

Review 2013



Trust for London

Tackling poverty and inequality

About Trust for London

Trust for London is the largest independent charitable foundation funding work which tackles poverty and inequality in the capital. We are particularly interested in work that is viewed as challenging and we are willing to take risks. One of our longstanding principles is to support activities that Government is unlikely to fund. We also want to make sure that we are able to respond to new issues and ideas and find creative ways of tackling deep-rooted problems relating to poverty and inequality. We support work providing greater insights into the root causes of London's social problems and how they can be overcome; activities which help people improve their lives; and work empowering Londoners to influence and change policy, practice and public attitudes.

Annually we provide around £7 million in grants and at any one point we are supporting some 400 voluntary and community organisations.

Established in 1891, we were formerly known as City Parochial Foundation.



Trust for London

Tackling poverty and inequality

Contents



EMPLOYMENT

Features research into strengthening the minimum wage; work to tackle systemic problems such as unemployment amongst young black men and career progression for low-paid workers.



ADVICE

Features research on the state of social welfare law advice and recommendations on improving access for those on lower incomes; as well as work funded to communicate the impact of proposed changes to judicial review.



SOCIAL JUSTICE

Features work funded to build a robust evidence base on issues of poverty and inequality so that Londoners are better informed about social issues and policy makers can make better decisions.



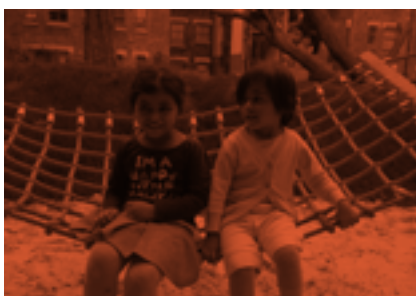
VIOLENCE

Features work funded to prevent female genital mutilation and disability hate crime; as well as work on domestic violence, prostitution policy and preventing child sexual exploitation.



SMALL GROUPS

Features the vital work of some of the small community groups we have funded across London – including improving mental health services and encouraging active citizenship amongst young people.



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This Review gives a snapshot of what we do. It provides information and statistics on issues of poverty and inequality across the capital and it suggests some solutions; these are based on the outcomes and findings of the work that we have funded, or has come to fruition, since 2013.

It provides a full list of all the grants made in 2013 under our five funding priority areas of employment, advice, social justice, violence and small groups. It also gives financial information on the Central Fund, which is the source of funding for our grants work and for our mission related investing.

Much more information is available from our website.

From the cover

There are some things that tables of data just can't do. They can't show you what it all means, or even give you a very good impression of the quantities they depict because we're not very good at turning numbers into images in our minds.

That's where the London Mapper website is different. The maps aim to show you what is going on. They allow you to browse through the equivalent of hundreds and thousands of numbers but only ever seeing images where the area of places has been changed to show the numbers behind the stories.

On the website you will find a simple map which presents London and its boroughs in proportion to the actual physical space they take up. The map has a colour coding system that has a unique

colour for each London borough. That's the basic undistorted reference map, which you can compare all the others to – including the map on the cover.

Tables of data on hundreds of different social issues have then been taken and turned into maps that are distorted according to what the numbers mean; for example, if it is much more expensive to rent in Westminster than in Ealing, then the borough of Westminster will be stretched out and be bigger on the map than Ealing.

There are more than 300 maps on the website looking at everything from schools, homes, work, to health and green space in the capital. The website and its contents have been created by Professor Danny Dorling and Dr Benjamin Hennig of The University of Oxford.

Find out more at
www.londonmapper.org.uk

JSA CLAIMANTS DECLINE 2011–2012



Foreword

Research we published in 2013 shows the ‘average’ Londoner in poverty is in work, lives in the private rented sector and resides in Outer London; if we are to tackle poverty and inequality then we need to recognise its changing dynamics.

That’s why we fund large pieces of research such as *London’s Poverty Profile* by New Policy Institute, which provides independent data on over 60 poverty and inequality indicators. We are also funding the LSE to examine the effect the major economic and political changes since 1997 have had on the capital.

We are an independent charitable organisation and funding research is just one way in which we seek to tackle poverty and inequality. In 2013 we made 154 grants totalling £6.8 million to voluntary and community groups across the capital on issues as varied as tackling female genital mutilation, improving the private rental sector and preventing disability hate crime. 2013 was also the year we won a Charity Award for Grant Making and Funding for our partnership with London Citizens on the Living Wage campaign – an initiative we have been funding since 2008. This work has gone from strength to strength and over 700

employers are now accredited Living Wage employers.

In addition to our grant making we also invest in projects that do social good in line with our mission, whilst at the same time generating a financial return – this mission related investing totalled almost £600,000 last year.

The difference we have been able to make since last year is due to the expertise and effort of the groups we fund, our dedicated staff and also our committed trustees. I would like to thank them all for the contribution they have made towards tackling poverty and inequality in London.

In this document we have only been able to give a snapshot of what we do; there is much more on our website which I would encourage you to visit for information and resources.

Jeff Hayes

CHAIR OF TRUSTEES



EMPLOYMENT

SOLUTIONS AND SUCCESSES

01 Over 700 employers have been accredited by the Living Wage Foundation.¹

02 London should take a lead in developing an 'Employment Plus' model – combining support to find work, stay in it and progress.²

03 Fines for companies not paying the national minimum wage were increased in 2014.³

Too many Londoners are in work and yet in poverty – not being paid a Living Wage and some are even being cheated out of their legal right to a minimum wage.

That's why we've funded research into low pay and the minimum wage, have been significant funders of the Living Wage campaign since 2008, and are funding work to tackle systemic problems such as unemployment amongst young black men.

Over half

of working-age adults and children in poverty in London live in a household where someone is in paid work.⁴



1 in 7 low paid workers are stuck in low pay for at least a year.⁵

We made 21 employment related grants in 2013 totalling:

£1,340,500



Spotlight

Aliur, aged 49, is originally from Bangladesh and has been living in Tower Hamlets for nine years. Despite having a Masters degree in Management from Bangladesh, he has spent his life in London working as a waiter in a number of restaurants on east London's Brick Lane. Most of his restaurant jobs have paid £5.00 per hour. Aliur recently found a job through a friend at a restaurant that was paying dead on the minimum wage (at the time) of £6.19 an hour. However, bad business has meant that Aliur has gone from working 40 hours per week to just 24. The wages that Aliur earns must support his wife and two children, one of whom is about to start college.



HelpCentre

24hrs Helpline 020 7544 6000

ADVICE



SOLUTIONS AND SUCCESSES

- 01** An independent evaluation of the Strategic Legal Fund for Vulnerable Young Migrants shows the benefits of strategic legal work.⁶
- 02** A national strategy for advice and legal support is needed to replace the current approach, which is failing.⁷
- 03** Concessions have been secured which mean fresh asylum claims will remain eligible for legal aid.⁸

We jointly funded the Low Commission to develop a strategy for access to advice on issues such as employment, debt and housing – essential for those on low incomes.

We want to ensure that unfair or unlawful decisions by public bodies can be challenged, so we have funded a plain English briefing on proposed changes to judicial review. We continue to support strategic legal action challenging any discrimination vulnerable young migrants face.

£89m

per year cut in legal aid funding for social welfare cases – a reduction of 238,820 cases.⁹



Employment tribunal claims have dropped by 81% since the government introduced fees for them in July 2013.¹⁰

We made 44 advice related grants in 2013 totalling:¹¹

£1,848,606



Spotlight

An independent commission is calling for urgent reforms to ensure people get the help they need to deal with employment, debt, housing and other social welfare law problems.

The Low Commission, led by cross-bencher Lord Low, was the biggest inquiry of its kind into the impact of cuts in funding for social welfare law advice. Trust for London part-funded the commission.

Lord Low said:

“Our report makes sobering reading and we are calling on political parties of all stripes to recognise the need to act before we reach crisis point. All around the country we found advice agencies buckling under the strain, and ordinary people left with nowhere to turn.”



SOCIAL JUSTICE

SOLUTIONS AND SUCCESSES

- 01** Involvement of low-income private tenants is vital in shaping policy towards the private rental sector.¹²
- 02** Set up Capital Action, which will use leverage of major asset owners to secure positive outcomes for disadvantaged Londoners.¹³
- 03** Children under 7 becoming entitled to free school meals.¹⁴

Increasing knowledge and awareness of social issues is essential. That’s why we fund *London’s Poverty Profile*, which provides data on over 60 poverty indicators and the London Mapper website. We’ve funded the LSE to provide independent analysis of the impact of social policy in London from 1997–2014.

We’ve also funded work on improving the quality of the immigration debate, improving housing, and research examining the state of children’s rights.



At 39% the private rented sector now has a larger share of people in poverty than in either social rented or owner-occupation.¹⁵



Poorest Londoners lost a quarter of their income during the economic crash.¹⁶

We made 25 social justice related grants in 2013 totalling:

£1,666,118



Spotlight

Susan Aykroyd (opposite) is Treasurer for Camden Federation of Private Tenants (CFPT)

"I first went to CFPT...needing advice on maximising my income because my rent was high and I did not have a job that paid well. I got advice on Housing Benefit which I received to top up my income between 2002–2006

...I would definitely like to see lower rents and longer tenancies... I would like to see higher standards but more security for renters. I would also like to see people who choose to rent afforded more respect... Finally I would like to see the government build large numbers of new homes to increase the supply of housing."

LONDON FACTS AND FIGURES

1 in 4 Londoners are in poverty. * ‡



The London Living Wage is £8.80 an hour.

£8.80

1 in 5 workers are paid below the London Living Wage. ‡



There are between 30,000 and 50,000 LGBTI asylum seekers, refugees and newly arrived migrants in London.**



Disabled people are less likely to be in work in Inner London than in the rest of the country. ‡



Use of tasers on children in London increased nearly six-fold between 2008 and 2012. In total, police in London tasered children 131 times in this period.***



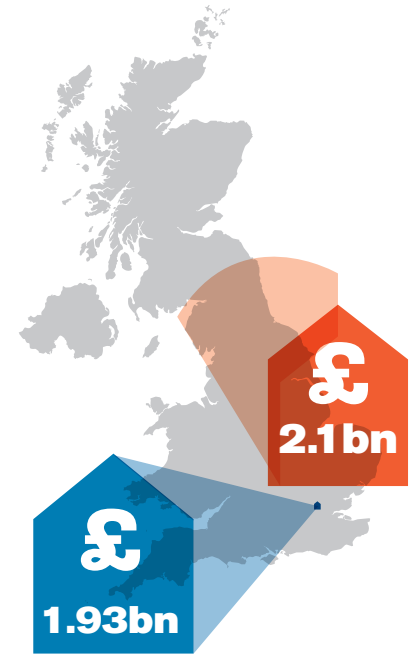
Haringey is the most divided borough in London. Of its 19 wards, four are in the richest 10% and five are in the poorest 10%. ‡



Over the next two years, single parent families are set to lose more of their net income from government spending cuts than any other family type.****



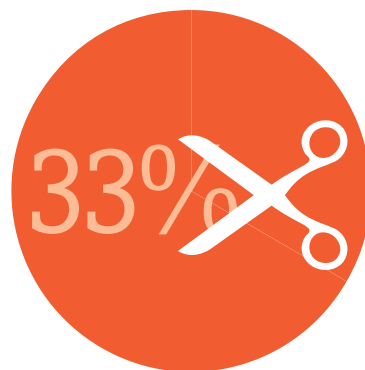
The value of housing sales last year in the whole of the North East of England plus Yorkshire & the Humber was similar to just the value in the London boroughs of Kensington & Chelsea, and Westminster.*****



Overall GCSE attainment in London is now better than the rest of England. ‡



London local government has taken a 33% real terms cut in service funding from central government between 2009/10 and 2013/14. *****



* In the three years to 2011/12 over 1 in 4 Londoners (28%) were in poverty.
 ** The Trust has funded the *Double Jeopardy* report which is about how to make migrant and refugee organisations (MRCOs) and lesbian, gay, bisexual and transgender (LGBT) organisations more inclusive and welcoming of LGBTI, asylum seekers, refugees and migrants.
 *** *State of Children's Rights in London*, Children's Rights Alliance for England – funded by the Trust.
 **** *Paying the Price: Single parents in the age of austerity* by Gingerbread, part-funded by the Trust.
 ***** Part of research done by Professor Danny Dorling for the London Mapper website.
 ***** *Hard Times, New Directions? The Impact of the Local Government Spending Cuts in London* by the Centre for Analysis of Social Exclusion at LSE – funded by the Trust.
 ‡ *London's Poverty Profile* by New Policy Institute – funded by the Trust.

Over the last ten years, pensioner poverty has dropped by 17 percentage points in Inner London, 7 percentage points in Outer London and 11 percentage points in the rest of England. ‡





APPEAL

On the third floor of Orpheus House, 115
Road, W10
23 February 2014
Detectives continue to appeal for information.

Were you in the area at the time
did you see or hear anything?
Do you have information that
could assist the investigation?

Please contact the nearest police station on
020 8358 0100

VIOLENCE

SOLUTIONS AND SUCCESSES

- 01 Rejection of female genital mutilation (FGM) has increased where community-based prevention work is in place.¹⁷
- 02 Launch of standards aiming to improve the services for BME women and girls affected by violence and inequality.¹⁸
- 03 Introduction of improved systems of identifying disability hate crime in Waltham Forest.¹⁹

We aim to support people with limited financial resources who experience violence.

We're part of the FGM initiative set up in 2010 – the largest source of funding for work to tackle FGM in the UK. We're also part of the Child Sexual Exploitation Funders Alliance, currently testing a new approach to tackling the issue.

We've funded work on prostitution policy and practice, domestic violence and preventing disability hate crime.

2,500 victims

Almost 2,500 confirmed victims of child sexual exploitation and 16,500 at high risk of exploitation over a 14-month period.²⁰

24,000



It is estimated that up to 24,000 girls under the age of 15 are at risk of FGM in the UK and over 66,000 women are affected.²¹

We made 17 violence related grants in 2013 totalling:

£926,750



Spotlight

Leyla Hussein is a Psychotherapist and prominent FGM activist who herself has undergone FGM.

"I became a psychotherapist when I first realised the effect FGM has had in my emotional wellbeing...one of the hardest aspects of FGM is learning to live with it as part of your life.

"Voices of the survivors are key figures who will one day end FGM but they need to be supported emotionally and psychologically. When The Cruel Cut (Channel 4 documentary) finally aired, it gave a voice to many survivors who were afraid to speak out. This year finally made my dream of running a support group for FGM survivors come true through the Dahlia project...with sustained funds, this project can be rolled out nationally."





**ISLINGTON BOROUGH
USERS GROUP**

ISLINGTON - £25,000

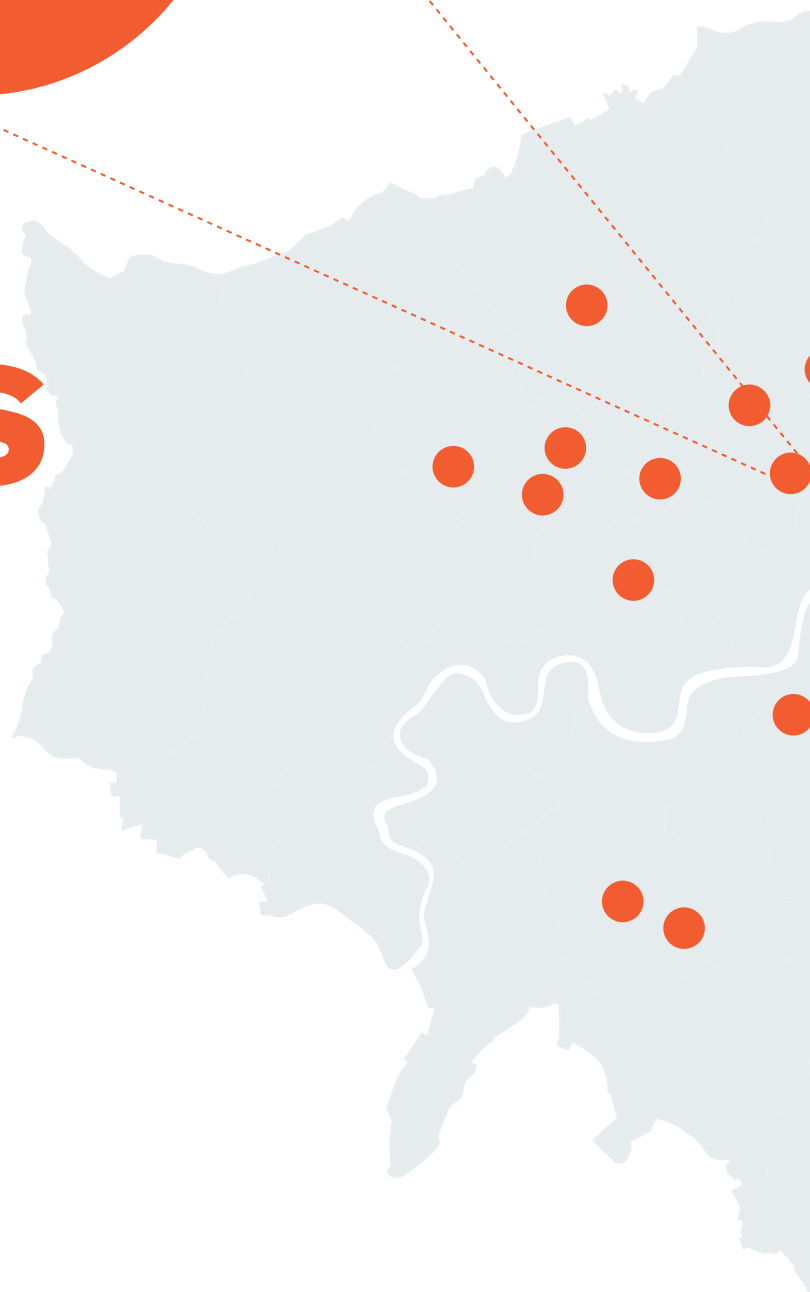
IBUG is a self-help group of mental health service users and ex-service users that aims to influence the provision and commissioning of mental health services in the borough.

SMALL GROUPS

We have a long tradition of supporting small community groups because we believe they are well placed to respond to the needs of their communities.

We funded 28 small groups across London in 2013 totalling

£623,000





WINGMORE AND GASCOIGNE NEIGHBOURHOOD GROUP

TOWER HAMLETS – £14,500 GRANT

The Wingmore and Gascoigne Neighbourhood Group is a residents association working to improve the quality of life for residents of the Wingmore and Gascoigne estate in Tower Hamlets.



ACTIVE PLUS

NEWHAM – £20,000

Active Plus is a disabled people-led organisation which runs community projects for the whole community with a particular focus on Dyslexic, Deaf, and disabled people, their families and carers.



ACTIVE HORIZONS

BEXLEY – £30,000

Active Horizons is a youth-led organisation that promotes active citizenship and participation amongst young people from migrant and refugee communities.



CROYDON REFUGEE CENTRE

CROYDON – £20,000

Croydon Refugee Centre exists to provide outreach advice and support on issues relating to childcare, debt, housing and welfare benefits to Somali and other refugee families on local housing estates.

FUNDING LIST 2013

Grand Total £7,138,912

Here we have listed all the grants we made in 2013. We have included the names of the organisations funded as well as the amount provided. If you would like more information on what the grants were for, then please visit our website where you will find further details.

No.	Amount (£)	No.	Amount (£)		
EMPLOYMENT					
01	Anti-Slavery International	50,000	11	Interlink Foundation	60,000
02	Black Training and Enterprise Group – BTEG	25,000	12	Intern Aware	60,000
03	Centre for London	66,500	13	London Citizens	240,000
04	City and Hackney Association for Mental Health (City and Hackney Mind)	40,000	14	London Hazards Centre	20,000
05	East European Advice Centre	60,000	15	London Unemployed Strategies Limited	64,000
06	Employability Forum	70,000	16	Migraine Trust	58,000
07	Family and Childcare Trust	65,000	17	Olmec	50,000
08	Global Action Plan	64,000	18	Southside Partnership	60,000
09	Heart n Soul	45,000	19	Urban Partnership Group	60,000
10	Holy Cross Centre Trust	60,000	20	Wise Owls Employment Agency	73,000
			21	Work Foundation	50,000

ADVICE					
01	Anti-Trafficking and Labour Exploitation Unit	70,000	12	Harrow Law Centre	72,000
02	Asylum Aid	66,000	13	Immigration Law Practitioners' Association	90,000
03	Asylum Support Appeals Project	50,000	14	Kalayaan	108,000
04	Bail for Immigration Detainees	60,000	15	Law Centres Network	75,000
05	Camden Community Law Centre	60,000	16	Legal Advice Centre (University House)	58,000
06	Detention Advice Service	90,000	17	Migrants Resource Centre	102,000
07	Ealing Law Centre	75,000	18	Notre Dame Refugee Centre	84,000
08	Greenwich Community Law Centre	60,000	19	Nucleus Legal Advice	78,000
09	Hackney Migrant Centre	60,000	20	Personal Support Unit	30,000
10	Hammersmith and Fulham Law Centre	80,000	21	Southwark Citizens Advice Bureaux	90,000
11	Harrow Equalities Centre	51,800	22	Westminster Citizens Advice Bureau	50,000

SOCIAL JUSTICE

01	Age UK Camden	60,000	14	Maslaha	62,000
02	Camden Federation of Private Tenants Ltd	70,000	15	Maternity Action	87,000
03	Camden Lesbian, Gay, Bisexual and Transgender Forum	30,000	16	Media for Development	45,000
04	Child Poverty Action Group	136,118	17	Mind in Harrow	50,000
05	Clinks	70,000	18	National Aids Trust	60,000
06	Disability Action in Islington	70,000	19	National Survivor User Network – NSUN	50,000
07	Greenwich Action for Voluntary Service	52,000	20	Object	66,000
08	Inquest Charitable Trust	150,000	21	Quaker Social Action	45,000
09	Institute for Fiscal Studies	80,000	22	ShareAction	85,000
10	Kanlungan Filipino Consortium	42,000	23	Student Action for Refugees (STAR)	41,000
11	London Gypsy and Traveller Unit	75,000	24	Sustain: The Alliance for Better Food and Farming	80,000
12	London Somali Youth Forum	60,000	25	Third Generation Environmentalism Limited	50,000
13	London Sustainability Exchange	50,000			

VIOLENCE

01	Brent Mencap	40,000	10	Only Connect Group	60,000
02	Eastside Community Heritage	57,000	11	Paladin – National Stalking Advocacy Service	100,000
03	Eaves Housing for Women	32,000	12	Shpresa Programme	70,000
04	Equality Now	20,000	13	Solace Women's Aid	20,000
05	Family Rights Group	60,000	14	Standing Together Against Domestic Violence	50,000
06	Hopscotch Asian Women's Centre	60,000	15	Stay Safe East	31,750
07	JAGS Foundation	50,000	16	Survivors UK	76,000
08	Leap Confronting Conflict	60,000	17	Tender Education and Arts	60,000
09	One To One – Enfield	80,000			

SMALL GROUPS

01	Active Horizons	30,000	15	Helplink	20,000
02	Active Plus	20,000	16	Hodan Somali Community	30,000
03	Advice and Learning Bureau	30,000	17	Islington Borough Users Group	25,000
04	African Women Care	20,000	18	Kilburn Older Voices Exchange (KOVE)	20,000
05	African Women Group	20,000	19	Lighthouse – supporting women through stormy times	14,500
06	Barnet Somali Community Group	30,000	20	Merton Centre for Independent Living	24,000
07	Bromley Experts by Experience	22,000	21	Newham People First	30,000
08	Communities Welfare Network	25,000	22	Oromo Relief Association	22,000
09	Croydon Refugee Centre	20,000	23	People First Lambeth	14,000
10	Daffodil Advocacy Project	29,000	24	Somali Bravanese Association in London	18,000
11	Deaf Ethnic Women's Association	12,000	25	Waltham Forest Blind Association	18,000
12	Federation of Iraqi Refugees	20,000	26	Wapping Bangladesh Association	20,000
13	Hammersmith and Fulham Coalition Against Cuts	20,000	27	WHEAT Mentor Support Trust	30,000
14	Help Somalia Foundation	25,000	28	Wingmore and Gasgoigne Neighbourhood Group	14,500

STRATEGIC LEGAL FUND *

01	Advice on Individual Rights in Europe The AIRE Centre	20,000	14	Matthew Gold Solicitors	17,500
02	Anti-Trafficking and Labour Exploitation Unit	3,000	15	MigrationWork CIC	52,560
03	Bhatt Murphy Solicitors	15,000	16	Public Interest Lawyers	18,800
04	Bindmans Solicitors	8,000	17	RAMFEL – Refugee and Migrant Forum of East London	13,246
05	Coram Children's Legal Centre	4,000	18	Southwark Law Centre	10,000
06	Deighton Pierce Glynn Solicitors	3,000	19	Strategic Legal Fund for Vulnerable Young Migrants	10,000
07	Deighton Pierce Glynn (Bristol)	9,200	20	Strategic Legal Fund for Vulnerable Young Migrants evaluation	18,000
08	Ealing Law Centre	5,000	21	Strategic Legal Fund for Vulnerable Young Migrants archive	15,000
09	Ealing Law Centre	20,000	22	Tower Hamlets Law Centre	5,000
10	Fadiga and Co	12,000			
11	Joint Council for the Welfare of Immigrants	10,000			
12	Joint Council for the Welfare of Immigrants	9,000			
13	Legal Services Agency	10,500			

SPECIAL INITIATIVES

01	Africa Advocacy Foundation	99,754	05	Manor Gardens Centre	101,250
02	Black Women's Health and Family Support	43,934	06	Ocean Somali Community Association	60,000
03	Funding Plus and Consultancy	150,000	07	Southall Community Alliance	32,000
04	London's Poverty Profile	45,000			

EXCEPTIONAL NEED

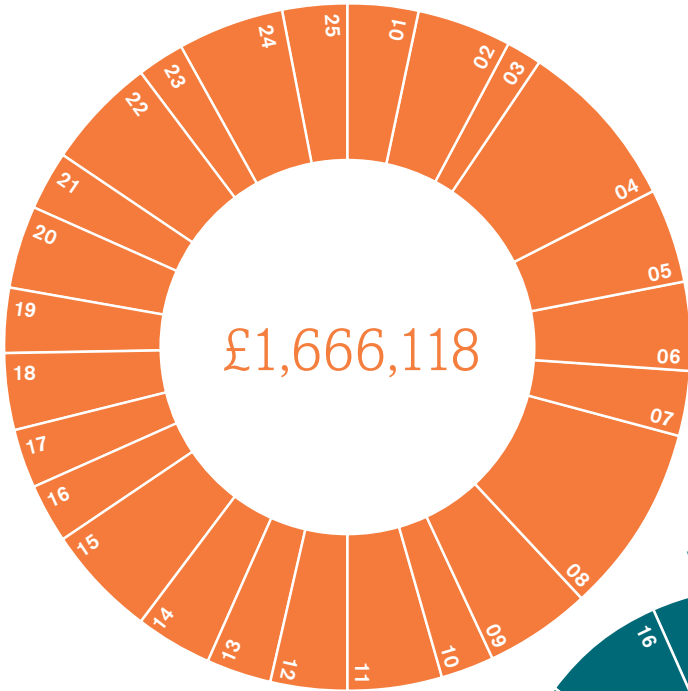
01	Employability Forum	7,500	04	Nia Project	30,000
02	Ethical Property Foundation	50,000	05	Street Talk	45,000
03	National Resource Centre for Supplementary Education	20,000			

TRUSTEE DISTRIBUTION FUND

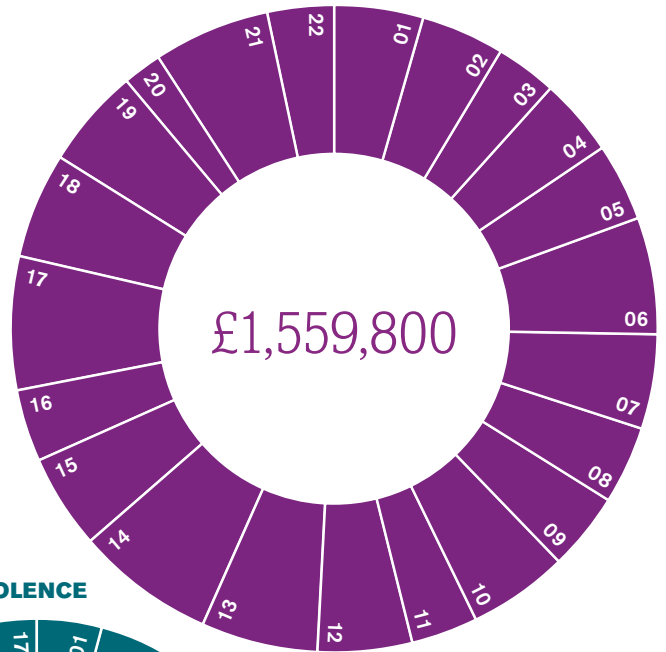
01	Alzheimer's Society	7,500	05	Friends of Childs Hill Park	7,000
02	Bray Tenants' & Leaseholders' Association	5,000	06	My Social Innovation Limited	7,500
03	Carers UK	7,500	07	U-Turn Project	7,500
04	Disabled People Against the Cuts (Inclusion London)	7,500			

* SLF is jointly funded by Trust for London, Esmée Fairbairn Foundation and The Diana, Princess of Wales Memorial Fund.

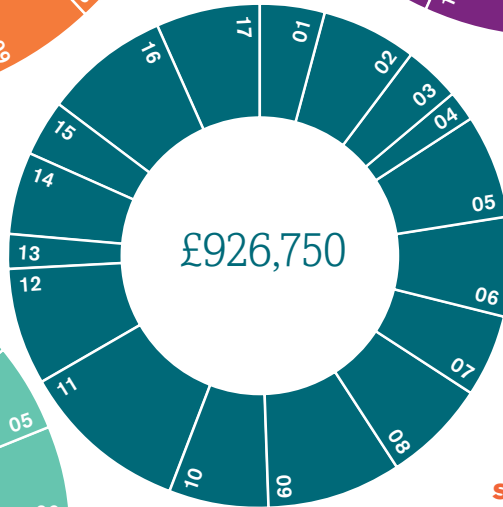
SOCIAL JUSTICE



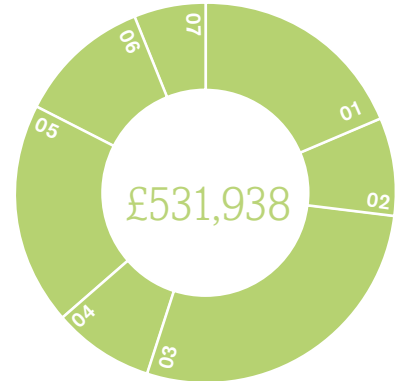
ADVICE



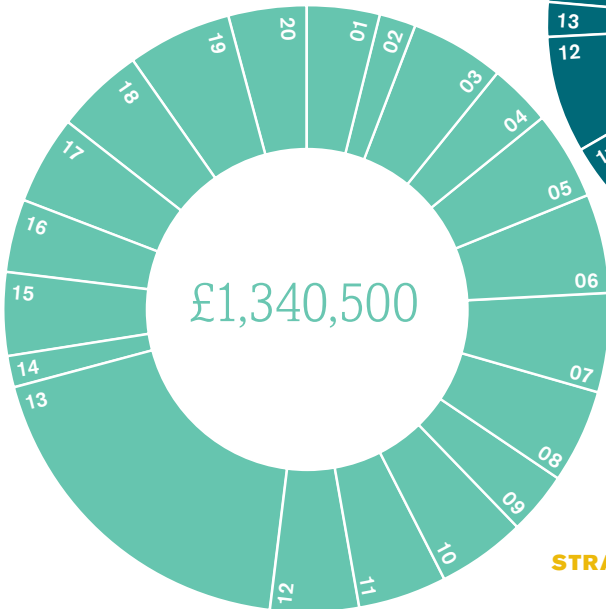
VIOLENCE



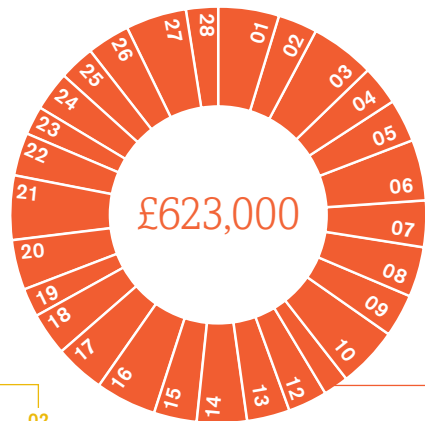
SPECIAL INITIATIVES



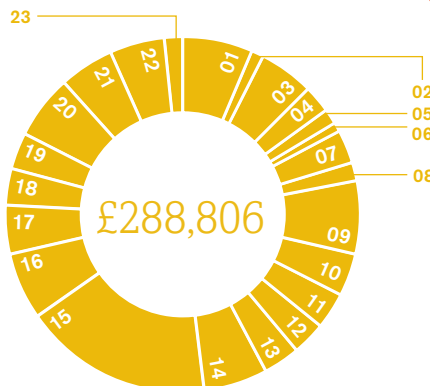
EMPLOYMENT



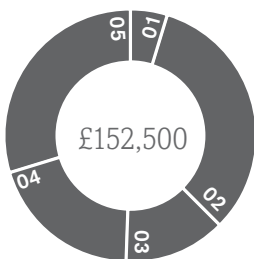
SMALL GROUPS



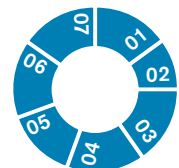
STRATEGIC LEGAL FUND



EXCEPTIONAL NEED



TRUSTEE DISTRIBUTION FUND
£49,500



FINANCE 2013

This summary financial information relating to the Central Fund of the charity is extracted from the draft full Annual Accounts in order to give an overview of the financial activity of the Fund. These figures are unaudited.

	2013	2012
From a 60% share of a permanent asset base of	£243 million	£215 million
and an expendable asset base of	£21.1 million	£19.3 million
we generated income of	£7.8million	£8.0 million
After charitable and governance costs of	£1.0 million	£0.9 million
net amounts distributed were	£6.8 million	£7.1 million

Copies of the audited Report and Financial Statements can be obtained after 27 June 2014 from the Chief Executive at 6 Middle Street, London EC1A 7PH.

REFERENCES

1. The Living Wage Foundation is funded by the Trust.
2. *Work in Progress* report by CESI, funded by the Trust.
3. As recommended in *Settle for Nothing Less*, a joint report with Centre for London, funded by the Trust.
4. *London's Poverty Profile* (LPP), funded by the Trust.
5. *Work in Progress* report by CESI.
6. *An Independent Evaluation of the Strategic Legal Fund for Vulnerable Young Migrants*. The SLF is jointly funded by the Trust.
7. *Tackling the Advice Deficit – A strategy for access to advice and legal support on social welfare law in England and Wales*, report of the Low Commission which is jointly funded by the Trust.
8. This is a result of the work of organisations such as Detention Action which is funded by the Trust.
9. According to the Ministry of Justice's 2012 impact assessment.
10. Figures from the Ministry of Justice.
11. 22 of these, totalling 288,806, were made through the Strategic Legal Fund for Vulnerable Young Migrants.
12. We have provided funding to the Camden Federation of Private Tenants Ltd towards the creation of a London Private Tenants Forum.
13. Capital Action was set up by ShareAction which is funded by the Trust.
14. The Child Poverty Action Group and 4in10 did a lot of campaigning on this issue, both organisations are funded by the Trust.
15. LPP.
16. *Prosperity, Poverty and Inequality in London 2000/01 to 2010/11* by LSE's Centre for Analysis of Social Exclusion, which was funded by the Trust.
17. *Tackling Female Genital Mutilation in the UK: What works in community-based prevention work*, jointly funded by the Trust.
18. Imkaan quality framework for specialist BME women's organisations, funded by the Trust.
19. This is due to work by Stay Safe East which is funded by the Trust.
20. *Interim Report of the Office of Children's Commissioner's Inquiry into Child Sexual Exploitation in Gangs and Groups*, 2012.
21. *A Statistical Study to Estimate the Prevalence of Female Genital Mutilation in England and Wales*, 2007, FORWARD, which is funded by the Trust.

Who we are

Trustees

Jeff Hayes (Chair)
Loraine Martins (Vice Chair)
Peter Baxter – appointed September 2013
Peter Brooks
Luis Correia Da Silva
Peter Delaney
The Revd Dr Martin Dudley
Naomi Eisenstadt
Roger Evans
Sophie Fernandes
Deborah Finkler
Tara Flood
Archie Galloway
Robert Laurence
Sue Logan
The Rt Revd Adrian Newman
Ingrid Posen
Wilf Weeks
Peter Williams – retired as chair June 2013

Co-optees

Asset Allocation Committee
Julian Franks

Estate Committee
Cliff Hawkins – appointed April 2014

Finance & Resources
Emma Brookes
Bryn Jones
Denise Joseph

Grants Committee
Maggie Baxter
Muge Dindjer
Azim El-Hassan – retired October 2013
Mulat Haregot
Steve Hynes – appointed March 2013
Matthew Oakley – appointed October 2013
Nicola Smith – appointed October 2013
Albert Tucker

Investment Committee
Bryn Jones
Catherine Howarth – appointed September 2013
David Moylett

Mission Related Investment Committee
Miles Barber
Antony Ross
Peter Williams – appointed June 2013

Staff

Bharat Mehta, Chief Executive
Carol Harrison, Director of Finance and Administration
Mubin Haq, Director of Policy and Grants
Sioned Churchill, Director of Special Initiatives and Evaluation
Helal Uddin Abbas, Grants Manager
Jaspal Babra, Senior Grants Administrator
Sue Caller, Accounts Assistant
Diana Clarke, PA to the Chief Executive
Douglas Gunn, Grants Manager
Claire Harrison, Finance Manager
Laura Harrison, Grants Administrator
Pat Harrison, Receptionist
Mara Normile, Admin and Facilities Manager
Funmi Ogunlusi, Intern – left December 2013
Navprit Rai, Communications Manager
Martin Reynolds, Administrative Assistant
Tina Stiff, Publications and IT Manager
Rachael Takens-Milne, Grants Manager
Austin Taylor-Laybourn, Grants Manager

*With thanks to Charla Jones, Austin Taylor-Laybourn, Douglas Gunn, Construction Youth Trust and Transport for All for the photography.

Hillingdon



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Tackling poverty and inequality

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