

**The Baring
Foundation**

**REPORT
ON *2021*
ACTIVITIES**

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About us

Our 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.

Our 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.

How we invest

In 2021, the Trustees carefully considered their **Statement on Responsible Investment**, retaining established principles but further elaborating on these in the interests of transparency.

The core of our approach is as follows:

The Foundation takes a responsible and long-term approach to investment, investing predominantly through external investment managers. The Board of Trustees has overall responsibility for the Foundations investment policy. It has set up an Investment Committee chaired by a Trustee with relevant experience. The majority of the endowment is invested through investment managers who have signed up to, and adhere to, the FRC UK Stewardship Code. We expect them to invest responsibly and to be proactive in considering environmental, social and governance issues.

We aim to invest in responsible companies, which operate with fairness and integrity, and companies that offer positive solutions to global challenges such as climate change, resource constraints and loss of biodiversity. We try to avoid exposure to underlying companies which are associated with human rights violations or engage in activities that cause social harm.

We work closely with our investment managers to understand the underlying investment frameworks they use to help us monitor how well aligned their approach is with our values. We believe this approach will enable the Foundation to continue to generate attractive long-term returns and provide well-aligned liquidity for continuity of grant-making in real terms.

The full statement can be found at baringfoundation.org.uk/about-us/our-policies.

Message from our Chair



Lucy de Groot CBE

This last year has been tough for so many people. The COVID-19 pandemic continues to cast a major shadow across society both in the UK and internationally. Other serious challenges remain intense with deep seated social, environmental and economic inequalities and many governments actively undermining human rights and independent civil society activity. At the Baring Foundation we remain inspired and encouraged by the determination, dedication and enthusiasm of the many individuals and organisations working to promote human rights and social justice.

“ We remain inspired and encouraged by the determination, dedication and enthusiasm of the many individuals and organisations working to promote human rights and social justice. ”

We continue to focus the work through our three main programmes in the arts, international development and strengthening civil society. As outlined in last year’s report, we have now also embarked on an active racial justice strategy which involves providing an additional £3 million over five years specifically ringfenced to address racial injustice and delivered through our existing programmes. As the Director says in his message for this report, 2021 has seen the first allocation of this funding through the Arts and Strengthening Civil Society programmes. The organisations we are funding under this strand are listed at the end of this report.

The Baring Foundation believes in the role of a strong, independent civil society nationally and internationally as a bedrock of a modern democracy. We have funded independent work on the state of the voluntary sector and civil society over several years, responding to serious



Illustration by
Beth Suzanna Harris for
our *The Pursuit of Racial
Justice through Legal
Action* report, see page 13.



Photo courtesy of Arts 2 Heal, see page 10.

concerns about shrinking civil society autonomy. There is more about the history of our engagement in this area in *A history of the Baring Foundation in 50 grants* which we produced to mark the Foundation's 50th anniversary in 2019.

Over this last year, Trustees have discussed the current difficult and antagonistic climate faced by many UK civil society activists, organisations and campaigns across a wide range of issues and themes. This has involved concerns about 'hard' approaches, such as new legal restrictions, as well as the 'soft' methods, which aim to shift what the public consider to be acceptable or normal, sometimes referred to as culture wars. We decided to commission a review of this 'shrinking civil space' from the perspective of potential independent funders such as the Baring Foundation and others which will be published in mid-2022.

Despite the frustration of not having met in person for over two years, the Trustees have worked hard over the last year to ensure that our programmes remain active and that sensitive support for our grant partners and others is maintained. My thanks go to all our trustees for their time and commitment. We welcomed a new trustee Ashley Coombes who is taking over the role of Honorary Treasurer from early in the new year. We were also

sad to say goodbye to François Matarasso after nine years as a trustee and seven as Chair of the Arts Committee.

Our Investment Committee has been very engaged during the year and has enabled the Trustee Board to take some important decisions about our investment strategy, responding to increasing concerns about social, environmental and economic justice issues in the investment markets. Our updated Responsible Investment Statement is available on our website.

The level of activity and the quality of the work undertaken is only possible because the Director and our small staff team provide such committed, thoughtful and professional support. I remain very grateful to them for their hard work through very difficult circumstances, largely working from home and with limited contact with potential and current grant partners who are the lifeblood of the work. We all look forward to greater contact and strengthened relationships in 2022.

Message from our Director



David Cutler

Once again, the pandemic has shaped a lot of what has happened in 2021 for the Foundation and for our grant partners. For the vast majority of the year the team continued to work from home and it will be two years since we met trustees in person. We are mindful of how this might diminish the quality of relationships, especially with the people that we support and have tried to mitigate this through a very active and popular series of Zoom meetings and seminars as well as more informal calls. We know that the pandemic has put huge pressure on grant partners from every angle – service delivery, the wellbeing of the workforce and fundraising – and tried to be conscious of this in designing our three very different programmes. This has been made easier by the continuing generous support of ING Bank, which in the last year has largely been around our technical needs.

The themes of our grantmaking programmes are long term and have remained unaltered this year. The Arts programme looks for opportunities to engage people with mental health problems to be creative in any way they choose, including to

“We know that the pandemic has put huge pressure on grant partners from every angle – service delivery, the wellbeing of the workforce and fundraising – and tried to be conscious of this in designing our three very different programmes.”

challenge any stigma they experience, express themselves or simply have fun. In line with a stronger emphasis on racial justice agreed for all our work by trustees last year, the most money this year went to 25 organisations through open competition to encourage a more diverse group of arts practitioners into this work. Amongst other work, we have launched two funding partnerships, one with the Greater London Authority and the other with the Arts Council of Wales.

The Strengthening Civil Society programme which supports civil society to use the law as a tool for social change also opened a racial justice fund to support legal action in the criminal justice system, which resulted in 13 new grants. Another major focus for this programme has been our continuing interest in the role of expert legal organisations to act as hubs for parts of civil society and in December we gave ten grants to support their work.

The International Development programme, which supports African LGBTI activists, was evaluated this year. This included a review of the programme through the lens of anti-colonialism and anti-racism and a resulting report. We continued to directly support specialist regional grantmakers on the continent, as well as to advocate for a new fund from the UK Government which we hope will be launched next year as the Safe To Be Me Fund.

We always remember what a privilege it is to work at a Foundation. An endowment gives freedom and security to our work. And there has been much that was very productive about our work in 2021 but, speaking personally, I can't wait to see our grant partners in person where they are working, rather than as pixels on a screen. Here's to the pleasure of meeting many more of you in 2022!



Photo courtesy of Outside Edge Theatre Company.

Funding overview 2021

£ 3,962,472

Total grant funding

through **74** grants

Grants by programme

Strengthening Civil Society

£ 2,334,901

General: £1,725,246

Racial justice: £609,655



International Development

£ 410,000

Other £ 44,906



Arts

£ 1,172,665

General: £378,500

Racial justice: £794,165

Grants by size

12

Grants of
up to £10,000



45

Grants
£11,000 – £50,000



4

Grants
£51,000 –
£100,000



13

Grants
£101,000+



Arts

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

BY DAVID CUTLER, DIRECTOR

2021 was only the second year of our theme of supporting creative activity by people with mental health problems. We know from all our work that it takes along time to develop a programme and a better understanding of the issues involved. This means openness, humility and attentive listening, especially to people with lived experience. We realise that we are still at an early stage in this with much to learn. We are very grateful for the work of our Arts Advisers Daniel Regan and Sabra Khan to help us do this.

Photo courtesy of Arts 2 Heal, see page 10.



Creatively minded and ethnically diverse

The major focus of our funding last year was to look at the involvement of ethnically diverse practitioners in the arts and mental health field as part of our overall commitment to racial justice. We started by publishing a report by leading thinkers and practitioners called *Creatively Minded and Ethnically Diverse*. There was a consensus among people writing this report (and everyone else that we spoke to) that the field is not representative of society. In response we created a fund offering project grants of up to £40,000 to undertake positive action measures and to offer targeted projects. This definitely struck a chord, attracting 146 applications. Even though we made available almost twice the amount of money originally envisaged, this still meant we could only fund 25 organisations. These are hugely varied ranging from the Royal Philharmonic Orchestra's work in Brent and therapeutic Hip Hop in Birmingham to a new theatre in Brixton and the health and arts charity in Milton Keynes.

New partnerships

We were also pleased to enter into new partnerships with other funders. In Wales, we match funded a £300,000 pot over three years with the Arts Council of Wales to support participatory arts activity identified by the seven Welsh Health Boards, each of which has its own Arts Coordinator. We have also jointly funded with the Arts Council there the Green Ribbon Festival run by the Mental Health Foundation. Last year also saw the launch of a £125,000 match fund over three years with the Greater London Authority which focuses on creativity and the mental health of young people.



Photo courtesy of Swansea Bay University Health Board.

Creatively Minded and together

Although there are active networks in the arts and health field, we also believe that a lot of organisations feel quite isolated. Ever mindful of the pressure on the time of our partners, we have organised a platform for grantholders and organised a small number of very popular online meetings, including the launch of another publication in the Creatively Minded series looking at good practice examples from NHS organisations across the UK. In addition, we published *Creatively Minded: The Directory*, listing around 250 mainly arts organisations that we are aware of working in this field.

We have also become increasingly aware of the wellbeing of the arts and mental health workforce and last year we have made a grant to offer free therapist-led sessions for artists in London working with people with mental health problems.

Legacy theme: creative ageing

From 2010 – 2019 the Foundation funded participatory arts activity with older people and a number of creative ageing projects continue along with our passion for this area.

In Northern Ireland, we jointly fund a pot with the Arts Council for work with people living with dementia. In Wales, we jointly funded cARTrefu, again with the Arts Council there, to offer arts in care homes. In Scotland, we fund Luminare, the expert organisation on creative ageing, alongside Creative Scotland. In England, we have funded the establishment of a sector specialist body which this year launched as the Creative Ageing Development Agency (CADA), as well as jointly funding with the Rayne Foundation the National Activity Providers Association (NAPA) to run the annual National Arts in Care Homes Day. The latter has proved increasingly popular, and this year included the launch of the second edition of the *Treasury of Arts Activities for Older People*.

We also asked NAPA to consult care home residents and staff about what creative offer should be made by all care homes and published the results in advance of further work next year. And looking further afield, after our participation at an international conference on creative ageing in January by the City of Helsinki, we jointly published a new good practice study with Finnish colleagues called Love in a *Cold Climate: Creative ageing in Finland*.

INTERVIEW BY HARRIET LOWE, COMMUNICATIONS & RESEARCH OFFICER



BANU ADAM ARTS 2 HEAL

Banu is the founder of Arts 2 Heal in Blackburn. Arts 2 Heal received a grant from the Baring Foundation in 2021 to engage the local South Asian community in creativity for wellbeing and to develop community arts and mental health champions.

You can learn more about Arts 2 Heal at www.arts2heal.org

“Our emphasis has always been: just enjoy creating and let’s see how you feel about it.”

You founded Arts 2 Heal – what led you there?

My background is in education and in a previous life I studied art. Initially my career didn’t bring these together, but later on I thought ok, I have an opportunity to do that. I did a Master’s in Arts & Health Practice and then worked for a couple of charities. But I often felt the paperwork was taking over and we weren’t really responding to the needs of the participants. It was then, really, that I thought let’s break away and see if we can start an organisation that meets people’s needs and has the members on board and involved as much as possible. I gave it a go and the response has been overwhelming. It’s snowballed. Arts 2 Heal been open for six years now. Because it’s a small charity, we can make changes quite quickly; we can adapt and take feedback. Initially it was just a trial and I thought we’d see how it goes. But it seems to have worked. And we’ve kept it in line with what the community wants.

What does Arts 2 Heal set out to do?

We’re based in Blackburn where I’ve lived myself for 25 years. I wanted to keep Arts 2 Heal real. The trustees are from the local community as well. Arts 2 Heal is about getting involved in art and feeling the benefits

to wellbeing. Our emphasis has always been: just enjoy creating and let’s see how you feel about it. It’s never been about creating a piece at the end or developing particular arts skills, although that does happen along the way.

Early on, we quickly realised that we did need a team but we didn’t have the funding to employ staff. We also wanted to help people develop skills that they would find valuable. So, we thought how about helping members to develop skills and then providing opportunities for them to practise these skills and develop them further. Participants become peer mentors and then volunteers. It’s important to recognise that people come with a work history, with lots of life and transferable skills, whatever health problems they might now be experiencing. Often what we do is gently facilitate these to come to the surface and build confidence. Our volunteers are now predominantly former participants. About 80% of our committee members are also former participants. This strengthens the charity and people also passionately want to give back.

This last year has been really great for the charity. We are volunteer-led and won a Queen’s Award for Voluntary Service. We also reached around 1,500 people this year.

We get referrals from support workers, social prescribing link workers, partner organisations and mental health teams. Word of mouth is also effective! But the key thing is that our location is brilliant. We are on the edge of the town, on the edge of the South Asian community who pass our way to get into town, and just by the train and bus station. We have a shop front with all the artwork displayed. We have an open door and what's fantastic is that our volunteers, as soon as they see someone at the door hovering or a bit hesitant, are straight there to welcome them in. We don't have a formal sign-in policy – all the things that can be barriers we try to remove them all. And it works.

What do you hope to achieve with the Baring Foundation grant?

With the Baring Foundation funding, we are focusing on engaging the South Asian community in particular. There are barriers to arts and mental health in the community. There is a fear of talking about mental health and of seeking mental health support and there is a natural instinct to go and see a spiritual leader but perhaps not to seek medical help. We are in a position where we can signpost people. Members who come to workshops are good at discussing what is going on with them in a natural way – we can provide a space for that and show people that there are a range of options available to support them.

Many community members have never used a paintbrush; they've seen their children do it when they bring art home from school, but never had an opportunity themselves. It's really important to make what we do accessible to people from socio-economically deprived backgrounds. So we've done a few projects upcycling ordinary materials which have been quite popular. We have been experimenting with using coffee instead of watercolours – all you need is one brush and coffee! The artwork we did was amazing! We want to make art accessible to people on a budget who don't have the money to spend on resources they might not use.

In the first phase of the project, we have been running a lot of workshops, some pop-ups, some with partners, saying to people to just come and join in, and trying out lots of different types of art. In the second phase, we will focus on introducing different mediums, and then we will help individual members to focus on a particular medium and then, with support from existing volunteers, start to deliver workshops themselves to small groups. They will become our community champions who will go out into the community – whether that is to a small mosque group, friendship circle or even birthday party – to do taster sessions. It's going to be very exciting!

The Baring Foundation funding is enabling us to be really flexible and try out different things, responding to what people are enjoying. As an example, we did a lantern-making workshop recently to coincide with a lantern festival in Blackburn. A little group there got talking about making kites out of willow which is popular in India and Pakistan. So, we've invited them back to come back to teach another group how to make these.

What do you most enjoy about your work?

For me personally, it's that moment when you give somebody that first experience of art that they weren't expecting. We did a session with a group of refugees and asylum seekers recently – many hadn't painted before. We did batik with them and the response was overwhelming. It's the interaction and the immediate feedback you get.

What are you most excited about for 2022?

It's going to be really exciting seeing our new members developing. You might assume that if people haven't done art before, they might not be good at it. But they are – they come in and do amazing things! And we will soon have 15 new community champions from the South Asian community who will be ready to deliver their own workshops in the community.

“All the things that can be barriers, we try to remove them. And it works.”

Strengthening Civil Society

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

2021 was a year of two halves for the Strengthening Civil Society programme. The first half of the year we spent valuable time reflecting on our response to the pandemic and exploring the programme's funding priorities. From June onwards, we focused on grant-making and by December had made grants totalling just under £2.5m. We also reviewed and renewed our learning partnership and responded to the government's consultation on the Human Rights Act (HRA) amongst other things.

Research and reflection

We began the year reflecting on the Covid-19 grants we awarded in 2020 – looking at the work which took place, the outcomes, and the feedback we received. This gave us a greater insight into the appetite for the use of legal action and gave us the impetus to turn our attention back to our strategy for the programme.

This led us to undertaking research looking at expert legal organisations or 'hubs' – civil society organisations (CSOs) with legal expertise who support non-legal CSOs to understand when and how to use different legal actions to address the discrimination they work on day to day. Hub organisations are key to successful collaborative legal action by civil society.

We wanted to hear from hub organisations themselves so undertook research to hear their views. This included reflecting on the work of our existing hub grantholders, undertaking a public survey to hear about the work of hub organisations outside our portfolio, and interviewing a small number of hub organisations to explore the hopes of hub organisations in more depth. In June, we

launched an open fund calling for expressions of interests from hub organisations with plans to scale up their work.

We were overwhelmed by the quality of applications we received and after a considerate applications process, we awarded three-year grants to ten organisations, totalling just over £1.4m. We are very excited about each of the projects and are looking forward to seeing their plans unfold.

Racial justice

We have over the years supported various racial justice projects through the programme. However, in 2021, we launched our first ringfenced fund for racial justice. Before deciding our specific area of focus, we wanted to speak to campaigners, lawyers, and academics about their thoughts on and understanding of using legal action to address racial injustice, and their views on the Foundation's proposal to fund it.

After undertaking a series of roundtables and one-to-one interviews, our Board decided to use this additional resource to support anti-racist organisations who are using legal action to address racial injustice in the criminal justice system. We were delighted by the level of interest in the fund – so much so that we brought forward budget from 2022 to fund as many of the applications as we could. We funded 13 organisations in the first year of the fund, distributing just over £600,000. We are grateful to Rajiv Menon QC for acting as an advisor during the assessment process.

We also commissioned research to look at how legal action has been used to address racism in the UK in the last thirty years. The report, *The Pursuit of*



Members of Refugees for Justice, recipients of a Covid-19 legal action grant, at the anniversary of the Park Inn incident in Glasgow.

Racial Justice through Legal Action, by Dr Bharat Malkani, is the first of many research projects we hope to commission to help us and others to learn, and to contribute to building the knowledge base on how legal action is and can be used to address racism in the UK.

Human rights

At the end of 2020, the government announced the Independent Review into the Human Rights Act and a consultation. We used examples of our grantees' vital work to illustrate the importance of the Act, making these stories central to our submission to the consultation.

In April, we worked with the European human rights funders' network, Ariadne, and the Association of Charitable Foundations to host an event for other funders on the proposed changes to the Human Rights Act, and the responsibilities we have as funders. We ended the year by awarding Liberty a grant of £150,000 over three years for their work in protecting human rights frameworks.

The year ahead

In 2022, the programme will focus on leadership development within the civil society legal action space; exploring the needs of organisations in parts of the UK with a dearth of legal action activity; and supporting new organisations using the law for change with seed funding.

In addition to this, we will be supporting our new racial justice grantees to develop their projects and organisations. We will also commission new research in this area, with the hope of broadening the research available on racism in the criminal justice system.

Finally, like every year, we will be keeping a watching brief on threats to access to public law remedies including the Human Rights Act and respond in ways which are most helpful. Whatever this year brings, around the country we are seeing more and more driven, innovative, and courageous civil society organisations using the law to tackle discrimination and disadvantage; and using their experience and expertise in defence of human rights frameworks.

INTERVIEW BY JANNAT HOSSAIN, BARING FOUNDATION PROGRAMMES OFFICER



AALIYA SEYAL

LEGAL SERVICES AGENCY

The Legal Services Agency (LSA) is a Scottish charity providing advice and representation to people who otherwise would not have access to any legal advice. LSA was awarded a grant under our Covid-19 legal action fund for their work challenging the unequal treatment of asylum seekers.

You can learn more about the Legal Services Agency at www.lsa.org.uk.

“Someone once told me that we are like A&E – people come to us in a crisis, and we help them understand and resolve the problem.”

What does the Legal Services Agency (LSA) do?

We are Scotland’s national Law centre, specialising in areas of social welfare law and standing up for the rights of disadvantaged people whose voices have been left behind. We have three areas of work: service provision which includes advice and casework; influencing and policy; and legal education. Scotland has many legal deserts in areas of social welfare law, meaning a lot of people don’t have access to vital legal advice on issues impacting everyday life – this is uncomfortable for me because I don’t think where you live should determine the services you have access to. This is something we have been thinking a lot about and are trying to change through our digital services – adapting as we can to reach people regardless of where in Scotland they are.

What drew you to LSA?

I have been with LSA for just over two years, joining a few months before the pandemic hit, so it went from induction to contingency planning! I always had an interest in the legal voluntary sector and LSA had a great reputation across Scotland. The organisation also isn’t shy – it doesn’t hide away from challenging conversations

and approaches its work with a view to achieving change for thousands of people.

Another attraction was LSA’s commitment to legal education and training. We have a seminar department which focuses wholly on learning and education and we don’t just deliver sessions on our legal specialist areas but bring in others to ensure we can cover as much of the law as possible. There’s also a big focus on the softer skills such as advocacy, drafting, presenting before a court or tribunal and the like.

What are some things you are proud of from last year?

I am proud of how our staff adapted to the pandemic. As we were going into lockdown, we sat down as a team to go through all the things we needed to adapt. There was a lot of self-learning! We didn’t have the tech needed to work well from home, but the team worked together to come up with ideas. Everyone supported each other, gelling together to make sure there wasn’t a single day when clients weren’t able to access us via phone, email, and post. We responded to what communities needed from us and stayed connected with partners, increasing our reach. I am proud of that and so grateful to the team for all they did and continue to do.

How did you get into social justice work?

I moved to Glasgow 26 years ago this year and a piece of advice I was given was to immediately volunteer somewhere. I chose a law centre, without even being clear about what it was, but was interested in the office management side of things. It was only when I was asked if I could speak any other languages that I realised there are a lot of invaluable skills needed in social justice work. My dad always insisted I knew my mother tongues so when I shared that I speak Urdu and Punjabi I was asked to translate. This exposed me to the barriers people face at every step and I knew I wanted to contribute to overcoming those barriers.

I was particularly drawn to the ethos of how law centres operate – they are so close to communities and community organisations. You can make real life changes which has a knock-on effect – I haven't looked back since. I get to see us help people make informed decisions and exercise their rights. People are often referred to LSA as a last resort – they often feedback that when they came to us, we actually listened to them. It's the driving force behind everything I do.

How do you see the pandemic continuing to impact your work into 2022?

The pandemic pushed us to go digital, within a few months we had systematised supporting clients remotely through phone, video, webchat, and email, this is something we want to build on further. When we come out of pandemic restrictions, we want to use the learning from our pandemic response to inform our service delivery going forward. We want to remain accessible to anyone who might need us, wherever they are based in Scotland, without losing that human touch. We are person centred – the staff are amazing in terms of how much they care about their clients, always going above and beyond.

This year is also the final year of our current strategic plan so as we look further ahead, we want to think about what is needed of us in this different world and how we can deliver that. We want to be responsive to the legal issues people are facing whilst also doing a lot of preventative work. We know a lot of the problems the people we serve face will not completely go away. Someone once told me that we are like A&E – people come to us in a crisis, and we help them understand and resolve the problem, often taking urgent legal action to protect their position. There are so many different barriers and challenges

people face when seeking our support but maintaining our multi-disciplinary approach in an ever-changing environment is important to us.

What keeps you going and what gives you hope?

The compassion people have when working together. In the pandemic, communities came together, civil society came together. We act as the secretariat for a couple of networks and the move to online meetings means people have been able to come together more and work on collaborative projects. What gives me hope is that desire to collaborate and the compassion people have towards a common objective of addressing discrimination and promoting equality.

How can people reading this support your work?

We always need people to contribute their time and skills – from undertaking ongoing voluntary roles to contributing towards a short-term working group or a specific project. When I started, I was keen that our volunteer opportunities didn't just focus on legal volunteers – we need people to support us with business development, marketing, data analysis, and more. This of course comes from my own experience of volunteering – you don't need to have a legal background to get involved!

“Scotland has many legal deserts ... I don't think where you live should determine the services you have access to.”

International Development

Empowering LGBTI communities in Sub-Saharan Africa

BY DAVID SAMPSON, DEPUTY DIRECTOR

In Africa, civil society organisations led by and for LBQ women have a median income of \$18,300, 33% have an income under \$5,000 and 66% have never received multi-year funding.¹

In a year where the Covid-19 pandemic has continued to have dramatic impacts on the lives of LGBTI people, these communities have also been invisible in the humanitarian funding made available due to the pandemic.²

Our 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 LGBTQ civil society. From 2015-2020, 87% of our funding went directly to civil society on the continent and has continued to support progress for the rights of LGBTQ communities.

“In 2015-2020, 87% of our funding went directly to civil society on the continent.”

However, the statistics above tell us that chronic underfunding remains the norm for those advocating for LGBTI rights and civil society supporting these communities.

In 2021, we reflected on the approach to our programming and continued our work to increase funding for this work from donors of all kinds.

Strategic review

2021 was a year of strategy review for this programme – we reflected on what we have achieved so far, options for the future and the style and structure of our grantmaking. Importantly, this included our first steps in articulating our approach to anti-colonialism and anti-racism in the programme.

We were excited to publish an independent evaluation of the programme from 2015-2020, available on our website, and we are enormously grateful to all our partners and colleagues who contributed to this analysis.

It was an important reminder of the extraordinary work of our partners, particularly our grantmaking partners The Other Foundation, ISDAO and UHAI EASHRI who are so vital in supporting a participatory approach to grantmaking in their regions.

This process confirmed our view that the Foundation has an ongoing role to play in supporting LGBTQ communities and that our support for locally-based, participatory grantmaking will remain at the core of our programme. However, we recognise that we must constantly learn and adapt during that process.

¹ *Vibrant yet underresourced, The state of Lesbian, Bisexual, and Queer movements*, Mama Cash and Astraea, 2020. Available at: baringfoundation.org.uk/resource/vibrant-yet-underresourced-the-state-of-lesbian-bisexual-and-queer-movements.

² *Where Are the Global COVID-19 Resources for LGBTI Communities?* Global Philanthropy Project 2020. Available at: globalphilanthropyproject.org/2020/09/01/covidreport-sept2020.

The report on anti-colonialism and anti-racism³ and the programme was important in highlighting areas for improvement, including how we build those values internally and champion them as part of our advocacy and engagement.

Our grantmaking

As 2021 was a year for review, our grantmaking was limited. We were pleased to extend our long-term partnerships with The Other Foundation and UHAI EASHRI. We also renewed our grant to GiveOut as it develops its model of an international community foundation for LGBTI communities.

During 2020, we offered bespoke additional grants to all our grantees in sub-Saharan Africa in response to the pandemic, as well as beginning a new partnership with the Astraea Lesbian Foundation for Justice. In many cases this was an uplift of c.50% on the current grant over a multi-year period. We kept in close contact with all our grantees during 2021 to understand the ongoing impact of Covid-19 restrictions.

Global support for LGBTI movements

In the UK, the Foundation has continued to work closely with the UK Alliance for Global Equality and others to highlight the crucial role the UK Government can play in protecting and extending the rights of LGBTI people internationally. We welcome the Government's ongoing focus on this work, as it prepares for the first UK-hosted global LGBTI rights – the Safe To Be Me – conference in June 2022.⁴

Our 2020 publication, *Leading the way: The role of global Britain in safeguarding the rights of the global LGBTI+ community*, recommended that the UK Government should commit an average of 0.3% of ODA per year to safeguard and strengthen global LGBTI+ rights. We built on this work in 2021, releasing a call for the Safe To Be Me Fund⁵ that reflected on the practical options for the creation of a new UK supported fund which resources local LGBTI+ civil society to create change for their communities, building their capacity, resilience and networks to challenge discrimination, develop safe spaces and protect rights.

“The Foundation has contributed to achieving its aim of strengthening the work of African grantmakers, creating the space for them to actively support the participation of activists and to provide grants in a responsive manner. These combined efforts have supported local civil society organisations ... to address the priorities of LBQ women and Trans persons in ways that best meet their needs, and in particular highlight the challenges around visibility in these communities.”

External evaluation of the Baring Foundation's International Development programme 2015-2020, Singizi Consulting, 2021.⁶

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.

We are also 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.

³ *Examining anti-racism and anti-colonialism in the Baring Foundation's International Development programme*, Arbie Baguios, Aid Re-imagined, 2021.

⁴ See: www.gov.uk/government/topical-events/safe-to-be-me-a-global-equality-conference.

⁵ *The Safe To Be Me Fund: Building Britain's investment in global LGBTI+ rights*, The Baring Foundation, 2021. Available at: baringfoundation.org.uk/resource/the-safe-to-be-me-fund.

⁶ Available at: baringfoundation.org.uk/resource/international-development-programme-external-evaluation-2015-2020.

INTERVIEW BY HARRIET LOWE, COMMUNICATIONS & RESEARCH OFFICER



FUNDI NDABA, JAMILLA MADINGWANE AND SIPHOKAZI NOMBANDE

FORUM FOR THE EMPOWERMENT OF WOMEN

Forum for the Empowerment of Women (FEW) was established by black lesbian activists, Donna Smith and Zanele Muholi in the Gauteng area in 2002. It engages in advocacy, education and capacity building to secure the rights of vulnerable communities, who face sometimes life-threatening violence alongside significant discrimination.

“There was a need for an organisation that focused on issues facing black lesbians, especially in townships. FEW filled that gap.”

How did FEW start and what are its main goals?

In the early 2000s, it was very hard to be gay in South Africa. It still is. But back then lesbians were being killed every month. There was a need for an organisation that focused on issues facing Black lesbians, especially in townships. We needed an organisation to take up our issues.

In the early days, FEW would meet twice a month in a safe space where women could come and talk about their problems. At that time, there were organisations that focused on LGBTI groups and gay issues were getting a lot of attention, but the voices of Black lesbians were not being heard. FEW filled that gap.

A lot of what we do is advocacy to support the women we work with. An important part of our advocacy work is community dialogue – we sensitise communities about sexual orientation and gender identity. In a lot of communities we live in, it is taboo to be queer. We talk about issues that are uncomfortable – we have to as we come from those communities and to shy away from those conversations would be detrimental. The topics range from coming out, to understanding sexual

orientation and gender identity (SOGI), and our experiences as lesbian women.

We also have a hate crimes programme, in which we help women to understand the criminal justice system in South Africa. There are a lot of cases of hate crime in our communities – women need to understand how to report a case, how to be vigilant in court and to understand sentencing in this context. We have also been doing sensitisation work with government institutions and the South African police service.

We do as much solidarity work as we can. Collectively, we manage to achieve much more with minimal budget and have a bigger impact.

How has life been since March 2020 and how did your work change to respond to the coronavirus pandemic?

Black lesbian women were made particularly vulnerable by the COVID-19 lockdowns. Many work in the informal sector and restrictions meant they were unable to work. Others lost their jobs. You can imagine, based on your sexuality, you might be the last one in and first one out. FEW distributed food packages to households in need, and later vouchers.

Lockdowns posed challenges. It was difficult to travel between provinces and within provinces. People were scared to travel as well and staff also got infected with COVID at points. Many women we work with don't have the smartphones, so it was hard to keep in touch with them, even if we gave out data.

Most of all, there have been a lot of cases of murders during the pandemic, not just of lesbians, but of LGBTI people, including gay men, which is not as common a phenomenon.

This has been a vulnerable time for all of us. People had to return to their homes because of COVID and to fend for themselves. For example, people had to leave Jo'burg and go back to the Eastern Cape where they don't have safe spaces or queer spaces. We were vulnerable and people took advantage of that vulnerability.

I think this time has shown us that the war is not over. We need to re-strategise so we can engage differently with government and wider society.

Another challenge has been that we do a lot of case monitoring of hate crimes where we support the families of people who have been murdered or raped. We would normally go to court with the families, but court restrictions meant that we couldn't show up for families who had lost loved ones.

How are things now? What will FEW be doing in 2022?

We would say we have been working normally – we haven't lost sight of our goals!

We have been looking at our plans for 2022. We are already responding to cases from provinces outside Gauteng and we want to develop our work across all nine provinces. We are looking at how we mobilise on health issues and how we make sure we are included in the health system. We also have an opportunity to engage with the education system around awareness and inclusion. We will also continue to engage around the criminal justice system.

There is also a real need for better collection of data and monitoring of hate crime cases. The government says they don't have enough information, but we know these crimes are happening.

When you look at the community of women you support what are you most concerned about at the moment?

One of the main issues is health. Discrimination around sexual and reproductive health is a big problem. Lesbians presenting in clinics asking about STIs for example will get a lot of discriminatory questions.

The other issue we are concerned about is intimate partner violence. When we see gender-based violence in the mainstream media, there is nothing about the violence that goes on in the intimate relationships of queer people. We want to have more focus on this in 2022.

And in turn, what gives you the most hope?

We are also hopeful about our ambitions to work on a more national level, and we are very hopeful about progress we have made so far raising awareness of SOGI with criminal justice stakeholders.

We are also excited about the opportunity to engage more on a Southern African platform. As Black lesbians in South Africa we are in a better situation than some of the other countries in the SADC region. We want to say to them that we have faced the same challenges and this is what we did.

What would you like FEW to have achieved in five years' time?

We want to see a lesbian who is socially and economically engaged. A lesbian who can engage fully in society without fear. But to achieve that, we need to address these challenges.

“ This [pandemic] time has shown us the war is not over. We need to re-strategise and engage differently with government and wider society. ”

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Grants awarded in 2021

Arts

ORGANISATION	AMOUNT	PURPOSE
General		
Arts Council of Wales	£100,000	To match a new fund for creative activities for people with mental health problems to be distributed through Regional Health Boards.
Greater London Authority, Culture and Creative Industries Unit	£125,000	To support the 'Thriving Through Culture' work, a programme to support good mental health and wellbeing for children and young people.
Unmapped	£9,500	To undertake a practical scoping review to contribute to understanding the role of the arts for people with severe mental illness.
Scottish Ballet	£30,000	For use towards the costs of a two-day conference on young people's mental health and wellbeing.
Mental Health Foundation (Scotland) / Scottish Mental Health Arts Festival	£26,900	Two projects relating to the Scottish Mental Health Arts Festival.
National Centre for Creative Health	£62,100	For their strand of work called 'Creative Hubs'.
Mental Health Foundation Wales	£15,000	For the Green Ribbon Arts Festival.
Claremont Project (Islington)	£10,000	To support the Claremont Project in conjunction with Flourishing Lives in providing counsellor-led reflective practice support for artists working with people with mental health problems.
Racial justice		
Together Productions	£2,000	To support an independent research evaluation of Singing For Our Minds, a pilot development programme to train artist facilitators.
Hear Me Out	£38,142	For a 12-month structured pilot programme of artistic and personal support, and pathway development for former immigration detainees.
Key Changes	£23,940	For Music Studio 'Discovery' Experiences for 150+ plus mental health patients/service users from minority ethnic backgrounds.

ORGANISATION	AMOUNT	PURPOSE
Sampad	£39,980	To help embed a culture of arts improving mental health in Washwood Heath, Birmingham, through professional artists representing the diverse community.
Marlborough Theatre Productions	£40,000	To support a programme of creative development activities for our QTIPoC wellbeing group Radical Rhizomes.
East London Dance	£40,000	To train and support ethnically diverse participatory dance artists experiencing poor mental health and delivering to others who experience the same.
Arts 2 Heal	£29,689	To deliver art workshops to the BAME community with mental health problems through a sensitively structured programme and developing community champions.
Together Productions	£39,974	For a training and advocacy programme for ethnically diverse artists, producers and singers with focus on positive mental health, inclusion and building community.
Bethlem Gallery	£26,625	To commission two ethnically diverse artists to co-produce commissions for a new hospital, alongside current service users, supported by a producer.
Displace Yourself Theatre	£35,489	For a programme of creative mental health activity, professional training for artists and a paid work placement with the company.
Outside Edge Theatre Company	£10,000	To further Diversity and Inclusion work across organisation and workforce to help use values of D&I to reach wider, more diverse participants.
Hospital Rooms	£39,934	To commission eight ethnically diverse artists to create major artworks for a new mental health hospital in collaboration with service users.
Birmingham Centre for Arts Therapies	£16,539	To deliver a Creative Hip Hop Academy.
Akademi	£34,501	For the Feet First project which will provide training to South Asian dancers to deliver a participatory dance programme for young people experiencing mental health challenges.
Lewisham Youth Theatre	£25,610	For the 'Progression Programme' which trains and supports ethnically diverse young adults with lived experience of mental health problems in drama facilitation.
Inside Out Community	£39,825	For transitioning to an intercultural community connecting people of all backgrounds through arts and creativity.

ORGANISATION	AMOUNT	PURPOSE
Free Space Project	£39,500	For a participatory arts and mental health project working with ethnically diverse participants and artists in and from Camden, and for organisational development.
Good Vibrations	£15,000	To extend the 'Resonate Glasgow' community music project to reach more ethnically diverse participants, and to train four ethnically diverse music facilitators.
The Red Earth Collective	£40,000	To design and deliver training and events for ethnically diverse creatives and emerging artists with lived experience to work in mental health settings.
Creative Future	£32,297	To create access and opportunities for writers from Black, Asian and ethnic minority backgrounds with mental health issues through training, mentoring and workshops.
Protégé DNA	£38,400	To train two BAME artists to deliver creative projects in mental health settings, and to commission two mental health professionals to devise an organisational development programme for the Protégé team.
Raw Material Music and Media	£20,025	To support a new programme of creative courses for those experiencing mental ill health and professional development for ethnically diverse artists.
The Foundling Museum	£15,000	To part fund Tracing our Tales, an arts-based traineeship working with ethnically diverse care leavers with mental health problems.
Brixton House	£40,000	For a multidisciplinary arts project engaging with children and young people from Lambeth of diverse ethnic backgrounds and with mental health issues.
MK Arts for Health	£34,000	To create representative diversity in our professional artist delivery team increasing cultural exchange and capacity in addressing mental health needs.
Royal Philharmonic Orchestra	£37,695	For a year-long programme of training and creative music workshops engaging Brent residents from diverse ethnic backgrounds with mental health challenges.

Strengthening Civil Society

ORGANISATION	AMOUNT	PURPOSE
General		
Centre for Women's Justice	£30,000	To meet the increased need for legal assistance from women's sector organisations, on issues relating to violence against women and girls.
The Civil Liberties Trust	£150,000	For their work to protect the Human Rights Act and Judicial Review.
Latin American Women's Rights Service	£5,000	To cover costs related to operational impacts of Covid-19.
Sheila McKechnie Foundation	£5,000	To sponsor the Best Use of Law category at the SMK National Campaigner Awards 2021.
Legal Services Agency	£40,000	To challenge unequal treatment of asylum seekers.
Legal Aid Practitioners Group	£10,000	To support the evaluation of the survey data and evidence collected via the Legal Aid Sustainability Inquiry and for the production and dissemination of the final report.
The Wharton Trust	£20,000	To support the Right to an Effective Education Hartlepool Initiative.
Citizens UK	£40,000	To support the work of Refugees for Justice in their campaign for a public inquiry into asylum support and accommodation during the Covid-19 pandemic.
JustRight Scotland	£5,000	To cover costs related to operational impacts of Covid-19.
Greater Manchester Law Centre	£150,000	For a regional legal hub supporting communities across Greater Manchester to exercise their rights and use the law to challenge social inequality and effect systemic change.
Environmental Rights Centre for Scotland	£65,336	To scale-up hub activities to advance the human right to a healthy environment and reduce barriers to accessing justice.
Public Interest Law Centre	£150,000	To scale and expand hub activities at the intersection of housing, domestic abuse, and racial justice.
The British Institute of Human Rights	£150,000	To increase support to civil society organisations on human rights practice through knowledge, confidence, and skills development, and through mentoring.
SOS Special Educational Needs	£150,000	To set up a special education needs and disability (SEND) law judicial review hub, and to improve the enforcement of duties owed to SEND families.

ORGANISATION	AMOUNT	PURPOSE
The Public Interest Litigation Support (PILS) Project	£150,000	To scale ongoing collaborative activities to breaking down barriers to access to justice.
JustRight Scotland	£150,000	To expand their disability justice and trans rights legal work to other protected characteristics.
Access Social Care	£150,000	For a hub network tackling injustice and improving access to social care, working with communities, driving system change through a strengths-based approach.
Foxglove	£150,000	To support civil society organisations and drive social change through strategic litigation, high profile communication and campaigning.
Rights & Security International	£4,910	To cover costs related to operational impacts of Covid-19.
Southwark Law Centre	£150,000	To develop a second-tier support hub to provide legal advice and training for community organisations in the areas of education and discrimination law.
Racial justice		
Racial Justice Network	£50,000	To support their Stop the Scan campaign including exploring a Judicial Review.
Joint Enterprise: Not Guilty by Association (JENGbA)	£50,000	To bring legal action against the Justice Secretary over the issue of 'substantial injustice' in wrongful joint enterprise convictions.
Maslaha	£48,849	Using legal tools to tackle and hold to account the systemic racism faced by Muslims in prison.
Black Protest Legal Support	£50,000	For costs related to legal observing at protests that affect racialised communities, providing legal advice and training to grassroots groups, and arrestees and potential strategic litigation.
Centre for Women's Justice	£50,000	For CWJ and Imkaan to analyse and challenge the institutionalised abuse and racism experienced by Black and minoritised women and girls in the criminal justice system.
INQUEST	£50,000	To seek to further challenge the failure of accountable bodies and the inquest process to address structural racism.
Friends, Families and Travellers	£50,000	Challenging racial injustice and promoting Gypsy and Traveller rights in the face of the Policing Bill, through legal challenge and training.
Criminal Justice Alliance	£50,000	Holding the government to account for systemic racial injustice: through campaigns on Public Sector Equality Duty, legal research, and judicial review.

ORGANISATION	AMOUNT	PURPOSE
Hackney Council for Voluntary Service	£50,000	Funding for Account (a youth led police monitoring group) to continue and upscale its legal action work related to racial profiling in stop and search.
Tottenham Rights	£50,000	To increase the confidence and capacity of those previously on the Gangs Violence Matrix so they can seek legal redress and work towards setting legal precedents.
SHU Law	£46,214	To support the development of an anti-racist legal department within this law firm staffed by members of the BAME community focusing on anti-racism.
APPEAL	£14,592	To research whether non-unanimous jury verdicts lead to miscarriages of justice for BAME defendants.
The 4Front Project	£50,000	To cover costs of ongoing legal action approaches including staff, campaigning, and legal costs.

International Development

ORGANISATION	AMOUNT	PURPOSE
UHAI EASHRI	£175,000	For core support funding to strengthen UHAI's capacity to support LBQT movements in Eastern Africa.
The Other Foundation	£175,000	To support operations focused on participatory grantmaking to lesbian and transgender organisations and initiatives.
GiveOut	£60,000	To support GiveOut's core costs.

Other

ORGANISATION	AMOUNT	PURPOSE
Sheila McKechnie Foundation	£10,000	For Defending Civic Space: a research project to assess the issues, current capacity, and future needs of UK civil society.
Barrow Cadbury Trust	£20,000	To support the work of the Funders for Race Equality Alliance
Kwanele	£10,000	For pilot operational expenses (including human resources, social media, app development, fundraising and governance) to support Kwanele's work on gender-based violence in South Africa.
Forestpathways	£4,906	To deliver over 30 forest school sessions to children aged from 5 to 13 years old in South Cornwall.

New resources in 2021

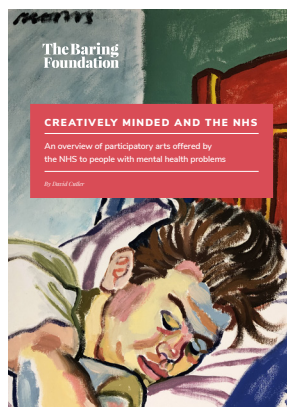
Arts



Creatively Minded and Ethnically Diverse
Compiled by the Baring Foundation



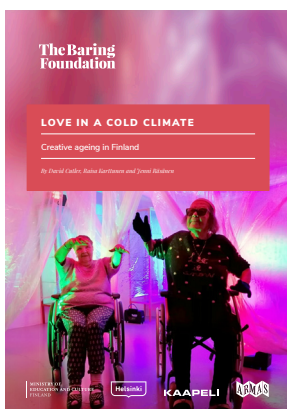
Creatively Minded and Heritage
The Restoration Trust



Creatively Minded and the NHS
David Cutler



Creatively Minded: The Directory
Baring Foundation



Love in a cold climate: creative ageing in Finland
David Cutler,
Raisa Karttunen
and Jenni Räsänen



Treasury of Arts Activities for Older People: Volume 2
Liz Postlethwaite



Arts and culture in every care home?
Arts in Care Homes

Resources published or commissioned by the Foundation, available at:
baringfoundation.org.uk/resources.

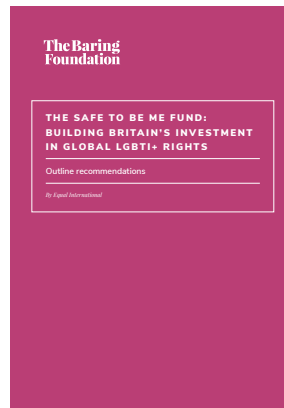
Strengthening Civil Society



The pursuit of racial justice through legal action

Dr Bharat Malkani

International Development



The Safe To Be Me Fund: Building Britain's investment in global LGBTI+ rights

Equal International

Keep in touch with us

The Baring Foundation
8-10 Moorgate
London EC2R 6DA

Twitter: Baring_Found
baring.foundation@ing.com
www.baringfoundation.org.uk

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The Baring Foundation

8-10 Moorgate

London EC2R 6DA

Twitter: [Baring_Found](#)

baring.foundation@ing.com

www.baringfoundation.org.uk