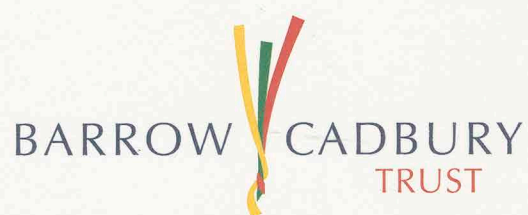


Report for
the year
6 April 2002
to 5 April 2003

Celebrating Success



Barrow Cadbury Fund Limited



Barrow Cadbury Trust

Founded in 1920 as the Barrow & Geraldine S. Cadbury Trust, the Trust merged with the Paul S. Cadbury Trust in 1994 and became the Barrow Cadbury Trust. Its Deed empowers the Trustees to make grants for charitable purposes. Although the objects of the Trust are not circumscribed in any way by the Trust deed, 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 are administered from the same registered office. The Barrow Cadbury Trust incurs all administrative expenses and apportions them on an annual basis.

Chairwoman

Anna Southall

Trustees and Fund Directors

Erica Cadbury
Helen Cadbury
Jim Cadbury (Deputy Chairman)
Nicola Cadbury
Richard Cadbury
Ruth Cadbury
Thomas Cadbury
Candia Compton
Anna Hickinbotham (from November 2002)
Catherine Hickinbotham (retired November 2002)
Roger Hickinbotham

Director and Company Secretary

Sukhvinder Stubbs

Executive Assistant Assistant Director Finance Administrator Finance Secretary Administrator

Pamela Baker
Dipali Chandra
Natalia Kaliazina
Pat Weaver (until July 2002)
Moir Westmacott

Development Officers

Ann McGeeney (Northern Ireland)
Des Palmer (National)
Sue Rickell (Disability)

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Foreword from the Chair

Our focus during the year has been on the achievements and successes of groups we have supported over the years. Best Practice Pilots in two very different programme areas (Disability and Asylum, Immigration and Resettlement) alongside consultations in our other programmes revealed a wealth of activity. Many of the projects we support work away at local level either plugging the gaps in mainstream provision or challenging prevailing attitudes and systems. In all cases, they aim to improve equality, secure social justice and strengthen democracy. But these groups often work in relative isolation. Their understanding of barriers to effective implementation of policy and the solutions they provide to ingrained social problems go unnoticed by those in positions of influence.

As a result, the Trust has decided to focus its limited resources on promoting and developing good practice. A number of special initiatives are being supported to enable policy makers to draw upon the experience of those who should ultimately benefit. A prime example is the initiative arising directly from our Best Practice Pilot on Disability. Developed at the behest of a wide range of disabled led groups, this work will bring together senior officers from across Whitehall with disabled people to explore effective ways to bolster the government commitment to independent living.

In line with this approach and based on extensive consultation, the Trust also consolidated its portfolio of programmes. The seven different programmes described in this report will in future become three; *Inclusive Communities*, *Offending and Early Interventions* and *Global Exchange*. A separate programme starting in 2005/6 will look to allocate longer term funding for projects that do not neatly fit into these categories but rely on independent 'no-strings attached' income.

Barrow Cadbury will also develop its role as a regional funder. The West Midlands remains an important area of focus for our equalities work. Northern Ireland and the Middle East continue to be prime targets for our peace work. Both the North West and South West are key regions for many of our disability projects. In the coming year, we will also open a London office. This will be more cost-effective in working with the dispersed groups we support and the national projects, many of which are based in the capital. It will also assist in enabling us to bring this wealth of activity to the attention of the decision makers.

We are confident that this more focused approach will ensure that our limited resources are not dissipated, and that funds are being applied to achieve maximum leverage. Inevitably this will result in some shift in priorities but the programmes will stay true to the core values of the Trust which are about being a risk taker with new initiatives, finding and backing good people, encouraging partnership working and supporting projects in more ways than simply providing grants.

The new portfolio provides a fresh start, releasing valuable funds for the type of pump-priming initiatives upon which we have built our reputation as a catalyst for social change.

Anna Southall
Chairwoman

In future, there will be three main programmes:

- ***Inclusive Communities***
- ***Offending and Early Interventions***
- ***Global Exchange***

Each will target projects where we can work in partnership to effect social change.

Building On Success

One of the remarks I hear most often when visiting projects around the country is the amount of support that the Trust has provided to groups over the years. The long term relationships that have been established are based not just on regular cheque writing but on development support from the Trust, promotion of networking opportunities, information exchange on local activity and national initiatives and active involvement in policy areas.

In this process, the Trust has itself built up a body of knowledge in our priority areas. As we put in place the new portfolio of programmes, we will look to work with groups that put to good use the knowledge within the Trust and those that are prepared to work in co-operation with us on strategic policy areas. Overall, we aim to establish a knowledge based approach to funding. We will build on the diverse expertise of groups, the collective experience of the Trust and other funders to establish banks of good practice to be shared between voluntary groups, statutory bodies and policy makers.

The consultations, in particular the Best Practice Pilots, have been a wonderful source of inspiration in developing Trust thinking. Primarily, they emphasized the role of the Trust as a bridge-builder bringing the experience of front-line groups to policy makers and practitioners. Most importantly, they demonstrated the urgency of working strategically and developing the role of the Trust as a facilitator of social change.

Charitable foundations like the Barrow Cadbury Trust have a unique role as independent funders. Whilst our funds are small in comparison to most statutory sources, we can afford to take risks, are close enough to the ground to see emerging and less attractive causes and ensure accountability without over burdening the groups. At a time when the voluntary and community sectors are being increasingly co-opted into mainstream provision, we can nurture activists and ensure that advocacy is not lost as a central component of the work of these sectors.

In the following pages, we look back on the many different projects supported by the Trust over the years in each of our programme areas. In their own way, the highlighted projects and others listed have made their own indelible mark in their community. This report is a celebration of some of those achievements.

Sukhvinder Stubbs
Director





Asylum, Immigration and Resettlement

Focusing on the rights of asylum seekers, refugees and immigrants and the settlement needs of refugees where initiatives can effect change in policy and practice.

“This continent will lose 80-90 million people in the next 50 years but that gap will need to be filled in the job market, and the people who fill it will be coming from the East and from the developing world. They are going to come here to support our prosperity and make ours a better society.”

Trevor Phillips, Chairman of the CRE speaking at the Trust's launch of its new portfolio.

In the run-up to the reading of the Asylum and Immigration Bill, the Best Practice Pilot brought together most of the groups funded through this programme. A series of meetings took place involving Neil Gerrard MP, Chair of the Parliamentary All-Party Group on Refugees, Ministers Lord Rooker and Lord Filkin and senior officials from the Home Office Integration Unit together with representatives from the TUC and CBI. What emerged from the discussions was the need for greater support in enabling refugees to use their skills to obtain gainful employment. Combating the negative media portrayal of asylum seekers and refugees was also highlighted as an area of priority.

Refugee led projects are a priority for Trust funding. **Windows for Sudan**, based in Digbeth in Birmingham is headed by the inspiring Betty Achan Ogwara. Betty works with a small team of former refugees offering skills training, education support and mentoring. They work with children and take advantage of considerable statutory resources available for new refugees. However, their main concerns relate to teenage refugees who have been in the country for two or three years now. The cultural dissonance they face, alongside huge levels of disadvantage and racial harassment contributes to acute disaffection. Apart from family breakdown and the effects on the fragile communities, it also adds to anti-social behaviour. Windows are campaigning for greater resources to be allocated for work in this area. In addition, they argue for more effective use of existing resources.

“Small groups working in isolation don't have the resource and capacity to network among themselves. Yet this gathering has demonstrated the energy and enthusiasm that exists and the potential to galvanise it in a way that can effect social change”.

Erica Cadbury

Asylum, Immigration and Resettlement Programme

Grants made in the year to 5th April 2003

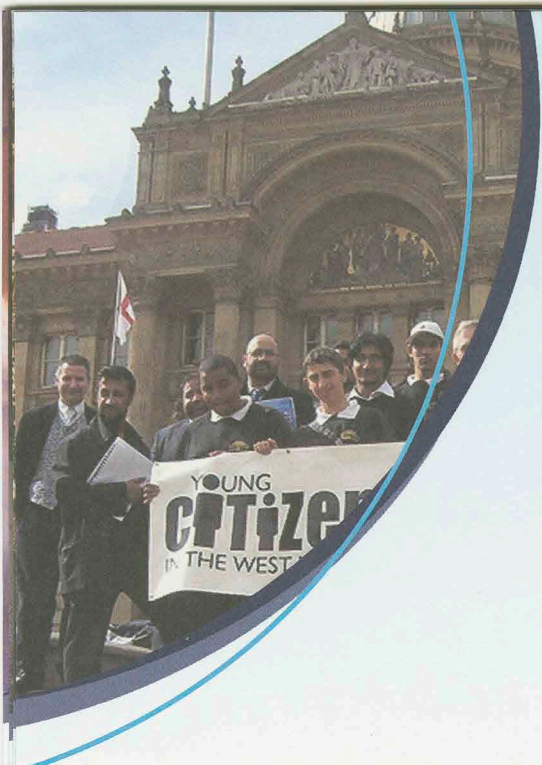
Barrow Cadbury Trust

Anti-Slavery International, London: campaign on trafficking	£18,500
Article 19, London: research on refugees & freedom of expression	£15,000
Association of Visitors to Immigration Detainees, Oxted: core costs	£15,000
Asylum Aid, London: appeals work outside London	£30,000
Bail For Immigration Detainees, London: salary	£10,000
Best Practice - Call to Projects	£10,000
Birmingham Asian Resource Centre: salary & associated costs	£30,000
Birmingham Voluntary Service Council: study of voluntary services	£13,000
Black Women's Rape Action Project, London: case work salary and running costs	£27,000
Community Resource & Information Service Trust, Birmingham: training costs for refugee groups	£15,000
Detention Advice Service, London: salary cost	£16,500
Employability Forum, London: development of work outside London	£10,000
Greater Manchester Immigration Aid Unit: airport immigration/refugee advice project	£12,500
Joint Council for the Welfare of Immigrants, London: project, core and running costs	£35,000
Migration Policy Group, Brussels: comparative approach to migration	£15,000
Praxis Community Projects Ltd, London: salary & associated cost	£29,500
Refugee Council, London: parliamentary liaison and advocacy service	£27,500
Refugee Women's Legal Group, Bristol: conference on refugee & asylum seeking women	£10,000
RESTORE, Birmingham: core costs	£25,000
The PressWise Trust, London: RAM media stereotyping project	£10,000
Windows for Sudan, Birmingham: salaries and running costs	£32,500
Wolverhampton Asylum Seekers & Refugee Support Service: salary	£16,000
Yemeni Development Foundation, Birmingham: salary and associated cost	£13,000
Small Grants (4)	£9,000

Total	£445,000
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Barrow Cadbury Fund Ltd

National Coalition of Anti-Deportation Campaigns, London: salaries and running costs	£16,000
Roma Rights & Access to Justice in Europe: development funds	£3,000
West Midlands Anti-Deportation Campaign: salary and running costs	£25,000
Small Grants (1)	£2,500
Total	£46,500



Community Organising

An ongoing programme of grants largely to the Citizen Organising Foundation and its associated broad based organizations.

The **Citizen Organising Foundation (COF)** is the UK's primary training institute promoting broad based citizen organising. Its aim is to 'teach the art of politics in action'. Politics, or 'achieving some change in public life', is best learned by doing it, ideally in conjunction with relatively large numbers of other people. This ensures that the campaigns are fully accountable and democratic. COF has fifteen year's unique experience of supporting large and diverse power alliances of local groups with their leadership development and the strengthening of relationships across their institutions for the common good. Since its launch, the democratic deficit and levels of social exclusion in the UK have become much more serious and obvious. The need to help communities 'organise' and participate fully in public life has become more urgent and the need for COF's training and support services that much greater.

"Boundary-spanners"
Barrow Cadbury Trust, one of
that small minority of trusts
"actively seeking out dissenting
voices and creating opportunities
for bringing them together".

*Anheier and Leat in
'From Charity to Creativity: Philanthropic
Foundations in the 21st Century'.*

In the past year COF focussed its efforts on supporting the development of two large metropolitan organizations, CITIZENS in the West Midlands and THE LONDON CITIZENS which has grown out of TELCO (The East London Communities Organisation). TELCO is London's largest and most diverse community organisation with nearly forty faith groups, unions and student groups working together on key local issues, the most high profile of which is its campaign for a 'Living Wage'.

COF provided one of the three case studies for the **DEMOS** research *Inside Out: Rethinking Inclusive Communities*. The report highlighted the role played by independent grassroots-based organizations in facilitating capacity building and leadership in the communities they serve. Three goals of inclusion were identified - access to social goods, empowerment and institutional trust. These findings have spurred other funders to consider ways in which they can help maintain a vibrant and independent community sector.

"By providing the core costs of COF Barrow Cadbury has given this radical grass roots movement the confidence to grow and take risks."

Jim Cadbury

Community Organising Programme

Grants made in the year to 5th April 2003

Barrow Cadbury Trust

Citizen Organising Foundation, London: running costs	£250,000
Community Resource & Information Service Trust, Birmingham: running costs	£100,000
DEMOS, London: research on 'Rethinking Communities'	£15,000
Total	£365,000

Barrow Cadbury Fund Ltd

Chinnbrook Children and Parents Project: core costs	£25,000
West Midlands Constitutional Convention: lobbying and outreach work	£15,000
Total	£40,000

Other Programme

Grants made in the year to 5th April 2003

Barrow Cadbury Trust

Birmingham Heartlands Solihull NHS Trust (Teaching): research study	£15,000
Leicester Tigers: community development programme	£5,000
Small Grants (4)	£8,918
Total	£28,918

Barrow Cadbury Fund Ltd

29 personal grants	£143,367
Best Practice Programme	£128,336



Justice and Peace

Regional interests in Northern Ireland and the Middle East with a focus on the promotion of civil society.

The **Trust of Programs for Early Childhood, Family and Community Education (TPEC)** is a non-governmental, nonprofit, indigenous, developmental Palestinian organization, registered under Israeli law. It is a unique organization, providing a trustworthy place for Palestinians to turn to for sustenance and solace, especially in times of need and despair. It works with parents, teachers and other professionals to provide mutual support and build confidence in challenging power stake-holders. Over the last year, the Barrow Cadbury Trust has worked with TPEC on a programme of support for women development workers in the settlements. In the coming year, TPEC will draw on international experience in supporting families in conflict regions under the theme of 'Children and Parents under stress and deprivation'.

"If you want peace it can only be established between peoples.

To prepare for a better tomorrow you have to prepare people through empowerment and community building."

Farid Abu-Ghosh, Trust of Programmes for Early Childhood, Family and Community Education, Jerusalem

In Northern Ireland, the Barrow Cadbury Trust has been proactive in consistently and solidly supporting community, voluntary and peace building initiatives throughout urban and rural areas since the early 1980's. County Fermanagh as a border area was severely impacted by the troubles. In 1995, Barrow Cadbury helped to establish the **Fermanagh Trust** with an endowment. Eight years on this initiative has clearly shown what can be achieved by taking risks and investing in local leadership. An analysis of the Fermanagh Trust's work shows that the investment in social and economic capital is establishing a sustainable and independent means of long term support paying huge dividends to the communities in the county. As Ireland's sole county-wide community foundation, the Fermanagh Trust continues to act as a catalyst and innovator of change and a platform for local giving.

"Both the Trust of Programs in Jerusalem and the Fermanagh Trust in Northern Ireland share with the Barrow Cadbury Trust the value of giving people equal access to all resources, in order to help them maintain their self-respect which is the key to peace and social justice peace."

Erica Cadbury

Justice and Peace Programme

Grants made in the year to 5th April 2003

Barrow Cadbury Trust

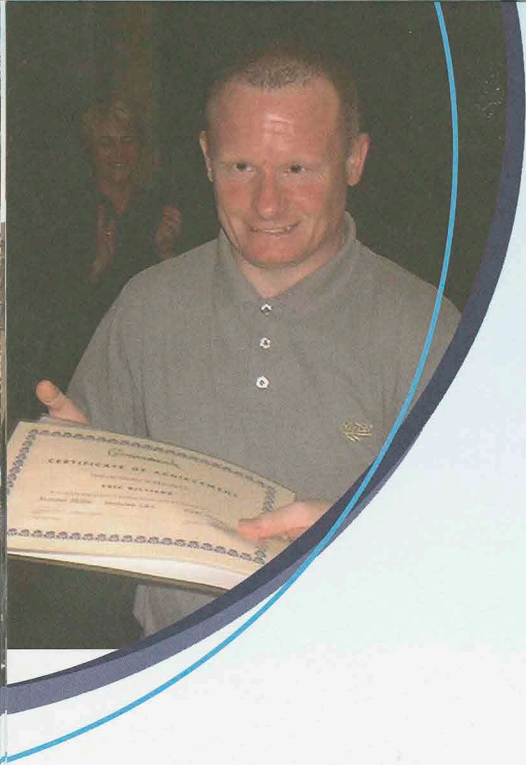
Aktion Suhnezeichen Friedens-dienste, Berlin: salary	£12,000
Amagh Budget: development funding	£30,000
Committee on the Administration of Justice (NI): running costs and endowment	£100,000
Concern Universal, Children in Crossfire: salary and support cost	£30,000
Dharmavedi Institute: running costs	£7,000
Forthspring Inter Community Group, Belfast: running costs	£30,000
George Bell Institute, Birmingham: running costs and fellowships	£105,000
Intermediate Technology Development Group: Sri Lanka initiative	£20,000
Kilcranny House, Coleraine: running costs	£40,000
Ligoniel Family Centre, Belfast: salary	£21,000
Middle East Budget: group travel	£20,000
NIOHS, Belfast: salary	£12,000
Northern Ireland Projects: project cost	£20,000
Owenkillew Community Development Association: salary	£20,000
Parliamentary Human Rights Group: salary	£24,000
Recy Women's Group, Belfast: salary	£19,500
Restoration Ministries: running costs	£12,000
Tibet Information Network: running costs	£25,000
Trillick Enterprise Group, Co. Tyrone: running costs	£15,000
Trust For Early Childhood, Family & Community Education: running costs	£25,000
Trust of Programmes for Early Childhood, Family and Community Education:	
Arab-Jewish youth dialogue	£5,000
Ulster Quaker Service Committee, Belfast: running costs	15,000
University of Exeter: awards and fees	£60,000
Voluntary Service Overseas: south to south volunteering programme	£50,450

Small Grants (3)	£6,000
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Total	£723,950
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Barrow Cadbury Fund Ltd

Small Grants (1)	£2,500
Total	£2,500



Disability

National projects promoting inclusion

“The experience of disabled and older people of using and accessing services is uniquely valuable to government in getting local delivery right.”

*Jacqui Smith MP,
Minister of State for Health (02-03).*

Our other Best Practice Pilot brought together projects funded through the disability programme. Although highly diverse in their activities, they found common ground in the issue of inclusion. Groups articulated the need for policy makers to have a better understanding of the barriers that people with disabilities actually faced. They felt that the rhetoric of new policies was often progressive but there was still little difference in their daily experience. Following meetings with the Home Office, Department for Work and Pensions and the Number 10 Policy Unit, it was agreed that Ministers would champion cross-departmental workshops to learn from the groups we fund and address the barriers to effective implementation. Sue Rickell, based in Bristol, leads on this work.

One of the groups to be involved with this initiative is **Moving On With Learning (MOWL)** which is based in the Department of Sociology, Social Policy and Social Work Studies at the University of Liverpool. MOWL provides a programme of learning to adults who have been denied a formal basic education and who currently attend day centres in Liverpool. The aim is to build on the experiences and skills students already have and to deliver training towards nationally recognised Oxford Cambridge RSA (OCR) qualifications. This increases their self-confidence to raise their expectations as students and contributors to their community. It challenges attitudes and promotes good practice, both within the University and community services.

Barrow Cadbury has also had a long standing relationship with the **Centre for Studies on Inclusive Education (CSIE)**. Among the activities undertaken by CSIE is Inclusion Week. This annual event prompts the involvement of tens of thousands of people on issues of inclusion. Over its 21-year history, CSIE has built up a central position in the research and dissemination of good practice on inclusion.

“MOWL demonstrates that students can, with quality support, encouragement and a respect based learning environment, form their own choices and move on to their desired next step.”

Jim Cadbury

Disability Programme

Grants made in the year to 5th April 2003

Barrow Cadbury Trust

Action on Disability and Development, Frome: running costs	£20,000
Bolton Institute Action Research Institute: salaries	£30,000
Centre for Studies on Inclusive Education, Bristol: running costs	£57,000
Children's Express UK, London: journalism project as part of the International Year of the Disabled	£10,000
Circles Network, Bristol: running costs	£100,000
Disability Equality in Education, London: running costs	£40,000
Independent Panel for Special Education Advice, Woodbridge: running costs	£20,000
Martin Yates Independent Living Services, Liverpool: promotion of direct payments	£40,000
Minorities of Europe, Coventry: resource materials for schools as part of the International Year of the Disabled	£13,000
Moving On With Learning, Liverpool: running costs	£30,000
Network 81, London: publication programme	£15,000
Parents for Inclusion, London: running costs	£88,000
Scarborough & District Disablement Action Group: involvement in regeneration	£10,000
Shaw Trust, Trowbridge: research into effectiveness of Joint Action Planning	£15,000
South Cumbria Befriending Scheme: running costs	£15,000
UK Asian Women's Centre, Birmingham: building support within the Asian community	£15,500
Wargrave House Ltd: building purchase	£50,000
WinVisible, London: benefits take-up campaign	£7,000
Small Grants (5)	£9,500
Total	£585,000

Barrow Cadbury Fund Ltd

Small Grants (4)	£7,570
Total	£7,570



Gender

Largely West Midlands based initiatives which enable women to take a full part in the creation of a more equal, just and democratic society but also national campaigns to effect change in policy, practice and women's rights.

“Barrow Cadbury Trust has an important role to play in bringing community organisations together and rethinking capacity. Government needs to ask, are there artificial barriers that it is putting in the way of community groups? There is a real adjustment of power for all of us and that takes time.”

*Barbara Roche MP,
Minister for Social Inclusion (02-03),
speaking at the Barrow Cadbury Trust
seminar on Inclusive Communities.*

Birmingham Women's Advice and Information Centre (BWAIC) aims to raise awareness of and actively address the unequal position of women in today's society; facilitate the personal development of women and enable them to identify and articulate their individual and collective needs. Most projects of its kind rely on short-term performance-related funding but the Trust has supported BWAIC for sixteen years. Long-term funding has placed the organisation in a unique position giving it time to develop an understanding of the complexities of decision-making processes and the skills and confidence to effectively participate locally, regionally, nationally and internationally.

It has made substantial contributions to strategies to regenerate Birmingham's Eastside. With the support of the Trust, the English Network of Regional Assemblies and Oxfam, it plans to pilot a Gender Impact Assessment created by a group of local women. This is designed to measure where policy has the potential to impact upon men and women disproportionately.

It came as no surprise to BWAIC that the Cantle Report, commissioned by the Home Office, revealed that the majority of the perpetrators of the street violence of 2001 were male. BWAIC has worked nationally in partnership with others to highlight the central role women play in promoting social cohesion and is actively involved in an innovative city-wide initiative to redress the incidence of domestic violence.

"BWAIC encourages women to link daily life with government activity and develops their awareness of how to change things. It has earned enormous respect as a key player in policy development and an example of user-led good practice, a model which the Co-ordinator has been invited to share with organisations as far away as Northern Ireland, Brussels, Russia and South Africa."

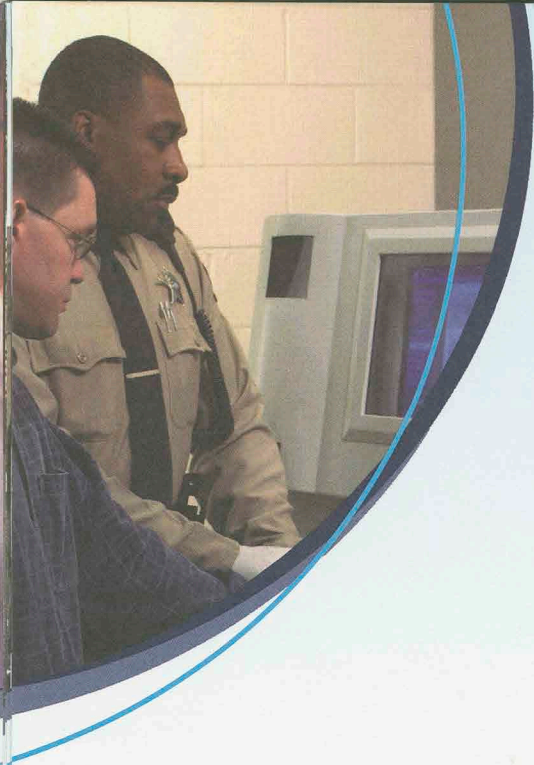
Ruth Cadbury

Gender Programme

Grants made in the year to 5th April 2003

Barrow Cadbury Trust

All Saints Women's Resource Centre, Wolverhampton: salary and associated running costs	£30,000
Awaaz, Wolverhampton: salary and associated cost	£27,000
Birmingham Women's Advice & Information Centre: salary and running costs	£29,000
Black Country Housing Association Ltd: grant giving panel	£6,800
Clean Break Theatre Company, London: running costs	£10,000
Fawcett Society, London: development of local women's activist groups	£18,750
Heart of England Community Foundation, Coventry: grant giving scheme to women's groups	£12,000
Legal Action for Women, London: salary and associated costs	£15,000
Oxfam UK Poverty Programme: salary and associated costs	£38,000
Pennell Initiative For Womens Health: staff & development costs of a pilot project	£7,000
Quaker Social Action, London: salary costs	£22,000
Single Parent Action Network, Bristol: salary and running costs	£30,500
St James Language Project, Birmingham: women's support and health project	£22,000
Training for all Foundation, Sandwell: grant giving panel	£6,800
University of East London: costs of disseminating research findings	£10,000
Walsall Council for Voluntary Service: salaries, running costs and grant giving panel	£24,300
Wolverhampton Voluntary Sector Council: grant giving panel	£21,800
Women Acting in Today's Society, Birmingham: core costs	£70,000
Women's Budget Group: salary and associated costs	£43,500
Working for Change: training programme	£12,000
Small Grants (1)	£1,500
Total	£457,950



Penal Affairs

Promotion of a humane and just prison service and an equitable system of justice.

“With our the prison population at an all-time high and the Service suffering from chronic overcrowding, there has never been a greater need for an active and informed Group.”

Lord Corbett of Castle Vale, Chair of the All Party Parliamentary Penal Affairs Group.

One of the main objectives of the **Prison Reform Trust (PRT)** is to ensure that prisons provide constructive regimes in decent conditions. These objectives are a long way from being met. Ninety of 138 prisons are now overcrowded. Any progress made by a Prison Service committed to change is being overturned by rising numbers. The majority of people in prison today spend most of their time behind locked doors. More than 17,000 share cramped cells, in which they must sleep, eat and use the lavatory. Some prisoners are prepared for release, far too many still leave having had no help to find work or housing or to maintain links with their families. Three quarters of the young prison population, and over 80 per cent of all prisoners serving short sentences, are re-convicted within two years.

Over the past year, PRT has been successful in bringing the state of our prisons to public, judicial and parliamentary attention. It has achieved policy gains on women offenders, prison health and education and resettlement. And, through its advice and information service for prisoners and their families, it has been able to right small, but keenly felt, wrongs.

PRT has also assumed responsibility for providing the Secretariat to the **All-Party Parliamentary Penal Affairs Group**. The Group's aims are to increase its members' knowledge of penal affairs and to work through parliamentary channels for reform of the penal system. Membership now comprises 95 MPs and 53 Peers. The programme for the first year has included meetings on overcrowding, the prisons inspectorate, electronic monitoring, the Criminal Justice Bill, sentencing decisions and 'Out for Good' – the dilemmas of housing ex-prisoners.

“Those concerned to rebalance the criminal justice system, increase public safety and improve conditions for prisoners and their families, must continue to press for reform. We believe that clear, consistent political leadership could change the climate of public opinion and ensure that we have a system based not on vengeance but on justice.”

Anna Southall

Penal Affairs Programme

Grants made in the year to 5th April 2003

Barrow Cadbury Trust

Frontier Youth Trust, Birmingham: salary	£25,000
Galleries of Justice, Nottingham: equipment and running costs	£25,000
Institute of Criminology, Cambridge: Cropwood Fellowship	£20,000
Leap Confronting Conflict, London: conference on gangs and guns	£5,000
National Association for the Care and Resettlement of Offenders: salary	£87,000
Prison Reform Trust, London: running costs	£37,000
Prisoners Abroad, London: core costs	£25,000
The Fawcett Trust, London: core cost for Women's Commission on the Criminal Justice System	£20,000
Total	£244,000



Racial Justice

National and West Midlands based programme promoting equal rights for black and minority ethnic communities.

Groups supported are those that seek to address the underlying causes of poverty and social injustice.

“Barrow Cadbury have never been afraid of taking risks with the projects they supported. Their focus has always been on the grassroots work, user-led activity that actually involves those directly affected. For decades, they have nurtured the sort of projects that underpin civil society.”

The Rt Hon Jeff Rooker.

Black Training and Enterprise Group (BTEG), is a national organisation seeking to ensure fair access and outcomes for black and minority ethnic (BME) communities in education, employment and enterprise. It is a unique policy and research organisation that has a national network of BME organisations engaged in local regeneration activities. This enables them to provide informed responses and solutions to issues affecting the socio-economic conditions of BME communities, including the development of specific products for groups to enhance their capacity to deliver services to local communities. One of their most impressive achievements was the establishment of a coalition based in the West Midlands to act as the conduit for the first, and only black-led group to receive a major Single Regeneration Budget grant. It is a testament to BTEG that they were able to share their knowledge so effectively and provide guidance in the early stages. The demise of the coalition following BTEG's withdrawal demonstrates the fragility of the black voluntary sector and the need for even greater resource to groups such as BTEG which have a track record of supporting the sector.

BTEG also acts as a conduit for relaying information between BME organisations and public authorities at regional and national level. They do this through regular surveys with key stakeholders on issues ranging from infrastructure development in the voluntary and community sector to ways in which to raise the educational attainment amongst pupils.

Government Ministers and statutory agencies often rely on BTEG to provide them with information on key organisations contributing to the renewal of local areas and advice on how to increase their level of engagement.

By contrast, **Searchlight** focuses on tackling far right activity. It maintains its unique role in providing intelligence on racist and fascist movements in Britain and Europe. Its publications on paper and in electronic form are widely used. They have concentrated resources on the Northern Towns and helped to ensure that only three of the predicted ten councillors were elected in Oldham. Their infiltration of the BNP helped to counter the image of respectability that the BNP have tried to establish.

“If BME organisations are to take charge of the agenda locally then they must be empowered with reliable information and robust products in order for them to do so. We can assist by providing such groups with long term funding commitments ensuring they maintain the stability and confidence to effect change.”

Ruth Cadbury.

Racial Justice Programme

Grants made in the year to 5th April 2003

Barrow Cadbury Trust

Asian Resource Centre, Birmingham: salary	£74,000
Association of Black Probation Officers, London: running costs	£5,000
Aston Legal Centre, Birmingham: salary and running cost	£12,500
Bangladesh Community Development, Birmingham: outreach education project	£25,000
Birmingham & District African-Caribbean Community Development Association: core costs	£5,000
Black Racial Attacks Monitoring Unit, Birmingham: administration costs and salary	£20,500
Black Training & Enterprise Group, London: salaries and running costs	£12,500
Common Purpose UK, London: leadership development programme	£10,000
Diversity-On-Line, London: staffing and running cost	£10,000
Early Years Trainers Anti-Racist Network, Reading: salary	£20,000
Institute of Race Relations, London: salary and running costs	£25,000
National Assembly against Racism, London: core costs	£7,500
National Literacy Association of Birmingham Partnership for Change: salary and running costs	£10,000
Northern Ireland Council for Ethnic Minorities, Belfast: administration costs	£15,000
Runnymede Trust, London: Equality Assurance in Schools Toolkit	£20,000
Scholar International, Wembley: running costs	£25,000
Searchlight Educational Trust, London: salary and running costs	£28,750
St James Community Support & Advice Centre, Birmingham: salaries and running costs	£11,500
The 1990 Trust, London: salary and core costs	£95,000
The Children's Society, Right Track, Bristol: salary	£36,000
UNITED, Amsterdam: salary	£15,000
Total	£483,250

Barrow Cadbury Fund Ltd

Operation Black Vote, London: marginal constituencies campaign	£5,000
Total	£5,000

Statement of Financial Activities for the year ended 5 April 2003

	Unrestricted Funds £	Endowment Fund £	Total 2003 £	Total 2002 £
INCOMING RESOURCES	1,843,838	-	1,843,838	2,638,353
Less cost of generating funds:				
Investment management charges	(109,367)	-	(109,367)	(168,335)
Net incoming resources	1,734,471	-	1,734,471	2,470,018
RESOURCES EXPENDED				
Direct Charitable Expenditure:				
Grants payable	(3,333,068)	-	(3,333,068)	(3,715,830)
Support costs	(104,433)	-	(104,433)	(101,175)
Other Expenditure:				
Management and administration	(221,329)	-	(221,329)	(169,730)
NET OUTGOING RESOURCES BEFORE TRANSFERS	(1,924,359)	-	(1,924,359)	(1,516,717)
TRANSFERRED	1,924,359	(1,924,359)	-	-
NET OUTGOING RESOURCES AFTER TRANSFERS		(1,924,359)	(1,924,359)	(1,516,717)
Losses on investment assets:				
Realised		(1,343,625)	(1,343,625)	(760,155)
Unrealised		(12,314,507)	(12,314,507)	(2,319,507)
NET MOVEMENT IN FUNDS		(15,582,491)	(15,582,491)	(4,596,379)
FUND BALANCES BROUGHT FORWARD		60,498,490	60,498,490	65,094,869
FUND BALANCES CARRIED FORWARD		44,915,999	44,915,999	60,498,490

Balance Sheet at 5 April 2003

	£	2003	£	£	2002	£
FIXED ASSETS						
Tangible assets			25,600		-	
Investments			43,747,033		59,517,851	
OTHER ASSETS						
Debtors amounts falling due within one year	348,967			585,219		
Cash at bank and in hand	905,568			563,012		
	<u>1,254,535</u>			<u>1,148,231</u>		
CREDITORS	<u>(111,169)</u>			<u>(167,592)</u>		
NET CURRENT ASSETS			1,143,366		980,639	
TOTAL NET ASSETS			<u>44,915,999</u>		<u>60,498,490</u>	
REPRESENTED BY: ENDOWMENT FUNDS			<u>44,915,999</u>		<u>60,498,490</u>	

Income and Expenditure Account for the year ended 5 April 2003

	2003	2002
	£	£
INCOME FROM FIXED ASSET INVESTMENTS	264,833	296,159
OTHER INTEREST RECEIVED AND SIMILAR INCOME	54,185	88,486
	<hr/>	<hr/>
	319,018	384,645
PROFIT/(LOSS) ON SALE OF INVESTMENTS	(59,045)	80,882
	<hr/>	<hr/>
	259,973	465,527
GRANTS	(373,273)	(535,412)
ADMINISTRATIVE EXPENSES	(57,736)	(64,148)
GIFT AID DONATION	(315,859)	(801,501)
	<hr/>	<hr/>
	(746,868)	(1,401,061)
	<hr/>	<hr/>
DEFICIT ON ORDINARY ACTIVITIES BEFORE TAXATION	(486,895)	(935,534)
TAXATION	(2,647)	(13,449)
	<hr/>	<hr/>
DEFICIT ON ORDINARY ACTIVITIES AFTER TAXATION	(489,542)	(948,983)
	<hr/>	<hr/>

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

Balance Sheet at 5 April 2003

	£	2003	£	2002	£
FIXED ASSETS					
Investments			9,236,781		12,604,535
CURRENT ASSETS					
Cash at bank	1,362,281			1,632,115	
Debtors	99,936			75,110	
	<u>1,462,217</u>			<u>1,707,225</u>	
CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR					
	(18,061)			(54,612)	
	<u></u>			<u></u>	
NET CURRENT ASSETS		1,444,156			1,652,613
		<u></u>			<u></u>
TOTAL ASSETS LESS CURRENT LIABILITIES		10,680,937			14,257,148
		<u></u>			<u></u>
RESERVES					
Endowment Fund		3,502,208			3,502,208
Revaluation reserve		2,172,795			5,966,015
Income and expenditure account		5,005,934			4,788,925
		<u>10,680,937</u>			<u>14,257,148</u>

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 by Charities". The Financial Statement of the Barrow Cadbury Fund Ltd comply with the requirements of the Companies Act 1985. In each case the financial statements include the Auditors' report. A copy of the full financial statements may be obtained from the website.
2. Endowment Funds are unrestricted and Trustees/Directors aim at an annual expenditure which maintains the Funds at current level in real terms.
3. The Trust's and the Fund's financial statements were audited by Mazars Chartered Accountants.
4. Investments are handled on behalf of the Trust and the Fund by HSBC Asset Management (Europe) Ltd.
5. The Trustees/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.

The new funding programmes are highlighted below. Detailed guidelines for applicants will be published in February 2004. Further information is available on the Trust website www.barrowcadbury.org.uk.

INCLUSIVE COMMUNITIES

- Empowering individuals and/or groups within local communities in the areas of gender, race and disability.
- Supporting the dissemination and promotion of approaches to influence and improve mainstream provision.
- Providing support for new and/or embryonic approaches, or work in emerging areas that mainstream funders have not addressed.
- Providing assistance for advocacy work and enabling such groups to maintain an effective and independent voice.

OFFENDING AND EARLY INTERVENTIONS

- Targeting women, ethnic minorities, and 18-21 year olds.
- Supporting approaches that actively engage target groups and promotes 'peer reinforcement' solutions.
- Recognizing the approach of a whole solutions approach to crime and offending e.g. through education, drugs work and safety within communities.
- Facilitating voluntary sector led initiatives which encourage partnership or multi-agency working.
- Providing a platform for target groups to express their views to policy-makers and decision-makers.

GLOBAL EXCHANGE

- Augmenting approaches to domestic concerns (i.e. the programme areas above) by drawing from practice around the world.
- Establishing a systematic approach to the sharing and development of knowledge based working.
- Promoting a south to north perspective.
- Empowering marginalised communities within conflict societies.



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