Unlike police programmes that focus on tackling crime rates in the short-term, groups like Young Disciples develop relationships with their target group through an intensive outreach programme. After four years on the streets increasing their understanding of the local context and building relationships with local gangs, they can work with even the most troubled young offenders. Once trust is built, they engage on a one-to-one basis, developing conflict resolution skills, helping individuals identify personal goals, and even, where necessary, putting them through anger management courses. They also run activities that will entice their users off the streets – from arts programmes to DJ-ing courses. Importantly, their services are customer-led, available out of office hours, open to all, and provide anonymous services for those with criminal records.

As one of their founding supporters, Barrow Cadbury has provided both financial and organisational support to Young Disciples. In turn they have offered valuable insights for the Commission on Young Adults and the Criminal Justice System and have been involved in consultations with, among others, Birmingham City Council and the local police services.

Over the course of the year, Barrow Cadbury has been building links with similar organisations that target 18–21 year olds from all communities, who are either involved or at risk of becoming involved in crime, anti-social behaviour or substance misuse. Their activities include arts and sports programmes, mediation with authorities, homework clubs and Quranic reading classes, and projects that reach out to parents.

Key Principles of the Commission

To recognise the existence of the transition period in young adults' lives in the criminal justice system and in other public services.

To promote an individual and flexible response to young adults within the criminal justice system.

To recognise that young adults in the criminal justice system are not just offenders – but people first and foremost.

To challenge the punitiveness of the criminal justice system and reduce custodial rates for young adults.

To keep young adults out of the criminal justice system as far as possible.

To minimise harm for this age group within the criminal justice system.

To provide a mechanism whereby there is someone looking out for young adults (a network of support).

To provide enriched support for young adults who have multi and complex problems.

To reduce discrimination in the criminal justice system.

To promote citizenship among young adults.

Young adults speak out

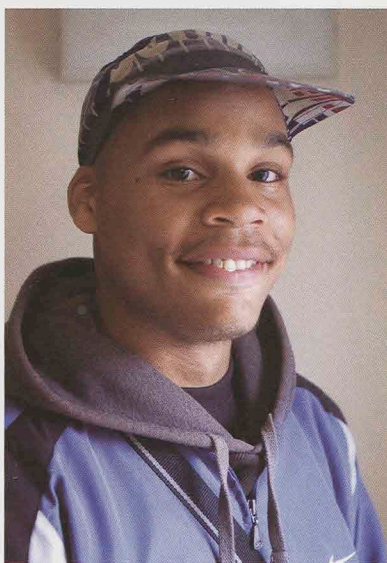
"Most of the time they [probation] just ask you to come in, ask a couple of questions. 'What have you been doing? Have you been in trouble?' I say 'no'. 'All right. Go home.' Not that I mind about that, because I don't like sitting in probation for hours on end. But, really they should be saying 'What do you want to do?' 'What can we help you with?'"



"Basically the police have got no respect for us, so why should we show them respect?"

"I've been stopped with my family. I've been stopped in the street with two other white guys at about three in the morning and been told that there's been a couple of street crimes in the area and that you lot look like you fit the bill. We were like, 'whatever.' And you know, you just have to just do it because they want to know what you are doing on the street at this kind of time. In order to find out what we were doing on the street, they need to say something."

"It's not easy. There's bullies in there [prison]. And prison breeds animals really. If it's breeding animals, life can't be easy in there. They are getting messed up in the head. If you're messed up in the head and you're coming out only to go back in. Life ain't that easy 'cos it's messed you up and made you a certain way."



"Somebody really should be putting money into services for us. Instead of getting into trouble, we could go to a youth centre and do courses. Everybody wonders why we are out nicking cars, robbing houses. It's something to do."



"The wealthy North used to assume that the only way for the poor South to develop was by making it copy its best ideas. Now we recognise that the flow of ideas is far more complex. Bengal has given the world models as varied as open universities and the micro-credit approaches of the Grameen Bank. Community development practice in India is far ahead of North America. South America has taken citizen participation beyond anything Europe has achieved. And in a world where there are millions of wealthy people in the South and millions of poor people in the North, where the Midlands can look to China to save its car industry, or where Northern Ireland's largest private sector employer is an Indian-owned call centre, the old categories no longer make much sense. That's why we all stand to benefit from deeper global learning about the problems we share – and about each others' solutions. The Global Exchange Programme is a great example of how this important exchange of ideas can be facilitated."

Geoff Mulgan, the Young Foundation



Global Exchange

From community regeneration to the empowerment of women, the UK can draw many lessons from overseas. Our Global Exchange Programme therefore aims to support the creation of international networks of voluntary sector practitioners and policymakers who can facilitate the exchange of knowledge, learning and good practice – bringing useful ideas from developing nations into UK debates.

Through collaboration with international foundations that share our focus on minorities and migrants, reconciliation in conflict societies and women's empowerment, Barrow Cadbury also works to develop avenues of exchange and to combine efforts on key policy issues at an international level. In addition, we aim to ensure that our domestic campaigns on migration, gender equality and race and poverty can have an impact in key international bodies, particularly the European Union.

Sharing international good practice

Barrow Cadbury has developed a programme to identify innovation among organisations working in developing countries that can provide useful lessons for voluntary sector practitioners and policymakers in the UK. One of the aims is to showcase the wealth of innovation that exists in the developing world and in this way challenge some of the preconceptions that can be found in developed countries. Through these programmes we support organisations in developing countries that have an interest in sharing their experiences.

Barrow Cadbury has built links with women's networks in India, Africa and Latin America with the aim of developing a series of exchanges with UK organisations. Working closely with **The Foreign Policy Centre** and **Women Acting in Today's Society** (WAITS), the programme has identified three areas for exchange: economic empowerment, reconciliation in communities under stress and civic engagement. The findings of this process will be presented at the 2005 Global Exchange Forum.

International partnerships to protect the rights of minorities and migrants

Barrow Cadbury chairs the Minorities and Integration Interest Group at the **European Foundation Centre** (EFC). Over the course of this year the group has focused on the situation of Roma communities in Europe, working with the World Bank to establish the **Roma**

Education Fund. This supports Roma-run programmes to tackle the structural barriers that currently prevent up to two-thirds of Roma children from receiving an education.

At EU level, Barrow Cadbury supported the **European Civic Citizenship and Inclusion Index** launched by The Foreign Policy Centre in partnership with the British Council and the Migration Policy Group. The Index is developing a more accurate picture of the policies that European Member States are putting in place to integrate Europe's non-naturalised migrants (estimated at 3.4% of the population of the old member states). This is the first time that comparisons between member states have been made in a concise and comparable format. Events have been held in Brussels, Paris, Berlin, Madrid and London to exchange information on diversity issues within the EU.

Barrow Cadbury has also supported the **European Council on Refugees and Exiles** (ECRE), a European network of 76 NGOs in 30 countries working for the protection and integration of refugees. ECRE has made a significant contribution to driving changes at EU level. It lobbied successfully for the approval of an EU Directive for the recognition of more extensive rights for non-EU nationals living in the EU for over five years, including the right to work and to freedom of movement. ECRE also works to strengthen refugee voices in the EU context, training refugee community organisations in EU advocacy and recording the views of refugees with the aim of improving the quality of media debates on this issue.

At UN level, Barrow Cadbury has worked with **Minority Rights Group International** (MRG) in its successful campaign for the

appointment of a UN Independent Expert on Minority Issues. While the UN human rights bodies work on issues affecting minorities, such as mass evictions, unlawful detentions or instances of torture, until now there has been no body focusing on matters that are specific to minorities. By creating a specialist position, the UN will be able to track some of the key problems affecting minorities around the world, from the impact of environmental degradation on groups who survive on subsistence methods to the way in which privatisation in key economic areas such as farming and mining has left many minorities vulnerable to dislocation. The post will act as a watchdog for groups representing minorities and will propose constructive ways in which governments might address concerns. In addition, MRG has worked with some of the most marginalised communities around the world, from Congo to Colombia, and has also launched a genocide awareness campaign to mark the 10th anniversary of the war in Rwanda.

Rebuilding societies affected by conflict

Barrow Cadbury's reconciliation projects have focused on programmes at grassroots level that seek to make communities more cohesive and tolerant. Though relatively small, our grants can help groups develop and consolidate. This model of funding is a critical aspect of the Global Exchange Programme and will be rolled out to other communities facing high levels of racial, sectarian or economic segregation, both in the UK and internationally. Programmes have been funded in Northern Ireland, Sri Lanka and Palestine.

In Northern Ireland our work prioritised marginalised communities living in disadvantaged rural areas that face higher levels of unemployment than urban areas, particularly in the case of women. We continue to build on our work in County Armagh and in particular with the women's sector and areas of low community development, especially rural protestant communities.

Barrow Cadbury has worked with a number of women's groups to develop their resources locally and at sub-regional level. One group we support, the **South Armagh Rural Women's Network (SARWN)**, is building the capacity and confidence of a number of women in the area. To date, ten locally-based groups have received a grant to launch community development activities, including mentoring and the creation of assembly spaces to meet the needs of their communities.

Our focus on rural Protestant community groups stems from the evidence of increasing levels of deprivation in these areas; these groups have benefited relatively little from the considerable investment in community development programmes in Northern Ireland. Barrow Cadbury works at the regional level with the *Diversity Challenges* initiative which to date has helped over twenty groups from County Londonderry to develop plans for

long term sustainability. Similarly, we work with community groups based in Orange Halls in County Armagh, including the **Redrock Development Partnership** and **Corkley Community Association**. Orange Halls have become an asset, providing a range of cross-community activities including pre-school childcare, community education and training courses, as well as social activity for the elderly.

Finally, our work has developed cross-community programmes targeting young people. We have supported a community-led IT after-school project in Kilkeel and have helped kick-start a young people's community radio project in Carlingford Lough in partnership with Pirates for Peace.

In one of Sri Lanka's most conflict-ridden North Eastern provinces, the **Dharmavedi Institute** runs a programme of peace and reconciliation. Despite deeply entrenched divisions, Tamils and Sinhalese alike were mobilised in coordinated relief efforts following the Tsunami. With a small grant from Barrow Cadbury, the Dharmavedi Institute was able to extend these fragile avenues of collaboration to build a programme of inter-communal activities, including gatherings and village meetings, with speakers from each of the four main religions.

"The projects that we support in communities affected by conflict recognise the importance of sustaining local communities and ensuring the long-term economic viability of such areas by developing useful education and training programmes."

Erica Cadbury, Barrow Cadbury Trustee

"Minorities around the world are abused and discriminated against, yet minority issues have remained virtually invisible in the UN system. The establishment of the Independent Expert on Minority Issues, together with the post of UN Special Adviser on the Prevention of Genocide created last year, means that the UN is at last getting serious about the protection of minority rights."

Mark Lattimer, Minority Rights Group International



Grants List

Inclusive Communities

Trust

Asian Resource Centre: outreach worker for families with disabled children
£26,000

Aston Legal Centre: ensuring just treatment in the provision of housing and welfare
£25,000

Asylum Aid: support for Policy and Communications Officer
£15,000

Birmingham Settlement: gap funding for community facilitators' programme
£15,080

Birmingham Women's Advice and Information Centre: information and referral service for women
£33,000

Black Training & Enterprise Group: ensuring fair access and outcomes in employment, training and enterprise
£20,000

Black Women's Rape Action Project: campaign to support asylum seekers who are rape survivors
£31,130

Bolton Institute Action Research Institute: ensuring inclusion in mainstream education for young people with disabilities
£30,000

Bosnia & Herzegovina UK Network: training aimed at getting refugees into employment
£19,900

Centre for Studies on Inclusive Education: inclusion of disabled children in mainstream education
£50,000

Circles Network: working to help people with disabilities to become independent
£100,000

Circles Network: dissemination programme on independent living
£50,000

Citizen Organising Foundation: support for broad based community organising
£250,000

Community Resource and Information Service: help and training for community organisations
£100,000

Diversity Challenges: outreach programme for marginalised groups in Northern Ireland
£16,000

Fathers Direct: establishment of working group and roundtable on support for fathers
£5,000

Institute for Public Policy Research: forum on opportunity and inclusion
£50,000

Leicester Tigers: rugby programme aimed at disabled young people
£5,000

Martin Yates Independent Living Services: project on Direct Payments for people with disabilities
£16,000

Moving on with Learning: development of good practice model for services for people with learning disabilities
£21,580

Moving on with Learning: development of model of good practice for services aimed at people with disabilities
£30,000

National Assembly Against Racism: campaign against racism
£15,000

Northern Ireland Council for Ethnic Minorities: promoting equal opportunities for ethnic minorities in Northern Ireland
£15,000

Quaker Social Action: running costs
£22,000

Searchlight Educational Trust: development work on extending links with trade unions and launch of working party on asylum and migration
£30,000

Sheila McKechnie Foundation: award scheme for grassroots campaigners
£25,000

Single Parent Action Network: programme on poverty among single parents
£30,000

South Cumbria Care at Home: befriending scheme
£15,000

Taking Part: One-stop advice shop for people with learning difficulties
£25,000

The 1990 Trust: promoting a Black perspective at national policy level
£105,000

Walsall Council for Voluntary Service: dissemination programme
£35,000

Walsall Council for Voluntary Service: support for Black Country Women's Network
£20,000

Windows for Sudan: establishment of programme targeting young people
£19,970

Wolverhampton Asylum Seeker & Refugee Services: outreach services for refugees in Wolverhampton
£8,000

Wolverhampton Asylum Seeker & Refugee Services: advice and support to asylum seekers
£25,650

Women Acting in Today's Society: organisational evaluation
£50,000

Small Grants

Asylum Support & Immigration Resource Team: operational costs
£3,000

Holy Trinity Church: hosting of national media visit to Handsworth
£3,000

Sessions Book Trust: publication
£1,000

Women Acting in Today's Society: support for monitoring groups for ChangeUp
£3,000

Fund

Association of Charitable Foundations: party conference fringe events
£7,500

Community Based Organisations project: policy and research work towards cluster development
£49,400

Fabian Society: qualitative research into public attitudes towards poverty
£20,000

Fabian Society: Life Chances Commission
£62,000

Multiculturalism and Islamophobia project: policy and research work towards cluster development
£40,000

Operation Black Vote: campaigns targeting ethnic minority voters
£30,000

Women's Budget Group: running costs
£19,500

Women's Budget Group: support for encouraging government to develop gender analysis in policymaking
£30,000

Offending and Early Interventions

Trust

Fawcett Society:
Women and
Criminal Justice
Commission and
guide for women
offenders
£30,000

Galleries of
Justice: support
for educational
programme for
vulnerable young
people
£25,000

Parliamentary
All-Party Penal
Affairs Group:
campaigning for
parliamentary
interest in penal
matters
£14,000

Penal Affairs
Consortium:
running costs and
associated activities
£14,000

Institute of
Criminology:
conferences
and review
of Cropwood
Fellowships
£10,000

Prison Reform
Trust: review of
BME staffing of
Prison Service
£11,000

Young Disciples:
support for field
work and research
£50,000

Fund

University of
Pennsylvania:
observer
programme of
Restorative Justice
conferences in
London
£20,000

Commission on
Young Adults and
the Criminal Justice
System: research
and policy work
£147,970

Commission on
Young Adults
and the Criminal
Justice System:
development
projects
£100,000

Fishburn Hedges:
dissemination of
Commission on
Young Adults and
the Criminal Justice
System
£90,110

Global Exchange

Trust

Committee on the
Administration
of Justice:
running costs and
endowment
£100,000

Corkley Community
Association:
development of
meeting space in
local Orange Hall
£2,000

Dharmavedi
Institute:
publication, salaries
and event costs
£7,000

European Council
on Refugees &
Exiles: advocacy
work to promote
integration of
asylum seekers and
refugees
£40,000

Foreign Policy
Centre: European
Inclusion and Civic
Citizenship Index
£35,000

Forth Spring
Community Group:
running costs
£30,000

George Bell
Institute:
running costs
and fellowship
programme
£105,000

Intermediate
Technology
Development
Group:
establishment of
initiative in Sri Lanka
£20,000

Kilkeel
Development
Association:
community events
aimed at Protestant
minority
£5,000

Kilkeel Parish
Bridge Association:
inter-community
IT programme
targeting young
people
£2,000

Minority
Rights Group:
campaign for the
establishment of
post of UN Special
Representative on
Minorities
£15,000

NICHs:
running costs
£12,000

Parliamentary
Human Rights
Group: coordinator
£24,000

Pirates for Peace:
launch of radio-
based initiative
targeting young
people
£5,000

Praxis Community
Projects: support for
refugees to enter
the job market
£29,500

Recy Women's
Group:
development work
and attendance
of Women's
Information Group
AGM
£3,000

Recy Women's
Group: community
support for
women's groups
£10,000

Red Rock
Development
Partnership:
outreach
programme
£4,000

Restoration
Ministries:
running costs
£12,000

SAVER NAVER:
outreach
programme
£5,000

Silverbridge
Community
Resource Group:
locally based
inclusion project
for children with
disabilities
£4,000

Smith Institute:
report and seminar
series on migration
£20,000

South Armagh
Community
Forum: creation of
coalition to provide
organisational
support to local
groups
£15,000

South Armagh
Rural Women's
Network: small
grants programme
£5,000

Trust of Programmes
for Early Childhood:
outreach and
development work
with women in
West Bank
£50,000

Voluntary
Service Overseas:
development
of international
links in fields of
education and
disability
£30,000

Small Grants
Trust of Programme
for Early Childhood:
production costs of
Director's biography
£900

Dharmavedi
Institute: post-
Tsunami outreach
and reconciliation
programme
£3,000

Northern
Ireland project:
development costs
£17,000

Fund

Europe Project:
development costs
£25,000

European Dialogue:
organisational
review
£30,000

Global Exchange
Project: conference
and development
costs
£37,000

**Personal
Grants**
(Fund)
£82,607

Barrow Cadbury Trust

Statement of Financial Activities

	Unrestricted funds £'000	Endowment funds £'000	Total funds 2005 £'000	Total funds 2004 £'000
Incoming resources				
Incoming resources from generated funds				
Voluntary income	50	—	50	813
Investment income	1,443	—	1,443	1,290
Other incoming resources	178	—	178	380
Total incoming resources	1,671	—	1,671	2,483
Resources expended				
Cost of generating funds				
Investment managers' costs	—	100	100	135
Charitable activities				
Global exchange	657	—	657	1,046
Inclusive communities	1,622	—	1,622	1,562
Offending and early interventions	209	—	209	187
	2,488	—	2,488	2,795
Governance costs	24	—	24	14
Total resources expended	2,512	100	2,612	2,944
Net outgoing resources before transfers	(841)	(100)	(941)	(461)
Transfers				
Gross transfers between funds	841	(841)	—	—
Net outgoing resources before investment gains and losses	—	(941)	(941)	(461)
Investment gains and losses	—	3,466	3,466	9,271
Net movement in funds	—	2,525	2,525	8,810
Fund balances brought forward at 6 April 2004	—	53,726	53,726	44,916
Fund balances carried forward at 5 April 2005	—	56,251	56,251	53,726

	2005 £'000	2004 £'000
Historical cost net movement in funds		
Net outgoing resources before investment gains and losses	(941)	(461)
Historical cost realised gains (losses)	1,527	(368)
Historical cost net movement in funds	586	(829)

Barrow Cadbury Trust

Balance Sheet

	2005 £'000	2005 £'000	2004 £'000	2004 £'000
Fixed assets				
Tangible assets		40		44
Investments		55,757		53,039
		55,797		53,083
Current assets				
Debtors due within one year	338		614	
Cash at bank and in hand	462		155	
	800		769	
Liabilities				
Creditors: amounts falling due within one year	(346)		(126)	
Net current assets		454		643
Total assets less current Liabilities		56,251		53,726
Represented by:				
Expendable endowment funds		56,251		53,726

Statement of the Trustees

The Trustees confirm that the summarised accounts on pages 20 and 21 are a summary of the information from the full statutory annual accounts. The summarised accounts may not contain sufficient information to allow for a full understanding of the financial affairs of the charity. For further information the full statutory accounts, the auditors' report and the Report of the Trustees on those accounts should be consulted. The full statutory accounts and the Report of the Trustees were approved on 9 July 2005 and together with the auditors' report (which was unqualified) will be submitted to the Charity Commission. Copies may be obtained from the website. Approved by the Trustees on 9 July 2005 and signed on its behalf by Anna Southall, Chairwoman

Independent auditors' statement to the Trustees

We have examined the summarised accounts on pages 20 and 21 of the Barrow Cadbury Trust for the year ended 5 April 2005.

Respective responsibilities of the Trustees and auditors

The Trustees are responsible for preparing the summarised accounts in accordance with the recommendations of the charities SORP. Our responsibility is to report to you our opinion on the consistency of the summarised accounts with the full accounts and Report of the Trustees on which we reported on 14 July 2005. We also read the other information contained in the Annual Review and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summarised accounts.

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 summarised accounts are consistent with the full accounts and the Annual Report of the Trustees for the year ended 5 April 2005.
Buzzacott
Chartered Accountants and Registered Auditors
12 New Fetter Lane
London
EC4A 1AG
Date 14 July 2005

Barrow Cadbury Fund

Income and Expenditure Account

	2005 £000	2004 £000
Income from fixed asset investments	514	385
Gains on sales of investments	16	1,056
	530	1,441
Grants and special initiatives	(706)	(294)
Administrative expenses	(69)	(54)
Gift Aid donation to the Barrow Cadbury Trust	(50)	(813)
(Deficit) surplus on ordinary activities before taxation	(295)	280
Taxation	—	(20)
Retained (deficit) surplus for the financial year	(295)	260

Statement of total recognised gains and losses

(Deficit) surplus for the year	(295)	260
Unrealised gains on investments	715	547
Total recognised gains and losses relating to the year	420	807

Note of historical cost surpluses and deficits

Reported (deficit) surplus on ordinary activities before taxation	(295)	280
Realisation of gains on investments	41	1,066
Historical cost (deficit) surplus on ordinary activities before taxation	(254)	1,346
Historical cost (deficit) surplus for the year retained after taxation	(254)	1,326

Barrow Cadbury Fund

Balance Sheet

	2005	2005	2004	2004
	£000	£000	£000	£000
Fixed assets				
Investments		12,135		11,353
Current assets				
Debtors – due within one year	47		51	
Cash at bank and in hand	107		435	
	154		486	
Creditors: amounts falling due within one year	(381)		(351)	
Net current (liabilities) assets		(227)		135
Total assets less current liabilities		11,908		11,488
Capital and reserves				
Accumulated funds		11,908		11,488

Statement of the Directors

The Directors confirm that the summarised accounts on pages 22 and 23 are a summary of the information from the full statutory annual accounts. The summarised accounts may not contain sufficient information to allow for a full understanding of the financial affairs of the charity. For further information the full statutory accounts, the auditors' report and the Report of the Directors on those accounts should be consulted. The full statutory accounts and the Report of the Directors were approved on 9 July 2005 and together with the auditors' report (which was unqualified) will be submitted to Company House. Copies may be obtained from the website.

Approved by the Directors on 9 July 2005 and signed on its behalf by Anna Southall, Chairwoman.

Independent auditors' statement to the Directors

We have examined the summarised accounts on pages 22 and 23 of the Barrow Cadbury Fund for the year ended 5 April 2005.

Respective responsibilities of the Directors and auditors

The Directors are responsible for preparing the summarised accounts.

Our responsibility is to report to you our opinion on the consistency of the summarised accounts with the full accounts and Report of the Directors on which we reported on 14 July 2005. We also read the other information contained in the Annual Review and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summarised accounts.

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 summarised accounts are consistent with the full accounts and the Annual Report of the Directors for the year ended 5 April 2005.

Buzzacott
Chartered Accountants and Registered Auditors
12 New Fetter Lane
London
EC4A 1AG

Date 14 July 2005

Barrow Cadbury Team

Chairwoman
Anna Southall

Trustees and Fund Directors
Erica Cadbury
Helen Cadbury
Jim Cadbury (Deputy Chairman)
Nicola Cadbury
Ruth Cadbury
Thomas Cadbury
Candia Compton
Anna Hickinbotham
Roger Hickinbotham

Director and Company Secretary
Sukhvinder Stubbs

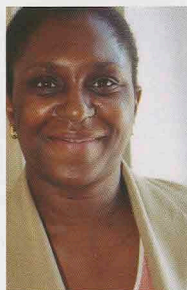
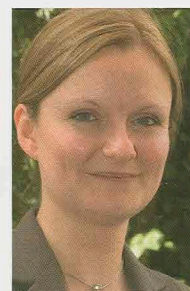
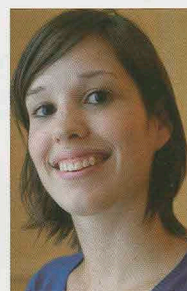
Senior Policy Analyst and Researcher
Katharine Jones
Senior Development Manager
Phoebe Griffith
West Midlands Development Manager
Shazia Awan
Consultant (Northern Ireland)
Ann McGeeney

Grants Manager
Sally Stockwell

PA and Office Manager
Sharon Wellington
Administrative Assistant
Alice Murray

Associates
Baroness Vivien Stern
Barry Mussenden
Greg Parston

The Trust has also had a number of staff who 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 Susan Watson and Dan Burn who worked on the Commission on Young Adults and the Criminal Justice System. The other staff included Rebecca Korda.



Barrow Cadbury Trust
25-31 Tavistock Place
London WC1H 9SF
T 020 7391 9220
F 020 7391 9229

Also at
43 Temple Row
Birmingham B2 5LS

www.barrowcadbury.org.uk

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 Barrow Cadbury 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

