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Annual Review: 2020

Trust for London



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Chair's foreword

2020 was an immensely challenging year for everyone. The impact of the pandemic on London has been profound and the economic and health burdens have not been shouldered equally. COVID-19 has put a spotlight on the economic insecurity that many in our city live with and brought conversations about poverty to the fore.

Responding to the impact of the pandemic on London's lowincome communities has been a major priority in our funding. We have been working closely with our grantees as well as statutory and funder partners to coordinate our response to COVID-19. This has included contributing £1.5 million to the London Community Response Fund to support groups responding to the needs of communities affected by the pandemic.

Alongside our emergency COVID-19 funding, we also kept delivering against our main, five-year funding strategy. 2020 was its third year, and we continued to provide grant funding in seven areas. In 2020, we distributed £13.7m in grants, a 29% increase from 2019. We also committed £650,000 in social investment to advance our mission. This increase in funding from 2019 was made possible because of the continued strength of our endowment, which at the end of the year was valued at £335m, a rise of over 7% from its valuation at the end of 2019.

During 2020 we continued to invest in our special initiatives, which aim to strengthen the voices of people with lived experience of poverty and disadvantage. This includes the Commission on Social Security, a project led by Experts by Experience to improve the social security system, as well as Strengthening Voices, Realising Rights, an initiative to advance the rights of Deaf and Disabled people. We also progressed Moving on Up, a partnership initiative that seeks greater and more appropriate employment opportunities for young Black men. We relaunched London's Poverty Profile, improving user experience, adding new data indicators, and providing new insight and analysis, such as a paper on neighbourhoodlevel COVID-19 mortality in London. We also continued to place a strong emphasis on funding grassroots organisations; in 2020, of the grants we have data for, 70% of our funding went to organisations with an annual income of less than £1m.

What is next? We have yet to understand the full implications of the pandemic. However, it is clear that more needs to be done to tackle systematic disadvantage faced by certain groups in our city. We also know that rising unemployment, food insecurity, increased debt and the threat of evictions will be major issues in 2021.

The world of philanthropy is also changing. Rightly, more is expected of charitable foundations around transparency and accountability. The sector's diversity is coming under increasing scrutiny, and through social media, grantees now have a powerful tool to hold funders to account.

I am proud of the Trust's record on these matters, but we must never be complacent. In the year ahead we must continue to move forward on these issues and ensure that the way we operate exceeds the expectations of our stakeholders.

2021 will be another big year for the Trust. Sadly, we will say goodbye to our longstanding Chief Executive, Bharat Mehta. His legacy will be felt for many years to come. Following an external recruitment process, I am delighted that Bharat will be replaced by Manny Hothi, the Trust's current Director of Policy. Manny will take up the position from 1 July 2021.

As we look forward with new leadership, we will continue to ask ourselves what more we can do to tackle poverty and inequality in all its forms, what more we can do to tackle systemic disadvantage, and what more we can do to bring together the people of this city in the spirit of progress.

> Jeff Hayes Chair of Trustees

What we do

The full list of grants made in 2020, with the amount, duration and purpose noted, is available on our website.

Our mission is to tackle poverty and inequality in London. We do this by:

1. Funding voluntary and community groups

In 2020, we distributed **£13.7m**, including **£358,000** invested in grants-related funding. Of the **219 grants** made, **121 grants totalling £11.5m** were through our open programme and **98 grants totalling £1.8m** were made in direct response to COVID-19. An additional sum of **£180,000** was agreed as direct charitable expenditure for London's Poverty Profile.

Race equality audit

In June 2020, Trust for London conducted a race equality audit using criteria set by the Funders for Race Equality Alliance. The audit was based on 270 active grants. The audit showed that 70% (189 grants) of our grant spend goes to projects with Black, Asian and minority ethnic community beneficiaries, and 14% (38 grants) goes to projects led by organisations in the Black, Asian and minority ethnic sector, where the leadership is Black, Asian and minority ethnic, and there is a 'for and by' ethos.

COVID-19 emergency grants

We made **98 COVID-19 response grants** in total, **ranging from £2,015 to £50,000**, with the average (mean) grant size being **£18,033**.

2. Developing strategic initiatives

We continued to engage in strategic work on key issues where we can accelerate change to reduce poverty and inequality. We mainly work in partnership with other funders, universities, organisations and grantees on these issues. This includes:

- initiatives to advance the rights of Deaf and Disabled people (co-designed with Deaf and Disabled people and with them informing all processes of the grant-making cycle)
- initiatives to ensure that people in London are able to enforce their rights and entitlements at work (convening the Employment Legal Advice Network, a network of over 60 organisations)



- initiatives to increase the employment rates of young Black men (working with the Black Training and Enterprise Group, City Bridge Trust, the Greater London Authority, and partners in Brent and Newham)
- initiatives to design a fairer social security system (working with Experts by Experience as well as the University of Warwick and the London School of Economics)
- initiatives to promote citizenship and integration (working closely with the Greater London Authority, Unbound Philanthropy, the Paul Hamlyn Foundation and civil society partners).

3. Commissioning independent research

In 2020, we funded research exploring a range of issues, from the people and places in London most vulnerable to COVID-19 and its social and economic consequences, to victimisation and fear of crime in the gig economy, to how we can build a post-Brexit immigration system for the UK's postpandemic economic recovery.

4. Supporting social investment

We make loans and invest in projects that offer a financial and a social return. In 2020, we committed to social investments totalling **£650,000** and agreed in principle three further investments totalling **£1.75m**.

5. Providing support and training

In 2020, we funded training sessions on strategic communications as well as media training. We also ran online learning seminars and training on reporting and evaluation.

6. Sharing knowledge and expertise on London's social issues

Our knowledge on London's social issues comes from the on-the-ground experience of the hundreds of groups we fund and our staff who work with them, as well as from the research we fund. We also provide data and insight through London's Poverty Profile.

> Read London's Poverty Profile: 2020 and all our other reports here.



Highlights from 2020

Telling the story of poverty and inequality in London

Research Centre at University College London. It period when compared to the 2017 launch. In paper on neighbourhood-level COVID-19 mortality Challenge Poverty Week, we also published a

Improving outcomes for tenants of 'slum landlords'

Cambridge House's Safer Renting project, which aimed to improve outcomes for tenants of 'slum landlords', culminated in the launch of a report. 'Journeys in the Shadow Private Rented Sector'. The authors of the report were invited to present the findings to the Ministry of Housing, Communities and Local Government's lead civil servants working on the Renters' Reform Bill, and they are now working with them on ideas that might be included in the new legislation. The report was also selected as the top research report of 2020 by the magazine Inside Housing's 'Thinkhouse Review'.



View or download the report here.

Developing proposals for a better benefits system

The Commission on Social Security, led by Experts by Experience, received over 1,000 responses for solutions to improve the benefits system. These were synthesised into a green paper, which was launched at a livestreamed event in August 2020. The event was watched by more than 1,000 people and by the end of 2020, the green paper's

Responding to challenges experienced by low-paid workers

low-paid workers during the pandemic. ELAN has worked with organisations such as Resolution, Focus on Labour Exploitation (FLEX), Maternity Action, Law Centres,





Involving young people in decision making

The Food Foundation's Young Food Ambassadors programme – promoting the Children's #Right2Food Charter – helped to ensure that children and young people have an opportunity to talk about their lived experience of food insecurity, as well as influence policy debates on the matter and propose solutions. The Food Foundation published the 'London Children's Food Insecurity Briefing' and the #Right2Food Charter in January 2020.



Making social investments

We also use our resources to tackle poverty and inequality through making social investments. This allows us to offer organisations the financial resources they need to support work that generates an income while also delivering valuable social impacts. We currently have £14.3m committed to projects that are delivering important social benefits. Two examples include a £450,000 loan to Hackney Co-operative Developments towards renovation costs of a new building that will support local social enterprises and help create new employment opportunities, and a £30,000 working capital loan to Friendly Families Nursery to help develop an innovative parent-led approach to nursery provision.

Challenging outsourcing and improving job security

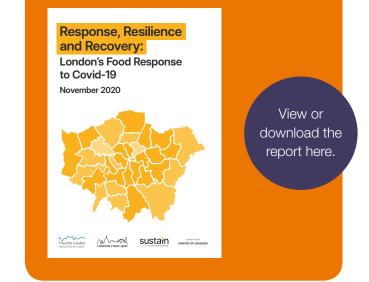
United Voices of the World (UVW) is an independent grassroots trade union made up of Black, brown and migrant workers who are in low-paid, precarious work. UVW operates to combat outsourcing and poverty pay. In 2020, it became the first trade union in UK history to end outsourcing at not just one but two NHS trusts. As a consequence, well over

1,000 cleaners, caterers and porters became direct employees of the NHS, receiving an average pay rise of £10,000 per worker, full-pay sick pay and greatly improved job security.



Researching effective ways to alleviate food poverty

Sustain's London Food Poverty Campaign produced a new report in November 2020: 'Response, Resilience and Recovery'. This highlighted the need for 'cash first' approaches to alleviate food poverty and emphasised the importance of councils investing in local food partnerships where the voluntary sector and community groups are equal partners. This new report built on and continued Sustain's established *Beyond the Food Bank* and *Good Food for London* series of monitoring reports.



Supporting community and grassroots 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. In 2020, **we funded 32 small groups** across London through our Connected Communities funding programme.

DEAF ETHNIC WOMEN'S ASSOCIATION (DEWA)

DEWA is a charity that provides support and advocacy for Deaf women from Black, Asian and other minority ethnic groups. They face multiple difficulties, including significant barriers in obtaining the information and support they need to take part in community life. In 2020, we funded a project to offer accessible information to these women (using British Sign Language and videos) to inform them of their rights and how to exercise these in full.

IRAQI COMMUNITY ASSOCIATION (ICA)

ICA is a charity established in 1987 in response to the need for the Iraqi community to create an identity and to enable members to settle, integrate and encourage positive contributions towards their host society. In 2020, we provided funding for the salary and running costs of a part-time Advice Officer to provide advice and information on welfare rights and to recruit volunteers to help with delivering social welfare services.

SOMALI WELFARE TRUST (SWT)

Launched in 2003, SWT is an independent Somali community-led charity that came together to provide a platform so that the voice of and issues affecting the Somali community could be heard and seen. In 2020, we provided funding for the continuation of SWT's free information and advice service for the Somali community in Redbridge.

BARKING AND DAGENHAM YOUTH DANCE

Barking and Dagenham Youth Dance is a grassroots group that makes positive changes to the local community by offering high-quality arts-based projects. In 2020, we provided funding for a part-time Project Co-ordinator to expand a youth action programme called Bar-Ham Leaders – 'Giving Young People a Voice'.

BROMLEY EXPERTS BY EXPERIENCE

Bromley Experts by Experience is a user-led organisation working to achieve the human rights of Deaf and Disabled people and carers. In 2020, we funded new work to support Disabled young people to become organised and use their own experience to campaign for better support and services around transitioning into adulthood.

COVID-19 response

In 2020, we made **98 COVID-19 response grants.** Examples include:

MIND IN BARNET

Mind in Barnet is a mental health charity affiliated to the national charity Mind. In 2020, we provided funding towards unlimited calls and data SIM cards for staff to enable them to remain in touch with vulnerable clients as part of their COVID-19 response.

AGE UK CAMDEN

Age UK Camden offers services to support older residents in Camden. In 2020, we provided funding towards the purchase of emergency food and personal protective equipment. As part of its COVID-19 response, Age UK Camden delivered over 20,000 food parcels to Camden residents living in food poverty.

> MIGRANTS ORGANISE

Migrants Organise is an awardwinning grassroots platform where migrants and refugees connect, build common ground, speak out and organise for dignity and justice. We provided funding for remote transformative holistic support for 100 women, the majority of whom are asylum-seeking single mothers who have experienced trafficking and gender-based violence. This included immigration and welfare advice casework, oneto-one mentoring support, a range of group wellbeing activities, specialist therapeutic support, and mother-and-child storytelling sessions.

BRIXTON ADVICE CENTRE

Brixton Advice Centre provides a range of advice services in social welfare law, specialising in advice on welfare benefits, debt and housing. We provided funding for continued development of its BAC Online Legal Clinic, which won 'Best Contribution by a Pro Bono Clinic' at the LawWorks Pro Bono Awards 2020

JUST FOR KIDS LAW

Just for Kids Law provides holistic representation and support to vulnerable children and young people through childcentred advocacy, legal services and youth opportunities. In 2020, we provided funding to support the urgent needs of young people up to the age of 25 facing immediate crisis, such as paying for food, utilities, accommodation, heating and clothing, as well as providing for the essential needs of their own young families.

SHPRESA PROGRAMME

Shpresa ('hope' in Albanian) promotes the participation and contribution of the Albanian-speaking community in the UK, enabling them to play a positive and active role in the communities where they now live. We provided funding for upgrades to its digital services, to allow for its support platform to become a permanent online service during the pandemic.

VIETNAMESE FAMILY PARTNERSHIP (VFP)

VFP is a charity with a mission to bring the Vietnamese community together and help it thrive in wider society. VFP has delivered services and cultural activities in London for 15 years. We provided funding for the operation of a targeted support and advice centre for the Vietnamese community, which covered a range of issues including mental health, education, access to public services, loneliness and racism during the pandemic.

ACTION FOR REFUGEES IN LEWISHAM

Action for Refugees in Lewisham gives refugees, asylum seekers and vulnerable migrants the skills, knowledge and support required to integrate into the community and prosper in their new home. In 2020, we provided funding for additional support for asylum seeker, refugee and migrant families in South London in response to the COVID-19 emergency.

DISABILITY LAW SERVICE

The Disability Law Service provides free legal advice, casework and representation for Disabled people and their families and carers, covering community care, employment, housing, and welfare benefits. We provided funding for adaptations to the Disability Law Service office to enable social distancing and a safe working environment for staff in the context of COVID-19.

Who we are

We want to have staff, trustee and co-optee groups that reflect the diverse population of London. We also want to ensure that everyone has an equal opportunity to contribute to the Trust and that we have a working environment in which people can be themselves, achieve their full potential and flourish. In May 2020, we conducted a diversity audit. This was designed to help us understand the composition of our staff, trustee and co-optee groups. We're using this information to help make sure that we make positive interventions in areas where there may be under-representation.

Trustees

Rehana Ameer (appointed April 2020) Peter Baxter Peter Brooks (term ended September 2020) Andrew Brown (appointed June 2020) Stephen Burns Grey Collier (appointed June 2020) Luis Correia da Silva (term ended July 2020) Alexandra Doyle (appointed March 2020) Naomi Eisenstadt (term ended March 2020) Joseph Ejiofor (appointed December 2020) Sir Peter Estlin Tara Flood Alison Gowman Jeff Hayes Nigel Howell Denise Joseph (appointed March 2021) Sue Logan (term ended December 2020) Edward Lord OBE JP (term ended April 2020) Loraine Martins (term ended March 2020) Meredith Niles **Rosemarie Paul** Dr Onkar Sahota Precious Sithole (appointed March 2021) Sonia Sodha The Rt Revd Dr Joanne Woolway Grenfell

Co-optees

Adam Matan

Bims Alalade Andrew Allen (appointed February 2020) John Colbert Luis Correia da Silva (appointed July 2020) Naomi Eistenstadt (appointed March 2020) Mulat Haregot (term ended March 2021) Cliff Hawkins Sue Logan (appointed December 2020) Edward Lord OBE JP (appointed March 2020) Rebecca MacDonald (appointed December 2020) Loraine Martins MBE (appointed March 2020) Babette May Alison McDonald Bernadette McKernan David Moylett (term ended August 2020) Nick Peters (appointed April 2020) Antony Ross (term ended October 2020) Rickardo Stewart Vikrant Vig

Staff

Tunde Akinkunmi – Finance Manager Jaspal Babra - Senior Grants Administrator Tania Bronstein - Programme Manager Sue Caller - Accounts Assistant Sioned Churchill - Director of Grants Hilary Cornish - Evaluation and Learning Manager Johanna Cronin – Head of Communications (joined April 2021) Susie Dye - Grants Manager Emily Fiddy - Senior Communications Officer Douglas Gunn - Social Enterprise Manager Carol Harrison - Director of Finance and Administration Manny Hothi - Director of Policy Ugo Ikokwu - Grants Manager (joined August 2020) Ayca Ilcen - Executive Assistant to the Chief Executive Laura Mansfield - Grants Administrator Bharat Mehta - Chief Executive Mara Normile - Admin and Facilities Manager (retired December 2020) Winnel Radcliffe - Office Assistant Martin Reynolds - Senior Administrative Assistant, Office Manager from January 2021 Rebecca Roberts - Grants Manager (joined September 2020) Julian Rouse - Secondee Klara Skrivankova - Grants Manager Tina Stiff - IT Manager Austin Taylor-Laybourn - Grants Manager Louisa Tribe - Head of Communications (left March 2021) Helal Uddin Abbas - Grants Manager

Mara Normile retired in December 2020 after 30 years at the Trust. We would like to thank her for all her work.

Finance 2020

Trust for London's 'Annual Report and Consolidated Financial Statements for the Year Ended 31 December 2020' will be available on our website from mid-2021.



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Tackling poverty and inequality

Trust for London 4 Chiswell Street London EC1Y 4UP

www.trustforlondon.org.uk

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