

Report of the

BARROW & GERALDINE S. CADBURY TRUST

PAUL S. CADBURY TRUST

BARROW CADBURY FUND LIMITED

6 April 1983 – 5 April 1984

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2 College Walk,
Selly Oak,
Birmingham B29 6LE

Tel: 021-472 0417

BARROW AND GERALDINE S. CADBURY TRUST

Founded in 1920, its deed empowers it to make grants for general charitable purposes. Income in 1983-4 was £671,000.

Trustees :

Paul S. Cadbury	Catherine R. Hickinbotham	Roger P. Hickinbotham
Dorothy A. Cadbury	Edward P. Cadbury	Anna C. Southall
Geraldine M. Cadbury	Philippa H. Southall	Richard G. Cadbury
Rachel E. Cadbury	Charles L. Cadbury	Erica R. Cadbury
		Ruth M. Cadbury

PAUL S. CADBURY TRUST

Established with similar objectives ten years later, the Trust supports those fields in which Paul S. Cadbury has been active. Its income in 1983-4 was £114,000.

Trustees :

Paul S. Cadbury	Catherine R. Hickinbotham
Rachel E. Cadbury	Edward P. Cadbury
	Philippa H. Southall
	Charles L. Cadbury

BARROW CADBURY FUND LIMITED

Originally set up in 1924 as a benevolent fund, the assets were transferred to a benevolent company in 1949. The Fund's Directors are able to make grants to individuals as well as to organisations which are not registered charities. Its income after tax in 1983-4 was £165,000.

Directors :

Paul S. Cadbury	Catherine R. Hickinbotham	Roger P. Hickinbotham
Dorothy A. Cadbury	Edward P. Cadbury	Anna C. Southall
Geraldine M. Cadbury	Philippa H. Southall	Richard G. Cadbury
Rachel E. Cadbury	Charles L. Cadbury	
*Christopher B. Taylor		

* Christopher B. Taylor died on 31 January 1984.

STAFF

Anthony E. Wilson	Secretary
Eric N.B. Adams	Assistant Secretary
Meriel Cooling	Finance Secretary
Carole R. Moreton	Office Secretary (part-time) to the Paul S. Cadbury Trust
Doreen Jacob	Office Secretary to the Barrow and Geraldine S. Cadbury Trust and the Barrow Cadbury Fund Ltd.
Pamela Robson	Office Secretary (part-time) to the Barrow and Geraldine S. Cadbury Trust and the Barrow Cadbury Fund Ltd.

All initial correspondence, relating to either of the Trusts or the Fund, should be addressed to Anthony Wilson unless personal contact has already been made with another member of staff.

Auditors :

Pannell Kerr Forster,
Lee House, 6A Highfield Road, Edgbaston, Birmingham B15 3ED.

Solicitors :

Wragge & Co.,
Bank House 8 Cherry Street, Birmingham B2 5JY.

FOREWORD

This is the second Report to be published annually by the B. & G. S. Cadbury Trust, Paul S. Cadbury Trust and the Barrow Cadbury Fund Ltd. Prior to 1982 these Reports were issued every three years. The Report for 1982-3 announced that in future reports, special attention would be given to a particular subject, together with a summarised account of grants made. Last year, the topic was the way in which the Trusts and Fund are administered; this year, the emphasis is on the community development and neighbourhood work approach which underpins a large proportion of grants.

In order to combine the need to cover general matters with reporting a particular topic, the Trustees are taking two steps in this and future years:

- (1) They are holding stocks of earlier reports in the office, and copies will be sent to enquirers;
- (2) Brief explanations are given of the purpose of grants listed. These notes are minimal, as we believe that it is for the recipients to report on their work: the Trustees' role is to make grants, not carry out the activity for which they were approved.

The Trustees are also concerned that their annual report should be produced as simply as is compatible with readability. They have therefore encouraged the staff to try various ways of presenting the material, without demanding a disproportionate amount of office time in its preparation.

Although this Report deliberately emphasises the Trusts' work with neighbourhoods and communities, this is by no means the only approach which the Trustees adopt in considering applications. The Paul S. Cadbury Trust has continued to pay particular attention to the context within which communities exist and operate, through its grants for work bearing on regional planning and housing improvements. The Barrow and Geraldine S. Cadbury Trust has taken steps to extend its concern that members of Parliament, and peers, should be able to draw on the experience of those working at the local level. At present, the Trust is supporting two Parliamentary All-Party Groups: on Penal Affairs, serviced by NACRO (National Association for the Care and Resettlement of Offenders), and Alcohol Policy and Services, serviced by the new Action on Alcohol Abuse. Both these topics have received considerable support from the Trustees.

In addition, a new Group on overseas aid and development is being established, serviced by the Overseas Development Institute; and steps are being taken to see if there is sufficient support in the Commons for a Group on race relations.

These All Party Groups have no official standing in Parliament, unlike the Select Committees which are part of the formal machinery of each House. In sponsoring these Groups, the Trustees are not seeking to deny the reality of party differences on ideology or policy: but they are concerned that where there is common ground between individual members from different parties, there should be an opportunity for them to work together in a common cause. They consider that the All Party Group on Penal Affairs has provided an excellent example of how effective such an approach can be, even within this limited remit.

Trustees' support for national agencies, like these All Party Groups, will continue to be based on their policy of grant-making at the grass roots. These local grants are almost all made in the West Midlands, and there are no plans to change this policy. Although it was once a region of high employment with only pockets of poverty, that situation has now changed drastically: grants are currently made against a background of continuing unemployment, especially amongst older workers and young people. The Trustees have no ready answer to the particular challenge which the prospect of long-term unemployment poses: but they hope that some at least of their grants to local organisations can provide a measure of hope for people who have much to contribute towards creating more caring and responsive communities.

Such successes as the Trusts have achieved have depended on the Trustees and the staff working closely together. The staff share the concerns of the Trustees, and are responsible for seeing that our financial support to recipients is intelligently applied. The Trustees appreciate the devoted work which the staff put in to furthering these concerns. This frequently means working in the evenings and at weekends, and a degree of involvement in projects being supported which is greatly valued by recipients of the Trusts' grants. We, on the Trustees side, are very grateful for their disinterested service but even more for their close co-operation with the Trustees both individually and collectively.

PAUL S. CADBURY
CHAIRMAN

'MOTIVATION WITHOUT THE BUS FARE'

Trust Policy in the field of Neighbourhood Development

Support for local neighbourhood work is at the heart of the Trustees' grant-making policy. Although there are nine other headings under which grants are listed, each of these headings can more easily be linked to the 'Housing, Land and Community Development' category (covering neighbourhood work) than to any other general area of activity.

Taking each grant category in turn, the linkage is not only obvious: it is also essential if the whole is to be seen as a coherent unity, not a disparate collection of isolated acts of charity. Grants to churches are in recognition of their contribution to neighbourhood well-being, not doctrinal positions. The peace and penal affairs portfolios take into account processes and procedures for reconciliation in local disputes (as well as more global concerns). The principles behind grants for race relations assume a multi-racial Britain, where peoples' choice of residence is in no way dictated by skin colour. Education, penal affairs, social service and health clearly have a strong neighbourhood dimension, and it is this aspect which is emphasised in Trust grants. So, too, has employment, now that Britain is facing the clear possibility of a permanently unemployed "underclass" which may become rooted in particular urban areas (in sharp contrast to the vision of a multiracial Britain with equal opportunity for all). The Minority Arts Programme is specifically geared to community participation rather than individual performance, important as this other aspect is in other contexts.

The Housing, Land and Community Planning category also contains more than straightforward community work. The heading is intended to demonstrate that there can and will be deep and genuine differences of opinion about the distribution of limited resources between competing claims. Although the Trustees are temperamentally inclined to a 'consensus' view of society, rather than one which emphasises or predicates conflict, they are fully aware that their grants can both reflect local arguments and even enable them to continue, by sustaining groups which have limited access to the finance which they need if they are to marshall their side of the argument.

The heading under charity law which legitimises these grants is 'the relief of poverty': and the presence of poverty - however defined - is indeed a normal criterion when grants are under consideration. However, the motivation behind these grants is not so much the relief of poverty as the promotion of justice. Trustees' approach to each application is certainly pragmatic; but in reviewing their overall policy, their concern for more than the distribution of worldly goods is clearly indicated by their endorsement of the following statement at their December 1983 meeting.

"In traditional terms the role of charity has been seen to be that of helping the deserving poor. Among the present-day poor, it has been said*, are 'the accommodating, the fawning, those who are aware that they count for nothing, those with no freedom to ask questions and make decisions who can only answer to questions and decisions levelled by others at them.' Alienation, apathy, bewilderment and the feeling of not having a stake in the decisions which affect their lives pervade many groups in our society. It is, therefore, a most important task to try to increase the skills, powers and feelings of self-esteem among individuals and groups in order that they retain - or reclaim - their dignity and a worthier place in society ...

The general tenor of our society, and the reality of our democracy, depend on informal structures promoting feelings of self-esteem, belonging and self-government. In the same way, Trust programmes in penal affairs and race relations require a democratically inclined, responsive and caring society if they are to have any affect."

These general points are translated into grants which are designed to service grass-roots organisations; and this emphasis will continue to give a higher priority to West Midlands applicants than to national agencies. Most 'neighbourhood' grants - and in 1983-4, these were made to 154 out of a total of 291 recipients - come under the following headings :

- (a) Help for new community groups - grants of up to £100 for general running costs, secretarial help, training courses or purchases of equipment.
- (b) Experimental projects - primarily employing part-time community workers or aiming to encourage a higher level of service eg. Kings Heath Community Skills Sharing Project.

* Ian Fraser in his book The Fire Runs SCM Press 1975.

- (c) The encouragement of new forms of local organisation - support for Koko in Coventry, establishing an independent base for community organisations; and continued aid for the Association for Neighbourhood Councils.
- (d) Practical assistance and support - continuing grants for general running costs for projects such as the Coventry Resource and Information Service; the Community Resource and Information Service, Birmingham; the Voluntary Organisations Information & Communications Exchange, Birmingham.
- (e) The increase of skills, understanding and information - continuing grants for Coventry Workshop, and Community Forum, Birmingham.
- (f) In addition, the Trustees remain interested in exploring new and different ways of supporting neighbourhood projects, support for training for local residents, or following up some other local initiative.

The neighbourhood group applying for a grant may have formed itself around a particular issue - the siting of a zebra crossing, changes in schooling arrangements, the line of a new road; the group may have grown around the provision of a specific service - a playgroup, visiting service for old people etc.; or it may make more general claims about its representational status vis a vis the local authority. From the Trustees' point of view, any of these motivating factors can be valid, and may well overflow across the boundaries between them. The Trustees' approach is flexible, in that they see the Trust responding to applicants where they are: there is no shape into which applications need to be moulded in order to qualify for a grant. The Trustees' decision in response to applications is based on an assessment of whether the applicants are well enough placed to make constructive use of a grant; how much of the budget it is right should come from the Trust; and how much the Trust can afford to contribute. Grants for area resource centres, for example, can meet the needs of a wide spectrum of neighbourhood groups, each in their own way seeking to serve and enrich local community life.

The concept of 'neighbourhood' - which is itself a value judgment - does not, for the Trustees, imply uniformity of class or outlook. They have a preference for communities which are mixed, and are well aware of the disadvantages of neighbourhoods becoming segregated by race, wealth, poverty or anti-social behaviour. This means that while they have no wish to support groups which are mainly aiming to preserve their property values, neither do they wish to confine grants purely to 'under-privileged' areas.

This attitude to the nature of 'neighbourhoods' and the role of residents' groups appears to be rather more relaxed than that being adopted by government ministers. Addressing the Annual General Meeting of the National Council of Voluntary Organisations, the Home Office's Minister of State, David Waddington MP, is quoted (Involve, No. 30, Jan. 1984) as follows from a speech devoted to the scope for partnership between government and the voluntary sector:

"...a neutral or an apolitical stance will be important for every part of the voluntary sector which wishes to rely on a broadly based measure of support from the public ... Being careful not to become involved in political controversy is not so very difficult. It does, however ... require self restraint and a recognition that what one may choose to do politically as a private citizen may not be acceptable when one is acting as a member of or worker in a particular charity or voluntary organisation."

The Trustees welcome the steps being taken by the NCVO to clarify the issues involved in government influence through funding voluntary organisations.* In the meantime, they recognise that there may be a further heading for grants in addition to (a) - (e) above: to provide that extra measure of support to a group otherwise dependent on public funding (including Manpower Services Commission), so that it feels able to voice opinions which may not find favour with statutory grant-making authorities. Such grants can be made by the Directors of the non-charitable Barrow Cadbury Fund Limited, so that recipients are not subject to the constraints of charity law - where uncertainties abound about what is permissible activity for neighbourhood groups.

The Trustees remain aware that there will be a continuing debate between local authorities, whose councillors are elected on a popular vote, and groups which claim to speak for residents on particular or general issues. They hope that the former will not presume that all activity must be within structures determined by the council; and that the latter will seek to strengthen rather than undermine effective and sensitive local government.

From their vantage-point as receivers of grant applications, the Trustees cannot help but observe that the growth of enforced leisure

*Relations between the Voluntary Sector and Government: A Code for Voluntary Organisations' NCVO, 26 Bedford Square, London WC1B 3EU

through unemployment, and the cut-backs in statutory services and payments, do not produce any corresponding increase in community self-help or peoples' organisational activities - especially if those people are amongst those for whom the recession means greater material poverty in addition to their effective exclusion from the public body politic. "Motivation without the bus fare leads to ever deeper frustration and disaffection", as one community worker expressed it. The Trustees know that they cannot provide the motivation: but in so far as it is within their means to provide the bus fares, they will continue to search for ways in which they can help people to travel hopefully.

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APPENDIX I

F I N A N C E

	£	5th April 1983 £	£	5th April 1984 £
<u>Barrow and Geraldine S. Cadbury Trust</u>				
Investments at Market Value		10,103,136		12,089,626
Bank balances and short-term investments		597,381		814,141
		<u>10,700,517</u>		<u>12,903,767</u>
Total Income		637,235		696,702
Expenditure				
Grants (net)	537,105		595,491	
Administration Exs.*	<u>76,564</u>		<u>90,277</u>	
		613,669		685,768
Surplus for year		<u>23,566</u>		<u>10,934</u>
<u>Paul S. Cadbury Trust</u>				
Investments at Market Value		1,744,469		2,098,924
Bank balances and short-term investments		153,850		206,322
		<u>1,898,319</u>		<u>2,305,246</u>
Total Income		109,461		114,433
Expenditure				
Grants	82,920		108,987	
Administration Exs.*	<u>12,272</u>		<u>14,472</u>	
		95,192		123,459
Surplus/(Deficit) for year		<u>14,269</u>		<u>(9,026)</u>
<u>Barrow Cadbury Fund Limited</u>				
Investments at Market Value		3,324,522		3,929,595
Bank balances and short-term investments		314,351		366,672
		<u>3,638,873</u>		<u>4,296,267</u>
Total Income (net of tax)		140,123		165,308
Expenditure				
Grants	109,054		103,423	
Administration Exs.*	<u>27,193</u>		<u>31,407</u>	
		136,247		134,830
Surplus for year		<u>3,876</u>		<u>30,478</u>

* These costs cover both the cost of running the office, and payment to Earing Brothers & Co., Limited for handling investments.

APPENDIX II GRANTS: CATEGORIES AND ALLOCATION

GRANTS BY CATEGORIES

6th April 1983 to 5th April 1984

	B. & G.S.C. Trust £	P.S.C. Trust £	B.C. Fund £	Total £
Friends & Churches	30,165	8,945	-	39,110
Peace & International Relations	65,727	50	5,350	71,127
Race Relations	157,494	100	13,182	170,776
Education	25,854	28,889	638	55,381
Penal Affairs	104,539	2,162	10,745	117,446
Social Service	31,086	1,407	100	32,593
Housing, Land & Community Planning	73,725	40,605	35,885	150,215
Employment	49,430	500	17,050	66,980
Health & Handicap	41,603	1,329	750	43,682
Minority Arts Programme	19,241	-	200	19,441
Transfer to B. & G.S.C. Trust	-	25,000	-	25,000
Personal (B.C. Fund only)	-	-	19,523	19,523
TOTAL GRANTS	£598,864	£108,987	£103,423	£811,274

'Grants', in the sections which follow, are sub-divided into 'Subscriptions and Donations', and 'Grants'. The former are usually comparatively small payments (regular, or once-only) towards work with which the Trust is not closely involved; 'Grants' cover contributions which represent a significant proportion of the beneficiary's income, having been the subject of full discussion in Trustees' meetings.

In 1983-84, the overall figures for 'subscriptions and donations' and 'grants' were as follows:

B. & G.S.C. Trust	£16,860	£582,004	total	£598,864
P.S.C. Trust	£9,470	£74,517	total	£83,987
B.C. Fund (excluding personal grants)	£800	£83,100	total	£83,900

APPENDIX II (a) SOCIETY OF FRIENDS AND OTHER CHURCHES

Most payments go towards the cost of building or extending Quaker meeting houses, and the running expenses of committees which serve the Society of Friends. Occasional grants are made for other churches' own work.

Subscriptions and Donations

Society of Friends Meetings in Farm Street, Birmingham; Kings Heath, Birmingham; Malvern; South Birmingham Friends Institutes Trust; Stirchley, Birmingham
Birmingham Council of Christian Churches
Birmingham Council of Christian Education
Birmingham Medical Mission
Clent Parish Church of St. Leonard
Edgbaston Old Church
The Friend
Friends Institute, Moseley Road, Orchestra
Friends Temperance & Moral Welfare Union
Friends World Committee for Consultation
London Yearly Meeting, Society of Friends
Quaker Home Service
Quaker Social Responsibility & Education
The Retreat, York
Serbian Orthodox Church of S. Lazar, Bournville, Birmingham
Warwickshire Monthly Meeting, Society of Friends
Warwickshire Monthly Meeting Education Committee
Warwickshire Monthly Meeting Peace Action Group
Woodbrooke

1983-84 Total £13,334

Personal - grants to 4 individuals £6,836

Grants

Society of Friends Meeting House building appeals in Ambleside, Barnstaple, Cheltenham, Lewes, Milton Keynes, Moyallen, N.Ireland, Muswell Hill, Pontefract, Preston, St. Austell, Wooldale
Friends World Committee for Consultation for
London office - administrative expenses, general secretariat
Nairobi office - Africa section, administration and travel
Leicester Quaker Housing Association - for John Woolman House, building appeal
Leighton Park School, Reading
London Yearly Meeting, Society of Friends - for European Young Friends
Quaker Home Service - for Questabout, cost of young people's activities team
Quaker Social Responsibility & Education, Joint Bursaries Fund - for Quaker pupils in Friends schools
Soweto Meeting House, Johannesburg, S. Africa - building costs

1983-84 Total £18,940

SOCIETY OF FRIENDS AND OTHER CHURCHES

	B. & G.S.C. Trust £	P.S.C. Trust £	B.C. Fund £	Total £
International				
Subs. & Dons.	-	-	-	-
Grants	6,970	806	-	7,776
Total	£6,970	£806	-	£7,776
National				
Subs. & Dons.	10,425	2	-	10,427
Grants	11,400	1,200	-	12,600
Total	£21,825	£1,202	-	£23,027
West Midlands				
Subs. & Dons.	1,370	6,437	-	7,807
Grants	-	500	-	500
Total	£1,370	£6,937	-	£8,307

APPENDIX II (b) PEACE AND INTERNATIONAL RELATIONS

Grants are made for activities designed to improve international relations reduce conflict, and increase public awareness of issues and opportunities in the field of arms and disarmament.

Subscriptions and Donations

Fellowship of Reconciliation
Quaker Peace & Service
War Resisters International

1983-84 Total £3,200

Personal - Grants to 5 individuals £3,550

Grants

Action for Reconciliation & Services for Peace - costs of U.K. placements for German Conscientious Objectors; for Auschwitz Museum
At Ease, London - for administration
Bradford University School of Peace Studies - research fellowship on civil defence
British Council of Churches - peace forum
City University, London - for research fellowship, South Atlantic Council; transatlantic travel costs.
Committee on South African War Resistance, London - for administration
Fellowship of Reconciliation - towards conference costs
Institute of Commonwealth Studies, London - for conference on Law and Politics in Southern Africa
International Physicians for the Prevention of Nuclear War - contribution towards costs of Amsterdam conference.
Mothers for Peace - visits to U.S.S.R. and U.S.A.
Newham Community Renewal Programme - administrative costs for community reconciliation service
Quaker Peace & Service - for Quaker Council for European Affairs, Brussels; for Quaker United Nations Programmes, Geneva and New York; for Quaker representatives in Northern Ireland
Schools Against the Bomb - for typewriter and postages
Scientists Against Nuclear Armament - for administrative costs and conference
South African Student Union for Christian Action - for fieldworker
Sussex University - for Arms & Disarmament Information Unit, salaries; for Science Policy Research Unit, study on conversion of defence manufacture to civilian purposes.
Women for Life on Earth - visit to U.S.S.R.
Woodbrooke College, Birmingham - for "World Without Weapons" training programme
Woodstock Trust - for Oxford Research Group, administrative costs of project to identify policy decisions affecting nuclear weapons before actual production begins.

1983-84 Total £64,377

PEACE AND INTERNATIONAL RELATIONS

	B.&G.S.C. Trust £	P.S.C. Trust £	B.C. Fund £	Total £
International				
Subs. & Dons.	-	-	700	700
Grants	25,727	50	2,550	28,327
Total	£25,727	£50	£3,250	£29,027
National				
Subs. & Dons.	2,500	-	-	2,500
Grants	30,850	-	1,600	32,450
Total	£33,350	-	£1,600	£34,950
West Midlands				
Subs. & Dons.	-	-	-	-
Grants	6,650	-	500	7,150
Total	£6,650	-	£500	£7,150

APPENDIX II (c) RACE RELATIONS

Support is given to organisations - black, white or mixed - which are specifically concerned with the racial dimension of an activity or situation.

Personal - grants to 6 individuals 1983-84 Total £3,492

Grants

Acafess, Birmingham - for conference on self-help
AFFOR (All Faiths for One Race) Trust, Birmingham - general costs
Afro-Caribbean Self-Help Organisation, Birmingham - for insurance of premises
Afro-Caribbean Youth Council, Walsall - for administration and accommodation costs
AGIN Immigration Law Conference
Ashram Community Trust, Birmingham - for administration
Asian Resource Centre, Coventry - for administration
Asian Resource Centre, Handsworth/Lozells, Birmingham - for running costs
Bangladesh Workers Association, Birmingham - rent and running costs
Beechman Drum Corps, Sandwell - for administration
Birmingham Black Sisters - for conference
Birmingham Interpreting & Translation (BIT) Service
Birmingham Multi-Faith Resource Unit - Running costs
Birmingham NAME (National Association for Multi-Racial Education) - for visit to Belfast folk festival, with video equipment
Black Community Workers - for administration
Black Social Workers & Probation Officers Group - for conference
Brotherhood of Justice Youth Council - administration costs
Central Bible Institute Youth Project, Birmingham - running costs
Centre for Black & White Christian Partnership, c/o Selly Oak Colleges - running costs
Church of England Childrens Society - for Vietnamese Centre, Lozells, administration expenses
Church of First Born Assemble of God, Birmingham - for professional costs of purchasing premises
East Staffs Commission for Racial Equality - legal advice programme
Exodus, Birmingham - for vehicle and instrument insurance
Good News Asian Church, Handsworth, Birmingham - professional costs of purchasing premises
Handsworth Cultural Centre - visit to Ghana
Handsworth Young Mothers Project, Birmingham - transport and cost of courses
Harambee Organisation, Birmingham - rent and book-keeper's salary
Harmony, London - running costs for mixed race families project
Hillfields Community Education Centre, Coventry - holiday project
Immigrants Aid Trust, London - for welfare advice by Joint Council for Welfare of Immigrants
Immigration Aid Unit, Birmingham - salary costs
Ladypool Primary School - for multi-faith Christmas celebration
Moathouse Lane Neighbourhood Project, Wolverhampton - for administration

RACE RELATIONS

	B. & G.S.C. Trust £	P.S.C. Trust £	B.C. Fund £	Total £
International				
Subs. & Dons.	-	-	-	-
Grants	-	-	1,000	1,000
Total	-	-	£1,000	£1,000
National				
Subs. & Dons.	-	-	-	-
Grants	39,250	-	100	39,350
Total	£39,250	-	£100	£39,350
West Midlands				
Subs. & Dons.	-	-	-	-
Grants	118,244	100	12,082	130,426
Total	£118,244	£100	£12,082	£130,426

NAME (National Association for Multi-Racial Education) - running costs
 Pilgrim Social Action, Wesleyan Holiness Church, Birmingham - for
 hostel costs
 Racism Awareness Programme Unit, London - for furniture and equipment
 Runnymede Trust, London - for running costs
 for Divided Families Project, Birmingham - research and follow-up on
 families separated by immigration regulations
 St. James Advice Centre, Birmingham - towards salary of Bengali-speaking
 worker
 St. James Language Project, Birmingham - towards salary of worker at
 English classes for Asian women
 Shaheed Udham Singh Welfare Centre, Birmingham - cost of leaflets
 Steelhouse Lane Community Project, Wolverhampton - for administration
 for All Saints Haq Centre, Wolverhampton - for administration
 U.K. Asian Women's Conference, Birmingham - for administration
 West Indian Community Council, Aston, Birmingham - for administration
 Westhill College, Birmingham - for Racism Awareness Training
 Westminster Road Community Development Project, Birmingham - legal fees
 Winson Green United Reform Church, Birmingham - contribution towards
 settling-in minister from Punjab
 Worcester & District Council of Churches - for Community Relations Unit

1983-84 Total £167,284

APPENDIX II (d) EDUCATION

Grants in this category are for activities which are primarily educational, or for the benefit of students.

Subscriptions and Donations

Subscriptions to bursary funds of

British Federation of University Women; Fircroft College, Birmingham;
Kingsmead College, Birmingham; Westhill College, Birmingham;
Woodbrooke College, Birmingham
Association of Agriculture
Birmingham Archaeological Society
Birmingham Association of Friends of the Museums and Art Gallery
Coldharbour Mill, Devon
Cropwood House, Birmingham
Dodford Children's Holiday Farm, West Midlands
Herefordshire Waterworks Museum Trust
Hunters Hill School, West Midlands
Midland Adult School Union
National Adult School Organisation
National Association for Environmental Education
Selly Oak Colleges, Birmingham
Uffculme School, Birmingham
Woodbrooke College, Birmingham

1983-84 Total £3,860

Personal - grants to 4 individuals £854

Grants

Birmingham University
for Priorsfield Project - fellowships on children's learning difficulties
for Committee on Disabled Members
for Oral Communications Course
Chapmans Hill School Farm, Worcestershire - subsidy to cover operating loss
Environmental Studies Resource Officer, Birmingham Education Dept.
Hall Green Technical College, Birmingham - subsidies for students on field courses
National Association of Development Education Centres - for enquiry on development education
NOISE (National Organisation for Initiatives in Social Education) - subsidy for journal and conference
Third World First Educational Trust - administrative costs
Third World Publications - for overseas visit
Tile Hill College of Education, Coventry - active learning project

1983-84 Total £36,308

EDUCATION

	B. & G.S.C. Trust £	P.S.C. Trust £	B.C. Fund £	Total £
International				
Subs. & Dons.	100	-	-	100
Grants	13,515	-	500	14,015
Total	£13,615	-	£500	£14,115
National				
Subs. & Dons	1,000	258	-	1,258
Grants	5,400	-	-	5,400
Total	£6,400	£258	-	£6,658
West Midlands				
Subs. & Dons.	665	87	-	752
Grants	5,174	28,544	138	33,856
Total	£5,839	£28,631	£138	£34,608

For Overseas Student Welfare

Aston in Birmingham University
 Birmingham Polytechnic
 Birmingham University
 Matthew Boulton Technical College, Birmingham
 Bournville College of Further Education, Birmingham
 Coventry (Lanchester) Polytechnic
 Hall Green Technical College, Birmingham
 Handsworth Technical College
 International Family Service, Birmingham
 Kingsmead College, Birmingham
 Leeds University
 The Open University
 North Worcestershire College, Bromsgrove
 Selly Oak Colleges, Birmingham
 Walsall College of Technology
 Warley College of Further Education, West Midlands
 Warwick University
 West Bromwich College of Further Education
 Wolverhampton Polytechnic

1983-84 Total £14,359

APPENDIX II (e) PENAL AFFAIRS

Grants are made for work with offenders and their families, victims of crime, and ex-offenders; and for research and debate on the penal system. Priority is given to projects which enable members of the public make a constructive contribution towards ameliorating problems caused or revealed through criminal activity.

Subscriptions and Donations

Margery Fry Memorial Trust, Birmingham
Howard House, Birmingham
Quaker Penal Affairs Group, Birmingham

1983-84 Total £85

Personal - grants to 4 individuals £6,595

Grants

Apex Trust, Selly Oak, Birmingham - subsidy for trainees travel and meals
Birmingham Citizens Advice Bureaux - for County Court welfare worker
Birmingham Rape Crisis & Research Centre - for running costs
Burnbake Trust, Wiltshire - for Burnbake's Arts programme with serving prisoners
Cambridge University Institute of Criminology - for Cropwood fellowships and conferences
Cobden Trust - for research on prisoners rights
Coventry Rape Crisis Centre - bridging grants pending public funding
870 House Youth Unit, Birmingham - administration
Handsworth Probation Volunteers - bursary fund for further education courses
Howard League for Penal Reform - administrative costs
Immigration Aid Trust, for detainees service
Irish Council for Civil Liberties - administrative costs
KARE (Kidderminster Association for Rehousing in Emergency) - education project for hostel residents
MACRO (National Association for the care & Resettlement of Offenders) for All Party Penal Affairs Group - administrative costs
for Education Bursary Fund - for ex-offenders following further and higher education courses
for Report on Minimum Standards in Prisons
National Association of Victims Support Schemes - administrative costs
National Council for Civil Liberties - towards prisoners rights post
Prison Reform Trust - reports on "Links or Chains" (prisons and local communities), and on prisoners on remand
PROP (National Prisoners Movement) - administrative costs
PROS (Programme for Reform of the Law on Soliciting), Birmingham - administrative costs
Quakers in Criminal Justice - postage cost of newsletter
Queensway Trust, Birmingham
for Burwarton Cottage - rebuilding expenses
for part-time secretary - salary
for small grants scheme - for probationers and families facing emergencies

PENAL AFFAIRS

	B. & G.S.C. Trust	P.S.C. Trust	B.C. Fund	Total
International				
Subs. & Dons.	-	-	-	-
Grants	-	-	600	600
Total	-	-	£600	£600
National				
Subs. & Dons.	-	-	-	-
Grants	70,650	-	10,145	80,795
Total	£70,650	-	£10,145	£80,795
West Midlands				
Subs. & Dons.	-	85	-	85
Grants	33,889	2,077	-	35,966
Total	£33,889	£2,162	-	£36,051

for West Midlands Joint Education Project - sessional fees for tutors,
in classes ranging from literacy to literature
for Wheels Project, Bordesley, Birmingham - developing cycling and
vehicle facilities for community use
Pape Crisis & Research Centre, London - administrative costs
Restitution Scheme, Coventry
St. Basil's Centre, Birmingham - court worker project
St. Paul's Community Project, Birmingham - special employment scheme
Scottish Association for the Care & Resettlement of Offenders -
contribution to new All-Party Parliamentary Group
Sam Sharpe Project, Wolverhampton - ex-offenders training and recreation
Wolverhampton Care Project - preparing vehicles for stock-car racing

1983-84 Total £106,766

Local Victims Support Schemes

Birmingham B Division
Crypt Association, Wolverhampton
East Birmingham Victims Support Scheme
Ladywood & Harborne Victim Support Scheme
Solihull Victim Support Scheme

1983-83 Total £4,000

APPENDIX II (f) SOCIAL SERVICE

Grants in this category are made to agencies which are concerned with advice and relief to individuals in need.

Subscriptions and Donations

Anti-Slavery Society
Birmingham Association for Unmarried Mother and her Child
Birmingham Federation of Boys Clubs
Birmingham Mail Christmas Tree Fund
Birmingham Marriage Guidance Council
Birmingham Settlement
Birmingham Voluntary Service Council
for Open Christmas
Boys Brigade, Birmingham Battalion
Boys Brigade, London
Boys Brigade, Birmingham 19th Company
East Birmingham Family Service Unit
Girls Brigade, Birmingham
Girl Guide Association, Birmingham
Girl Guide Association, Hall Green Division, Birmingham
Hall Green & Sparkhill Visiting Service for Old People
Kidderminster & District Scout & Guide Headquarters
Little Sisters of the Poor, Birmingham
James Lloyd Almshouses Trust, Birmingham
Middlemore Homes, Birmingham
National Marriage Guidance Council
O.S.P.A. (Outside Staff Pensioners Association, Bournville)
Salvation Army, Birmingham
Worcestershire Marriage Guidance Council

1983-84 Total £2,307

Grants

Birmingham Charities Information Bureau - administration costs
Birmingham Settlement
for Money Advice Centre - contribution towards administrative costs
Coventry Family Conciliation Service - bridging grant
Coventry Womens Information Centre - for administration
Out Boat Folk Ltd., Birmingham - for administration
George 90 Playbus, Birmingham - bridging grant
Kidderminster Family Support Unit - for administration
North Warwickshire Council for Voluntary Service - volunteer bureau
Shard End Boys Club
Social Workers Educational Trust - to establish British Association
of Social Workers archives
South Birmingham Family Service Unit - for publications
Ulster Quaker Service Committee - administrative costs of work with
families

1983-84 Total £30,286

SOCIAL SERVICE

	B. & G.S.C. Trust	P.S.C. Trust	B.C. Fund	Total
International				
Subs. & Dons.	50	-	-	50
Grants	-	-	-	-
Total	£50	-	-	£50
National				
Subs. & Dons.	500	200	-	700
Grants	11,986	-	-	11,986
Total	£12,486	£200	-	£12,686
West Midlands				
Subs. & Dons.	250	1,207	100	1,557
Grants	18,300	-	-	18,300
Total	£18,500	£1,207	£100	£19,857

APPENDIX II (g) HOUSING, LAND AND COMMUNITY PLANNING

Support is given to neighbourhood groups, residents associations and community work agencies, particularly those concerned with increasing community involvement in public affairs, housing and the urban environment as this affects living conditions. When grants are made for research, this is to facilitate debate on resource allocation in the public and private sectors.

Subscriptions and Donations

Bernard Baron Cottage Homes, Sussex
Birmingham Civic Society
Birmingham Dogs Home
Birmingham Federation of Boys Clubs
Reg Hookway Memorial Fund
Ironbridge Gorge Museum Trust - for Dale House
National Trust
St. Francis Centre, Bournville, Birmingham
Shropshire Trust for Nature Conservation
Town & Country Planning Association

1983-84 Total £915

Personal - grant to 1 individual £300

Grants

Action Centre, Handsworth, Birmingham - administrative costs
Action Sport, West Midlands - for small grants scheme
Association for Neighbourhood Councils - for educational work
Balsall Heath Residents Action Group - for secretarial services
Big Brum (Theatre in Education) Co. Ltd. - for legal advice
Birmingham Anglican Diocese Board of Trustees
Birmingham Arthritis Appeal Trust - for legal advice
Birmingham Association for Neighbourhood Councils - for administration
Birmingham Charitable Trusts Group - secretarial costs
Birmingham Environmental Education Project
 for Cycling Project - supplement to research grant on cycling facilities in Birmingham
Birmingham Playing Fields Association - for small grants scheme
Birmingham University: Centre for Urban & Regional Studies
 for Housing Aid Seminar
 for Indo-British Town Planning Seminar
 for Mortgage Interest Study
 for Urban Renewal Study
Centre for Neighbourhood Development, Belfast - salary costs
Community Forum, Birmingham - for administration
Community Resource & Information Service, Birmingham - for administration
Coronation Road Adventure Playground, Selly Oak - for administration
Coventry Federation of Tenants - for administration
Coventry Resource & Information Service - for administration
Coventry Workshop - for administration

Farm Street Meeting of Society of Friends, Birmingham - to develop
 tennis court and pavilion site, Lozells
 Handsworth Single Homeless Action Group - running costs
 Handsworth Young Mothers Project, Birmingham - administration
 Hanley Youth Project - for conference fees
 Kings Heath Skill Sharing Project - for administration
 KoCo Ltd., Coventry - for purchase of building
 Ladywood Community Groups, Birmingham - for small grants scheme
 NACRO - for West Midlands Accommodation Group, provision of housing
 for people "at risk"
 National Federation of Community Organisations - for publications
 PreSchool Playgroups Association, Coventry - for architectural advice
 Redditch Council for Voluntary Service - for administration
 Returned Volunteer Action - administration costs
 Sandwell Council for Voluntary Service - for resources development
 project
 Trinity Housing Advice Centre, Birmingham - costs of conference on
 the single homeless
 Urban Wildlife Group, Birmingham - towards salary of organiser
 VOICE, Birmingham - for administration
 Warstock Community Centre, Birmingham, for redecoration
 Weoley Castle Community Association, Birmingham - for sports area
 Worgan Trust - for land at Gorse and Calcot Farms to add to Moor
 Hall/Walton farms

1983-84 £147,165

YOUTH AND COMMUNITY FUND

Allens Cross Community Junior & Youth Club, Birmingham
 Alston Estate Tenants & Residents Association, Birmingham
 Balsall Heath Association, Birmingham
 Boys Brigade, 89th Birmingham Company
 Boys Brigade, Beeches Methodist Church, West Bromwich
 Circle Community Association, Kingstanding
 Clifton Infants School, Balsall Heath
 Cofton Community Association, Birmingham
 Coventry Community Relations Council - for Single Parent Family
 Holidays
 First United Church of Jesus Christ Apostolic, U.K., Birmingham
 Friends of Mayfield Voluntary Services, Handsworth
 Kabbadi Association, Birmingham
 Kings Norton Community Association, Birmingham
 Little Bromwich Residents Association, Birmingham
 Moorfield Hall Residents Club, Birmingham
 Multi-Disciplinary Mental Health Group, Birmingham
 New Testament Church of God, Birmingham for Saturday School Sports
 Day
 Panthers Club, Kings Norton, Birmingham
 St. Barnabas Church, Coventry
 Saltley Action Centre, Birmingham
 Selly Oak Nursery School, Birmingham
 Seven Blocks Residents Association, Frankley
 South Birmingham Family Service Unit
 Stonehouse Gang, Birmingham
 Woodgate Valley Church Centre
 Y.W.C.A., Wolverhampton

1983-84 Total £1,735

APPENDIX II (g) HOUSING, LAND AND COMMUNITY PLANNING

	B. & G.S.C. Trust £	P.S.C. Trust £	B.C. Fund	Total £
International				
Subs. & Dons	-	-	-	-
Grants	-	3,500	-	3,500
Total	-	£3,500	-	£3,500
National				
Subs. & Dons.	-	170	-	170
Grants	15,200	-	11,500	26,700
Total	£15,200	£170	£11,500	£26,870
West Midlands				
Subs. & Dons.	-	745	-	745
Grants	58,525	36,190	24,385	119,100
Total	£58,525	£36,935	£24,385	£119,845

APPENDIX II (h) EMPLOYMENT

In previous years, grants for "employment" came under the Housing, Land and Community Planning heading. With the growth of unemployment in the West Midlands, payments to agencies concerned with promoting job opportunities now come into a separate category.

Personal - grants to 3 individuals

£1,466

Grants

Action Resource Centre, Birmingham - for marketing project and publications
 Bournville Village Trust, Birmingham - for design costs of leaflet on Selly Manor
 Community Roots Resource Centre, Birmingham - contribution to travel costs
 Coventry (Lanchester) Polytechnic - for Unit for Development of Alternative Products co-ordinator's salary
 Handsworth Breakthrough - professional costs of establishing company
 Handsworth Employment Scheme Ltd., Birmingham
 for Artistic Co-operative - rent of premises
 Handsworth Young Mother's project, Birmingham - for Whole Food Stall
 HIM Tailors, Birmingham - equipment
 Industrial Co-ordinating Unit, Birmingham - salary, for project to open trade unions to Asian membership
 Midland Afro-Caribbean Self Help Co. Ltd., Birmingham - professional charges, to re-establish building business
 St. Paul's Community Workshop, Birmingham - development of photographic studio
 Unemployed Youth Activities,- for secretarial and arts equipment
 Unemployment Unit, London - administrative costs
 West Indian Association for the Unemployed, Wolverhampton - administration
 Youthaid, London - salary costs

1983-84 Total £65,513

	B. & G.S.C. Trust £	P.S.C. Trust £	B.C. Fund £	Total £
National				
Subs. & Dons.	-	-	-	-
Grants	32,938	-	10,000	42,938
Total	£32,938	-	£10,000	£42,938
West Midlands				
Subs. & Dons.	-	-	-	-
Grants	16,492	500	7,050	24,042
Total	£16,492	£500	£7,050	£24,042

APPENDIX II (i) HEALTH AND HANDICAP

Although some grants are made to groups concerned with particular health issues, Trustees have concentrated their grants on support for alcoholism research at Birmingham University to the exclusion of most other applications. The policy is not likely to change in the near future.

Subscriptions and Donations

Arthritis & Rheumatism Council
Association for All Speech Impaired Children
Birmingham Maternity Hospital
Birmingham Royal Institution for the Blind
The Churches Council on Alcohol and Drugs
Family Planning Association
Longwill School, Birmingham
Midland Spastic Association
Queen Elizabeth Hospital, Birmingham
Riding for the Disabled Association, West Mercia Region
Royal Midland Counties Home for the Disabled (Castel Froma)
St. John Ambulance Brigade
Spastics Society

1983-84 £1,279

Personal - grants to 2 individuals

£700

Grants

Birmingham University
for Alcoholics Rehabilitation Research Group - directors' and secretary's salary
for research on physical handicap among families of Asian origin
Broadcast Support Services - towards costs of telephone service following T.V. programme on abortions
Coventry Health Collective - for administration
Coventry Study on Tranquilliser Use Among Women - for administration
Federation of Alcoholic Rehabilitation Establishments (FARE)
for All Party Parliamentary Group on Alcoholism - administrative costs.
for Out of Court - administrative costs of programme to limit court action on drunkenness problems
West Midlands Council for Disabled People - for administration

1983-84 £41,703

HEALTH AND HANDICAP

	B. & G.S.C. Trust	P.S.C. Trust	B.C. Fund	Total
National				
Subs. & Dons.	-	34	-	34
Grants	7,750	-	-	7,750
Total	£7,750	£34	-	£7,784
West Midlands				
Subs. & Dons.	-	245	-	245
Grants	33,853	1,050	750	35,653
Total	£33,853	£1,295	£750	£35,898

APPENDIX II (j) MINORITY ARTS PROGRAMME

Grants of up to £500, but usually of no more than £250, are made to ethnic minority groups or wider associations promoting minority arts. Occasionally larger grants are recommended from within the main Trust budget for projects likely to make a significant contribution to the development of Minority Arts in the West Midlands.

Grants

A.M.Promotions, Studio Afriki - for promotional activities for minority arts groups
 Art Link of West Midlands Ltd. - for administration
 Black Film-making Project, Birmingham - for equipment
 Caliche - for musical equipment
 Common Base Music Workshop, Saltley - for equipment
 Coventry Community Arts Project - for administration
 Handsworth Cultural Centre, Birmingham - for equipment
 Kokuma - for transport
 Oldknow School - for multi-cultural festival
 Palace Theatre, Redditch - for Young People's Festival
 Pentabus Community Project, Hereford-Worcs. - for publications
 Prema Project, Uley, Glos. - for administration
 Redditch Community Arts & Education Trust - for administration and equipment
 Basil Samuda Group - for administration
 Sikh Youth Service, Handsworth - for cultural event
 South Aston Community Project Ltd. - for musical equipment
 Soyikwa Theatre Productions - for cultural event
 Stainsby Centre, Hockley - for residential writing weekend
 Vokani Film Circuit, Birmingham - for equipment
 Wantu Wanzuri - for equipment
 West Midlands Arts Ethnic Instruments Challenge Grant Scheme
 West Midlands Ethnic Minority Arts Service - for administration

1983-84 Total £19,441

	B. & G.S.C. Trust	P.S.C. Trust	B.C. Fund	Total
West Midlands				
Subs. & Dons.	-	-	-	-
Grants	19,241	-	200	19,441
Total	£19,241	-	£200	£19,441

APPENDIX III GRANTS BY AREAS

6th April 1983 to 5th April 1984

	E. & G.S.C. Trust		P.S.C. Trust		B.C. Fund*		Total	
	No.	£	No.	£	No.	£	No.	£
International	36	46,361	3	4,356	8	5,350	47	56,067
National	73	239,849	15	1,864	11	33,345	99	275,058
West Midlands	<u>150</u>	<u>312,654</u>	<u>105</u>	<u>77,767</u>	<u>38</u>	<u>45,205</u>	<u>293</u>	<u>435,626</u>
Totals	<u>259</u>	<u>598,864</u>	<u>123</u>	<u>83,987</u>	<u>57</u>	<u>83,900</u>	<u>439</u>	<u>766,751</u>

* total for E.C.Fund excludes personal grants.

** total for P.S.C. Trust excludes grant to E. & G.S.C.Trust

Trustees prefer to provide short-term assistance to recipients, in the hope that income from other sources will become available. Grants are rarely made for more than three years, but recipients are free to apply for renewed support. The Trustees will look for continued innovation in the service being provided, and will consider their response in the light of whether a new grant will have an incremental effect on other income, the numbers of people involved, and public awareness of the issue.

Applications and Procedure

Full Trustees' meetings are held quarterly, normally in March, June, September and December. All major applications are considered, in principle or in detail, at such meetings. Trustees living in Birmingham can meet weekly to endorse a particular application already approved in principle, or to make a small grant which raises no new policy issues.

The office has no application forms; and rather than receive an application which is geared to the interests of the Trustees, the staff prefer to receive copies of minutes and working papers which indicate the thinking which has gone into making the application. A report is sent to Trustees each month, with information on applications which are under discussion and listing all appeals which have been received.

It is appreciated if unsolicited applications are made in writing rather than by telephone, as this allows staff and Trustees to give them proper consideration.

When Trustees decide not to support an unsolicited application, they prefer to follow a standard procedure, using a personally addressed duplicated reply card, so that costs are kept low. It is hoped that applicants will appreciate the reasons why detailed correspondence is not conducted on each appeal received.

If a grant is made it is the usual practice of the Trustees to ask that publicity be avoided. This is for two reasons: firstly, publicity about the source of funds may divert attention from the project actually being supported; secondly, the public injection of outside funds to a voluntary organisation may create an impression that the treasurer – and executive committee – is responsible to the donor Trust rather than the membership. Whether the source of the grant should be specifically mentioned in the annual report, or entered as "from a charitable trust" in the published accounts, is normally a subject of discussion between the recipient and Trust staff. It is, however, accepted that there could be circumstances where an explicit statement of the source of funds is desirable.

For the same reasons as they prefer anonymity, the Trustees do not expect to be represented on the management or executive committees of agencies which they support, unless they or the office staff have initiated the scheme or have personal or professional skills to offer. It is the belief of the Trustees that the feeling of mutual trust and respect between recipient and Trust should be established before the grant is made. The subsequent sharing of ideas, information and problems then avoids any implication of control by the Trust.

Triennial reports were published by the Trusts and Fund in 1977 and 1980. Since 1983, the Report is being produced annually. Copies are obtainable from the office.

Staff

Unless personal contact has already been made with another member of staff, initial correspondence should be addressed to Anthony Wilson in respect of either Trust or the Fund.

Anthony Wilson	secretary
Eric Adams	assistant secretary
Meriel Cooling	finance secretary
Carole Moreton	office secretary (part-time) to the Paul S. Cadbury and Worgan Trust
	office secretary to the Barrow & Geraldine S. Cadbury Trust and the Barrow Cadbury Fund Ltd.
Doreen Jacob	
	office secretary (part-time) to the Barrow & Geraldine S. Cadbury Trust and Barrow Cadbury Fund Ltd.
Pamela Robson	

Auditors:

Pannell Kerr Forster, Lee House, 6A Highfield Road, Edgbaston, Birmingham B15 3ED

Solicitors:

Wragge & Co., Bank House, 8 Cherry Street, Birmingham B2 5JY.

September 1983

THE BARROW & GERALDINE S. CADBURY TRUST

THE PAUL S. CADBURY TRUST

THE WORGAN TRUST

THE BARROW CADBURY FUND LIMITED

**2 College Walk, Selly Oak, Birmingham B29 6LE
Telephone: 021-472 0417**

The Barrow & Geraldine S. Cadbury Trust and its associated Trusts

The four Trusts run from 2 College Walk share the same Trustees and a common secretariat. Each was set up, since the establishment of the Barrow & Geraldine S. Cadbury Trust in 1920, to meet changing circumstances and new opportunities; the following notes indicate the background to the policies, priorities and procedures current in 1983.

The Barrow & Geraldine S. Cadbury Trust was created in response to fiscal and taxation changes introduced after the First World War, so that the founders – who became the original Trustees – could regularise their support for those causes which engaged their personal concern. The purposes of the Trust were designated to cover the whole range of 'charitable objects', but excluded grants to individuals. Present disposable income is about £650,000 p.a. tax free, from investments.

The Barrow Cadbury Fund Ltd. was originally set up in 1924 as a benevolent fund with a two-fold purpose: to supplement pensions of e.g. retired Quaker staff and social workers, and make grants to those organisations which were not recognised charities. Its assets were transferred to a benevolent company, with similar objectives, in 1949. Present income, after tax, is £140,000 p.a.; the Directors are appointed by the 25 members, who meet annually to receive reports.

Paul S. Cadbury is chairman of both the Barrow & Geraldine S. Cadbury Trust, and the Barrow Cadbury Fund Ltd. His more personal interests are supported through the **Paul S. Cadbury Trust** (established as a charity in 1931); these cover particularly those fields in which he has been active, including town and country planning, and environmental education. The income is £115,000 p.a.

The Worgan Trust was created in 1966. It has no endowment, but receives funds from the other Trusts to purchase land or property for amenity purposes. Coopers Mill Youth Centre, in the Wyre Forest near Bewdley, belongs to and is administered by the Worgan Trust: applications to take parties of children for weekends or longer should be addressed to 2 College Walk.

The Worgan Trust has also been instrumental in setting up **Chapman's Hill School Farm Ltd.** with the active co-operation of the Birmingham City Education Committee. Grants from the Paul S. Cadbury Trust enabled Money Lane Farm to be purchased in 1980; while Chapman's Hill caters for junior school children, Money Lane has been adapted for visits by infants. Bookings should be made through the Education Department.

The offices at 2 College Walk are situated in the Selly Oak Colleges' Central House. The Trusts occupy these premises as tenants, and are not in any way involved in the Colleges' administration; nor do the Trusts corporately or Trustees individually have active links with Cadbury Schweppes Ltd. or the Bournville factory, although the Trusts remain substantial shareholders.

Priorities and Criteria

Grants approved by Trustees are usually geared to an element of innovation in some aspect of social policy: this normally claims a higher priority than contributing to the costs of an existing service. Preference is also given to funding work which would have difficulty in obtaining sufficient funds from other sources, statutory or voluntary. Registration as a charity is not always necessary, as grants can be made from the Barrow Cadbury Fund Ltd.

The majority of projects which are supported by the Trustees relate to conditions either in the inner cities, or suburbs and housing estates, within the West Midlands metropolitan county. Grants normally cover community work by groups based on neighbourhoods; activities, including the arts, sponsored by black peoples' organisations, or by mixed groups exploring ways of living together in a multi-racial Britain; schemes which provide opportunities for employment for those who would otherwise be unable to secure paid work; or the rehabilitation of offenders, and support for schemes to help the victims of crime. These categories are not exclusive, however: Trustees also make grants for other types of work which relate to the needs of those who suffer from poverty, discrimination, addiction or handicap.

Increasing support is also being given to agencies which are committed to finding ways of reducing international tension. Trustees are most sympathetic to applications which are compatible with their Quaker beliefs.

Within these broad lines, Trustees and staff normally work to the following criteria:

- (a) New projects which serve a particular locality in the West Midlands are given preference over those in other regions.
- (b) Outside the West Midlands, grants are to schemes or agencies having national significance.
- (c) Research grants are made where the subject matter is of specific interest to the Trustees: the initiative is usually taken by the relevant Trust.
- (d) Bursaries are not normally given to individual students, or research graduates, although arrangements are made with West Midlands universities and colleges to supplement the allowances of students from overseas if these are reduced or cut off during their course of studies.

- (e) The Trustees rarely respond to general appeals.
- (f) The emphasis on innovation carries with it obligations for Trust and applicant alike. The former must accept the element of uncertainty involved; the latter should be prepared to look for other sources of finance once the initial phase of Trust support is concluded.
- (g) The Trust staff will expect to discuss with applicants whether the costs of their scheme should be met in full by the Trust, or only in part. A total grant may relieve the organisers of financial worries for a limited period; whereas a broader basis of support than a grant from a single body may contribute to greater continuity and credibility.
- (h) Grants may be made for capital expenditure, or to meet recurrent costs over a number of years. However, it is not normally possible for the Trustees to link the value of their recurrent grants to the rate of inflation.
- (i) The size of the grant is not necessarily a measure of the importance of the work being undertaken, and office staff try to respond to requests for small grants with the same care as that exercised on large schemes.
- (j) Applications to purchase premises at short notice are rarely approved.

The West Midlands conurbation has a population which reflects a wide range of racial origins. The Trustees are therefore concerned that their grants should be directed towards those applicants, of any race, whose activities take account of the ethnic composition of the public to be served. The Trustees will expect to be informed how far projects which are seeking Trust support are

- (i) taking steps to draw on black as well as white people's skills and experience on management committees;
- (ii) ensuring that opportunities for voluntary service are made known to black potential volunteers;
- (iii) employing black staff, and at what levels;
- (iv) effectively including black people among their clients or beneficiaries;
- (iv) showing an across-the-board awareness of the multi-racial make-up of the population in the country as a whole, as well as in particular areas.

This multi-racial aspect of an application will be included alongside the Trustees' other considerations listed in (a) to (j) above.