

# The Baring Foundation



## REPORT ON ACTIVITIES



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# About us

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## 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 Foundation’s 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](https://baringfoundation.org.uk/about-us/our-policies).

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## Message from our Chair

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LUCY DE GROOT CBE



Welcome to the Baring Foundation's Report on Activities for 2022. It has been a difficult and challenging year for so many people and communities across the world. The Covid-19 pandemic may have eased but the serious impact remains, particularly on health and education, on trust in governments and most fundamentally, in the confidence people have in the future. These problems have been exacerbated by the severe economic crisis, by war and the ongoing climate emergency.

In this uncertain and turbulent world, the priority for a small independent human rights and social justice foundation like the Baring Foundation is to remain focused on our objectives, and to keep close to the realities and challenges faced by our partners. We aim to build long-term relationships and to be a thoughtful, responsive and flexible funder.

This report provides an overview of our work during the year. Funding for racial justice is now a regular part of our grantmaking in both our UK programmes. In 2022, we allocated over £800,000 to projects and organisations focused on tackling racial injustice. This included a new dedicated programme for Global Majority-led organisations who are active in the arts and mental field. This proactive approach is bringing the Foundation into contact with many organisations for the first time, which is very encouraging.

We also published an independent review of anti-racism and anti-colonialism in our International Development programme. This programme focuses on empowering LBT communities and continues to develop strong relationships with local grant-giving partners in South, East and West Africa. We were pleased that the Director and Deputy Director were able to visit both South Africa and West Africa this year.

With the lifting of Covid-related restrictions, we were able to bring people together to share and learn. In the summer, we held a very successful residential event for our grantees who work on the use of the law and human rights. We also held an equally successful day event at London's Brixton House theatre for our Arts grantees. Both events reminded us of the impressive and wide-ranging work undertaken by our grantees in difficult circumstances.

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A Singing for our Minds session with Together Productions. Photo © Jolade Olusanya.

In response to the cost-of-living crisis, Trustees decided to provide top-up grants to our existing UK grantees to account for high inflation. We completed this rapidly in the Autumn, as a practical demonstration of our recognition of the realities on the ground.

Shrinking civic space in the UK, and in particular the threat to the Human Rights Act 1998, continues to be a major concern for civil society and for us. We supported organisations defending the Human Rights Act last year and will continue to do so in 2023. We will be considering how to defend civic space more broadly with other funders this year.

In the Autumn, Jamie Jenkins, the Chair of our Investment Committee, organised an intensive session in Edinburgh with our main investment fund manager, Baillie Gifford, where we explored issues faced in the volatile international financial market, alongside our commitment to increasing environmental, social and governance responsible investment.

In 2022, the Foundation welcomed three new trustees, Pontso Mafethe, based in Ghana, as Chair of our International Development Committee, Virginia Magwaza, based in Gauteng, South Africa and Judith Robertson,

based in Scotland. They bring a broad range of knowledge and experience to the Board and I am delighted that they have been able to join us. I want to thank all my fellow Trustees for their wise counsel and commitment to the Foundation. We were also sad to say goodbye to Andrew Hind and Poonam Joshi. I would like to thank them for their generous support for the Foundation over the years and wish them well for the future.

The Foundation has been very active this year across all three programmes. None of this would have been possible without the hard work of the Director and staff of the Foundation. They are a small staff group who enable the Foundation to punch well above its weight. My thanks to all of them and to our grant partners who remain a source of inspiration to us all.

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## Message from our Director

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DAVID CUTLER



It has been another tumultuous year both for the UK and around the world. Our aim at the Foundation has been to balance a continuing focus on our objectives whilst being responsive to the innumerable challenges faced by our grantees.

In terms of our grant programmes, our carefully chosen themes remained the same. They are: creative opportunities for people with mental health problems in the UK (Arts); the use of the law and human rights by civil society for positive social change in the UK (Strengthening Civil Society); and support for LGBTI activism in sub-Saharan Africa (International). It was a great boon last year, as the Covid-19 pandemic eased, to be able to do many more in-person project visits and events throughout the UK.

The stress that staff are under and the dangers of exhaustion and burn-out are clear in all three of our very different programmes. We are addressing this in different ways across the programmes. Examples include leadership residencies for Strengthening Civil Society grantees, top-up grants to account for increased costs caused by inflation, concern for the mental health of LGBTI activists and grants to fund therapist-led support for artists working in mental health.

Our grantmaking approach continues to evolve. We want to be an ally to grantees and respectful to grant-seekers. This is often called relational grantmaking. Our approach is bespoke to the opportunities we see, combining open calls with grants by invitation, as well as a number of collaborations with other funders which both leverage our resources and help to develop our thinking.

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“ We chose to offer additional funding to grantees who had planned work in a lower inflationary environment than the one they now find themselves in. ”

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The cost-of-living crisis and high inflation in the UK is an obvious example of the pressures that civil society and the public are under. The impact on individual charities can vary considerably. Arts venues are likely to have much greater energy costs, for example. Like some other Foundations, we chose to offer additional funding to grantees who had planned work in a lower inflationary environment than the one they now find themselves in.



**Yinka Ilori, Atrium, Springfield Hospital. Photographer Damian Griffiths. Courtesy of Hospital Rooms.**

It has also been a tough year for our investments. We started 2022 with £124.8m and ended it with £99.4m. We are long-term investors and although we have made some adjustments through the year, the core principles of our approach have stayed the same. This includes an ever-increasing focus on responsible investment and Environmental, Social and Governance issues. Our budget is decided on the average of a rolling twelve quarters (over three years). Given high investment performance over much of the last three years, we have spent at a high level and will do so again next year.

A constant in a variable year has been the generous support that we have received from ING bank. This is deeply appreciated and has been consistent since ING took over Barings Bank in 1995. Another constant has been the dedication of our Trustees and their support for staff and our grantholders. I would once again like to record our thanks to them.

Looking ahead to 2023 feels like a perilous exercise when so much of 2022 was unpredictable. While we will continue our programme themes, flexibility combined with the value we place on civil society, including its independence, will be our guiding star.

# Funding overview 2022

# £3,334,240

Total grant funding

through **93** grants

## Grants by programme

### Arts

# £1,076,599

General: £376,261  
Racial justice: £700,338  
Inflation top-up grants: £30,356



### Strengthening Civil Society

# £1,021,389

General: £884,389  
Racial justice: £137,000  
Inflation top-up grants: £33,627



Other £20,000

### International Development

# £1,149,682

Inflation top-up grants: £2,587





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## Grants by size

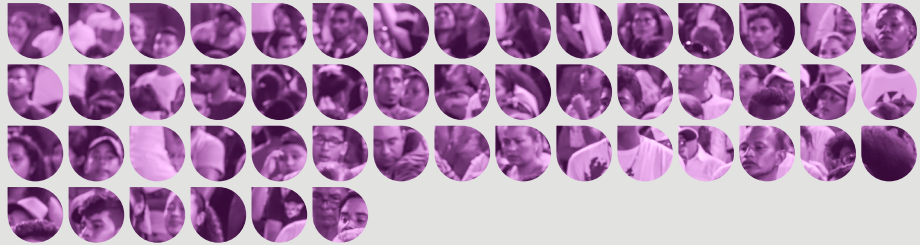
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51

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Grants of  
up to £10,000

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29

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Grants  
£11,000–£50,000

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10

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Grants  
£51,000–  
£100,000

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3

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Grants  
£101,000+

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# Arts

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## PROMOTING THE ROLE OF CREATIVITY IN THE LIVES OF PEOPLE WITH MENTAL HEALTH PROBLEMS

BY DAVID CUTLER, DIRECTOR

Almost all of our funding this year has focused on supporting creative opportunities for people with mental health problems in the UK. This is now the third year of this funding theme. In addition to this, we continue to have some grants in our legacy programme of creative ageing, although this ceased to be our main focus several years ago.

### LEARNING AND RESEARCH

The field of arts and mental health is wide and complex. We continued to learn from many artists and programme participants through the year and it was a great joy that more of these meetings could take place in person. Publications are one aspect of this learning process, and 2022 was no exception. We funded a research report by the Culture, Health and Wellbeing Alliance called *From Surviving to Thriving* and another, *Arts and Creativity for People with Severe Mental Illness* by Unmapped, a team of researchers. We also produced our own report called *Creatively Minded at the Museum* with fifteen case studies highlighting targeted work by museums with people with mental health problems. This was produced in association with the Museums Association and launched at their annual conference in Edinburgh in November. For the first time we also commissioned a series of podcasts to accompany the report which were produced by podcaster and mental health advocate, Halina Rifai. We also published an expanded second edition of *Creatively Minded: The Directory*, which now lists over 320 arts and other organisations in our field of view.

### RACIAL EQUITY

Over the last two years, one of the key issues we have engaged with is the need to diversify the creative workforce providing services to people with mental health problems. Our particular focus has been the under-representation of artists from communities of colour. In 2021, we made 25 grants to arts organisations who identified themselves as anti-racist. We brought these groups together in June 2022 at the venue of one of our grantholders, the beautiful new Brixton House, a theatre in South London.

In 2022, we then took this a further step further, issuing with an open call for applications from arts organisations who are Global Majority Led and who wanted to work in the arts and mental health field. This resulted in 79 applications, although our available resources could only fund 13 of these. Together these two rounds of grants have produced a dynamic and diverse portfolio of organisations across all art forms, who are determined to contribute positively to the creative lives of people with mental health problems.

### SUPPORT FOR ARTISTS

Another issue people frequently raise with us is how the wellbeing of creative practitioners in this field can be better supported. There are a number of different issues here, but one of them is the need for 'affective support' which relates to emotions and feelings. We have given grants to the Arts and Health Hub for a programme of peer-to-peer and one-to-one therapeutic support for artists in health settings, and to Flourishing Lives for therapist-led reflective practice groups.



Tracing our Tales trainees at the Foundling Museum. Photo © Louis Mealing.

## FUNDING PARTNERSHIPS

The final theme this year has been the gradual expansion of our funding partnerships, something we hope to continue over the next few years. We maintained a partnership with the Greater London Authority (GLA) around the mental health of young people. This resulted in the *2.8 Million Minds Manifesto*, produced by young artists with their recommendations for how creativity can support young people's mental health in London. And entering a second year of a partnership with the Arts Council Wales, we gave continuation grants to all seven Welsh Health Boards for creative activity with a range of participants. Finally, we match-funded Creative Scotland, to the tune of £100,000, to begin a new programme of work, including grants to grassroots organisations.

## CREATIVE AGEING

Many of the grants that we gave in this ten-year programme (2010-2019) reached their final year in 2022, but given the importance of this field, especially in care homes, we will continue to intervene as our means allow.

Our major contribution is funding the nascent Creative Ageing Development Agency (CADA), which was hosted by Manchester Museums but became an independent charity in 2022.

In September to mark National Arts in Care Homes Day, which we jointly fund with the Rayne Foundation, we published a new report, *Every Care Home A Creative Home*. This argued that a more strategic and systems-based approach to arts in care homes would open up creative opportunities to many more older people living in care homes than is currently the case. This argument is best exemplified by the approach taken by national and local government in Finland, as described in our 2021 report, *Love in a Cold Climate*. In September, we were delighted that colleagues from Finland were able to tour Dublin, Cardiff, Edinburgh and London explaining this work, thanks to the generosity of the Finnish Institute in London.

**INTERVIEW** BY HARRIET LOWE, COMMUNICATIONS & RESEARCH OFFICER



## KIZ MANLEY

### HIP HOP HEALS

**Kiz is the founder of Hip Hop HEALS CIC.**

**Hip Hop HEALS is based in Birmingham and received a grant from the Foundation in 2021 to deliver a creative Hip Hop academy.**

You can learn more about Hip Hop HEALS at [www.hiphophealsuk.org](http://www.hiphophealsuk.org).

“I felt if I could use the poetry and bibliotherapy techniques I'd learnt with hip-hop lyrics, it might make it more accessible to the people and communities I am part of.”

#### **You founded Hip Hop HEALS – what led you there?**

I lost my older sister in a car accident in 2000. I was studying at the time. The weekend it happened was my graduation. Me and some friends were away at a festival and while I was there, I got the phone call. I went into shock and repression as I was really close to her. Over the years, I experienced vicarious trauma and PTSD which was never diagnosed; I only ever had counselling for grief. I had all sorts of problems in my life, with my emotions, behaviour and mental health. I didn't know there was anything wrong. I actually thought I'd coped amazingly well with her death but in reality I'd completely disassociated and numbed myself.

After seven years, I had a mental health breakdown. I lost my job, I just couldn't work. The doctors I saw still didn't mention trauma, just delayed grief.

Fast forward 18 years later, I was on an MSc course for creative writing for therapeutic purposes – I had been interested in how creativity could help heal grief. During the course, I read a book on trauma by a British psychiatrist called Prof. Gordon Turnbull. Everything he described in the book I could relate to. I thought, hang on a minute, this describes my entire life!

Through the MSc, I learned how to run a therapeutic group with writing as the tool for healing. However, I was really aware that men are not accessing this kind of therapy and are killing themselves at a higher rate than women. Most of the poetry groups that I've seen are attended or organised by white, middle-class women. The music I'm into is Black music: reggae, dub, jungle, garage hip hop and so on. I felt if I could use the poetry and bibliotherapy techniques I'd learnt with Hip Hop lyrics, it might make seeking help more accessible to the people and communities I am part of.

After my MSc, I applied for some jobs but found a lot of barriers as people didn't really understand what I was doing, so I decided to set up Hip Hop HEALS. Hip Hop Therapy began in the US as a social work intervention, but I was also really keen to develop a practice that was relevant to the dance music that is the culture in the UK.

I was awarded a place on the prestigious Lloyd's Bank School for Social Entrepreneurs Start Up programme and turned Hip Hop HEALS from a project into a CIC, with a grant of £1,000. I recruited a youth panel who helped steer our development. They found venues to launch our first workshops and were ready to help deliver when we went into the first Covid-19 lockdown. Unable to continue,

we pivoted and started a podcast. I began training myself in music production so I could bring music-making into my workshops. In 2021, we received a grant from the Baring Foundation which allowed us to take the work forward.

### **What have you done so far with the Baring Foundation grant and what you will be doing next?**

We partnered with Birmingham Centre for Arts Therapies for the grant application. Over the last year, we have been developing a trauma-informed Hip Hop academy to provide training in our methods. We've run pilots with 30 trainees over two pilots, which lasted six weeks. We had a mixture of youth workers, arts therapists, students and community helpers. The training was open to all but we focussed on global majority people because of the lack of equality and opportunities for this group. There was a mixture of community leaders, participatory artists, social workers, counsellors, youth workers and a couple of teachers. The idea is that they will filter the training and information within their services. We aren't training people to be therapists but training them to recognise trauma and to be able to use some of the principles of trauma-informed Hip Hop in their interactions with clients, students or participants.

### **What is effective about therapeutic Hip Hop for mental health and in particular trauma?**

The brain is really complex. I'm not a neuroscientist but I've learned lots about the impact of trauma through my work, and because I have PTSD myself. I've used all the therapeutic Hip Hop

techniques I am now spreading, during my own recovery journey. I had a massive relapse during the pandemic and would not have been able to come back to work otherwise. I'm in good health compared to where I was.

If someone is in flight or freeze mode, a physical bodily reaction to trauma, one of the most calming things you can do is to use repetitive, rhythmic sound and movement. Hip Hop is repetitive, rhythmic and calming! It's like the mother's heartbeat in utero. Trauma also makes life unpredictable and frightening; the musical structures of rap offer predictability. Telling autobiographical stories is central to Hip Hop culture and music. This has its origins in people rapping on street corners about poverty and the destruction of communities in The Bronx. If someone is experiencing emotional repression and disconnection, recounting their stories can help them make sense of their experiences and reconnect with their emotions. I use the therapeutic writing modalities I learnt from my MSc in Creative Writing for Therapeutic Purposes to make things like poetry therapy more relevant for people like me, who love reggae and rap.

Breathwork and yoga are also key. When MCs rap, they must control and regulate the release of air from their lungs up through the throat passage. Spittin' bars requires a certain way of breathing. Breakin' (the correct term for 'break dancing') moves your body in all sorts of shapes and poses, a bit like yoga. Like this, there are expressive art therapy techniques that can be applied through the cultures of global majority people, rather than Eurocentric means e.g. Western Classical music. My thesis is available on our website

and shows how I have developed a unique, narrative-based form of therapeutic Hip Hop practice.

### **What will you be doing next?**

So, we've done our pilots and we'll be publishing our evaluation report this year. We are in the process of applying the survey and focus group data to develop the curriculum for our trauma-informed Hip Hop courses. They will be accredited and delivered through our Hip Hop HEALS Academy.

We also used the money to launch a successful webinar series last year. We've taken over Birmingham Centre for Arts Therapies monthly research seminars until Summer 2023. We are so lucky to have experts in Hip Hop Therapy and trauma joining us from all over the world, sharing techniques and tools for people to take into their own practice. This has never been done before so we've become world-leaders in the field. Our February webinar sold out really quickly, so we are chuffed. Eventually, we will sell our courses and training to those who can afford it like universities and art therapy organisations. This will enable us to offer it to others for free, as part of our social enterprise model.

### **What do you most enjoy about your work?**

I love workshops. I was born to deliver! Being a secondary English teacher by trade means I can combine all the things I love in our new Hip Hop HEALS Academy: Hip Hop, creativity and helping people. The principles of Hip Hop Therapy and therapeutic Hip Hop can be used in lots of different ways. Being able to find connection with someone and work out what works for them, and their wellbeing, is really rewarding.

# Strengthening Civil Society

## SUPPORTING THE USE OF THE LAW AND HUMAN RIGHTS BASED APPROACHES

BY JANNAT HOSSAIN, PROGRAMMES OFFICER

We have lost count of the number of ‘where were you when X happened’ moments the world presented to us in 2022, but amidst the chaos, we undertook a wide range of activities.

### BUILDING LEADERSHIP

In 2022, we explored options for developing collective leadership on legal action, a key strategic focus for the programme. We initially anticipated that a community of practice (COP) could be a vehicle for this and brought together our grantholders who use legal action as part of their core work for a two-day residential to explore their needs in this area. The residential was a success: both hugely enjoyable and providing invaluable opportunities for peer organisations to meet and reflect. However, it became clear that a regular COP was not the best way forward for this work, given the challenges facing organisations already stretched for time and resources.

From what our grantholders told us at this residential, we identified three priority areas for us to focus on: defending human rights; recruitment and retention; and effective litigation strategies and better collaboration. We hope to address these first two areas in partnership with others in 2023. For the third priority, we have commissioned select grantholders to host a residential each year for the next three years to bring together grantholders for in-depth reflection and brainstorming on effective litigation strategies and better collaboration. We hope this approach will strengthen relationships across the sector, enable people to have transformative conversations, and ultimately lead to work which brings about long-term social change.

### AROUND THE ISLAND...

We know from a review<sup>1</sup> of the programme in 2019 and from regular feedback from our grantholders, that legal action leading to social change is most achievable when expert legal organisations support non-expert civil society organisations (CSOs) to understand when, where and how to use the law to achieve their campaign goals (and work with them to take the work forward). We have called this ‘hub activity’ and have awarded 18 grants over the last four years to support this collaborative model of working. However, we are aware that the use of the law by CSOs to bring about social change varies around the UK, with a dearth of activity in entire regions.

In December, trustees awarded the Law Centres Network (LCN) a grant of just over £550,000 to develop a project to support law centres to develop ‘hub activities’. We know law centres around the country, in addition to supporting individuals, use data from their work to try to influence policymakers to achieve social change. They are uniquely well placed to understand the needs of civil society in their area. Vauxhall Law Centre (Liverpool), Suffolk Law Centre (Ipswich) and Derbyshire Law Centre (Chesterfield) were identified via an open call to LCN’s membership and have all begun hub activities in recent years. We are excited to see their work develop.

### RACIAL JUSTICE

In 2022, we awarded four grants, totalling £137,000. These grants support work embedding legal action into organisational strategy; addressing racial and religious discrimination resulting from the implementation of the Prevent strategy;

<sup>1</sup> [baringfoundation.org.uk/resource/evaluation-of-the-strengthening-civil-society-programme](https://baringfoundation.org.uk/resource/evaluation-of-the-strengthening-civil-society-programme)



JENGbA (Joint Enterprise Not Guilty by Association) campaign march. Photo courtesy of JENGbA.

training criminal defence lawyers to identify and address racial injustice; and researching the impact of non-unanimous jury verdicts.

These organisations join a cohort of 13 organisations awarded grants under this fund in 2021. In 2022, we wanted to focus on supporting the development of this cohort and we appointed Dr Patrick Williams as the lead learning partner for this part of the programme in June.

## HUMAN RIGHTS

As a human rights funder, we are particularly concerned about the impact of proposed reforms to the Human Rights Act. In early 2022, we worked with the Association of Charitable Foundations and Ariadne, the network of European human rights funders, on a statement from funders highlighting our position.

We also awarded a small number of grants supporting work defending human rights frameworks. These grants will contribute towards facilitating a strong collective civil society voice on human rights frameworks in Scotland; delivering a parliamentary campaign on securing the legal protection of human

rights; and identifying, raising awareness of, and advocating against, regressive constitutional reform. We also began work exploring potential pooled funds for human rights work in Scotland and Northern Ireland.

## LOOKING FORWARD

In 2023, we will continue to work with the Law Centres Network to develop collaborative legal activities around the country, and to support leadership development work in the sector. We will also be prioritising planning law as a thematic focus for new funding partnerships.

We will have an open funding call for organisations based in the North of England using legal tools to address racism in the criminal justice system, and plan to commission new research on the history of legal action to address this.

The year ahead also presents many opportunities for new collaborations, including specific initiatives for Scotland and Northern Ireland. Finally, we will continue to engage with funders and civil society on ongoing threats to civil society's access to public law remedies and human rights.

**INTERVIEW** BY JANNAT HOSSAIN, PROGRAMMES OFFICER



## STAFFORD SCOTT

## TOTTENHAM RIGHTS

**Stafford is the Director of Tottenham Rights, a community organisation campaigning for racial and social justice for Black communities of Tottenham and beyond.**

You can learn more about Tottenham Rights at [www.tottenhamrights.org](http://www.tottenhamrights.org).

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“One of TR’s priorities is amplifying the experiences of the community so more people understand what we have been through. Our realities are especially important and valid when you analyse how we came to be in this country and the wider history.”

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### **What is the purpose of Tottenham Rights (TR) and what are some of your current priorities?**

TR is a community led initiative based in Tottenham, North London which seeks to address issues around social injustice and structural racism. The struggles of the Black community in Tottenham have been well catalogued. TR exists to challenge all forms of racism, whether institutional or interpersonal. We provide advice and support, and campaign for long-term change.

The experiences of Black people are rarely accepted or understood. One of TR’s priorities is amplifying the experiences of the community so more people understand what we have been through. Our realities are especially important and valid when you analyse how we came to be in this country and the wider history.

We are also committed to building new alliances within the community, particularly to help more young people understand that they are not just victims of the system but can be who they want to be.

One of our main campaigns is on the Metropolitan (Met) Police’s Gangs Violence Matrix.

We worked to expose the matrix. After a successful complaint to the Information Commissioner’s Office (ICO), we are now working to empower people on it – past or present – to seek redress for the harm it has caused them. Though the damage has been done – loss of work, unable to get driving licences to travel to work, etc. – and the impact will be lifelong, we want to support people out of the chaotic lives that being on the matrix led them towards. We are also continuing to press for further ICO investigations into the impact of the Met’s information sharing practices on people just trying to live their lives.

### **What led you to this work and what keeps you going?**

I became an activist because of my own experiences. I was in Broadwater Farm during the 1985 uprisings. I was there because Haringey Youth Services called to ask me to attend to help calm the situation. I didn’t live on the estate, but I worked there as a youth worker. I ended up being arrested, taken to the police station, and being treated horrifically. I was let go – barefoot mind – and told not to go back to Broadwater Farm.



The whole situation inspired me to go back to the estate and begin campaigning for others, especially those in more vulnerable positions. It was important for me to stand up and support the community. I was elected to be the spokesperson for the community. However, I did stand unopposed for the position because the community knew whoever took on the role, they would be targeted by the police.

As for what keeps me going, the racism and injustice I began fighting has continued and is getting worse. There is no alternative but to keep going.

priorities of the community. And when you know better, do better.

The system is hard. I've met people who think going into an institutional space, they can talk to people and make a difference. Unfortunately, that's not how it works. If that's the work you want to do, prepare for a long, hard struggle. It's not going to be a sprint and you should bring the community along with you.

Social media is great, but there's nothing more real than holding meetings in community settings. When we wanted to engage young people, we cooked food and sold it to them very cheaply.

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“ I became an activist because of my own experiences. I was in Broadwater Farm during the 1985 uprisings. I was there because Haringey Youth Services called to ask me to attend to help calm the situation. ... I ended up being arrested, taken to the police station, and being treated horrifically. ... The whole situation inspired me to go back to the estate and begin campaigning for others. ”

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### **What advice would you give a young person hoping to do similar work?**

Anti-racism is about being embedded in community. Most people become activists because of their own experiences, but the work needs to be rooted in communities, and your mindset must be about being a servant to those communities, to fully understand the needs and

It was a great way to engage people and tell them about our work. We don't do enough of that anymore.

Another thing, if you've left the community for university, come back, and share those skills that you've learned. Often, when people return, they come back to lead, rather than to do the hard work of engaging with the community.

### **We are always keen to hear about how people take care of themselves within and outside work. What does this look like for you?**

I like being in the community and on the frontline, it's what's normal to me. However, during Covid-19, I knew I needed to slow down and that's when I discovered solace in a place I have been ignoring for many years – the back garden. I now have fruit trees all over the place – pears, apples, and plums. There is a constant stream of visitors in the form of birds, coming for the bird feeders. It's been great to have this little patch of nature.

### **What can some things readers can do to support Tottenham Rights?**

We are currently setting up as a membership organisation, so they can join us that way. They can also sign up to our mailing list and follow us on Twitter (@tottenhamrights) to hear about campaign updates and actions.

# International Development

## EMPOWERING LGBTI COMMUNITIES IN SUB-SAHARAN AFRICA

BY DAVID SAMPSON, DEPUTY DIRECTOR

2022 was the first year of a renewed strategy for the Foundation's International Development programme. Central to this programme is our commitment to supporting LGBTI civil society and communities in sub-Saharan Africa, with a specific focus on LBQ women and trans communities.

This focus is not changing and 2022 was a year for re-affirming our partnerships and reflecting on how our grantmaking will adapt in a changing context.

At the centre of this approach are our partnerships with UHAI (based in East Africa), ISDAO (West Africa) and The Other Foundation (Southern Africa), all community-led, locally based grantmakers supporting LGBTI communities across the continent. Since our partnerships began in 2015, their work has created new capacity to fund LBQT civil society. They also play crucial roles as mentors, convenors and researchers for LGBTI civil society.

As a UK-based foundation, our aim is to create even more space for our partners to determine their own pathways and to leave LGBTI communities to decide on strategic priorities. However, we also recognise that we have a role in amplifying their voices and increasing funding for LGBTI rights from donors of all kinds.

### SCARCE RESOURCES

The Foundation is an active member and supporter 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. In July 2022, GPP released the newest edition of the Global Resources Report.<sup>2</sup> It tracks global funding for LGBTI communities

and over 15,800 grants. This edition offered new data for funding in 2019 and 2020, as well as analysis of eight years of funding since 2013.

The report records a 3% rise in funding globally. However, significant disparities remain between regions, with over half of all funding focused on the US and Canada. Funding focused on Sub-Saharan Africa decreased by about USD18.6 million and accounted for 9% of the global total, decreasing from 13% in the previous report.

In this context of chronic underfunding, the Foundation continues to play an outsized role. We were the seventh largest funder of LGBTI issues in sub-Saharan Africa in 2019-20 (which includes Government donors). We were also the 10th largest funder of grants related to Covid-19 (which includes emergency funding for countries in the Global North).

2022 was a year where we hoped to see a strong focus on the resourcing needs of global LGBTI communities here in the UK. The Government's long-anticipated Safe to Be Me conference on global LGBTI rights was planned for June 2022 – a moment when funding reported by the UK Government fell to USD7.6m, down from USD18.9m. This is a drop of 59.3%.

The cancellation of the conference and political instability has meant 2022 has seen little growth in funding from the UK Government. We have continued to engage with parliamentarians and ministers throughout the year. However, we are keen to see the UK's financial support for global LGBTI rights match its multilateral leadership (as outgoing Chair of the Equal Rights Coalition) and diplomatic efforts.

## RENEWED PARTNERSHIPS

Our refreshed strategy aims to provide consistent, dependable and flexible resources to our partner grantmakers. In 2022, we awarded over £1 million of funding to The Other Foundation and ISDAO to support our ongoing partnerships. These funds support their work over a three-year period and can be used on any aspect of their operations.

We offer this flexibility to catalyse their strategies to support LBQT civil society and to complement a growing range of funders. We were excited to celebrate the news that both UHAI and The Other Foundation received significant gifts from Mackenzie Scott during 2022.

As travel restrictions relaxed following the pandemic, it was also a great pleasure to support LGBTI activists to meet again and to see many colleagues for the first time since 2019. We supported a regional meeting of LBQ activists in Southern Africa and awarded a grant for a planned convening of global stakeholders following the ground-breaking decision of the UN's CEDAW<sup>3</sup> committee on criminalisation of LBQ women (see page 20). Staff also visited partners in South Africa and made their first visit to West Africa.

## ANTI-COLONIAL AND ANTI-RACIST PRACTICE

As part of our Foundation-wide commitment to racial justice, in 2021 we commissioned research to examine anti-colonialism and anti-racism in our International Development programme.<sup>4</sup>

We know that our colonial legacy impacts our work, that colonialism resulted in much of the criminalisation of LGBTI people in Africa and that it has imposed western notions of LGBTI identity. We wanted to understand if and how our approach as a funder has been effective in challenging this inherent colonialism and racism.

The review encouraged us to retain our focus on black and LBQTI-led partners. As a core value of the Foundation, we were also pleased to hear that our deep, trusting and supportive



**Our grantholder Iranti celebrated IDAHOBIT Day (International Day against Homophobia, Biphobia, Intersexphobia and Transphobia) with a wellness programme for its partner organisations.**

relationships are valued by partners. As was the ease, responsiveness and flexibility of our funding.

It also highlighted the importance of acknowledging and reflecting that our history and that of Baring Brothers – the bank that created the Foundation in 1969 – are intertwined with colonial Britain. This includes that during parts of the Bank's history it had involvement in slavery and in the process of colonisation.

We published the full report in 2022, as well as details of the actions we have taken in response. You can read more about this work in a blog on our website by one of our Trustees, Emebet Wuhib-Mutungi.<sup>5</sup> This is an ongoing journey to develop anti-colonial and anti-racist practice, which includes a need to think hard about what sustainability of funding means for our partners.

<sup>3</sup> Convention on the Elimination of All Forms of Discrimination Against Women

<sup>4</sup> [baringfoundation.org.uk/resource/examining-anti-racism-and-anti-colonialism-in-the-baring-foundations-international-development-programme](https://baringfoundation.org.uk/resource/examining-anti-racism-and-anti-colonialism-in-the-baring-foundations-international-development-programme)

<sup>5</sup> [baringfoundation.org.uk/blog-post/developing-an-anti-racist-and-anti-colonial-approach-to-our-international-human-rights-funding-where-are-we-now](https://baringfoundation.org.uk/blog-post/developing-an-anti-racist-and-anti-colonial-approach-to-our-international-human-rights-funding-where-are-we-now)

**INTERVIEW** BY HARRIET LOWE, COMMUNICATIONS & RESEARCH OFFICER



## ROSIE BRIGHOUSE

### HUMAN DIGNITY TRUST

**The Human Dignity Trust (HDT) is a UK charity which uses the law to defend the human rights of LGBT people globally. HDT was given a grant by the Foundation's International Development programme. Rosie is a Senior Lawyer with HDT.**

You can learn more about the Human Dignity Trust at [www.humandignitytrust.org](http://www.humandignitytrust.org).

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“ I think most of the joy comes from getting to journey with the partners we work with. And experience their defiance and courage... ”

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#### **Please tell me briefly what the Human Dignity Trust does?**

We use the law to defend the rights of LGBT people around the world. That's particularly in countries where same-sex activity is still criminalised. Much of this is the legacy of the British Empire, so a lot of those are Commonwealth countries as well. We have a team of lawyers that provide technical expertise to LGBT activists who want to seek progress through the courts. We also work with governments who want to proactively change their colonial-era laws to bring them up to date with modern human rights standards. And we have a team of media and communications experts who help LGBT people to tell their stories and to assert their humanity in the face of the hostility and prejudice they experience. We are always led and guided by the aims of the people on the frontline of this work. We are also really aware that being a changemaker takes a huge toll on people, so we do a lot of work around the security and wellbeing of our partners as well.

#### **What drew you personally to work at HDT?**

On a simple level, I am very aware that as a privileged White British lawyer, I live in a country that has benefited enormously from colonial exploitation. A lot of the laws that criminalise same-sex activity are part of Britain's

colonial legacy and working to get rid of them is a straightforward, good thing to do. On a personal level, I came from a conservative evangelical Christian background, and I think that gives me an understanding of the opposition to the work we do. I grew up witnessing the enormous harm that is caused when LGBT people live in communities that do not affirm and support their identities. I think my background also gives me hope that change is possible and that it can happen quickly.

My whole career has been in social justice. I trained in a specialist human rights law firm and as soon as I qualified, I went to work in the litigation team at Liberty. So I've spent my career trying to use the law to effect change, which is a huge privilege, and I firmly believe it's the best kind of lawyering anyone can do! I feel very lucky.

#### **What do you hope to achieve with the Baring Foundation grant, and what have you done so far?**

Hmm, there's so much going on! The project is built around the decision we had last year from the CEDAW Committee of the UN. The Trust had supported a Sri Lankan lesbian activist called Rosanna Flamer-Caldera to bring a complaint to the Committee about the intersectional

discrimination she experiences as a woman and as a lesbian in a country where same-sex activity between women is criminalised. The Committee's decision was a strong, unambiguous statement that the criminalisation of LBQT women is against the CEDAW convention. This is one of the most fundamental human rights treaties there is. Nearly all the countries in the world have signed up to it.

The purpose of the grant is to spread awareness of CEDAW's decision and to use it to seek opportunities to pursue decriminalisation, particularly through a women's rights perspective and with women firmly at the forefront of the work.

So far, we've engaged with international experts to seek their guidance on where the decision is most applicable and how it can be operationalised. That's been really useful. We have also produced briefing materials which explain the decision and how it can be used. In the next couple of months, we will be holding a couple of online events to have more focused conversations with key stakeholders.

We are very soon going to publish an updated version of our research, *Breaking the Silence, the Criminalisation of Lesbian and Bisexual Women and its Impacts*. The report was the foundation for Rosanna's case at the CEDAW Committee. An updated version will highlight where there has been change in the meantime.

The key moment for the project will be in April when we are holding an in-person convening, bringing together LBQT activists across Africa and, in a very open and participatory way, plan what will come next in the journey towards decriminalisation.

### **What's on the horizon for your work in 2023?**

We are hoping the convening in April will lead to new opportunities to partner with LBQT women. We are also expecting a few important judgments in the next year in countries where we are already working. And it's also worth mentioning that we are doing some work to look at new ways to promote the wellbeing of litigants we work with. It's an exciting time to work at the Trust.

### **What do you most enjoy about your work?**

When working with people experiencing such profound hostility and prejudice and discrimination it can feel hard sometimes, but there is also a lot that is really positive in doing this work. I think most of the joy of it comes from getting to journey with the partners we work with. And experience their courage and defiance in these incredibly challenging environments. In saying that, it's important to recognise they shouldn't have to be brave, and we are working towards a world in which being able to navigate hostile spaces isn't an essential life skill for LGBT people. But that change wouldn't happen without the individuals who feel able to stand up and find ways to assert their dignity, tell their stories and defend their rights. There's so much joy in helping to enable that. And also, as a lawyer, I really enjoy winning cases! Having worked in the UK a lot, it feels that making progress within the existing legal system has become very hard; in this work it's still hard but there's such a momentum towards change. We don't take anything for granted, but it does feel increasingly regular now

that there's a decriminalisation decision. That's a very rewarding part of the job.

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

There's a lot to be worried about. The rise of hostility to Trans people in the Global North has to be mentioned. I worry about the vulnerability of LGBT people in the Global South to the climate crisis. LGBT people always end up on the fringes, are scapegoated and are therefore particularly vulnerable to natural disasters.

There are a lot of reasons for hope though. It feels like the winds of change are coming, from the Caribbean in particular. There were three decriminalisation judgments in 2022 and we hope there will be more this year as well. Southern Africa is another region where there is a lot of good news. Angola, Seychelles and Botswana have decriminalised in recent years. There will any day now be a judgement in Mauritius, and we've been involved in starting new litigation in Namibia. We are also seeing more interest in legislation that will protect LGBT people which we feel is an important next step after decriminalisation.

My last thought is that the best source of hope is that the LGBT movement globally is full of incredible individuals who are determined to resist oppression even in situations that can seem incredibly bleak. That's a good reason to have hope, I think.

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Jannat Hossain, *Programmes Officer*

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## Grants awarded in 2022

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Alvin Kofi Communal Area, Springfield Hospital.  
Photographer Damian Griffiths. Courtesy of Hospital Rooms.

**ARTS**

ORGANISATION	AMOUNT	PURPOSE
<b>General</b>		
Arts & Health Hub CIC	£30,945	For an initiative supporting artists working with people with mental health problems.
Arts Council of Wales	£100,000	Towards the continuation of the Arts and Minds Partnership.
Belfast Exposed	£30,000	Towards the costs of an International Conference on therapeutic photography.
Creative Scotland	£100,000	To match fund a programme of work on arts and mental health.
Dulwich Picture Gallery	£22,916	To hold a one-day conference showcasing how museums can work creatively with people with mental health problems.
Manchester University NHS Foundation Trust	£20,400	Towards the costs of arts projects with young people led by GM i-Thrive.
National Centre for Creative Health	£5,000	For communications support in respect of their Creative Health Review.
Northern Ireland Mental Health Arts Festival	£45,000	Towards the cost of the Northern Ireland Mental Health Arts Festival.
Northern Ireland Mental Health Arts Festival	£12,000	Towards the delivery of the Northern Ireland Mental Health Arts Festival in May 2022.
Quench Arts C.I.C.	£10,000	To support the work of Quench Arts.
<b>Racial justice</b>		
Artcore	£50,792	For the Untold Stories project, which supports recent immigrants, refugees, asylum seekers and members of Derby's Bosnian and South Asian communities to access arts.
Bernie Grant Arts Centre	£50,000	For a three-year programme of creative workshops led by Global Majority artists for vulnerable young people in collaboration with Haringey Learning Partnership.
Company Chameleon	£59,000	For the Movement for Mind project, targeting young people experiencing mental health difficulties across ten schools in Greater Manchester.



ORGANISATION	AMOUNT	PURPOSE
Company of Others	£50,500	For a two-year programme of bespoke movement workshops for women who are Refugee and/or Asylum experienced and/or of the Global Majority in the North East.
Fresh Arts C.I.C	£60,000	For the Bounce Drama Project, developing a drama and wellbeing project to work with children with mental health issues.
Keneish Dance	£30,000	To grow partnerships and co-deliver therapeutic provision outside of Birmingham and Solihull.
Liverpool Lighthouse	£57,888	To support six participatory artists from Global Majority communities to develop their practice and gain experience as community arts and mental health practitioners.
Maya Productions Ltd	£60,000	For a three-year partnership with South Yorkshire Housing Association, working with residents with long-term mental health needs to create their own art.
Outside Edge Theatre Company	£30,000	To further Diversity and Inclusion work across the organisation and workforce to help use values of D&I to reach wider, more diverse participants.
Rambert	£55,000	For a new mental health and wellbeing project led by participatory dance artists from global majority communities with multi-agency partners in Greater Manchester.
Tamasha Theatre Company	£45,732	To support a programme of training and development for staff and artists, followed by a pilot participatory programme, in partnership with the Free Space Project.
The Albany	£59,000	To use musical activities and 1-1 support to improve youth mental health, focused on people from Global Majority/low-income backgrounds.
Yaram Arts	£50,000	To train Global Majority musicians in the Singing Mamas approach for perinatal wellbeing.
Your Next Move	£42,426	For a new approach to Arts on Prescription through Hip Hop arts and culture, designed with and for young people of Global Majority communities in Gloucester.

## STRENGTHENING CIVIL SOCIETY

ORGANISATION	AMOUNT	PURPOSE
Anti-Trafficking and Labour Exploitation Unit	£30,000	To provide training and second-tier advice to assist NGOs to help survivors of trafficking enforce their legal rights in a changing domestic context.
Coram Children's Legal Centre	£30,000	To act as a legal hub for non-legal organisations to take collective action to promote and protect the rights of migrant and refugee children.
Human Rights Consortium Scotland	£63,000	For their work facilitating a strong collective civil society voice on human rights frameworks in Scotland, and at Westminster.
Islington Law Centre	£30,000	To use legal action to protect and promote asylum seekers' and migrants' rights post-Nationality and Borders Act.
Law Centres Federation T/A Law Centres Network	£10,000	To develop a project between select law centres to begin or scale hub activities.
Law Centres Federation T/A Law Centres Network	£550,389	To work in-depth with three law centres (Suffolk, Vauxhall (Liverpool) and Derbyshire) to develop and scale hub activities in their locales to achieve longer-term social change for their communities and beyond.
National AIDS Trust	£30,000	To use the law to challenge discrimination, influence policy change for people living with HIV and to support frontline HIV organisations to understand when and how to use the law.
North East Law Centre	£30,000	To use rights-based approaches to help realise the specialist support needs of people suffering poor mental health.
Public Law Project	£25,000	For ongoing work in identifying, raising awareness of, and advocating against, regressive constitutional reform.
The British Institute of Human Rights (BIHR)	£26,000	For an experience-informed parliamentary campaign to secure the UK's legal protection of human rights.
The PILS Project	£60,000	To deliver, in 2023, a residential supporting UK civil society to develop effective litigation strategies and better collaboration.

ORGANISATION	AMOUNT	PURPOSE
<b>Racial justice</b>		
APPEAL (working name of the Centre for Criminal Appeals)	£27,000	To research exploring the potential intersection between non-unanimous jury verdicts, miscarriage of justice and racial discrimination.
Just for Kids Law	£30,000	To enable the Youth Justice Legal Centre to design, market and deliver specialist training to criminal defence lawyers to enable them to address racial injustice and improve client outcomes.
Rights and Security International	£50,000	To use legal action to address racial and religious discrimination resulting from the implementation of the government's Prevent strategy.
UNJUST CIC	£30,000	To develop and embed into the organisation a legal action strategy.

## INTERNATIONAL DEVELOPMENT

ORGANISATION	AMOUNT	PURPOSE
All Out	£20,000	To support a crowdfunding program and a peer-to-peer fundraising platform to support LBQT African women.
Global Philanthropy Project	£30,000	To cover two years' membership fees and contribute towards the costs of the Global Resources Report.
Initiative Sankofa d'Afrique de l'Ouest - ISDAO	£525,000	To contribute to ISDAO's institutional strengthening and programs, with an emphasis on LBQ, trans and intersex organisations.
The Human Dignity Trust	£44,682	To support a set of advocacy activities to inform and convene key global stakeholders around a ground-breaking decision by the CEDAW committee.
The Other Foundation	£5,000	To support The Other Foundation's upcoming LBQ regional convening.
The Other Foundation	£525,000	To support increased advocacy voice and visibility of LGBTI activists in southern Africa with a focus on intersex, lesbian, and transgender movement building.

## OTHER

ORGANISATION	AMOUNT	PURPOSE
Devizes Assize Court Trust	£15,000	For the development phase of a project to restore the derelict Grade II* Assize Court and create new home and community cultural hub for the Wiltshire Museum.
Fairshare Educational Foundation T/A ShareAction	£5,000	In support of the Charites Responsible Investment Network.

The Foundation also gave £66,670 in top-funding to existing UK grantees to account for the impact of high inflation.

# New resources in 2022

## ARTS



**Creatively minded at the museum**

David Cutler



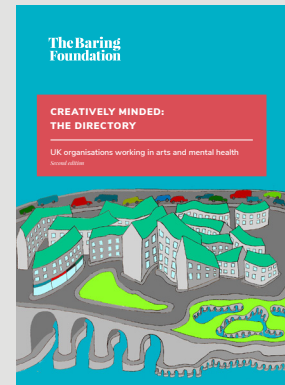
**Every care home a creative home**

David Cutler



**Arts and creativity for people with a severe mental illness**

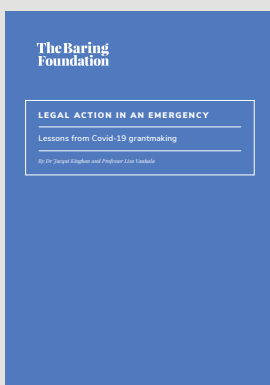
Hannah Zeilig, Corinna Hackmann, Julian West, Melanie Handley and Jasmin Plant



**Creatively minded: the directory (2nd edition)**

The Baring Foundation

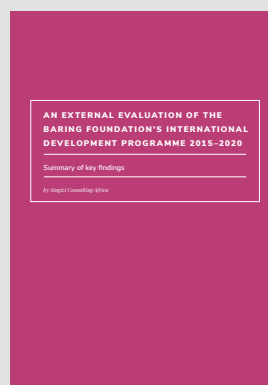
## STRENGTHENING CIVIL SOCIETY



**Legal action in an emergency: lessons from Covid-19 grantmaking**

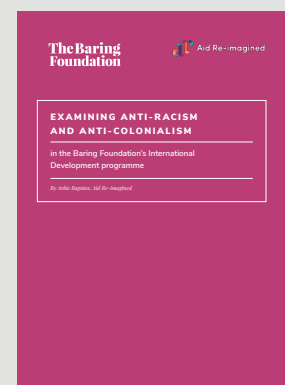
Dr Jacqui Kinghan and Professor Lisa Vanhala

## INTERNATIONAL DEVELOPMENT



**International Development programme: external evaluation 2015-2020**

Singizi Consulting Africa



**Examining anti-racism and anti-colonialism in the Baring Foundation's International Development programme**

Arbie Baguios, Aid Re-imagined

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