

**The Baring
Foundation**

Report on activities 2020

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Our purpose and values

Purpose

We are an independent foundation which protects and advances human rights and promotes inclusion. We believe in the role of a strong, independent civil society nationally and internationally. We use our resources to enable civil society to work with people experiencing discrimination and disadvantage and to act strategically to tackle the root causes of injustice and inequality.

Values

COLLABORATION

We seek to build positive, purposeful partnerships with grant recipients, grantmakers and others in order to work together for socially just change.

CREATIVITY AND FLEXIBILITY

We use our funds to strengthen civil society, responding creatively, flexibly and pragmatically.

LEARNING

We add value to our work by encouraging the development and communication of knowledge and evidence.

OPENNESS AND RESPECT

We aim to be as accessible as possible within clear programme guidelines, treating grant-seekers and grant recipients with courtesy and respect.

SUSTAINABILITY

We help to create enduring change both in the lives of those served by the work we are funding and by building the capacity of organisations to become more sustainable and resilient. The UN Sustainable Development Goals (SDGs) provide a framework for our work.

VOICE

We believe in the importance of 'speaking truth to power' and use the independence and influence we have to amplify the views of civil society and the people it serves.

Responsible Investment Statement

We recognise that both our investment decisions and grantmaking have an impact on society and the environment. Consequently, we expect our investment managers to encourage the businesses, in which they invest on our behalf, to make a positive contribution to environmental, social and governance (ESG) issues. We believe this approach will enable the Foundation to continue to generate attractive long term returns and provide liquidity for continuity of grant making in real terms. We will ask our investment managers to brief us regularly about the specific engagement initiatives they have undertaken with businesses in which they invest, aiming to ensure that ESG issues are handled in a way which aligns both with the purpose and values of the Foundation and our grant recipients. We will seek to use the UN Sustainable Development Goals (SDGs) as a framework for observing the impact of our investments.

Message from our Chair

Lucy de Groot CBE

There can be no doubt that 2020 has been a year that many people will remember with pain, anger, and frustration. It has, of course, been dominated by the Covid-19 pandemic and the severe social, economic and health impacts. It has also been a year when people from across society and in all walks of life have made positive and life-enhancing contributions supporting others and their communities. Civil society in all its forms has never been more important. Some of this support has been through new groups set up specifically in response to the Covid-19 crisis; much has been through existing organisations who have had to transform themselves and the way they work, literally, overnight.

As a Foundation we have been humbled and amazed by how our grant-holders have responded. Early on we prioritised ensuring that existing grantees were supported as much as possible and that we were as flexible we could be. As the Director says (see overleaf), the impact on the Foundation itself also meant that our small dedicated and hard-working staff group had to work from home whilst maintaining contact and engagement with each other, with our grant-holders and with other colleagues across civil society and elsewhere.

The next stage ensured the continued operation of all three grant programmes: Arts and Mental Health, Strengthening Civil Society (Using the law for social change) and the International Development programme supporting the rights of LGBTI people in Africa. The volume of grants we were able to release as well as the extensive publications programme this year is a testament to the diligent and active engagement of the staff team.

As Trustees we have also had to adapt. I want to particularly thank our new Trustees, Jillian Popkins and Asif Afridi, who joined the Board in the last year during this difficult time when we have been unable to meet in person. All have played an active role and enabled the Foundation to have important discussions and make decisions. I particularly want to thank my fellow chairs who have led the work of their Committees at the same time as dealing with major issues in their own work. We were also sad to say goodbye this year to two long-serving Trustees, Marie Staunton, and Janet Morrison who had served as Chair since 2014, and to thank them for their support over the years. It has been a great honour to take over from Janet in the role of Chair of the Foundation in the summer.

*“The sea rises, the light fails,
lovers cling to each other and
children cling to us. The moment
we cease to hold each other, the
moment we break faith with each
other, the sea engulfs us and the
light goes out.”*

James Baldwin 1924-1987



Lucy de Groot CBE.

Over the last year, the Foundation has been engaging with some of the crucial issues raised by the Black Lives Matter movement. Since then, as Trustees, we have discussed the issues and the role of the Foundation, listening to our staff, to the black and Asian trustees on the Board and developing an active racial justice strategy which we are now starting to implement in 2021. The core of the strategy is to add an additional minimum of £3 million over five years, ringfenced to work specifically to address racial injustice. This is an increased spend of around 20% over that period. It is to be delivered through our existing three programmes to ensure maximum impact at an early stage. We are lucky to be able to increase our funding in this way due to the strength of our endowment, for which we must thank the oversight of the Investment Committee over several years.

None of us believe that this is the only way in which we should respond to these critical racial justice issues facing us all. We recognise that it may take some time to have impact. We will work with others and collaborate where it makes sense so that, as a small foundation, we can enable further action. We will review progress and be open to developing this work over the next year.

My thanks to my fellow trustees, to the Director and all the staff, and to ING Bank which has been such an important part of our story since the collapse of Baring Bros. in 1995 and continues to generously support the Foundation. Above all, I would like to pay tribute to those individuals and organisations who throughout this difficult year have adapted and come together to continue to provide services and to challenge the social injustices and inequality laid bare by the impacts of COVID-19.

Message from our Director

David Cutler

Last year I wrote in this section that 2019 had been a 'bumpy year for many people but a productive one for the Foundation'. 2020 has been a disastrous year for most people in the world but the staff and trustees at the Foundation have tried our best to make a contribution amidst so much misery. Our year has been profoundly shaped by the pandemic.

Staff have been working from home since 18 March, trying to come to terms with working in new ways like so many people. Like other Foundations, our first response was to assure grantees of our continued support and that we would make it as flexible as possible. We then moved on to considering how to tailor each of our three grant programmes to the multiple and complex effects of the pandemic. In the summer we began a further process to consider how best to respond to the urgent demands for racial justice so strongly stated by Black Lives Matter protests.

This year our arts funding felt as if it was supporting the areas of the most acute need in the pandemic. 2020 was the first year of our funding for creativity with and by people living with mental health problems¹ and the effect of the public health emergency on mental health has been colossal. As a starting point, we gave around £900,000 in 87 unrestricted grants to organisations specialising in arts and mental health along with launching two publications, *Creatively Minded*² and *Creatively Minded and Young*.³ Covid-19 is a particular threat to older people including those living in care homes and the value of creativity has been underscored by the crisis.

We have both maintained legacy funding from our Arts and Older People programme in all four nations of the UK to this end and published a report on the response of the arts sector *Key Workers: Creative Ageing in Lockdown and After*.⁴

“2020 has been a terrible year. But the response of our partners in different parts of civil society has been magnificent and humbling.”

Our International Development programme⁵ since 2014 has focused on the rights of LGBTI people, especially women, in Africa. As usual the vast majority of our funding went directly to African civil society through our three regional partners in East, West and Southern Africa. Our partners have been working out at a local level how their funding can best respond to the context of the pandemic in each country where LGBTI people are in some instances further stigmatised or scapegoated. In anticipation of the role of the UK Government in leading an intergovernmental conference on LGBTI rights we commissioned a report *Leading the Way: The Role of Global Britain in Safeguarding the Rights of Global LGBTI Communities*.⁶ This argued that the UK should take a lead internationally

¹ baringfoundation.org.uk/programme/arts-and-mental-health.

² baringfoundation.org.uk/resource/creatively-minded.

³ baringfoundation.org.uk/resource/creatively-minded-and-young.

⁴ baringfoundation.org.uk/resource/key-workers-creative-ageing-in-lockdown-and-after.

⁵ baringfoundation.org.uk/programme/international-development-programme.

⁶ baringfoundation.org.uk/resource/leading-the-way-the-role-of-global-britain-in-safeguarding-the-rights-of-the-global-lgbti-community.



Independent Arts and Leeds Playhouse online arts sessions (montage).

by committing resources to these communities and we were delighted by the Government's enthusiastic response to this case.

Finally, our Strengthening Civil Society programme⁷ since 2014 has been funding the use of the law as a tool for positive change in the hands of civil society. This programme is a partnership with the Esmée Fairbairn Foundation and The Legal Education Foundation. Most of this funding fell into four categories in response to the ongoing crisis. The first two types of grants were for existing grantees to cope with increased pressure or changes that arose as a consequence. A further £580,000 in 17 grants were given to challenge the flood of new legislation and public decision-making in response to Covid-19 where this exacerbated discrimination and disadvantage. Finally we gave a grant to the Access to Justice Foundation to support the Community Justice Fund supporting advice giving. Beyond the pandemic we have continued with a number of initiatives, for example

a fund for the implementation of successful strategic litigation and support for OpenDemocracy to shine a light on all this work.⁸

In 2020, we gave a larger sum of money than at any time in the last two decades. This has been underpinned by exceptionally strong performance by our investments. At the same time we have made some adjustments to our investments which we intend will make them more closely aligned to our Responsible Investment Statement, something that we see as an ongoing process.

2020 has been a terrible year. But the response of our partners in different parts of civil society has been magnificent and humbling. Although the advent of the anti-Covid vaccines bring much needed hope for 2021, this will take time and the economic consequences of the pandemic will be very long term. However, our faith in the power of civil society to play its part in rebuilding society is even firmer, as is our commitment to that historic challenge.

⁷ baringfoundation.org.uk/programme/strengthening-the-voluntary-sector-programme.

⁸ www.opendemocracy.net/en/openjustice/human-rights-coronavirus.

Funding overview 2020

£4,352,725

Total grant funding

over **161** grants

Grants by programme

Strengthening Civil Society

£1,691,510



International Development

£1,719,215



Arts

£942,000



Grants by size

55

Grants of
up to £10,000



94

Grants
£11,000 – £50,000



4

Grants
£51,000 –
£100,000



8

Grants
£101,000+



Arts

Promoting the role of creativity in the lives of people with mental health problems

BY DAVID CUTLER, DIRECTOR

Beginner's mind

2020 saw the start of our new funding programme for people living with mental health problems (following our previous ten-year programme on arts with and by older people which we usually call creative ageing). We felt it was vital to spend time learning about what was already happening in a field that was new to us and this resulted in two publications during the year. The first of these, *Creatively Minded*,⁹ attempted to describe the complex picture of organisations offering creative opportunities concentrating on arts organisations using participatory methods. The report listed 170 organisations across the UK. Most of this work was taking place with adults so we went on to publish a second report looking at work with children and young people – *Creatively Minded and Young*.¹⁰ A further important decision was to appoint two expert advisers to the programme: Sabra Khan and Daniel Regan.

First grants (and some observations)

In March the UK went into lockdown and the impact on the arts sector was especially severe. We wished to tailor each of our programmes to the ongoing crisis. Our open grant programmes are usually highly competitive with a large majority of applications unsuccessful due to the level of demand. This didn't seem the right approach. Therefore we tried to make the process as simple as possible and to use eligibility criteria to limit the likely number of applications. As an initial offer it seemed right to focus on organisations that exclusively give creative opportunities to people living with mental health problems. This is not to say that this is necessarily the 'right' or 'best' approach; just that it is a reasonable starting place.

The result of this novel approach for us was 123 applications of which we made 87 unrestricted grants of either £8,000 or £12,000. Decisions were not always clear cut and we attempted to explain our reasoning in a blog post.¹¹ Several things were noticeable from this initial round of grants. Most organisations are small. Around half our new grantees had annual budgets under £100,000 and around a quarter under £30,000. Perhaps related to this and despite our research, roughly half our grantees were previously unknown to us. Many groups are very local and need to focus their slender resources on delivering services to relatively small groups of people whom they know really well.

There is an increasing amount of attention on arts and health. This year we funded the English umbrella body, the Culture, Health and Wellbeing Alliance, to research what sustainable practice looks like. The largest development has been the NHS funding link workers for social prescribing for all GP practice groups and a National Academy of Social Prescribing. So how can this increasing interest, including from enormous institutions like the NHS, best respect the highly diverse and quite fragile ecology?

Networking

One of our objectives is to give more opportunities for exchange between organisations and artists with an interest in this area. In addition to our own online meetings and an online community for grant-holders, we co-funded with the Arts Council Wales a new series of events called the Green Ribbon Festival which reached around 500 people mainly in Wales in November. This initiative was led by the Mental Health Foundation. More events and publications are already planned for 2021.

⁹ [baringfoundation.org.uk/resource/creatively-minded.](https://baringfoundation.org.uk/resource/creatively-minded/)

¹⁰ [baringfoundation.org.uk/resource/creatively-minded-and-young.](https://baringfoundation.org.uk/resource/creatively-minded-and-young/)

¹¹ [baringfoundation.org.uk/blog-post/our-first-round-of-grants-for-arts-and-mental-health.](https://baringfoundation.org.uk/blog-post/our-first-round-of-grants-for-arts-and-mental-health/)



The Singing Hinnies, photo courtesy of Equal Arts.

Legacy theme: creative ageing

Engaging the talent, experience and enthusiasm of older people in the creative arts

From 2010 to 2019 the focus of our arts programme was creative ageing and we have a number of grants which will run beyond that period and hence we retain an active interest in the field. Indeed this area has probably never felt more important than in 2020 when older people were most at risk from Covid-19 and the value of creativity had never been more appreciated.

To mark the amazing work of both arts organisations and care homes we published a new report *Key Workers: Creative Ageing in Lockdown and After*¹² and in a celebration of all older artists – established and new – we also published *An Artist in Time* by Chris Fite-Wassilak and Ollie Harrop in conjunction with Bloomsbury Publishing.

Our work has continued on a four nations basis and includes partnerships with each of the national Arts Councils. We have been supporting the Arts Council for Northern Ireland's Arts and Older People programme. In Wales we have funded for a sixth and final year a joint project with the Arts Council Wales for arts in care homes

called cARTrefu and run by Age Cymru. And in Scotland we have been core-funding Luminare with Creative Scotland in its work as the creative ageing development agency for Scotland, as well as a specific joint project on work in care homes. We also fund Luminare with the Life Chances Trust to run a national network for dementia-inclusive choirs.

Finally, in England we have funded two projects. In a joint initiative with the Rayne Foundation we have been funding the National Arts in Care Homes day run by the National Activity Providers' Association. This year's Day was also marked by a beautiful new resource by Paintings in Hospitals called *Creative Care Homes*,¹³ which we funded. And an especially important development has been the establishment of the Creative Ageing Development Agency (CADA) led by Dr Virginia Tandy and hosted by Manchester Museums, after a competitive tendering process we ran in 2019. CADA has been establishing itself in 2020 and in 2021 will begin a series of work streams to further develop creative ageing.

¹² baringfoundation.org.uk/resource/key-workers-creative-ageing-in-lockdown-and-after.

¹³ baringfoundation.org.uk/resource/creative-care-homes.

INTERVIEW BY HARRIET LOWE, COMMUNICATIONS & RESEARCH OFFICER



SANDRA GRIFFITHS

THE RED EARTH COLLECTIVE

Sandra is the founder of West Midlands-based The Red Earth Collective which uses the arts to inspire stories, stimulate thinking and create conversations that support and improve the mental health and wellbeing of marginalised and racialised communities. The Red Earth Collective was awarded a grant from the Foundation in our first grants round of the Arts and Mental Health programme in Autumn 2020.

You founded The Red Earth Collective – what led you there?

I've always been interested in the arts in one shape or form; initially more as a consumer than creator, but as I've got

“Art is one of the ways in which people come to see people with lived experience differently.”

older I have to the desire to create and write more and more. Back in 2000, I was working at the East London Foundation Trust and was responsible for setting up a project looking at the overrepresentation of Afro-Caribbean men in mental health services with a group of staff, voluntary sector organisations and people with lived experience. I remember there was one colleague in the group, Philip. He was a spoken word artist, a poet, and he was always coming to meetings and sharing a poem or spoken word piece. It felt like the arts challenged how people saw him. He was a Black man, had a history of homelessness and had become mentally unwell. He never really spoke about it, but it came out through his creativity.

I decided I wanted to create creative programmes that would engage Black men. I thought let's bring something different, some creativity to this space; let's interrupt it!

Philip was one of the main reasons why I did it. I saw how it brought him to life. He wasn't Philip, ex-service user; he was Philip the artist. When people find the right creative form, they can become a creative and no longer just someone living with mental health problems. They have another identity which speaks more to who they are, to their strengths. Through the arts, people can tell their story in the way they want to tell it, which is often at odds with what is written about them in their medical notes. Mental health

staff who came along to events would see a person who they had a really thick file on in a totally different light.

Art is one of the ways in which people come to see people with lived experience differently.

And what does The Red Earth Collective set out to do?

The Red Earth Collective was registered as a CIC in 2018 but had a life before that. I had a consultancy called Red Earth Consultants which focused on addressing racial inequalities in healthcare, but I often included creativity as part of my work. However, I began to find when talking to services that they were often more enthused about the arts than anything else. So, I thought, ok, I will focus on this!

Red Earth sets out to ask how we can use the arts to stimulate conversations – difficult conversations – about mental health and wellbeing particularly in relation to racialised and marginalised communities. We talk to mental health services and other sectors who are concerned with the wellbeing of communities they serve, discuss the issues they want to address, think about what activities they want to develop, and connect them with artists to create something together.

A lot of our work so far has focused on the Afro-Caribbean experience as that is my experience. But more recently we have been thinking about and working with other communities, including local

Eastern European and South Asian communities, seeing both differences and synergies. I've also been making connections with Muslim communities including for example recently developing a project around post-natal depression. It's growing!

What has The Red Earth Collective achieved so far that you are most proud of?

I'm proud we've been able to develop and maintain relationships with a number of artists. It's all about relationships. I'm really proud of Revealed, the play we did with Rites of Passage Productions. I put some of my money into developing the play in 2018 – we had a packed audience and had to turn people away. We then succeeded in getting money from the Arts Council to develop it further – and again we performed to a full house. Now we are working on a radio version. That relationship is a good example of how we develop work – sharing ideas, investing time and money and testing it.

I am proud of creating work that has really positive feedback and led to people wanting to talk. We want to look at how we can find the right platform to continue the conversations we start.

What have been the challenges of running an arts organisation and specifically your organisation this year? Have there been opportunities too?

One of the challenges has been moving all of our face-to-face work online. We've built up a reputation for producing great work and for live performances – how do we achieve the same kind of engagement? That's a priority this year.

We want to take our long-running StereoHype festival online. We've got the plays which we're turning to radio plays and we might turn some of the ideas we've got into short films.

We also need to maintain connection with our artists. We've got lots of artists – particularly people with lived experience – who are just emerging. How do we reach and support them on their creative journeys digitally and make it meaningful? How do we help them to develop their skills online? We've decided for now to create an online space where people can meet and share until we can meet face-to-face again.

The other challenge is of course sustainability. The requests keep coming through and I have so many stories I want to share, write and produce. While we recognise moving from project to project is often a reality, we do need some level of investment.

What are you looking forward to in the next 12 months?

I'm excited by the challenges! I'm looking forward to bringing our projects online. I'm looking forward to creating new work that reflects some of the issues Red Earth is concerned about – we want to do more work, for example about Black people and sexuality and issues affecting women, and also to continue to work with other communities.

What are the best bits of your job?

I don't know if I have best bits... but I think one would be meeting with services that want to do things differently and bring creativity to what they offer. I like to meet artists and people with lived experience

to talk about what we're going to do together. I like meeting people who are finding their creative voice for the first time – offering them encouragement, connecting them up with people further down the journey, and thinking about the best platform for them to get their voice heard.

When you look at the arts and mental health sector today – and the communities you work with, what are you most worried about?

I feel there are more people in this space than there were when I first got funding from the Arts Council in 2000. It feels a little bit more diverse but could be a helluva lot more diverse than it is. I'm encouraged there are some great activities happening, though they are mostly still ad-hoc and one-off. While it's great that there is a lot of focus and conversation about arts and mental health, I worry it's a fad, a fashion. Part of the work I'm hoping Red Earth will do will be to help grassroots artists and organisations to advocate for sustainability. We don't just want to be there for the day just to make an event look diverse. That has to change.

I also worry we are losing diverse voices by not providing support for individuals who are just emerging as artists and creatives.

And what gives you the most hope?

It gives me hope that there's a lot of more creativity going on during this period of Covid-19, and people are finding creative ways of managing their mental health. There's an opportunity for creativity to be seen as an important part of people's mental health journey alongside other interventions.

Strengthening Civil Society

Supporting the use of the law and human rights based approaches by civil society BY JANNAT HOSSAIN, PROGRAMMES OFFICER

We began this extraordinary and difficult year in strategy development mode, having commissioned an independent evaluation¹⁴ of this Programme at the end of 2019. We changed the focus of the SCS programme in 2015 to focus on increasing the legal literacy of civil society organisations (CSOs) to enable the sector to better use the law and human rights based approaches to tackle discrimination and disadvantage. The evaluation gave us lots of useful insight into our approach, and the assurance to remain with this focus. We selected three strategic pillars to take us forward:

- **Access to public law:** protecting and promoting access to public law remedies;
- **Geography:** recognising and supporting strategies in different parts of the UK; and
- **Leadership:** creating opportunities to develop collective leadership on legal action.

A change of plan

Our new strategy¹⁵ was signed off by our Board a few days before the UK Government announced the first national lockdown of the Covid-19 pandemic. We regrouped in our new virtual offices to discuss the best way we could support our grantholders and the wider sector. We offered our grantholders grants of up to £5,000 to help overcome the impact on their operations in having to move all their work online. This covered costs for laptops, equipment to make homeworking less stressful, and increasing the hours of part-time staff to help respond to an increase in demand for services. We also awarded grants of up to £30,000 to eight 'hub' organisations – expert legal organisations who were experiencing an increase in requests from CSOs for advice on issues relating to the pandemic.

We ran an open round of funding for organisations using the law to challenge government responses to the pandemic which further exacerbated discrimination and disadvantage. We awarded 17 grants totalling just under £580,000. Organisations we awarded grants to include Pregnant then Screwed, for their work challenging discrimination arising as a result of the government's Self-Employed Income Support Scheme; Children's Law Centre NI, for their collaborative approach in challenging the impact of the pandemic on children's rights; and the Bingham Centre for the Rule of Law, for their work to empower civil society and parliamentarians to influence Covid-19 legislation through rule of law-based scrutiny.

Alongside this work, we renewed our partnership with OpenDemocracy to investigate and report on unlawful public decision-making¹⁶ during the pandemic and how civil society is using legal action to address it. We also awarded a grant of £100,000 to the Access to Justice Foundation, for the Community Justice Fund,¹⁷ which was set up to help the legal advice sector deal with the immediate impact of the pandemic.

Thinking long term

As well as responding to the pandemic, we continued with our proactive work. We had already launched a new pilot fund in November 2019 to support organisations who have been involved in successful strategic litigation to undertake implementation activities¹⁸ to ensure the judgment in their case materialised into change for ordinary people. We awarded nine grants through this fund, supporting organisations such as the Childhood

¹⁴ baringfoundation.org.uk/resource/evaluation-of-the-strengthening-civil-society-programme.

¹⁵ baringfoundation.org.uk/blog-post/the-strengthening-civil-society-programme-our-current-and-future-funding-priorities.

¹⁶ www.opendemocracy.net/en/openjustice/human-rights-coronavirus.

¹⁷ communityjusticefund.org.uk.

¹⁸ baringfoundation.org.uk/blog-post/five-things-to-know-about-our-new-implementation-fund.



Image courtesy of Pregnant then Screwed (see page 14). Illustration by Chloe Kirton.

Bereavement Network to ensure bereavement benefits are extended to parents raising children when their long-term partner dies.

In 2019, we had also begun exploring a contribution to work tackling racial disproportionality in the criminal justice system. To this end, we gave a grant to the Black Training and Enterprise Group to equip People of Colour-led/focused frontline organisations with the confidence, knowledge and legal tools to deliver greater race equality across all areas of policy and practice within the criminal justice system. We also contributed to the Justice Together Initiative,¹⁹ a new funder collaboration hoping to build a diverse and knowledgeable community of people and organisations to transform access to justice in the immigration system. We awarded Deighton Pierce Glynn a grant to continue their innovative work to train and support frontline workers to use Pre-Action Protocol letters to realise rights for the people they serve.

Protecting and promoting access to public law remedies is at the heart of what we do. To help more people understand the importance of this, we awarded the Public Law Project a grant to develop an evidence-based response to proposals to restrict Judicial Review. In 2020, through the SCS programme, we awarded 55 grants totalling just over £1.73m.

Looking ahead in 2021

We are in the privileged position of being able to take the first six months of 2021 to stop and reflect on our activities this year, to learn from our funded work, and to talk to more people about the use of legal action to achieve change in the coming months and years. We have been thinking about our approach to racial justice in the past year and we will be developing a concrete strategy for this work.

We will increase our spend for the programme in 2021 and will have outlined by June how we will be using our resources. Whatever the parameters of the funding we are able to offer, we hope to welcome new organisations into our portfolio. We also hope to get more funders thinking about the potential of the law in achieving change.

Finally, over the next few months, we will be responding to the independent reviews commissioned by the Government into administrative law²⁰ and the Human Rights Act,²¹ and will be working with other funders and civil society to preserve civic space.

The programme is a collaboration with The Legal Education Foundation and the Esmée Fairbairn Foundation. We are grateful to both Foundations and their staff teams for their ongoing support for this work.

¹⁹ justice-together.org.uk.

²⁰ www.gov.uk/government/news/government-launches-independent-panel-to-look-at-judicial-review#history.

²¹ www.gov.uk/government/news/government-launches-independent-review-of-the-human-rights-act.

INTERVIEW BY JANNAT HOSSAIN, BARING FOUNDATION PROGRAMMES OFFICER



JOELI BREARLEY PREGNANT THEN SCREWED

Pregnant then Screwed (PTS) is the brainchild of Joeli Brearley, a former innovation specialist in the arts and culture sector. After announcing her first pregnancy, her boss sacked her via a voicemail the next day. Ironically, at the time, she was working for a children's charity. This experience and events which followed, led Joeli to do something about the widespread discrimination pregnant women and mothers still face today. PTS were awarded a grant from our COVID-19 Legal Action Fund.

“You need a magic mix of stories, people’s real-life experiences, and data to help you along the way.”

The ‘motherhood penalty’ sums up the systematic disadvantage pregnant women and mothers face in the workplace, compared to their childless counterparts. For example, by the time a child is 12, their mother’s pay is 33 per cent below that of a male peer. There are a lot of things government and employers can do to ensure mothers have equal access to the workplace. And in doing so, they will decrease both child poverty and the gender pay gap; the latter, as Joeli points out, being largely about motherhood.

By the time a child is 12, their mother’s pay is 33 per cent below that of a male peer.

The forced switch to digital-only this year has been interesting for PTS and they were able to quickly adapt. They have been able to engage more people at less cost, and have had great feedback on their work. Like most organisations, strategic plans went out of the window back in March. Initially, PTS focused on improving workplace health and safety for pregnant women. Calls to their free advice line rose by 450 per cent in the first six months of the pandemic, so they needed to reorganise to deal with this increase swiftly and efficiently.

After campaigning over the summer, PTS won an exemption to coronavirus regulations to allow parents to use informal childcare during the pandemic.²²

It did not make sense to allow ongoing use of formal childcare but not informal. Not only did this disproportionately impact poor people but it also impacted tight-knit families, especially in the North East, where Joeli lived for 16 years. There is still a lot of work to be done, with Joeli worrying about the tough position parents will find themselves in if schools close again. PTS have also been responding to redundancies, as the pandemic put mothers at the top of the firing line.²³ PTS are supporting a Bill²⁴ re-introduced to Parliament this summer which seeks to enhance and extend legal protections against redundancies for pregnant women and mothers. They have also pulled together their own programme – Redundancy Rehab²⁵ – to offer support to women made redundant to rebuild their confidence, understand their rights, and prepare them for the job search ahead.

Since this initial response, PTS shifted their attention to scrutinising emergency legislation and the adverse impacts on pregnant women and mothers. This includes challenging the government’s Self-Employment Income Support Scheme,²⁵ which discriminates against women who have had a period of maternity leave in the last three years. After the

²² www.bbc.com/news/uk-england-54240681.

²³ www.yahoo.com/news/why-working-mothers-are-the-first-on-the-firing-line-for-covid-19-redundancies-050045295.html.

²⁴ www.peoplemanagement.co.uk/news/articles/pregnant-women-new-mothers-receive-greater-redundancy-protection-proposed-bill.

²⁵ pregnantthenscrewed.com/redundancy-rehab.

²⁵ labourlist.org/2020/06/why-pregnant-then-screwed-is-taking-the-chancellor-to-court.

government refused to back down on this policy, PTS began legal proceedings to challenge the lawfulness of the policy and were recently granted permission to take the case forward.

Joeli's own experience of pregnancy discrimination motivates her to keep going with the work. She found being fired traumatic and it triggered issues with her pregnancy, discovering that she was having a high-risk pregnancy and could lose her baby if she was under too much stress. Employment tribunal rules limit the time an individual has to bring a case – three months less one day since the last point of discrimination – leaving women in Joeli's position with little chance of getting any sort of justice as they are forced to choose between the health of their child or challenging their employers through a highly stressful court process. This essentially means employers can get away with discriminating against mothers.

After giving birth, Joeli started attending parents' groups and found herself regularly talking to women who had similar experiences of discrimination, including as they returned to work. It was also happening to her friends, pushing her to question why she did not have greater awareness of widespread pregnancy discrimination before it happened to her and her loved ones. PTS was born, initially intended to be a blog for women to anonymously share their stories, but it just grew and grew. Clearly, there was a need for it.

Joeli spent a lot of time contacting everybody she had met in her life to tell them what she was doing and asking for any support they could offer.

She wrote about the issues on any media platform that would have her. She used social media to talk about the issues too, messaging every journalist she came across to get them interested in the issue. She learnt that you need a magic mix of stories, people's real-life experiences, and data to help you along the way. You need to keep on top of what is happening on your issue and react to the news. People slowly started to listen, realising that PTS had access to everything a journalist needs to write a really interesting story.

Women's stories kept her going.

The hardest part of the job is the stories she is sent which are often devastating and traumatic and can take their toll. She occasionally finds herself sobbing at her desk as she reads about women experiencing debilitating depression, and most heartbreaking of all, stories about babies dying. Though the hardest part of her job, these stories are also a big part of what has kept her going. There is nothing like being reminded of what you are fighting for on a regular basis.

With the world a relentlessly messy place, it can be hard to keep up with the franticness of the news. Joeli credits her volunteer group with helping her keep up with what is going on in the wider world. They have a WhatsApp group which is not just limited to PTS updates, and with politically engaged and well-read people in the group, it is hard to miss posts and commentary on current affairs. In addition to this, Joeli will often have podcasts on while she does the housework. Radio 4 is a regular feature in the background, she follows some great people on social media,

and her partner works in the arts, so she can keep up with what's happening in that sector through him.

Joeli confesses that before having children, she could easily work until 10pm, but now it's not something she would ever consider – besides, as she says, her children wouldn't let her if she tried! Joeli is notoriously bad at taking breaks and relaxing, but having kids forces you to take breaks from work (though of course parenting is a different type of work!). She can go from doing a TV interview to reading the Hungry Caterpillar in mere minutes, it forces her to switch things up and relax a little more.

Joeli touches on founder syndrome and how it can hold organisations back. She is very aware of her own impending obsolescence; she knows that eventually PTS will grow beyond her and she will need to let go and make space for new energy. Fortunately, she's not there yet as PTS is just coming out of what she calls their 'scrappy start up mode' phase.

PTS would not be able to show up for mothers in the ways they do, if it were not for the numerous volunteers that support their work. Volunteering a skill is one way you can support them, or if you can't give time, there is always the option to donate a little money. PTS have a big Instagram following, a platform they use regularly to share updates and rally people to take campaign actions. It helps them to make the collective noise needed to win change – we really recommend a follow, the content is also some of the best we've seen from a campaigning organisation!

International Development

Empowering LGBTI communities in Sub-Saharan Africa

BY DAVID SAMPSON, DEPUTY DIRECTOR

This programme aims to address discrimination against LGBTI people in sub-Saharan Africa by supporting civil society organisations led by and for these communities. It focuses particularly on LBQ women and trans communities, recognising the particular challenges they face and the chronic underfunding of LBQ civil society. We believe that discrimination against LGBTI communities violates basic human rights, but also hampers broader development. Tackling discrimination can lead to fairer, more just communities and allows for development that benefits all in society equally.

A central goal for the programme is to ensure our funding reaches locally based LBQ civil society, enabling these organisations to determine their own strategies and structures, to collaborate and to make change. We do this by supporting and developing the operations of local grantmakers that are rooted in LGBTI communities and involve activists in their decision making and offering direct funding to established LBQ organisations in Southern Africa. We also aim to champion the work of our partners, developing the evidence base for the impact of local civil society and attracting further resources for this work.

Like all our programmes, Covid-19 forced us to reflect, adapt and fund differently in 2020. The impacts of the pandemic have looked different across sub-Saharan Africa, but many of our partners moved quickly to provide the basic necessities for LGBTI people – food, shelter, access to data – and to support individuals facing human rights abuses thinly veiled by the needs of the pandemic. We have tried to listen hard to the needs of our partners and to provide additional support where possible. This was also a year of increased focus on the UK Government's leadership in the field of LGBTI rights. With a manifesto commitment to host a Global LGBTI Rights conference, new

possibilities emerging from the combined Foreign Commonwealth and Development Office and its role as Chair of the Equal Rights Coalition, we believe that this is an important moment for the UK to further develop its role as a force for good on LGBTI rights.

Our grantmaking

We started the year by renewing a series of grants in South Africa direct to civil society organisations that play a leadership role for LBQ and trans communities in the Southern Africa region.

However, by March we began reassessing all our plans for the year in light of the pandemic. In consultation with our partners, we offered bespoke additional grants to all our grantees in sub-Saharan Africa. In many cases this was an uplift of c.50% on the current grant over a multi-year period. We also extended our partnerships with UHAI EASHRI and The Other Foundation for an additional year, including new budget allocation for their responses to the pandemic. For the first time, we entered a partnership with the Astraea Lesbian Foundation for Justice to support its grantmaking and movement building for LBQ groups in sub-Saharan Africa. Our support is designed to increase many current grants by 25-50% over three years, as well as providing additional emergency and capacity building funding.

Global support for LGBTI movements

In the UK, the Government has continued as Co-Chair of the intergovernmental Equal Rights Coalition that protects the rights of LGBTI people. We also expected the UK to host a Global LGBTI Rights conference in May 2020, which has been delayed due to the pandemic.



Grant-holder Iranti training with the Gay and Lesbian Network, Kwa-Zulu Natal. Photo courtesy of Iranti.

We know that the context for international development funding has been impacted deeply by Covid-19. However, we continue to believe that the UK has a leadership role to play by increasing and developing its funding for LGBTI communities in a way that is sustained, principled and needs based.

The Foundation worked closely with the UK Alliance for Global Equality during 2020 to produce *Leading the way: the role of global Britain in safeguarding the rights of the global LGBTI+ community*.²⁶ The central recommendation is that the Government should commit an average of 0.3% of Official Development Assistance (ODA) per year to safeguard and strengthen global LGBTI+ rights. The report is clear that a new funding commitment will be effective only if it is sustained, principled and needs based, leveraging the opportunity of the Foreign Office and Department for International Development (DFID) merger to look beyond DFID priority countries and to build a new mechanism for supporting LGBTI communities. It also calls for the Government to honour its current commitments and to respond to the disproportionate impact of Covid-19 on LGBTI+ communities.

This report has received a positive reception from parliamentarians and Ministers and was the subject of six parliamentary questions in 2020.²⁷ We have

also worked closely with Foreign, Commonwealth & Development Office (FCDO) officials on how this analysis can support the strategic development of their support for LGBTI rights.

We continue to support the secretariat for the All Party Parliamentary Group on Global LGBT Rights – a forum for parliamentarians and organisations across the public, private and third sectors to work together to champion LGBT rights. The programme also has a focus on increasing individual giving for LGBTI rights. We have continued our support for Give Out, a UK charity working to grow giving to support the global struggle for LGBTI rights, and All Out, the online campaign organisation. Documenting the lived realities of LBQ and trans communities and the resources available to LGBTI civil society remains a key priority for the programme. In 2020, we supported the publication of *Vibrant Yet Under-Resourced*, the first comprehensive survey of global LBQ civil society organising and its resourcing. We remain an active member of the Global Philanthropy Project, a collaboration of funders working to expand global philanthropic support to advance the human rights of LGBTI people in the Global South and East.

²⁶ baringfoundation.org.uk/resource/leading-the-way-the-role-of-global-britain-in-safeguarding-the-rights-of-the-global-lgbti-community.

²⁷ parliamentlive.tv/event/index/2ab151ee-cb56-4a27-a141-1c505992dee3?in=12:37:21&out=12:48:17.

INTERVIEW BY HARRIET LOWE, COMMUNICATIONS & RESEARCH OFFICER



MATTHEW HART

GLOBAL PHILANTHROPY PROJECT

Matthew Hart is the Director of Global Philanthropy Project, which the Foundation has funded for four years as part of its International Development programme. GPP (Global Philanthropy Project) is an intentional collaboration of 21 global human rights public and private foundations established to collaborate to specifically increase and improve resources for LGBTI people in the Global South and East.

“One of our broad objectives is to build the economic and political independence and power of LGBTI communities in the Global South and East.”

What have you been working on these last 12 months? Has Covid-19 brought particular challenges or opportunities for your work?

The last year has been extraordinary in many ways. We have personally been affected – not only by relocating our work lives, but also people got sick. I was really impressed by the care our community has shown for each other.

As an organisation GPP has continued its work. We've worked very closely with donor governments, in particular developing new relationships with their humanitarian teams. We continue to work with governments to provide support for increasing LGBTI-specific programmes for their development agendas. Actually, even with the Covid-19 situation, we found there has been increased capacity in donor governments to hear from us because we have such great data and the expertise of our membership is so unique.

We've continued to work with both public and private philanthropy to make the case that funding LGBTI communities advances their rights agendas and creates conditions that are healthier and more secure. We've been doing that with women's rights funders, children's rights funders, with

peace and security funders, and those concerned with closing space.

We've also spent a lot of time and energy responding to the rise of anti-gender movements, highlighting how they have emerged from the collusion of state actors and radical fundamentalist faiths and how LGBTI communities are being instrumentalised in order to accelerate state seizure. We connect those dots for others who are concerned about changes in liberal democracies around the world. This work has broadened our community of concern and the number of people who understand the value of resourcing LGBTI communities because, in lots of ways, we are the canary in the coalmine.

What has GPP achieved that you are most proud of?

I think there are a few things. One would be that GPP has formalised, built structures for and improved the accessibility of funding of LGBTI communities. There's now a centre of knowledge around LGBTI grant-making.

We have also spent an enormous amount of time and energy getting data; data that has defensible methodologies and is accessible to academics, politicians, policy-makers, grant-makers and civil society.

Data levels the playing field. In the past, conversations about resources were governed by those who had access and the loudest voice. In our reports, you can see the top ten grantees, top ten funders, so if you're a funder looking to organise or figure out who to raise money from... it's all available to you. That quickens our whole movement, ensuring the right kind of conversations can be had – with the right actors in the right places – to move resources to where they are needed.

When I came in, I started rolling out 'donor pre-conferences' adjacent to LGBTI civil society events. They reduce grant-maker isolation, build community and all the things our research does as well. Beyond this, they demonstrate that LGBTI grant-makers show up. We create a centre of gravity that gets grant-makers to events in Bogota, Bangkok, Accra ... where they wouldn't have come otherwise. That truly makes a difference. And we see it in how resource flows have been changing over the last ten years. I can't say that it's specifically because of our work but I do think we have made a great contribution to the amount and quality of resources LGBTI people have had access to.

What will GPP be focusing on over the next 12 months?

Well, we will continue to do our Covid monitoring. We're about to publish our second report which evaluates nearly 5,000 humanitarian mechanisms to identify the quality and quantity of LGBTI inclusive humanitarian aid for Covid-19. Maybe to no one's surprise but shockingly, we found zero mention of LGBTI people, except a single grant in one country for less than 100,000 euros. And that was an inclusive grant.

We are launching a multi-month collaborative summit called Shimmering Solidarity: Global Rights Summit. That is with a set of small networks of grant-makers with very specific priorities around a broad rights agenda.

We will also be starting the fourth iteration of the Global Resources Report. That will get underway in the next two months. Those take about a year to put together.

Then I think we'll be leaning into the opportunity that the reduction of travel has provided us. Our meetings have become far more accessible – we've seen a 43% increase in participation as people don't have to fly. And it's more diverse – geographically and linguistically.

What encouraged you to get into this field?

I've always been an organiser and queer activist. I've done everything from organising big structures, to being part of big global activist organisations, to being on Boards, all kinds of stuff. I think I found myself here because at a certain point I realised I deeply love, trust and respect our communities and we need millions more dollars. I'm less concerned about all the particularities of advancing rights, I trust everyone in our communities to make those decisions. But they need to get paid. We need resources to bring all that work for broad inclusion and the liberation of our people.

What are the best bits of your job?

GPP's work is intentionally quiet and private. I love those moments when we finalise commitments with an actor bringing tens of millions of new dollars to the field. And then I go home and change the laundry... I also love working with incredibly brilliant strategists

who have committed to taking unique risks to move more money. It's really exciting.

When you look at LGBTIQ+ communities and organisations around the world at the moment, what are you most worried about?

The thing I'm most worried about is that during the pandemic public and private philanthropy for LGBTI communities assumed all of the humanitarian burden. While that is positive thing, there is a danger in having done the work of humanitarian agencies, that the really critical work of rights advancement, preservation and defence went undone because those resources were spent elsewhere. The pipeline of rights risks is coming at us and there's no additional money to fill it.

The other big concern for me is that as new money comes into the field, there isn't much of a history around how we negotiate such big new resources. I think there are risks around Global North organisations becoming very well resourced and driving agendas that aren't always in the best interests of the Global South and East. One of our broad objectives is to build the economic and political independence and power of LGBTI communities in the Global South and East. That is a ship that always needs righting.

And what gives you the most hope?

I don't really believe in hope! But what energises me is that it does feel there are now more avenues, and more relationships and more emerging commitments that centre LGBTI lives in funding. That is really promising. That is our principal goal – more and better money. That indicator to me means we are being successful.

Our trustees and staff

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David Cutler, *Director*

Harriet Lowe, *Communications and Research Officer*

David Sampson, *Deputy Director*

Jannat Hossain, *Programmes Officer*

Grants awarded in 2020

Arts

| GRANTEE | AMOUNT | PURPOSE |
|---|---------|--|
| 0282 CIC | £8,000 | Unrestricted funding for arts and mental health activity. |
| Art & Soul | £8,000 | Unrestricted funding for arts and mental health activity. |
| Art Angel | £12,000 | Unrestricted funding for arts and mental health activity. |
| Art Branches | £8,000 | Unrestricted funding for arts and mental health activity. |
| Art in Healthcare | £8,000 | Unrestricted funding for arts and mental health activity. |
| Artlift | £12,000 | Unrestricted funding for arts and mental health activity. |
| Artlink Edinburgh and the Lothians | £8,000 | Unrestricted funding for arts and mental health activity. |
| Arts & Minds | £12,000 | Unrestricted funding for arts and mental health activity. |
| Arts for Recovery in the Community | £12,000 | Unrestricted funding for arts and mental health activity. |
| arts4wellbeing | £12,000 | Unrestricted funding for arts and mental health activity. |
| ArtyFolks | £8,000 | Unrestricted funding for arts and mental health activity. |
| Beating Time | £8,000 | Unrestricted funding for arts and mental health activity. |
| Bespoken Theatre Company | £8,000 | Unrestricted funding for arts and mental health activity. |
| Bethlem Gallery | £12,000 | Unrestricted funding for arts and mental health activity. |
| Blue Cabin | £8,000 | Unrestricted funding for arts and mental health activity. |
| Borderland Voices | £8,000 | Unrestricted funding for arts and mental health activity. |
| Breakdown Bolton | £12,000 | Unrestricted funding for arts and mental health activity. |
| Breathe Creative | £8,000 | Unrestricted funding for arts and mental health activity. |
| BrightSparks | £12,000 | Unrestricted funding for arts and mental health activity. |
| Cascade Theatre Company | £12,000 | Unrestricted funding for arts and mental health activity. |
| Centrepieces Mental Health Arts Project | £12,000 | Unrestricted funding for arts and mental health activity. |
| Chilli Studios | £12,000 | Unrestricted funding for arts and mental health activity. |
| Click Therapy | £8,000 | Unrestricted funding for arts and mental health activity. |
| Comics Youth | £12,000 | Unrestricted funding for arts and mental health activity. |
| Compass Collective | £8,000 | Unrestricted funding for arts and mental health activity. |
| Compass Community Arts | £8,000 | Unrestricted funding for arts and mental health activity. |
| Creative Recovery | £12,000 | Unrestricted funding for arts and mental health activity. |
| Creative Response Arts | £12,000 | Unrestricted funding for arts and mental health activity. |
| Culture, Health & Wellbeing Alliance | £20,000 | To conduct research and produce a report on sustainable practice in arts and mental health activity. |
| esc films | £12,000 | Unrestricted funding for arts and mental health activity. |

| GRANTEE | AMOUNT | PURPOSE |
|--|---------|---|
| Fallen Angels Dance Theatre | £12,000 | Unrestricted funding for arts and mental health activity. |
| Fluid Motion Theatre Company | £12,000 | Unrestricted funding for arts and mental health activity. |
| Geese Theatre Company | £8,000 | Unrestricted funding for arts and mental health activity. |
| Green Close Studios Ltd | £8,000 | Unrestricted funding for arts and mental health activity. |
| Headspace Bolton | £12,000 | Unrestricted funding for arts and mental health activity. |
| Hive Bradford | £8,000 | Unrestricted funding for arts and mental health activity. |
| Hoot Creative Arts | £12,000 | Unrestricted funding for arts and mental health activity. |
| Hospital Rooms | £12,000 | Unrestricted funding for arts and mental health activity. |
| Inside Out Community | £12,000 | Unrestricted funding for arts and mental health activity. |
| Inside Out Cymru | £8,000 | Unrestricted funding for arts and mental health activity. |
| Kazzum Arts | £12,000 | Unrestricted funding for arts and mental health activity. |
| Key Changes | £12,000 | Unrestricted funding for arts and mental health activity. |
| London Arts in Health Forum | £5,000 | To produce an event aiming to share information and best practice around arts and mental health, involving Mind, recovery colleges and artists. |
| LouDeemY Productions | £8,000 | Unrestricted funding for arts and mental health activity. |
| Madlove Ltd | £12,000 | Unrestricted funding for arts and mental health activity. |
| make it better (mitber) | £8,000 | Unrestricted funding for arts and mental health activity. |
| Many Minds | £12,000 | Unrestricted funding for arts and mental health activity. |
| MBC Arts Wellbeing | £8,000 | Unrestricted funding for arts and mental health activity. |
| Mental Fight Club | £12,000 | Unrestricted funding for arts and mental health activity. |
| Mental Health Foundation | £15,000 | To launch the first Green Ribbon Mental Health Arts Festival in Wales to engage, showcase, improve networks and explore options for future funding. |
| Music In Detention | £8,000 | Unrestricted funding for arts and mental health activity. |
| Nemo Arts | £12,000 | Unrestricted funding for arts and mental health activity. |
| New Note Projects | £12,000 | Unrestricted funding for arts and mental health activity. |
| North Tyneside Art Studio | £12,000 | Unrestricted funding for arts and mental health activity. |
| Northern Ireland Mental Health Arts Festival | £8,000 | Unrestricted funding for arts and mental health activity. |
| Orb Community Enterprise | £12,000 | Unrestricted funding for arts and mental health activity. |
| Out Of Character | £12,000 | Unrestricted funding for arts and mental health activity. |
| Outside Edge Theatre Company | £12,000 | Unrestricted funding for arts and mental health activity. |
| Paisley Opera | £8,000 | Unrestricted funding for arts and mental health activity. |
| Pioneer Projects | £8,000 | Unrestricted funding for arts and mental health activity. |
| Playing ON | £12,000 | Unrestricted funding for arts and mental health activity. |
| Pool Arts | £12,000 | Unrestricted funding for arts and mental health activity. |
| Project Ability | £8,000 | Unrestricted funding for arts and mental health activity. |
| Project Dare | £8,000 | Unrestricted funding for arts and mental health activity. |

| GRANTEE | AMOUNT | PURPOSE |
|--|---------|---|
| Race Equality Foundation | £10,000 | To lead a consortium discussing issues around the Inclusion of Ethnically Diverse communities in Arts and Mental Health Activities. |
| Radiate Arts CIC | £8,000 | Unrestricted funding for arts and mental health activity. |
| Real Talk CIC | £8,000 | Unrestricted funding for arts and mental health activity. |
| RTProjects | £12,000 | Unrestricted funding for arts and mental health activity. |
| Significant Seams | £12,000 | Unrestricted funding for arts and mental health activity. |
| Social Material | £8,000 | Unrestricted funding for arts and mental health activity. |
| Sound Minds | £12,000 | Unrestricted funding for arts and mental health activity. |
| Soundcastle Ltd | £12,000 | Unrestricted funding for arts and mental health activity. |
| South East London Arts Network | £12,000 | Unrestricted funding for arts and mental health activity. |
| Space For You | £8,000 | Unrestricted funding for arts and mental health activity. |
| St Matthew's House | £12,000 | Unrestricted funding for arts and mental health activity. |
| START Inspiring Minds | £12,000 | Unrestricted funding for arts and mental health activity. |
| Stepping Stone Theatre For Mental Health | £8,000 | Unrestricted funding for arts and mental health activity. |
| Studio Upstairs | £12,000 | Unrestricted funding for arts and mental health activity. |
| Support to Recovery | £8,000 | Unrestricted funding for arts and mental health activity. |
| The Alma Project | £12,000 | Unrestricted funding for arts and mental health activity. |
| The Big House Theatre Company | £8,000 | Unrestricted funding for arts and mental health activity. |
| The Brock Garden Centre | £8,000 | Unrestricted funding for arts and mental health activity. |
| The Buddy Beat | £8,000 | Unrestricted funding for arts and mental health activity. |
| The Open Door Centre | £12,000 | Unrestricted funding for arts and mental health activity. |
| The Recover Team Ltd | £12,000 | Unrestricted funding for arts and mental health activity. |
| The Red Earth Collective CIC | £12,000 | Unrestricted funding for arts and mental health activity. |
| The VC Gallery | £8,000 | Unrestricted funding for arts and mental health activity. |
| Theatre for Life | £8,000 | Unrestricted funding for arts and mental health activity. |
| Theatre Troupe | £12,000 | Unrestricted funding for arts and mental health activity. |
| TLC-St Lukes | £12,000 | Unrestricted funding for arts and mental health activity. |
| Tonic Music for Mental Health | £12,000 | Unrestricted funding for arts and mental health activity. |

Strengthening Civil Society

| GRANTEE | AMOUNT | PURPOSE |
|--|---------|---|
| Access Social Care | £30,000 | To grow a regional hub model and develop ASC's chatbot to meet community needs to ensure everyone can access the care they have a right to. |
| Anti Trafficking and Labour Exploitation Unit | £5,000 | To cover costs related to operational impacts of Covid-19. |
| Anti Trafficking and Labour Exploitation Unit | £30,000 | To provide specialist advice to organisations assisting survivors of trafficking to secure protection, enforce employment rights, and access compensation. |
| Anti-Slavery International | £29,890 | To collect evidence of how the Recovery Needs Assessment policy works in practice for victims of slavery and/or trafficking, and advocate for changes to improve support. |
| Anti-Slavery International | £4,564 | To cover costs related to operational impacts of Covid-19. |
| Article 39 | £30,825 | To support work to end the double punishment of child imprisonment during Covid-19, and wider advocacy of a children's rights approach to law and policy. |
| Asylum Support Appeals Project | £29,985 | To provide legal advice and training to organisations around the UK on the impact of Covid-19 on access to asylum support and asylum support appeals. |
| Birthrights | £30,000 | Continuation funding to cover three months of costs for their work to improve maternity care, continuing with their 'Peer Partners' approach. |
| Birthrights | £5,000 | To cover costs related to operational impacts of Covid-19. |
| Birthrights | £40,000 | To pursue legal action challenging NHS Trusts' policies that violate women's fundamental human rights in childbirth, including a judicial review. |
| Black Training and Enterprise Group (BTEG) | £30,000 | To equip BAME-led/focused frontline organisations with the confidence, knowledge and legal tools to deliver greater race equality across all areas of policy and practice within the criminal justice system. |
| British Institute of International and Comparative Law | £39,864 | To empower civil society and parliamentarians to influence Covid-19 legislation through Rule of Law-based scrutiny. |
| Central England Law Centre | £30,000 | To fund staff costs associated with running a helpline and issuing a rights information pack and other materials to their partner organisations. |

| GRANTEE | AMOUNT | PURPOSE |
|--|----------|--|
| Central England Law Centre | £40,000 | To undertake work to understand the impacts on legal rights of Care Act 2014 easements (in the Coronavirus Act) to influence the debate about the future of social care. |
| Child Poverty Action Group | £29,685 | To undertake strategic legal work to help families with children pushed into or further into poverty. |
| Childhood Bereavement Network | £29,904 | To undertake activities to ensure bereavement welfare benefits are extended to cohabitants with grieving children through influencing a Remedial Order and raising awareness among families. |
| Childrens Law Centre NI | £40,000 | To increase capacity to support collaboration with partner NGOs, undertake impact work and to meet the shortfall in funding for lawyers. |
| Citizens Advice Plymouth | £5,000 | To cover costs related to operational impacts of Covid-19. |
| Community Law Advice Network (Clan Childlaw) | £30,000 | To continue work to change the law on siblings' rights for looked after children; and support other organisations to use the law to realise children's rights in Scotland. |
| Community Law Advice Network (Clan Childlaw) | £40,000 | To empower frontline workers to use the law to alleviate the impact on care experienced people disadvantaged through local authority responses to Covid-19. |
| Deighton Pierce Glynn | £100,000 | To develop their work to train and support frontline workers to use Pre Action Protocol letters to realise rights for the people they serve. |
| Equally Ours | £5,000 | To cover costs related to operational impacts of Covid-19. |
| Family Rights Group | £30,000 | To enable Family Rights Group to increase its influence on policy and practice in relation to voluntary arrangements of children in care under s.20 of the Children Act 1989. |
| Family Rights Group | £5,000 | To cover costs related to operational impacts of Covid-19. |
| Friends, Families & Travellers | £5,000 | To cover costs related to operational impacts of Covid-19. |
| Friends, Families and Travellers | £14,669 | To use the law and a human rights based approach to address inequality and disadvantage experienced by Gypsies & Travellers compounded by Covid-19. |
| Hospice UK | £5,000 | To cover costs related to operational impacts of Covid-19. |

| GRANTEE | AMOUNT | PURPOSE |
|--|----------|---|
| INQUEST Charitable Trust | £40,000 | To support the work of Covid-19 Bereaved Families for Justice UK to undertake activities to initiate an immediate Statutory Public Inquiry into the handling of Covid-19. |
| Joint Council for the Welfare of Immigrants | £40,000 | To support an urgent legal challenge to changes made (in response to Covid-19) to the process by which appeals are considered by the tribunals. |
| Just Fair (Economic, Social and Cultural Rights in the UK) | £3,512 | To cover costs related to operational impacts of Covid-19. |
| Just Fair (Economic, Social and Cultural Rights in the UK) | £40,000 | To support economic and social rights legal action that aims to tackle the disproportionate impact of Covid-19 on specific populations in the UK. |
| Just Fair (Economic, Social and Cultural Rights in the UK) | £4,800 | To support work to understand how the effectiveness of social rights movements across the UK can be increased. |
| Just for Kids Law | £25,656 | To challenge new regulations which have increased Custody Time Limits for defendants, including children, by a further 56 days. |
| Justice Collaborations | £300,000 | To support the Justice Together Initiative. |
| Lasa Charity UK | £30,000 | To support their ongoing rightsnet and advice local work to respond to the Covid-19 pandemic and its impact on advice organisations. |
| London Gypsies and Travellers | £29,963 | To undertake activities to implement the Court of Appeal judgment challenging council wide-injunctions affecting the nomadic way of life of Gypsies and Travellers. |
| MECOPP | £4,500 | To cover costs related to operational impacts of Covid-19. |
| Medical Justice | £30,000 | To ensure Medical Justice's successful litigation reduces avoidable suffering of vulnerable immigration detainees. |
| Migrants' Rights Network | £29,536 | To highlight the disadvantage and impact indefinite leave to remain refusals have on highly skilled migrants, their families, and those with protected characteristics. |
| Motherhood Plan | £18,750 | To support a public interest discrimination case challenging the Government's Self-Employed Income Support Scheme. |
| National AIDS Trust | £30,000 | To respond to the spike in demand they are receiving from other HIV organisations to support people living with HIV in relation to COVID-19 issues. |

| GRANTEE | AMOUNT | PURPOSE |
|---|----------|---|
| National AIDS Trust | £5,000 | To cover costs related to operational impacts of Covid-19. |
| Open Trust | £40,000 | To support a legal challenge calling for transparency concerning the government's refusal to publish details of the COVID-19 NHS datastore. |
| openDemocracy | £14,363 | For phase two of The Unlawful State editorial partnership which will investigate and report on unlawful public decision-making in the context of the COVID-19 pandemic and how civil society is using legal action to address it. |
| Pembrokeshire People First | £5,000 | To cover costs related to operational impacts of Covid-19. |
| Public Interest Law Centre | £29,246 | To strengthen its existing legal hub activities and grow new partnerships with BME/migrant organisations in response to Covid-19. |
| Public Law Project | £40,000 | To develop an evidence-based response to, and influencing strategy in respect of, proposals to restrict judicial review. |
| Public Law Project | £5,000 | To cover costs related to operational impacts of Covid-19. |
| Public Law Project | £30,000 | To address increased demand and complexity in requests for advice from civil society organisations. |
| Redress | £5,000 | To cover costs related to operational impacts of Covid-19. |
| Refugee and Migrant Forum of Essex & London | £17,698 | To challenge the evidential requirements in long residence applications for people who have been rough sleeping. |
| Release | £29,100 | To empower people who use drugs problematically to assert their legal rights, and challenge decisions, in relation to their drug treatment. |
| Rights and Security International | £30,000 | To ensure the implementation of the outcome of their successful strategic litigation to ensure a genuinely independent review of the government's counter extremism strategy, Prevent. |
| The Access to Justice Foundation | £100,000 | To support the second wave of the Community Justice Fund. |

International Development

| GRANTEE | AMOUNT | PURPOSE |
|---|----------|---|
| All Out | £50,000 | To support activities to foster empowerment for queer African women. |
| Astraea Foundation | £250,000 | To support grantmaking and movement building for LGBTQ groups in sub-Saharan Africa. |
| Forum for the Empowerment of Women | £60,000 | To support the organisation's core costs. |
| Forum for the Empowerment of Women | £20,000 | To support the organisation's core costs. |
| Gender Dynamix | £130,000 | To support the organisation's core costs. |
| Gender Dynamix | £49,180 | To support the organisation's regional Covid-19 response plan. |
| Initiative Sankofa d'Afrique de l'Ouest (ISDAO) | £200,000 | To support ISDAO's safety and security responses, strategic grantmaking, and operational development. |
| Iranti | £44,000 | To support the organisation's core costs |
| Iranti | £130,000 | To support the organisation's core costs. |
| Pan Africa ILGA | £25,000 | To support the Pan Africa ILGA 2020 Regional Conference. |
| Social, Health and Empowerment Feminist Collective | £100,000 | To support the organisation's core costs. |
| Social, Health and Empowerment Feminist Collective | £34,000 | To support the organisation's core costs. |
| The All Party Parliamentary Group for Global LGBT+ Rights | £18,420 | To support the costs of the Coordinator of the All-Party Parliamentary Group on Global LGBT+ Rights. |
| The All Party Parliamentary Group for Global LGBT+ Rights | £148,615 | To support the costs of the Coordinator of the All-Party Parliamentary Group on Global LGBT+ Rights. |
| The Other Foundation | £185,000 | To support the organisation's operations with a particular focus on participatory grant making to lesbian and transgender organisations and initiatives, knowledge and strategic leadership development of lesbian and transgender activists, and to further develop organisational capability; and to support The Other Foundation's response to the coronavirus pandemic. |
| UHAI EASHRI | £275,000 | To provide grants, capacity development, research and pan-African partnerships for LBQ women and trans civil society towards growing their agency, visibility, organising power, programming and advocacy, and to support UHAI EASHRI's response to coronavirus. |

New resources in 2020

Arts



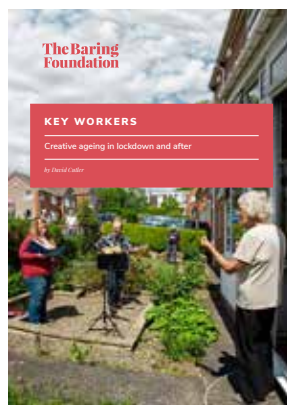
An initial mapping study of participatory arts and mental health activity in the UK – the first report of our Arts & Mental Health programme

David Cutler



Creatively minded and young: a selection of arts and mental health projects with, by and for children and young people

Harriet Lowe



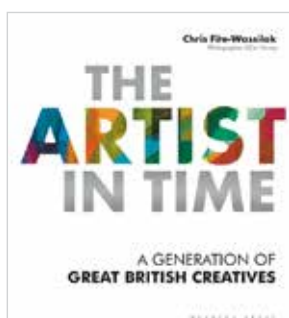
Key workers: creative ageing in lockdown and beyond

David Cutler



Creative care homes

Paintings in Hospitals



The Artist in Time

Chris Fite-Wassilak
and Ollie Harrop

Strengthening Civil Society



Strengthening civil society: evaluation of the Strengthening Civil Society programme, 2015–2020

Hidden Depths Research

International Development



Leading the way: the role of global Britain in safeguarding the rights of the global LGBTI+ community

Ross Othen-Reeves



Vibrant yet underresourced: The state of lesbian, bisexual, and queer movements

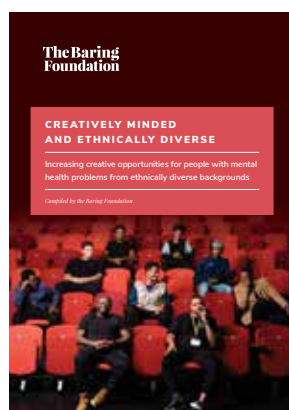
Mama Cash and Astraea



Global resources report 2017–2018

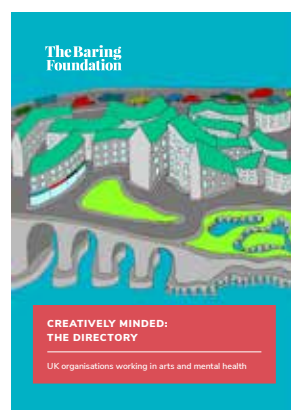
Global Philanthropy Project

2021 (Arts)



Creatively minded and ethnically diverse

The Baring Foundation



Creatively minded: the directory – UK organisations working in arts and mental health

The Baring Foundation

Keep in touch with us

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