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Paul Hamlyn Foundation
Trustee Report and Financial Statements
2009/10

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Paul Hamlyn Foundation

Paul Hamlyn was an entrepreneur, publisher and philanthropist, committed to providing new opportunities and experiences for people regardless of their background. From the outset, his overriding concern was to open up the arts and education to everyone, but particularly to young people. In 1987, he established the Paul Hamlyn Foundation for general charitable purposes.

Since then, we have continuously supported charitable activity in the areas of the arts, education and learning and social justice in the UK, enabling individuals, especially children and young people, to experience a better quality of life. We also support local charities in India that help the poorest communities in that country gain access to basic services.

Paul Hamlyn died in August 2001, but the magnificent bequest of most of his estate to the Foundation enabled us to build on our past approaches.

Mission

To maximise opportunities for individuals and communities to realise their potential and to experience and enjoy a better quality of life, now and in the future. In particular, we are concerned with children and young people and with disadvantaged people.

The objects of the Foundation are to further such charitable purposes and to benefit such charitable institutions as the Trustees see fit.

Values

In line with our founder Paul Hamlyn's values, we believe in giving opportunities by realising people's potential and in fighting prejudice.

We are interested in finding better ways to do things and help organisations to sustain and develop their work. We pay particular attention to long-term issues. We are not afraid to address issues which others may find challenging or unpopular. Whilst being willing to work in partnership with government, we are also prepared to challenge its (and other people's) established thinking. We believe independent foundations have an important role to play in society.

Strategic aims

Our strategic aims for the six years 2006-2012 are

- 1 Enabling people to experience and enjoy the arts
- 2 Developing people's education and learning
- 3 Integrating marginalised young people who are at times of transition

In addition, we have three related aims

- 4 Advancing through research the understanding of the relationships between the arts, education and learning and social change
- 5 Developing the capacity of organisations and people who facilitate our strategic aims
- 6 Developing the Foundation itself to be an exemplar foundation, existing in perpetuity

Programmes

We seek to achieve our first five aims by establishing three partly overlapping programmes for our work in the UK arts, education and learning, and social justice. Themes and priorities within each programme may change over time. Each of the three programmes has an open grant scheme and special initiatives, the latter targeted at issues we particularly want to address to achieve long term improvements in society. We have a separate programme for our work in India.

We expect the programmes and the work we support to have an impact at the levels of individuals, organisations, communities and policy.

Grant-making information

Full information on the objectives of each programme, their themes and priorities, eligibility and assessment criteria, application and grant making processes is available on the Foundation's website. Eligible applicants are asked to submit online an outline application to the Foundation.

For further information, please see www.phf.org.uk

Chair's Statement

Shared challenges

In these challenging times we are acutely aware that the impact of recession and public spending cuts will increasingly be felt over the coming year

Young people are being hit hard, and unemployment is high among school and university leavers. The funding we provide to organisations that help young people cope with social problems and the impact of deprivation in all its forms is going to be especially important. Our cover image shows a workshop run by Dance United, an organisation we have worked with for several years. The company uses dance training as a means of helping young people facing a range of social issues, including drug-related mental health problems and gang culture, to integrate and play a fuller part in society.

Paul Hamlyn Foundation is also facing its own challenges as we navigate a period of fundamental change in our approach to grant giving. We are now midway through a journey we embarked on in 2006 to change the nature of what we do from being a traditional grant giver into more of a strategic philanthropist. About half of the money we give away each year is now spent on a small number of Special Initiatives, where we aim to increase our impact by focusing on bringing about change at a deeper level.

For instance, our mental health initiative, Right Here, is aimed at developing new ways to address young people's mental well-being and resilience and has begun to work with four pilot sites across the UK. Our new Education and Learning initiative, Musical Bridges, aims to build on the success of our flagship Musical Futures initiative, now adopted by one third of all secondary schools in England, by helping to ensure children continue with their music education through the transition from primary to secondary school. In the arts field, we are now into the third year of the Breakthrough Fund. This initiative has made significant investments by backing creative individuals driving forward new ideas and this year we will be carrying out an in-depth review into its impact.

Although we are now committing a large part of our income to Special Initiatives, we remain as committed as ever to our Open Grants schemes. These allow organisations to try out new approaches and sometimes provide the seeds of the ideas that develop into Special Initiatives. As funding from both private and public sources comes under pressure and focuses on the "frontline", we will need to consider whether we have got the balance right between funding new approaches and helping organisations adapt to the challenges and opportunities which increasingly face the third sector.

In India we have opened an office in Delhi and have increased our spending there in order to ensure that the needs of the most marginalised in Indian society are not forgotten as that country undergoes huge changes.

One of the biggest challenges we face is measuring the impact we have and knowing whether we are spending our money wisely. This is a huge challenge for everyone engaged in philanthropy and we are devoting increasing resources to a more systematic approach to evaluating impact. As part of a mid-term review of our strategic plan, we conducted an in-depth survey of grantees. This generated some valuable results from which we can learn.

I would like to welcome Tim Bunting to the board of trustees and pay a special thank you to Bob Boas, who ended his many years of service to the board at the end of 2009. All trustees join me in acknowledging the particular contribution that Bob made, leading Finance & Investment committee, in helping us to weather the turmoil in the markets since 2007.

I am very grateful to all our trustees for the generous contribution they make and to all the staff and the many advisors and consultants to the Foundation for their hard work and commitment.

For me it is a great pleasure and honour working with the trustees and staff of the Foundation.

Jane Hamlyn
Chair

Director's report

A mid-point view

When we produced our strategic plan for 2006–12 we committed to a mid-point review of our progress in meeting the aims and objectives we had set ourselves. As part of this review we have also tried to assess the Foundation's impact and effectiveness.

Since 2006 our grant-making has totalled over £73m. As planned, the annual level has now reached £20m. We also aimed to balance carefully managed Special Initiatives with more responsive Open Grants schemes. Since 2006 we have launched six Special Initiatives, and we have another two in the pipeline. These now account for 40 per cent of annual expenditure, in line with our 50 per cent target.

We undertook the review by commissioning two independent organisations. BOP Consulting analysed data from our management information systems, and reviewed reports and evaluations, most of which were externally produced. They ran a series of focus groups with stakeholders, commentators and critical friends. They had structured discussions with our trustees, advisors and staff.

The Center for Effective Philanthropy (CEP), a US-based not-for-profit body, anonymously surveyed all our current grantees using their Grantee Perception Report (GPR). The GPR is a standardised survey that enables comparison of our results with those of hundreds of other foundations with whom CEP has worked.

We are only the third foundation in the UK to use the GPR. Taking part was in line with our beliefs: the value of innovation, giving more weight to user-voice, action-research, and learning from experience. These approaches characterise much of our grant-making, but we felt they were equally important to apply to trying to improve our own practice. We are grateful to the 250 grantees who responded.

Our impact

The key findings of the BOP review are that we are making good progress against the three core aims of our strategic plan (enabling people to experience the arts, developing people's education and learning, and integrating young people who are at a time of transition) and progress in the separate plan for our work in India.

The review found that the 'outcomes-based' approach we implemented in 2007 has resulted in more rigorous grant-making and reporting processes. Specifically 75 per cent of these Open Grants are meeting the jointly agreed objectives. The main reasons why the other 25 per cent fail to meet their objectives are an unrealistic expectation at the outset about the time and resources required to develop and deliver the funded activity and the challenges of engaging with the very marginalised groups with whom PHF is often concerned. We learn from this and expect to see a proportion of our grants failing to meet their objectives, given our aim to fund innovation.

We seek to influence change and have an impact at three levels: individual/community, organisation and at the highest level, policy and practice. The same grant can impact at different levels. About 80 per cent by value of our grants have an impact at individual/community level and 20 per cent at an organisational level. Having an impact at the level of national policy/practice is more difficult to gauge, in terms of attribution, and it is early days in terms of our Special Initiatives as the impact at this level is often felt in the medium to longer term. The review found that we achieved significant impact at this level through our Special Initiatives Musical Futures and the Reading and Libraries Challenge Fund. The impact of the Refugee and Asylum Seeker Fund was less significant.

In addition to core aims, the review looked at progress against our supporting aims. Our fourth aim is advancing through research the understanding of the relationships between the arts, education and learning, and social change. Whilst we have not commissioned much standalone research, there is a strong research component built into the scoping phase of each initiative. The review showed us that a great deal of learning

takes place in each of our programme areas, and that there is more that we can do to capture and spread this, and translate our understanding into clearer guidance and to inform our decisions on future aims

The fifth supporting aim, building the capacity of individuals and organisations, lies at the heart of a number of our Special Initiatives, particularly in the arts programme. However we know there is more that we can do, directly or in partnership with others, to build the capacity of organisations, particularly to sustain, or even build, the scale of their work

The final strategic aim focuses on how PHF runs itself, which is to be an exemplary foundation. We are not complacent, but stakeholders see the Foundation as an effective grant-maker and as a catalyst for change, and that our ways of working are rigorous and imaginative

Communications

During the year we launched a replacement online application system and provided much clearer guidance about the information which we ask organisations to provide at the first and second stages of applications. As planned, this has improved the quality of the applications we receive, and has reduced the number of applications which clearly fall outside our areas of interest

We analysed the use of our website and then made significant improvements to the design and content of our website

Public benefit

All our grant-making programmes and the work we ourselves undertake to support the grants we make are directly linked to our mission. This is to maximise opportunities for individuals and communities to realise their potential and to experience and enjoy a better quality of life. In particular we are concerned with children and young people. This trustee report contains information about the impact of our Special Initiatives and the activity carried out from the grants we have made. We supplement this with more detailed information on our website. We believe that this demonstrates the benefit to the public of our work

Staff growth

During the year we benefitted hugely from two temporary programme heads, Julie Lomax and Denise Mellon who covered for absences in our Arts and Education and Learning programmes. We welcomed to the staff Liz Cadogan, Carrie Supple and Tracey Sacks, who work on our UK programmes, and Skalzang Youdon who joined as Grants Administration Manager to help set up our new office in India. We said goodbye to Barbra Mazur and wish her well in her new role as Grants Manager at the John Ellerman Foundation

This year we set up an internship programme in order to meet our own needs but also because we know that the jobs market is tough for recent graduates. Recruited via the Graduate Talent Pool website, our interns worked for four months as an assistant on our communications team. Reflecting our values, we are pleased when the people we select are also from a widening-participation background. Our thanks to our first two interns, Jarek Zabba and Mary Mbure, whom we wish well in their future careers

We remain grateful for the work done by our advisors. Our new advisors, Bridgette Anderson, Jennifer Izeke and Maureen McGinn, are all making an important contribution to the ongoing development and delivery of our Social Justice programme. This year we held our first Advisors' Conference, which allowed all our advisors and staff to learn from each other, particularly on the cross-programme themes of innovation, participation and evaluating impact

Robert Dufton
Director

Arts programme

This programme is primarily aimed at increasing people's experience, enjoyment and involvement in the arts, with a particular focus on young people

This year, we have worked against a backdrop of challenging economic circumstances and uncertainty for artists and the arts sector, working closely with other public and private funding bodies to share expertise and develop a better understanding of the impact of the recession

With our Arts Programme Manager, Régis Cochefert working part-time to study, we created a job-share position and welcomed Julie Lomax for seven months from September 2009. We are grateful to Arts Council England for allowing this secondment from their London office

New Special Initiative

The year has seen some important developments in the Arts programme's Special Initiatives

Following an extensive and thorough consultation and research process started in 2008, trustees approved £1.47m from 2010/11 towards a new five-year action-research Special Initiative to support artists working in participatory settings. The initiative will develop and work closely with three to four collaborative pathfinders that will each span initial training, continuous professional development and employers' needs. We will be appointing a Project Director and a Steering Group during 2010/11

Work on the Breakthrough Fund has continued to bring us into close contact with applicants and grantees. As per the Fund's original conception – as a three-year annual funding initiative to be followed by evaluation of its impact – this year we made the third and final round of grants. Over the three years of the Fund, PHF has identified 19 exceptional individuals at critical points in their development – whether they are an emerging talent, reaching full stride in their work or at the pinnacle of their career – to whom we provide support that will make a significant difference to them and to the organisations in which they work. The application process was a bespoke journey that enabled applicants to engage in 'blue-skies' thinking, develop their creative vision and consider their own professional development needs. We believe this was valuable even when we did not make a grant. We have commissioned a consultant, Kate Tyndall, to carry out an extensive evaluation of the Breakthrough Fund that will start in 2010/11. We will publish the findings and share them as widely as possible within the sector.

We awarded the last of the five JADE Fellowships in 2009, to Independent Ballet Wales and Amy Doughty. With the awards made we have turned our attention to maximising the impact of the dissemination of our findings from the initiative. Together with the Clore Leadership Programme and Dancers' Career Development, we organised a symposium, held in May 2010, to explore what makes a good transition after a successful dance career. The event celebrated our Fellowships in the context of what else is available to dancers, providing a much wider legacy for the dance sector.

Changing context for Open Grants

We support organisations and groups through our Open Grants scheme, concentrating on work that is transformational at three levels: for the participants, for the funded organisations themselves and, more generally, for the sector in which they operate.

Over the past year we have experienced a decrease in the number of applications to our Arts Open Grants scheme. Whilst this is counter-intuitive in the context of a recession, it is a pattern that is consistent with what other charitable grant-makers are reporting. Investment through our Open Grants programme is comparable with previous years and we have provided core support and capacity-building grants for a small number of organisations that we feel are important to the sector and are working with vulnerable and excluded communities to improve access and increase enjoyment in the arts.

Nevertheless, creativity and ideas do not go away in a recession, and new forms of creative expression and production have emerged – often through inhabiting the margins and encouraging participation in the arts across generations. We have seen a relative shift where, increasingly, artists view their practice as having a social purpose with engagement becoming a key part of the creative process in making an artwork. Whether it is a film, a piece of music, or a play, the final artworks explore the concerns of the artist and their creative trajectory, but also place equal importance on the collective and individual creative expression of the participants – valuing the process undertaken to arrive at this point.

New practices

New ways of working and new economies of scale are evident in practice across the UK, especially as access to the arts has been increasingly democratised in recent years and there has been a significant change in the way we socialise, network and consume through the rapid advancement of technology. The old debate of professional and amateur arts has taken on renewed vigour in a world where the boundaries between consumers and producers are blurred. Artists, arts organisations and audiences have been quick to respond to these changes and this has been reflected in the proposals that we have encountered in the past year to all of our grant programmes.

One fascinating example of new interactions between performers and audience was seen in the Philharmonia Orchestra's 'Re-Rite' project. By allowing members of the public to conduct, play and step inside the orchestra, through audio and video projections of musicians performing Stravinsky's *The Rite of Spring*, the project added a new dimension to our thinking about digital engagement.

Re-Rite first opened to the public at the Bargehouse on London's South Bank on 3 November 2009. The project shows every section of the Orchestra performing *The Rite of Spring* simultaneously 'as live'. The public are able to sit amongst sections of the orchestra, perform in the percussion section, or take up the baton and control sections of the Orchestra as they play, providing both an educational and a fun experience. The artwork is currently on tour with the Orchestra.

As a new economic picture emerges – but at a time when the future of public arts funding is uncertain – we believe that the arts have an important role to play in education and social cohesion, and are essential as ever to good quality of life. Indeed, despite the recession, theatres are reporting higher box office figures and museums and galleries have seen increased attendance. We see our investment in innovation, change, participation and engagement as a vital contribution to a confident arts sector that is able to push creative boundaries, respond quickly to the changing world and ensure that our artists and arts organisations are valued. The arts can offer optimism in troubled times and our aim is to enable people to experience and enjoy them so that we can help nurture a new creative future for all.

Arts Special Initiatives

Awards for Artists
Support for individual artists
£409,250

This year we again made three awards to composers and five to visual artists.

2009 Composers
Chris Batchelor, Tansy Davies, Philip Jeck

2009 Visual Arts
Marc Camille Chaimowicz, Mark Dean, Melanie Gilligan, Seamus Harahan, Mary Redmond

'The Award will be an enabler, helping me to continue to explore and advance my work. This is a chance to make music without any prescribed path or foreseen ending. In other words - artistic freedom.'
Philip Jeck

'These Awards are really about the activities of artists rather than their status and I am most grateful for this opportunity to develop new work in new situations.'
Mark Dean

Jane Attenborough Dance in Education (JADE) Fellowships
Career development for dancers
£55,494

Set up in 2005 for five years, the JADE Fellowship is awarded to a professional dancer coming to the end of his/her career and wishing to transfer their skills to dance education and community work. The Fellowships commemorate PHF's former arts manager, Jane Attenborough, who died in the 2004 Asian tsunami. The scheme is based on the belief that professional dancers have valuable qualities and skills to bring to dance in education.

The final JADE Fellowship was awarded to Independent Ballet Wales for dancer Amy Doughty. Mentored by Darius James, the Founder and Artistic Director of IBW and Rubicon Dance (Cardiff Community Dance), the Fellowship will allow Amy to develop her teaching skills, gain experience of

management and administration and develop links with other companies and specialist groups. It is anticipated that she will work with Rambert Dance Company and Birmingham Royal Ballet to diversify her experience of dance in community and education settings.

During 2009/10, the third Fellowship, to Tees Valley Dance, came to an end and René Pieters is currently continuing his involvement with the company both as a lead teacher and occasional performer. He is considering further training, possibly through an MA in Professional Practice.

The Fourth Fellow, Tammy Arjona at Siobhan Davies Dance, has continued to broaden her skills and develop her own creative practice by planning and delivering workshops and courses, teaching for other organisations, and attending events and intensive courses. Her recent 'Work Creative' sessions for office staff in arts organisations have provided an ongoing line of enquiry and starting point for working within different working environments and professions. She is also in the process of running a more in-depth project this year for adults with little or no experience in dance, concentrating on the exploration and development of movement ideas using stimuli from other artistic disciplines to culminate in a choreographed performance as part of the Big Dance Open Studio Event.

In addition to an evaluation that will continue until the end of the last Fellowship in 2011, we have been looking for ways to disseminate learning from the scheme for the benefit of dancers and dance companies across the country. In this spirit, we worked closely with the Clore Leadership Programme and Dancer's Career Development to organise a joint symposium in May 2010 at London's Southbank Centre, to discuss career progression for dancers – using our five Fellowships, the five Clore Dance Fellowships (funded jointly by DCD and the Linbury Trust) and DCD's decades of experience to attract dancers who are considering their future direction and companies who are supporting dancers as they move out of the studio. Material drawn from the symposium, collated by our evaluator Susanne Burns, and a short film from the day, contribute to the legacy of the JADE Fellowships.

We are extremely grateful to the JADE Steering Group – Michael Holland, Sue Hoyle, Veronica Jobbins and Prue Skene – and most particularly to its Chair, Derek Purnell, for the time, effort, humour and support they have given to PHF over the duration of this important scheme. We would not have been able to achieve so much without them and we owe them a huge debt of gratitude.

Breakthrough Fund Support for exceptional cultural entrepreneurs £1,315,731

A successful arts economy requires not only great artists but also talented and visionary people who can enable great things to happen. Paul Hamlyn Foundation set up the Breakthrough Fund, over an initial period of three years, to support exceptional cultural entrepreneurs with a compelling vision and a strong track record of making things happen. This was the third and final round of the Fund as it was originally devised.

Funders are rarely willing to commit at a stage where a vision exists but is not yet fully clear in terms of deliverable activities, resourcing and risk. Through the Breakthrough Fund, PHF commits funding earlier in the cycle, trusting grantees to develop and realise their plans and achieve significant outcomes through the Fund's support.

PHF has worked hard to adapt its levels of support and involvement to suit each individual and their evolving needs for support, mentoring or advice. The decision-making and the grant relationship are centered on individuals, but made to the organisation with which they work. We have tried to nurture the most supportive of environments for our grantees.

In this final year of selection, a new grouping of 15 nominators (all different from the previous two years) was appointed to help us spot suitable nominees. This led to PHF receiving 43 proposals, from which five grants were made.

Maria Balshaw/Whitworth Art Gallery – £260,000
Stewart Laing/Untitled Projects – £273,000
Matt Peacock/Streetwise Opera – £83,000
Simon Pearce/The Invisible Dot Ltd – £220,000
Gavin Wade/Eastside Projects – £360,000

Over the last three years, 15 grants have been made to 19 people. Each of the grants runs for three or four financial years. Whilst there were no criteria of geography, art form, age or gender, we welcome the strong mix that has emerged. Some of the first cycle of grants will complete in spring 2011 and it is likely that some of the third cycle of grants will continue well into 2014. PHF will evaluate both the impact of

the grants and the outcomes they have achieved as they complete. We are also interested in measuring the impact of the particular grant-giving approach that the Fund has taken. We will share our findings as they emerge.

Artists Working in Participatory Settings

To support the development of the participatory arts sector

£32,332 in 2009/10 – £1,470,000 approved for the next five years from 2010/11

This brand new initiative, approved by Trustees in March 2010, is aimed at developing models to enable artists who work in participatory settings to access support and training opportunities at all stages of their careers, across art forms and geographical areas. Our belief is that, by empowering artists to feel more confident in their participatory work, we will ensure high-quality experiences for participants of all ages and backgrounds.

The past ten years have seen a significant rise in the funding of artist-led participatory work as it has been increasingly placed at the centre of various public service agendas, from revitalising communities to meeting health targets and reducing crime. Despite this growth of opportunities, our research – an extensive research and consultation process led by consultant Susanne Burns over the last two years – has found little in the way of a strategic overview being taken across the sector to offer support to artists, or even coordination of provision. We also did not find a consistent voice to influence policy and practice.

Our proposed intervention is a five-year action research programme through three or four pathfinders that will group regional clusters of organisations (likely to include initial training and continuous professional development providers, artists' bodies and employers) to develop models of good practice that can be shared across disciplines and settings (such as schools, prisons and community groups). We expect partnership working and sharing of learning to be a key feature of the pathfinder projects and we will recruit both a Project Director and a Steering Group to manage this new and exciting programme.

Social Justice programme

This programme aims to help tackle the social injustice faced by young people living in the margins of society, particularly those making critical transitions in their lives, and those whose voices are least well heard by decision makers in our society.

Since the programme began in 2006 we have assisted a wide range of inspirational individuals and organisations from across the UK to develop and sustain their work with marginalised young people. These young people include those excluded from employment and education opportunities, living in poverty, asylum seekers, refugees and migrants facing multiple barriers to integration, young offenders leaving prison, young people at risk of offending, those struggling with mental ill-health, victims of violence, exploitation, abuse, and intolerance, and those with complex needs, including disability.

Shared findings

This year has seen the publication of 'lessons' from two of our earliest Special Initiatives – the Refugee and Asylum Seeker Fund, and the Reading and Libraries Challenge Fund. These initiatives comprised thematic grant-making with some opportunities for grantees to come together to share and learn. Both have helped to shape our newest initiative, Right Here, which seeks to develop new service models for better prevention and early intervention around young people's mental health. Through Right Here, and in partnership with the Mental Health Foundation, PHF offers grantees a wide base of assistance including grant funding, consultancy and evaluation support and expertise, help with youth involvement, learning sets and workshops for project leaders and staff, opportunities to share practice and experiences with other local and national organisations. This model of 'Grants plus' support is something that we will continue to develop in future initiatives.

Funder collaborations

In the current economic and social climate it becomes, arguably, even more important that trusts and foundations work together to find ways of making sure their funding has maximum impact, on both practice and policy.

During the past year we have joined the Corston Independent Funders Coalition, which works to ensure the implementation of a range of policy recommendations made by Baroness Corston in her 2007 review of how women and girls are treated in the criminal justice system.

We hope that a future collaborative initiative will enable us to help counter some common misinterpretations of migration issues. This year, along with other foundations including The Diana, Princess of Wales Memorial Fund, Barrow Cadbury Trust, Unbound Philanthropy, City Parochial Foundation and Joseph Rowntree Charitable Trust, we have been working to develop a 'blueprint' for what it would take to make sure that political, media and societal discussions of migration and migrants draw on more robust and accurate evidence, and that unfair misrepresentations are more robustly challenged. The 'Changing Minds' initiative will, we hope, initiate a range of projects over the coming year.

As well as these collaborations, we continue to develop our understanding of policy and practice across the UK, through our membership of the Association of Charitable Foundations and its various Issue Based Networks (we now manage the Children and Young Peoples IBN) and by playing an active role in other groups such as the Scottish Grant Making Trusts Group. Where appropriate, we also try to draw on learning and practice in other contexts, and this year we took part in an exchange visit to Brazil, organised by one of our grantees, People's Palace Projects. This year, a range of organisations from Brazil will visit the UK and we will play an active part in this programme, hopefully enabling some of our grantees to meet others working in favelas using the arts as a means of supporting social change.

Widening the support we offer

This year we have tried to support organisations through our Open Grants in ways that are both supportive and challenging, and also enable them to develop and improve their practice and approaches. This is achieved with financial support but also, increasingly, by looking at ways of providing non-financial assistance. This is an area we hope to develop and grow over the coming years, as we learn more both about how organisations develop and sustain work that is effective and makes a long-term positive difference to people's lives.

At this time of economic recession, our concern is with those who are most vulnerable, and our commitment is to support work that helps those who may have no-one to turn to for help – even when that work is risky. As a funder, we have difficult decisions to make: cuts to government funding mean that innovative ideas may struggle to attract support and organisations may be less likely to try new approaches that they think might have greater impacts. We hope that in the year ahead we can achieve a fair balance between enabling effective work to continue and supporting organisations that wish to try new things in order to be more effective at helping young people. We will also look at ways of helping organisations become more effective both at what they do and at persuading others to adopt effective approaches.

This year our Open Grants scheme will develop two themes. The first theme derives from trustees' concerns that interventions with young people are often unable to build on their short-term success by developing into longer term support. We therefore want to encourage and support organisations to think innovatively about how they can work more closely with marginalised young people (and perhaps other organisations) to develop more secure and supported 'progression pathways' that lead to tangible and irreversible improvements in their lives. We see this as a challenge to many organisations who, whilst expert at delivering services to young people at points in their lives, are less effective at helping young people over the longer term, and less effective at enabling young people to shape the support that works best for them. Among our Open Grants case studies and list of awards in this Yearbook, there are a number of organisations who we think are beginning to think and practice in this way.

The second theme has emerged out of trustee's concerns about the consequences of society becoming more fragmented, with fewer opportunities for different social groups to interact, understand and support one another. For young marginalised people in particular, often stereotyped negatively in the mass media, perceptions of them can lead to fear and misunderstanding by other age groups, and their contributions to civil society are easily ignored or undervalued. We would like to fund innovative ideas that help integrate marginalised young people, by improving relationships and building understanding between different groups – whether the difference is social, ethnic, religious or generational. We would like to support a body of work that begins to help wider society learn more about how to be more effective at breaking down barriers and encourage more 'pro-social' behaviour amongst, and towards, young people.

Under both themes we require that the work we fund is shaped by young people and that they ought at least to be working in partnership with adults in shaping and designing activities. We want to see adults and organisations adapting and changing their behaviours to help empower young people. We now expect applicants for funding through our Open Grants scheme to be able to show how young people have helped shape, will deliver, and – if possible – will evaluate the impact of work proposed. We also ensure that across our new Special Initiatives, where appropriate, young people play an active role in their governance and evaluation.

Social Justice Special Initiatives

Right Here

New models of mental health provision for young people
£3,466,668

In partnership with the Mental Health Foundation, we have embarked on a five-year action-research programme to explore how young people's mental health needs can be better addressed. Mental health problems among children and young people have risen substantially in the UK in the past 50 years. Young people experiencing mental ill-health face the challenges of misunderstanding and stigma, as well as the practical difficulties of finding appropriate support.

Right Here is an initiative designed to encourage organisations that work with young people to collaborate with others across sectors to develop new ways for young people to access the type of mental health support they need, when and where they need it. It aims to develop new service models with statutory and voluntary organisations working together to promote mental health among young people, prevent mental ill-health among struggling individuals, and intervene earlier and more effectively with those starting to move into illness.

This year four pilot sites were awarded funding for up to four years, following a highly competitive process in which over 200 applications were received from across the UK. Grants of up to £800,000 were awarded to:

- New Choices for Youth Trust, Newham, East London
- Sheffield YMCA
- Sussex Central YMCA
- Youth Action Northern Ireland in Fermanagh

Staff and consultants on Right Here are working closely with the pilot sites, assisting them both financially and with consultancy and evaluation support. The group also meets to learn and exchange good practice, and their progress will be shared with a wider community of practice and policy. The Tavistock Institute has been commissioned to carry out a participative evaluation of the initiative, with young people playing a major part. Young people are also equal partners in the governance of the overall initiative and will be involved in steering each pilot partnership.

Young Undocumented Migrants

'No Right to Dream' The social and economic lives of young undocumented migrants in Britain
£31,665

This year we published 'No Right to Dream' – a report of qualitative research which explored, in their own words, the social and economic lives of young undocumented migrants living in Britain. The study was commissioned by the Foundation and undertaken by researchers at City University and the University of Oxford Refugee Studies Centre, working with a team of community researchers and a range of voluntary organisations that helped with the research process. The result is a unique insight into the lives of a group of young people, about whom there is much anecdote but very little robust evidence. They tell stories of journeys that begin with youthful vigour, full of hope and expectation about finding a better life, and often end up being shaped by fear, uncertainty and exploitation. A striking theme across all these life stories is the mental distress experienced by young people who have no-one they can trust or turn to for help.

The title of the report, 'No right to dream', uses the words of one young person, but reflects the sentiment shared by many more – namely, that they had lost so much associated with a normal youth that even imagining a better future was slipping from their grasp. This situation would seem to be at odds with our core values as a society, and in particular the emphasis we give to protecting and supporting young people.

This is a complex social issue, and solutions demand that a wide range of organisations work together to find ways of helping these young people. We hope that this report will stimulate wider discussion and

debate, and we have already begun to talk to a range of organisations and individuals about follow up steps

The report can be accessed via the Foundation's website

Reading and Libraries Challenge Fund
Opening access to books and reading
£11,397

The Reading and Libraries Challenge Fund, launched in 2003, was one of the Foundation's earliest Special Initiatives. The Fund sought to encourage work by libraries, prisons and other institutions to improve access to books and reading among young people and others experiencing disadvantage, including refugees, asylum seekers and care leavers.

The Fund recognised the potential of public libraries to help improve people's lives, and challenged them to go about this in more effective and creative ways. Perhaps more ambitious was the aspiration that the work supported by the Fund would lead to lasting change – not only in terms of access to books and reading, but in the culture and practice of public libraries, prisons and care services.

To try to help bring that about change, the Foundation offered extra non-financial support to grantees, and opportunities to share and exchange best practice.

An independent evaluation of the Fund, 'Leading Questions' has been published and is available via the Foundation's website.

Refugee and Asylum Seeker Fund
Support for the integration of young asylum seekers
£24,564

The Fund for Refugee and Asylum Seeker Young People was set up in 2003 to support UK-wide projects, working directly with young people, to promote their integration into British society. The Fund supported work which

- Encouraged the integration of young (11–18 year-old) asylum-seekers and refugees within host communities
- Built capacity within refugee community organisations
- Promoted the development of effective practice, including supporting young people to participate in the planning and operation of projects, and working in partnerships
- Sought to influence public attitudes towards young refugees and asylum-seekers

Most of the funded projects worked with young asylum seekers (including unaccompanied minors) and, to encourage integration, with young people from the host community. Staff at the Foundation worked closely with grant recipients throughout the lifetime of the Fund, with projects receiving practical as well as financial assistance.

We have published a report from the evaluation of the Fund, which is available via the Foundation's website.

Corston Independent Funders' Coalition (via the Lankelly Chase Foundation)
Campaigning to reform the criminal justice system for vulnerable women
£200,000

Early in 2010 we joined the Corston Independent Funder's Coalition (CIFC), an alliance of 19 charitable trusts and foundations formed in 2008 that seeks, through implementation of recommendations in Baroness Corston's 2007 review, to transform how vulnerable women are treated in the criminal justice system.

Following an internal review of the Foundation's criminal justice work during 2009, we had identified the situation of women and girls in the criminal justice system as a key area of concern. Working collectively with other independent funders is an approach that optimises the way in which we use our resources to bring about real change for some of the most vulnerable young women in society.

As part of our membership in the Coalition we have contributed £200,000 to a £2 million joint fund between a sub-group of CIFIC members and the Ministry of Justice. With a focus on supporting the third sector to deliver needs-led, women-specific services in the community, the fund will ensure Baroness Corston's key recommendation of reducing the use of custody for non-violent women offenders through the use of community penalties is realised – an approach that supports vulnerable women to address underlying problems such as mental health problems and domestic violence, maintain contact with families and thereby avoiding the removal of children into care, and get back into mainstream society.

The fund is strategic, with an equal emphasis placed on supporting organisations to develop, and on geographical areas where little such provision exists. By directly funding delivery there is a real opportunity for women's community provision to become more sustainable, embedded in the local context and joined up with statutory services.

India programme

This programme supports non-governmental organisations working in social development to help the most vulnerable groups in India.

Increased grant spend

Our grant-making in India has grown this year. We made grants worth INR 73,228,333 (£931,996) to 22 development projects with 20 different Indian NGOs. The grants were spread across the country and included support to health, education, children in distress, disability, governance and training-related activities. The stated emphasis on supporting work in India's poorest regions is finally showing in the portfolio, with grants in the most difficult districts in the states of Uttar Pradesh, Bihar and Orissa.

We have also followed through on the India Committee's advice of September 2008 to focus on capacity and systems within the India Programme's NGO partners. Guidelines have been prepared on partners' standards and on minimum requirements of partners' financial systems, and these have subsequently been approved by the India Committee. We are now working to implement these across our supported projects. A system of financial audits of supported projects has also been implemented.

Panchayats conference

We held a PHF Partners' Consultation on working with panchayats (grassroots political institutions) and municipal bodies. This was hosted by ARAVALI, a Jaipur-based PHF partner. Representatives from 15 PHF partners, all of whom had experience to share on this issue, participated along with the Foundation's India-based advisors, staff and consultants.

The main purposes of the consultation – to share experience from different parts of the country (and across rural and urban areas) and to discuss what works (and what does not) – were achieved. We were also treated to a talk by a guest speaker, Mr TR Raghunandan, a former senior official in the Government of India's Ministry of Panchayati Raj. He identified future game-changers for development in India and put the efforts of NGOs in dealing with grassroots institutions into perspective. As a result of the consultation we have concluded that:

- We need to increase support to work in smaller urban settlements
- We need to understand other factors that bring about change, such as technology and markets
- NGOs will find social change harder to bring about in the future and accountability is going to be critical. Encouraging this through capacity building, learning from each other, sharing of learning and peer assessment should play a greater part in PHF agenda.

The decisions taken in 2008/09 to open an office in New Delhi and recruit staff have been implemented this year, beginning with the formal registration of an India Liaison Office with the Government of India. Ajit Chaudhuri, who has worked part-time for PHF since 1999, is now a full-time Programme Manager. Skalzang Youdon joined as Administrator in December 2009. An office has been functional since January 2010.

Gazala Paul continues as Consultant to PHF for western India, and we welcome Veena Lakhumalani as Consultant for eastern India. The advisors to the programme – Sushma Iyengar, Donald Peck and Shankar Venkateshwaran – complete the team.

We have started to synchronise administrative, financial and grant-making systems between London and New Delhi. The operational focus for 2010/11 will be to consolidate these. In addition, we will give more weight to the governance and systems within our NGO partners while continuing to make good grants.

Education and Learning Programme

This programme has a strong focus on supporting innovation and aims to achieve significant impact, ideally at a national level, across a range of education themes. Our work fosters the development and sharing of new practice, experiences and learning between and within schools, local authorities and voluntary organisations.

This year the Education and Learning programme has seen strong progress in its existing Special Initiatives and created a new one. We have also reconsidered our approach to Open Grants and are soon to announce revised guidelines for one theme in order to help us maximise the impact of our support.

Learning communities

Most of our Special Initiatives take an action-orientated approach, creating learning communities focused on the theme of the initiative, that operate together as a mutually supportive community of enquiry and learning. Where possible we also seek out a wider community of practitioners, with whom we can further test our emerging models. Our commitment to open source principles and sharing our learning on an ongoing basis also offer opportunities for practitioners more widely to learn from our developing thinking and practice.

The fifth and most recent Special Initiative, Musical Bridges Transforming Transition, presents an exciting challenge and requires a more collaborative and strategic role for the Foundation from the outset. This three-year initiative got underway with the appointment of Adrian Chappell as Programme Convener in January 2010. Musical Bridges builds on the success of Musical Futures in changing the way music is taught in secondary schools, to look at improving the transition from primary into secondary schools in relation to pupils' music education.

The initiative follows careful scoping and consultation, and is steered by a National Working Group comprising Youth Music, Music Manifesto Partnership & Advocacy Group, the DCSF and the National Music Participation Director. We intend to influence practice in facilitating transition at an administrative level, on social and personal progression, on curricular and pedagogic continuity and on more effective management of young people's learning— with the well-being of the child/young person firmly placed at the centre of the initiative.

This additional music initiative is particularly timely given the significant DCSF support for music in primary schools in recent years (through schemes such as 'Sing-Up', 'Wider Opportunities', and 'The Instrument Fund') that has raised young people's motivation and desire to be musically active. There is a clear risk that these gains will be lost in the intervening years before they might benefit from participation with Musical Futures approaches towards the end of Key Stage 3.

Highlights from other Special Initiatives have included opportunities to bring learning communities together to draw out the emerging learning, to encourage networking and to develop our thinking further. The first national event for Learning Away took place in January in London, attended by 70 people with all of the 13 Learning Away clusters represented. The day was a great success with participants meeting and hearing from each other. Sir Tim Brighouse, Education and Learning advisor, delivered an inspiring keynote.

In March, our convention in Leeds on higher education student retention attracted over 160 delegates, with 60 submissions received from across the UK. The quality of the submissions was very high resulting in a thought-provoking two-day conference. Paul Hamlyn Trustee and Education and Learning Committee Chair Estelle Morris reminded us in her welcome speech of the Foundation's core value of maximising opportunities for individuals to realise their potential and education's key role in enabling a better quality of life. This is particularly true for those from disadvantaged circumstances and a key challenge of this initiative is bringing about institutional change to ensure continued success and engagement for more vulnerable students.

Our involvement in Whole Education, an alliance of non-political organisations working towards a more holistic approach to education offers new opportunities for us to share our learning with others and promote the educational values and practices we believe in. Whole Education will provide events and an online social network for teachers and practitioners, enabling them to link up with initiatives from across a spectrum of organisations. Learning Away and Musical Bridges will have a strong presence in this community. Musical Futures and Learning Futures will also contribute content, linking to their own

established websites. The overall aim is to develop a large body of expertise and experience from across the sector to help move towards an education system that looks at the whole child and does not focus on an overly-narrow range of skills and qualifications: literacy, numeracy and tests (important though they are)

Impact on Open Grants

The ethos espoused in Whole Education is also prevalent in our Open Grants Scheme, where we are committed to finding more creative ways to improve knowledge management and transfer of learning among grantees, and with others that could learn from them

With this in mind we are planning a round table discussion in Summer 2010 for grantees awarded under our relatively new Speaking and Listening theme, in order to facilitate exchange and possibly plan for a collective showcasing of current PHF work in this field for the National Year of Speaking and Listening in 2011

The quality and variety of applications received under the Speaking and Listening theme has noticeably increased in 2009/10. We are particularly interested in activities that develop, in realistic and ideally in 'real-world' contexts, the speaking and listening skills that will help young people

In 2009/10 we undertook a review of the Truancy and Exclusion theme within our Open Grants scheme as we felt that we could improve and maximise the impact we make through grants awarded. We commissioned a review from the Institute for Public Policy Research and New Philanthropy Capital, which aimed to understand the broader truancy/exclusion context in the UK in terms of policy and good practice, better understand the impact of PHF grants awarded under the Truancy and Exclusion theme (from 2005–08), and inform the future development of the grant programme

Reflecting on a number of lessons, including the importance of relationship building, developing young people's social and emotional competencies and the impact of sound project management, we will be re-launching the theme in 2010 with emphasis on inclusive approaches that build on knowledge of what works and have the potential to make an impact at a sector level under a new, more positive title 'Add to the learning – preventing school truancy and exclusion'

"Exclusion has become the single biggest issue ACE deals with and it is great that a funder like Paul Hamlyn shares our view"

Simon Hepburn, CEO, ACE [Advisory Centre for Education]

Special Initiatives

Learning Futures

**Developing new teaching and learning practices in schools
£696,858**

Learning Futures is committed to finding new ways to build learning around students' needs, interests and passions, while still achieving positive outcomes

2009/10 has seen the first year of implementation of Learning Futures across 15 sites. Innovative practice has been developed around four key themes – enquiry-based learning, expanding locations and partners for learning, co-constructing learning, and mentoring – that particularly support the ethos and aims of Learning Futures

The key message from an interim evaluation report by researchers from Bristol University is that we are breaking new ground in theory and practice and can already measure the impact that Learning Futures has had on student and teachers' approaches to learning

- Participating schools are noticing improvements in student motivation, behaviour and attendance
- Schools that are incorporating more than one of the key themes in their interventions are seeing greater impact than those with a single focus
- Increasing engagement takes time, and an appropriate set of organisational conditions, to work
- A Learning Futures school will need to be characterised by teachers, leaders and a community who engage in learning shaped by the same design principles: openness to learn, willingness to change and shared commitment to organisational and professional learning

We have also made considerable progress in understanding how engaging students with their learning can impact positively upon their experience of school. Our latest publication, 'Engaging Students', highlights the understanding we have developed since last year on what we mean by engagement and how we might achieve it in all our schools. Further pamphlets will be published in 2010 detailing our emerging findings on the four key themes central to Learning Futures.

It is now clear that our decision to offer schools only one year to pilot their new or extended approaches was unrealistic. It gave all involved in the initiative insufficient time both to develop and trial practices designed to achieve a step change in learner engagement, and also to create with confidence the tools and resources that would enable others to replicate them. The evaluation of this first year has, however, shown the clear potential of the Learning Futures approach and we have therefore extended the initiative by a further year and are now working with a smaller group of schools.

Learning Away
Achieving more through school residentials
£1,624,657

The Learning Away initiative selected 13 clusters of schools, (including 59 primary, 12 secondary, and four special schools) in summer 2009. These schools now form our core 'Community of Practice' and represent a diversity of approaches to the use of residential learning experiences and a good geographical spread.

The 13 clusters are supported by advisors and the team at PHF to develop, pilot and embed innovative residential learning experiences, integral to a wider curriculum or whole school improvement strategies. We anticipate three key challenges in the years ahead.

The first challenge is to build positive relationships and effective partnerships at all levels and to generate interest from other schools and interest groups. The second is to work with young people on co-design and delivery. Third, we must work to open-source principles, where sharing the learning of both what is and is not working, along with the how's and why's, will be equally valuable and informative.

Through the process of Learning Away we are seeking to collect evidence to persuade other schools to engage in a similar way with residential education. This will demand high levels of creativity to overcome structural, organisational and funding issues. To this end we are delighted to be working with independent evaluators from the Centre for the Use of Research and Evidence in Education (CUREE).

"I would thoroughly recommend the residential experience to other teachers. Being away from school, in a beautiful and inspiring environment, reignited the children's passion for English and enabled them to produce their best work." Lucy Whitman, Head of English, Canterbury High School.

Musical Bridges: Transforming Transition
Developing strategies for transition in music education
£49,259

Musical Bridges: Transforming Transition is our newest Special Initiative. The scheme works with schools, local authority music services and other music education providers to promote effective transfer strategies that support the musical, educational and personal development of young people as they move from primary to secondary school.

The programme has begun gathering evidence through seminars in different parts of the country with teachers, local authority music services, musicians and young people. These will reveal key issues and suggest how and where practical interventions can be initiated. A new database will cross-reference best practices in music transition, in time creating an important resource for teachers, musicians, parents and young people. We are also commissioning research to explore the role music plays in the personal and social development of 9–13 year olds both in and outside of school.

Musical Bridges has been initiated and supported by a National Steering Group encompassing representatives from PHF, Youth Music, Music Manifesto Partnership & Advocacy Group, the DCSF and the National Music Participation Director.

Musical Futures

Supporting innovation in school music education
£213,312

Now into its sixth year, the Foundation's longest running Special Initiative continued to grow in 2009/10

The programme's website (www.musicalfutures.org.uk) has been redeveloped, and now contains a wide array of teacher-generated materials. There has been consistent demand from practitioners for the new teachers' resource pack, 'Musical Futures: An approach to Teaching and Learning 2nd edition', which was launched at the London International Music Show Conference in June 2009. The widening reach of the programme was further highlighted when the NAMM Foundation announced funding for the Australian Music Association to launch Musical Futures in Australia in 2010.

Based upon the trajectory from 2006–09, we are confident of achieving our target of seeing Musical Futures adopted in 50% of all UK secondary schools by July 2012. However, there is still work to be done in terms of the longer-term embedding of Musical Futures into general policy and practice. To this end, trustees agreed in December 2009 to extend funding for Musical Futures until July 2012.

What works? Student retention and success programme
Supporting and retaining students in higher education
£30,209

This three-year Special Initiative focuses on identification, evaluation and dissemination of good practice, specifically in relation to the retention of students within the higher education sector. We are one year into the programme of activity with seven clusters of higher education institutions (19 participating institutions in all). The main aim is to evaluate good practice and share results within the group and more widely.

In March 2010, we organised a convention attended by 150 delegates in Leeds. A few themes emerged over the course of the convention, which we hope may provoke discussion and debate within the sector:

- The potential role that the student voice may play in improving retention and success
- The need to move from research about retention to evidence informed action
- The importance of managing and coordinating an institutional approach to improving student retention
- The necessity of making a distinction between student retention and student success

An early indicator of interest in this work within the sector is the Student retention and success network – an online 'community of interest' – which currently has 490 members. We are working with HEFCE as co-funders of the programme to develop a 'community of engagement' – a group of institutions that implement and trial outcomes of the programme. In the first instance we are looking at developing and testing the Student Retention and Success model through a consultation workshop to be held in June 2010.

List of grants awarded in 2009/10

Arts Programme

Open Grants		
Shobana Jeyasingh Dance Company	Capacity building to support the repositioning and development of the company	£8,000 00
Source (MMM) Limited	To identify good examples of artist-led responses to climate change and initiatives focused on supporting organisations to reduce their overall ecological impact, and to begin to develop an understanding of the barriers and motivations to changing behaviour relating to these issues	£9 200 00
Crafts Council		
	Firing Up is a national project reversing the decline in educational ceramics facilities and provision and building a sustainable legacy of craft based learning through regional hubs	£96 000 00
Salisbury Festival Limited	Inspiring and engaging with a wider range of people through initiating a young people's programme building a cumulative learning and participation programme and developing an intergenerational participation strategy	£74,000 00
Cornerhouse Arts Centre Limited	A three-year programme of micro-commissions designed to develop new ideas and open up Cornerhouse to a wider network of artists/makers/curators both professional and amateur	£120 000 00
Royal Welsh College of Music and Drama	Bringing the College's resources to a wider community through an extensive Summer Schools programme	£84,000 00
Pallant House Gallery	Outside In – Phase 3, an exciting initiative for outsider artists, will sustain and extend the positive achievements of the project's second phase outside of the South of England while building upon the learning experienced since the initial pilot in 2006	£138 500 00
Youth Dance England	Action research to support national dissemination of the first qualification for dance practitioners to work with children and young people in the informal sector	£150 000 00
British Academy of Film and Television Arts	The BAFTA Youth Mentoring Programme aims to improve the life chances of young people from disadvantaged backgrounds by offering opportunities within a media based mentoring programme	£18 500 00
Sadler's Wells Trust	To commission films and produce content for Sadler's Wells Screen - a cornerstone of a three year on-line development initiative	£100,000 00
Serious Events Limited	Support for 'Serious' to develop and deliver four participatory projects (in London, Glasgow, Norfolk and Dorset) that will culminate as part of World River, a major element of Cultural Olympiad being developed as part of 'Sound' World River will be a spectacular, free curtain-raiser to the 2012 Games taking place at various iconic locations along the banks of the River Thames on the weekend of July 21 and 22, a week before the Opening Ceremony	£150,000 00
Yorkshire ArtSpace		
	To enable the organisation to develop a programme of community engagement activity, artist residencies and professional development exploring how artists can help create a successful environment in Parson Cross	£75,000 00
National Theatre Wales	In support of a new model of operating which places a wide range of communities at the heart of this new company's decision-making, advocacy, and creative debates.	£122 000 00
FACT	To develop FACT's community programme Tennantspin, which uses new technology and media to address issues such as community cohesion, social exclusion citizenship and civic participation	£95,000 00
Liverpool Biennial of Contemporary Art Ltd	To support an innovative project dealing head-on with the physical realities of neighbourhoods living through change and how young people engage with their environment	£35,000 00
Spitalfields Music	To enable the commissioning, development and performance of two pieces of music for the 2010 and 2011 festivals with the local community	£97,000 00
Stroud International Textiles		
	Support for a symposium that will encourage debate and discussion around alternative approaches to textiles, looking at areas such as sustainable fashion and new textiles from old and zero waste	£8,500 00
Hearts and Minds Limited	To support a programme of exchange and training with TIN Arts and Northern Ireland Clown Doctors to deepen Hearts & Minds quality of service and develop shared practice	£9,500 00
VocalEyes	A grant to undertake research and gap analysis into audio description provision and staff training in the visual arts and heritage sector, taking into account responses from visually impaired audiences.	£5,000 00
Foreground Projects Ltd	A grant towards a major commissioning project in collaboration with Frome Carnival, Frome's community groups and major internationally known British artists (Bob & Roberta Smith, Edwina Ashton and Matt Stokes), to work intergenerationally over three months to create new works that formed interventions into the Frome Carnival on 26 September 2009	£10 000 00
Isaacs UK Ltd	Support to underpin the Director's salary over a period of three years during the scaling up of the Earlyarts network across England	£75 000 00
People United	To provide core support for three years by paying the salary of a new post of Operations Manager enabling the Director to focus on the strategic development of the company's work	£73 320 00
Theatre Royal Stratford East	Core support for an initiative offering the public the opportunity to programme the work of the theatre between January and June 2012	£97,400 00
Cardboard Citizens	Core support to underpin key salaries, helping the organisation to develop its theatrical work with homeless people in London	£150 000 00
Streetwise Opera	To support the salary of Streetwise Opera's Founder and CEO as he steers the charity through an exciting programme of organisational development and change	£77 637 00
Contact Theatre Company	Support for 'Future Fires', an innovative programme using the best international practice to develop creative young leaders who will design and deliver projects in their own communities	£200 000 00
Tête à Tête Productions Ltd	To underpin the artistic direction and administration of the company over two years	£69 000 00
Central School of Ballet Chantable Trust Ltd	For a three-year programme of dance workshops for schoolchildren in conjunction with the Ballet Central (BC) tour Based on a piece of tour repertoire, workshops will be organised and delivered by BC students in partnership with local venues outside of London	£142,000 00
The Little Angel Theatre	A contribution to underpin the salary of the Artistic Director and to pilot a puppet festival across London venues showcasing work from UK and International practitioners	£25,000 00
PRS Foundation	To fund a creative placement scheme for North West based music producers and arts organisations testing new approaches to professional development and audience engagement	£107 000 00
Open Eye Gallery	Towards three pilots testing different approaches to working with new audiences, prior to Open Eye Gallery moving to its new building	£19,000 00
New Writing North	To support an innovative programme of activities and new partnerships to engage North East readers with quality literature events and activities	£150,000 00
Philharmonia Limited	To enable the creation of new, interactive video resources for young people, schools and families together with a launch through an interactive showcase	£95,000 00
The Showroom	For a pilot series of projects with artists in Church Street, Westminster, that crosses between the fields of art, education, research, activism and urbanism	£22,000 00
Whitechapel Gallery	To encourage British Asian people to visit and engage with the Whitechapel's exhibition 'Where Three Dreams Cross 150 Years of Photography from India, Pakistan and Bangladesh' and to introduce new methods of outreach work which tackles social issues relevant to young people and linked to themes raised through exhibitions.	£70,000 00
Total - Arts Open Grants		£2,777,557 00

Arts Special Initiatives

Awards for Artists

2009 Awards for Composers
2009 Awards for Visual Artists
Support Costs

Three awards of £45 000 each to Chris Batchelor, Tansy Davies and Philip Jeck
Five awards of £45 000 each to Marc Camille Chaimowicz, Mark Dean, Melanie Gilligan, Seamus Haraam and Mary Redmond

£135 000 00
£225 000 00
£49,250 25
£409,250 25

Breakthrough Fund

Eastside Projects

To develop and underpin Eastside Projects and programming costs - full funding will be determined on successful year one and the development of a sustainable business and fundraising plan for Eastside Projects

£360,000 00

The Whitworth Art Gallery University of Manchester
Untitled Projects

For staff to research and develop new creative ideas for the Gallery and its collection, and a time limited curator / collaborator post and funds for programming

£260,000 00

To expand the core team of the company to exploit previous work, research and develop new work, and raise the profile of the company through digital platforms

£273,300 00

Streetwise Opera
The Invisible Dot Ltd

For a series of research trips and residencies for staff to explore new creative pathways for Streetwise Opera, including film

£83 157 00

To underpin the company through funding a general manager and part funding some salary costs and research and project development costs

£220 000 00

Bigga Fish

To develop an 'entrepreneurship' module and to develop brand and design ideas

£48,000 00

Artevents
Support Costs

Additional support towards one of the Re Enchantment projects

£50,000 00

£21,273 73

£1,315,730 73

Jade

Gwent Ballet Theatre Limited
Support Costs

JADE fellowship for Amy Doughty

£50 000 00

£5,494 49

£55,494 49

Research and Development

Museum and Galleries Initiative

Support Costs

Development work to research this potential new Initiative

£18,553 63

Artists Working in Participatory Settings

Support Costs

Development work to research this potential new Initiative

£32,332 00

Total- Arts Programme

£4,608,918 10

Education and Learning Programme

Open Grants

Kori Arts	A one-year set up project to support teaching using arts, creativity, special exercises and academic subjects, with the aim of creating excellence in supplementary education for children with special learning needs	£9,798 00
Horn of Africa Youth Association	A three year programme offering a mentoring service to schools targeting young Somali refugees and parents to support achievement in school	£73,500 00
Blyth Valley Arts & Leisure	To reduce the number of children with persistently poor school attendance and the number of school exclusions, by transforming attitudes and behaviours of young people and re-engaging them in education through the delivery of Equine Assisted Learning	£20,000 00
Street Dreams Projects Ltd	For an intensive self development and life skills programme for young people on the brink of permanent exclusion	£60,000 00
The Learning Challenge Foundation Limited	Funding for a part time salary of a senior practitioner over three years to develop critical creative curriculum for disengaged learners	£30,000 00
English and Media Centre	To establish an innovative intergenerational speaking and listening project A pilot in Lambeth will be followed by projects in Essex and North Lincolnshire	£69,520 00
Polegate and Willington Schools' Federation	A three-year, cross phase initiative to raise standards, improve attendance and reduce exclusions across and beyond a formal federation of two primary schools and one secondary school	£80,700 00
Paddington Arts	Three years' funding for the 'Word of Mouth' project, which will develop the social and communication skills of young people from disadvantaged inner-city areas as well as their technical and creative skills	£133,219 00
Black Families Education Support Group	Funding over three years for a supplementary school and mentoring project for Black and Minority Ethnic children and young people aged 10–18	£108,260 00
The Hanover Foundation	A year-long in-depth evaluation of Hanover's work to enhance speaking and listening and interpersonal skills, providing both hard and soft evidence to demonstrate the effectiveness of these skills in the level 2 qualification	£9,987 00
Advisory Centre for Education (ACE) Ltd	Funding over three years for piloting a face to-face advocacy project around issues of social exclusion, building on existing advice work	£89,060 00
Peace Child International	Support over three years for a conflict and communication peer education programme, to support young people to better understand situations involving conflict and how to deal with them	£89,350 00
Southfield Community Action Forum	Enhancing the educational and social skills of young people through an interactive learning programme in partnership with mosques	£36,730 00
Community Focus	For 'Family Focus', a new project aiming to increase participation in learning through engagement with arts in partnership with three supplementary schools	£99,130 00
Eighteen And Under	To deliver violence prevention programmes to children and vulnerable young people in Scotland, particularly addressing issues of bullying and violence that lead to school refusal non attendance and persistent truanting.	£140,227 00
Hampshire & IOW Youth Options	One-year pilot project to develop and implement a structured practical speaking and listening programme for young people aged 8-19 focusing on disadvantaged young people	£20,000 00
Tutu Foundation UK	Creation and roll-out over three years of ubuntu-based tools to enable young people to plan, execute and evidence transformation in communities	£200,000 00
Al-Haq Supplementary School	Use of facilities at Woodsley Multicultural Community Centre	£3,312 00
Society of Indian Teachers & Associates (SOITA)	To encourage and support some Asian mother-tongue schools of London to use the Asset Languages scheme of assessment developed by OCR	£9,950 00
Glasgow South East Regeneration Agency	Funding over two years for the 'Browsers Schools Programme', a highly innovative project working within secondary schools in S/E Glasgow offering unique ICT-based learning activities to disengaged young people	£121,477 00
Learning to Lead Community Interest Company	For the evaluation and report of the 'Learning to Lead' national pilot by Cambridge University and New Economics Foundation, to enable national roll-out	£40,000 00
Carefree - Fostering Independence Cornwall	Using group work, peer mentoring, positive activities and volunteering to give young people in care the skills to manage school and other educational provision	£123,959 00
The Lighthouse Group UK Ltd	A three-year long expansion programme that will increase the number of alternative education centres across the UK re-engaging young people with education	£122,706 00
Amble Development Trust	Support over two years for a programme that gives young people the opportunity to produce short video interviews, which will then become the clues for two regional 'scavenger hunt' web-based games	£70,000 00
Tower Hamlets Summer University	A two-year programme to place young people at the heart of Summer Uni development by training them to quality-assure provision linked to a new kitemark	£150,000 00
CEWC - Cymru	To extend the use of a proven classroom method for developing speaking and listening skills through establishing whole school practices and inter school networks	£58,225 00
Herefordshire Council	To use a portfolio of physical dance warm-ups and skills to reduce truancy and exclusion, delivered by trained dancers who had themselves found school life difficult Learning mentors will be trained to continue the work with other young people in the school	£43,350 00
Toynbee Hall	Funding for Aspire , an innovative youth programme geared towards the needs of a frequently overlooked group of young people those excluded within rather than from education	£135,982 00
Tacade Antidote	To work in-depth with schools in four countries of the UK to tackle homophobia and create more supportive learning environments for all To help achieve financial sustainability through implementing a new business model that will enable them to work with a significantly greater number of schools	£103,194 00 £102,118 00
National Literacy Trust	Funding over two years to pilot an innovative model to develop young people's speaking and listening skills through workplace visits and school based activities and dissemination	£124,751 00
Institute for Public Policy Research	Open Grants evaluation of Truancy and Exclusion theme (in partnership with New Philanthropy Capital - NPC)	£11,500 00
New Philanthropy Capital	Open Grants evaluation of Truancy and Exclusion theme (in partnership with the Institute for Public Policy Research - IPPR)	£26,680 00
Open Source Alliance for 21st Century Education	To establish a new alliance of third sector educational organisations to work collaboratively to achieve greater impact in achieving education change in the 21st Century	£50,000 00
Southside Young Leaders Academy	To develop leadership potential and raise aspirations for young boys from the BME community who are at risk of exclusion from school	£150,000 00
Total - Education and Learning Open Grants		£2,716,685 00

E & L Special Initiatives

Learning Away

Funding of 13 clusters to pilot innovative approaches to residential learning for young people

East Education Action Zone	£107,999 00
Hanover Primary School	£57,000 00
South Hetton Primary School	£146,019 00
Thomas Tallis School	£121,123 00
Walney School	£175,182 00
Calderglen High School	£128,417 00
Burley Primary School	£118,102 00
The Canterbury High School	£77,037 00
Samuel Whitbread Community College	£165,933 00

Crabtree Farm Primary School	£132,336 00
Twickenham Primary School	£46,341 00
Newall Green High School	£74,709 00
Christ Church CE Primary School	£199,140 00
Support Costs	£75,319 37
	<u>£1,624,657 37</u>

Learning Futures

Funding of schools to develop and test a series of teaching and learning interventions that aim to increase the number of young people who are actively and positively engaged with their learning

Monkseaton High School	£22,750 00
Deansfield High School and Deaf Resource Base	£22,750 00
Yewlands Technology College	£22,750 00
Villiers High School	£22,750 00
Thomas Hardy School	£22,750 00
Samuel Whitbread Community College	£22,750 00

Noadswood School	£22,750 00
Matthew Moss High School	£22,750 00
Linton Village College	£22,750 00
Harlington Upper School	£22,750 00
Cramlington Learning Village	£22,750 00
Birches Head High School	£22,750 00
Harris Federation of South London Schools	£12,500 00
Biddenham International School and Sports College	£22,750 00
Haybridge High School & Sixth Form	£22,750 00

Support Costs	£365,858 05
	<u>£696,858 05</u>

Musical Futures

Support Costs	Management fees development and publication of teaching resources, development of website, research and evaluation, payments to Champion Schools network	£213,311 29
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Musical Bridges

Support Costs	Consultancy and management fees, support for events	£49,258 98
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What Works?

Support Costs	Evaluation and support costs	£30,209 49
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Total - Education and Learning Programme		<u>£5,330,980 18</u>
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Social Justice Programme

Open Grants

Corston Independent Funders' Coalition (CIFIC)	Membership of the Coalition, an alliance formed in 2008 of 19 independent Trusts and Foundations which seeks, through implementation of recommendations in Baroness Corston's 2007 review, to transform how vulnerable women are treated in the criminal justice system	£10,000 00
The TreeHouse Trust	Development of a Transition Liaison Officer post to provide high-quality advice and support to older pupils and their families so as to ensure their successful transition from children's to adult services	£123,000 00
Scottish Refugee Council	A three-year national pilot programme to develop a system of 'guardianship' to provide independent advocates, employed and trained to give additional support to every separated child in Scotland	£150 000 00
Wellhouse Community Trust	Funding to extend the Music Industry Training and Integration Programme for two years, which develops participants' skills, supports progression on to further training, education and employment, enables young people from different territories to integrate, and fosters respect between communities	£57 489 00
Theatre Venture	Life on Legacy Street is a two-year youth-led drama and film project linking young people from diverse backgrounds and four schools to improve cross-cultural understanding and community cohesion in Tower Hamlets and to influence how services work with young people	£31,479 00
Edinburgh Cyrenians	A three-year grant to enable the development and extension of an independent family mediation and conflict resolution service aimed at preventing teenage homelessness caused by family breakdown	£125 207 00
Clare Duffield Foundation	Funding for two Fellows recruited from aspiring leaders whose work in the third sector focuses on progressive social change in communities across the UK	£90,000 00
HACT (The Housing Associations' Charitable Trust)	A three-year initiative to mainstream intergenerational activity in areas with social housing and high deprivation, creating a replicable model where housing associations and community groups work in partnerships to develop projects that involve younger and older people and promote integration and the well-being of their communities	£105 000 00
User Voice	A series of regional events culminating in a national event to enable young people to self-organise and have their voices heard by national policy-makers	£62,983 00
Patiko Baker's Fort Project	A two-year project to provide support and guidance to young people from trafficked backgrounds, enabling them to participate more fully in the community, become active citizens and voice their experiences	£113,940 00
Brathay Trust	Supplementary funding for Prospects, a two-year project to help ex-offenders, aged 18–25, who are severely disadvantaged in the labour market, to find and remain in employment. Based in Cumbria, the project aims to work with local partners to improve employment and training opportunities, help participants become more confident and responsible and access advice and support to address their basic needs, which will allow them to play a fuller part in their communities	£40,000 00
The LankellyChase Foundation	Contribution to the Women's Diversionary Fund, a joint fund set up between the Corston Independent Funders' Coalition and Ministry of Justice to support development of community-based provision to divert vulnerable women out of offending and custody	£200 000 00
UK Drug Policy Commission	Funding for the first phase of a wider investigation into how stigma towards recovering drug users is a major barrier to re-integration and social inclusion. The first phase of research will provide concrete evidence on the extent and nature of stigma, explore the implications of this, and disseminate findings to inform development of policy and practice	£60 450 00
Four Square	Funding over three years to provide a structured skills learning, volunteering and mentoring programme to assist vulnerable young people at risk of homelessness to integrate with their local community	£60,000 00
Council for Assisting Refugee Academics	Publication and dissemination of a practical guide for higher education institutions in providing more effective support to refugee and at risk academics	£10,000 00
Children's Legal Centre	A three-year grant to support the CLC's Migrant Children's Project to raise awareness of the rights and entitlements of migrant children in the UK and ensure that they receive necessary support and assistance	£104,628 00
Rosemount Lifelong Learning	This work, over a three-year period, is to provide learning opportunities and support to marginalised young people in order to provide progression routes out of poverty	£141,000 00
Venture Scotland	'The Journey' – a three-year project that will support young people to identify ways in which they can develop the skills and interests that are important to them and at the same time find ways of being more connected in the communities where they live	£146,682 00
The Police Foundation	Funding to involve young people with experience of the youth justice system in the Police Foundation's Independent Commission on Youth Crime and Antisocial Behaviour	£85 022 00
Citizen Organising Foundation	A two-year grant to support the post of Sanctuary Organiser, a key role in the Citizens for Sanctuary campaign. Citizens for Sanctuary aims to implement the Independent Asylum Commission's recommendations through policy change or through citizen-led initiatives	£35 000 00
Stonewall	Three years of additional funding for an Education Officer as part of a wider programme to tackle homophobia and homophobic bullying in schools. The Education Officer will develop work to focus on primary schools in England, Wales and Scotland	£147,870 00
Hillingdon Refugee Support Group	A partnership between PHF, Hillingdon Refugee Support Group and YouthBank to support and train a group of young people to become grants assessors and administer their own grants fund	£2 880 00
Heads Together Productions Limited	A two-year grant to help young in-patients in mental health wards play an active role in improving support for new entrants, and to work with external organisations to improve the services they offer young people discharged into the community	£64,902 00
Project Art Works	A three-year grant for a project that enables artist film makers and young people with severe and complex disabilities to create biographical films, to be used in their ongoing care assessments and training a range of service providers	£150,000 00
Total - Social Justice Open Grants		£2,117,532 00

Social Justice Special Initiatives

Right Here

Funding to four pilot sites to develop innovative approaches to young people's mental health issues

New Choices for Youth Trust		£800 000 00
YouthAction Northern Ireland		£800,000 00
Sheffield YMCA		£800 000 00
Sussex Central YMCA		£785,239 00
Support Costs	Management costs, support to the Mental Health Foundation, evaluation and partnership working costs	£281,428 76
Total - Right Here		£3,466,667 76

Reading and Libraries Challenge Fund

Support Costs	Production of dissemination report on the Reading and Libraries Challenge Fund	£11,396 70
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Refugee and Asylum Seeker Fund

Support Costs	Research and production costs associated with end of fund report	£24,564 28
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Young Undocumented Migrants Research

Support Costs	Research and production costs associated with Young Undocumented Migrants Report	£31,664 75
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Total - Social Justice Programme		£5,651,825 49
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India Programme

Open Grants

Regional Centre for Development Cooperation	Livelihood Programme in Nabarangapura	£43,630.43
Kutch Nav Nirman Abhiyan	Village Development Fund	£111,456.25
Arthik Anusandhan Kendra	Integrated Development in Laiganj Block	£12,844.25
Area Networking and Development Initiatives	Ensuring Entitlements for a Gender Just Society	£58,474.00
BD Tattl Memorial Charitable Trust	Pre-Primary Education for Deaf Children	£16,377.50
The Action Northeast Trust (The Ant)	Promoting Communities' Right To Equitable Healthcare	£53,825.81
Kutch Mahila Vikas Sangathan (KMVS)	Panchayat Knowledge Centre	£84,862.60
Samaj Vikas Sanstha (SVS)	Organising Women to Address Violence	£8,925.00
Janvikas Samajik Sanstha (JVSS)	Education Support to Socially Excluded Children	£14,975.00
Association for Rural Advancement through Voluntary Action & Local Involvement	Building Institutions that can Challenge Poverty	£46,041.06
North East Research and Social Work Networking (NERSWN)	Promoting Equitable Healthcare in Kikrajhar	£7,905.19
Arthik Anusandhan Kendra	Cover for project expenses to March 2010	£10,930.74
SATHI	Reintegrating Runaway Children on Railway Platforms	£184,887.64
Kutch Nav Nirman Abhiyan	Village Development Fund	£13,210.56
Child Survival India	Health Programme in Savda Ghevra	£18,589.44
Social Action for Association and Development	Women and Child Development in Parbhanl	£26,499.18
Apne Aap Women Worldwide	Adolescent Girls Programme in Araria	£12,822.58
National Institute of Women, Child and Youth Development	Platform Girls Care and Protection	£24,008.02
SWATI - Society for Women's Action and Training Initiative	Promoting the Right to Information	£45,098.74
Shashav	Children's Education and Development Programme	£34,719.69
Shishuadhar - For the Child	Non-Institutional Services for Children in Distress	£18,028.63
Independent Commission for People's Rights and Development (ICPRD)	Youth Forums Against Gender Based Violence	£74,666.42
Exchange Rate adjustment		£9,217.25
Total - India Programme		£931,995.98

Other Grants

Disasters Emergency Committee	Contribution to the Haiti earthquake appeal	£100,000.00
The Pennies Foundation	To help finance the research and establishment of a fund raising system predicated on the rounding up of electronic card payments	£100,000.00
The Nicholas Boas Charitable Trust	To support the Trusts' work in developing young musicians	£10,000.00
The Helen Hamlyn Trust	Support to the Helen Hamlyn Trust for 2009/10	£2,000,000.00
Total - Other Grants		£2,210,000.00

Total Grants Awarded

£18,733,719.75

Reference and administrative details and audit report

The annual report (which comprises pages 1 – 37 and the list of trustees, staff and advisers) and financial statements are prepared on a combined basis for

- The Paul Hamlyn (1987) Foundation (the Trust) established on 15 April 1987 by Trust Deed which has been amended in subsequent years. Registered charity number 327474
- Paul Hamlyn Foundation (the Company), formed on 3 February 2004 as a charitable company limited by guarantee and not having a share capital. Company number 5042279 (registered in England and Wales) and registered charity number 1102927

On 6 May 2004, the Trustees of the Trust transferred most of the activities to the Company. At 31st March 2010 the remaining assets of the Trust stood at £5 054m and these are included with the financial statements shown on pages 30 to 37

The principal office of both the Trust and the Company is 18 Queen Anne's Gate, London, SW1H 9AA, which is also the registered office of the Company

Structure, governance and management

The Board of Trustees, comprising not less than three and not more than ten members, meets at least four times a year to agree the broad strategy and areas of activity of the Foundation, including consideration of grant-making, investment, reserves and risk management policies and performance. The Board considers grant applications above £150,000 (this was increased from £75,000 in 2008)

The principal committees, which all report to the Board of Trustees, are

- Arts, Education and Learning, India and Social Justice Programme Committees (each comprising three trustees and up to four external advisory members) meet at least quarterly to consider applications up to £150,000. Decisions on applications to the UK programmes up to £10,000 may also be taken by staff committees and are reported through the Programme Committee to the Board of Trustees
- Finance and Investment Committee, comprising five trustees and two external advisory members, meets quarterly to consider investment strategy, manager appointment and performance, and twice a year to consider financial matters
- Remuneration Committee, comprising the Chair and the Chairman of the Finance and Investment Committee and one other trustee, meets at least once a year

The day to day management of the Foundation is delegated by the Board of Trustees to the Director

The Board keeps the skill requirements for Trustees under review. The Trustees create a long list of appropriate people to meet identified gaps. A sub-committee interviews a shortlist of candidates. Trustees are initially appointed only until the next AGM by the Appointor provided for in the Articles of Association. The renewal of appointments (for a period of up to three years) is made by all trustees acting as members of the company. The current Appointor is Jane Hamlyn, who was designated so under Paul Hamlyn's will. The induction process for any newly appointed trustee comprises a meeting with the Chair, and meeting(s) with the Director and other staff, together with receipt of a pack containing copies of the Memorandum and Articles of Association, the annual report and accounts, board and committee minutes and Charity Commission guidance notes

Trustees have identified and considered the major strategic, operational and financial risks to which the Foundation is exposed. They are satisfied with the procedures which have been established to review these risks regularly, and with the actions taken to mitigate exposure to them.

Trustees have considered the Charity Commission's guidance on public benefit and confirm their view that the Foundation's objects and aims as set out on page 1 are in alignment with the public benefit requirements of the 2006 Charities Act. The Trustees Report on pages 1 to 37 demonstrates the activities of the Foundation and how they meet the Principles as defined in the Act.

Statement of trustees' responsibilities

The trustees (who are also directors of Paul Hamlyn Foundation for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently,
- observe the methods and principles in the Charities SORP,
- make judgements and estimates that are reasonable and prudent,
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware

- there is no relevant audit information of which the charitable company's auditor is unaware, and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent auditors' report to the members of the Paul Hamlyn Foundation

We have audited the financial statements of Paul Hamlyn Foundation for the year ended 31 March 2010 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial statements have been prepared under the accounting policies set out therein.

Respective responsibilities of trustees and auditors

The trustees' (who are also the directors of the company for the purposes of company law) responsibilities for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the financial statements give a true and fair view are set out in the Statement of Trustees' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). This report, including the opinion, has been prepared for and only for the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

We report to you our opinion as to whether the financial statements give a true and fair view, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and have been prepared in accordance with the Companies Act 2006. We also report to you whether in our opinion the information given in the Trustees' Report is consistent with the financial statements.

In addition we report to you if, in our opinion, the company has not kept adequate accounting records, if the company's financial statements are not in agreement with the accounting records and returns, if we have not received all the information and explanations we require for our audit, or if certain disclosures of trustees' remuneration specified by law are not made.

We read the other information contained in the Trustees' Report, and consider whether it is consistent with the audited financial statements. This other information comprises only the Trustees' Report and all of the other information listed on the contents page. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to other information.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion:

- the financial statements give a true and fair view of the state of the company's affairs as at 31 March 2010 and of its incoming resources and application of resources, including its income and expenditure and cash flows, for the year then ended,
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice,

- the financial statements have been prepared in accordance with the Companies Act 2006, and
- the information given in the Trustees' Annual Report is consistent with the financial statements



Ian Dixon (Senior Statutory Auditor)
For and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
London

29 June 2010

Financial Review

Endowment Fund and Investment Portfolio

Uncertain economic outlook warrants continued caution

Appointed new Chairman of Finance and Investment Committee

The Endowment Fund represents the original gifts by Paul Hamlyn, both in his lifetime and under the terms of his will, together with net gains from related investment assets. The Trustees have discretion to make disbursements from the Endowment fund in circumstances they consider appropriate. Investment returns from the Endowment investment portfolio are used to finance grant-making and other work.

After the losses of the preceding financial year, 2009-10 was a period of solid recovery. Overall the Foundation made gains of £94.2m as the global economy recovered. The total size of the fund rose to £563.7 million at 31st March 2010 from £478.5 million as at the previous year. The Endowment fund received a small additional contribution during 2009/10 of approx. £252,000 from the additional winding up of the Paul Hamlyn estate.

The Foundation has wide investment powers which are specified in its Memorandum of Association. All Trustees are involved in setting investment policy, but authority to decide strategy is delegated to the Finance and Investment Committee. The Finance and Investment Committee, with input from senior staff, consultants and Paul Hamlyn Foundation's own Investment Director Richard Robinson, sets asset allocation and engages professional managers running its multi-asset, multi-manager portfolio. Most of the managers have discretionary mandates although use of advisory and passive funds is made.

The Foundation's investment policy is to

"

- Maintain in the long run the real purchasing power of the Endowment fund
- Invest in a diverse range of assets which are most likely to give good total returns in the long term, in order to maximise the total real value of the amounts available for grant-making and other work
- Manage volatility as far as possible, while accepting that a degree of volatility is concomitant with seeking high returns "

Whilst there was a sharp snap back upwards in equity market values in the year under review, the Finance and Investment Committee pursued a relatively cautious stance. They continued the policy of diversification by increasing the breadth of investments with continuing commitment to hedge funds, venture/private equity investments, specialist cash and currency management, as well as making additional specific commitments into equity markets and specialist bond markets. This continuing move into alternative assets is aimed at increasing total returns on a long term basis and helping to control the overall volatility of the portfolio.

Significant developments in the year included

- Bob Boas retired, both as Trustee and as chairman of the Finance and Investment Committee and we are grateful to him for his wise guidance over many years
- We changed the mandate with PIMCO, one of our fixed interest managers, by exiting Government bonds in favour of investment grade corporate bonds, which were attractively priced and performed well in the year
- We completed a substantial 'in specie' transfer of our direct property portfolio into the leading specialist Property unit trust run specifically for the charity sector by Cordea Savills, providing greater diversification and longer lease length and stronger covenants
- The Foundation continued to build up our inflation hedge portfolio with additional investments in commodities and index linked bonds

The main asset allocation changes to the Endowment fund during the year were

- Overall exposure to publicly quoted equities by year end was approximately 48%. There were no significant changes in managers. The main focus of the listed equity portfolio is to large company stocks with good dividends. Whilst this did not maximise the performance in 2009/10 the Investment Committee felt that in the light of the ongoing challenges to the global economy, such a policy was prudent

- During the period under review the Committee maintained a significant exposure (over 50%) to non sterling assets. The Committee monitor the currency exposure closely and are increasing their ability to manage it dynamically in accordance with the agreed policy
- Overall exposure to other assets at year end was approximately as follows: hedge and venture funds 13%, property 5%, fixed income and cash 34%

The Foundation's Endowment investment portfolio before spend rose by +21.7% for the year, making an overall advance before spend, over these two years of very volatile markets, of approximately +14.9%. At the end of the year the value of the Endowment was in advance of the Trustee's target of preserving the real value of its purchasing power (ie Paul Hamlyn's bequests adjusted for RPI)

Unrestricted Fund and Reserves

The Foundation's unrestricted fund has been used in 2009/10 and previous years to finance the Foundation's tangible fixed assets and working capital and to provide a short term buffer for grant making and other costs. During the year, the Finance Committee agreed that from the 2010/11 financial year the Foundation would cease to operate an unrestricted fund and instead manage its reserves by ensuring a sum equivalent to at least six months of working capital commitments (including grant commitments) is held in readily accessible liquid assets. At the end of 2009/10 investment holdings in cash were £62m and six months of commitments are estimated at approximately £8m.

Expenditure

Grants awarded increased by £5.2m (40%) when compared with 2008/09. This was largely due to an expansion in special initiatives particularly in the Education and Learning areas where grants were made under the 'Learning Away' and 'Learning Futures' programmes. Similarly, under our Social Justice programme, the 'Right Here' initiative became fully operational in the year. Funding of special initiatives now represents 48% of all awards excluding funding for the Helen Hamlyn Trust, an increase from 25% in 2008/09 and in line with the Foundation's strategic plan objective of moving to committing a greater proportion of funds to special initiatives than open grants in the plan timescale to 2012. Open grants have consequently reduced from 75% to 52% of grants awarded.

Support cost expenditure has reduced from £2.0m in 2008/09 to £1.88m as some of the exceptional costs incurred last year when some elements of the staff team were re-organised have not been incurred in 2009/10. However, expenditure has increased in the year on communications as a number of one-off projects, including the updated online applications system and grantee perception report referred to elsewhere in this yearbook, were undertaken.

Financial Risk

The Foundation's principal material financial risks, including foreign exchange exposures, relate to its investment portfolio and are in line with similar long-term endowment funds in the sector. Overall investment risk management is predicated on running a diversified portfolio of high quality assets across a wide variety of asset classes and markets. The longer term strategic asset mix is set by the Finance and Investment committee, with input from Cambridge Associates and others. Individual investment mandates are awarded to specialist managers after scrutiny by the Finance and Investment Committee with input from various sources. The Trustees consider the Foundation's risk profile on a regular basis.

Tim Bunting
Chairman, Finance and Investment Committee

Statement of Financial Activities for the year ended 31 March 2010

	Notes	2010 Unrestricted fund £m	2010 Endowment fund £m	2010 Total £m	2009 Total £m
Incoming resources from generated funds					
Legacy income		-	0 252	0 252	-
Donations		-	-	-	0 002
Investment income	2	10 987	-	10 987	14 221
Total incoming resources		10 987	0 252	11 239	14 223
Resources expended					
Cost of generating funds - investment management	3	2 955	-	2 955	1 938
Charitable activities - grant-making	4	20 390	-	20 390	15 396
Governance	6	0 051	-	0 051	0 030
Total resources expended		23 396	-	23 396	17 364
Net (outgoing)/incoming resources		(12 409)	0 252	(12 157)	(3 141)
Other recognised gains and losses					
Realised and unrealised gains (losses) on fixed asset investments	8	-	94 218	94 218	(44 106)
Net movement in funds		(12 409)	94 470	82 061	(47 247)
Funds at 1 April		16 303	449 962	466 265	513 512
Funds at 31 March		3 894	544 432	548 326	466 265

The Statement of Financial Activities includes the Income and Expenditure Account and the Statement of Total Recognised Gains and Losses
The notes on pages 33 to 37 form part of these financial statements


Balance Sheet at 31 March 2010

	Notes	2010 Unrestricted fund £m	2010 Endowment fund £m	2010 Total £m	2009 Total £m
Fixed assets					
Tangible assets	7	0 091	-	0 091	0 149
Investment assets	8	-	540 297	540 297	449 909
		<u>0 091</u>	<u>540 297</u>	<u>540 388</u>	<u>450 058</u>
Current assets					
Debtors	9	1 207	-	1 207	1 480
Other investments	10	19 172	4 135	23 307	28 686
Cash at bank and in hand		1 301	-	1 301	0 133
		<u>21 680</u>	<u>4 135</u>	<u>25 815</u>	<u>30 299</u>
Creditors falling due within one year	11	<u>(9 772)</u>	-	<u>(9 772)</u>	<u>(9 055)</u>
Net current assets		<u>11 908</u>	<u>4 135</u>	<u>16 043</u>	<u>21 244</u>
Total assets less current liabilities		<u>11 999</u>	<u>544 432</u>	<u>556 431</u>	<u>471 302</u>
Creditors falling due after more than one year	12	<u>(8 105)</u>	-	<u>(8 105)</u>	<u>(5 037)</u>
Net assets		<u>3 894</u>	<u>544 432</u>	<u>548 326</u>	<u>466 265</u>
Funds at 31 March 2010		<u>3 894</u>	<u>544 432</u>	<u>548 326</u>	<u>466 265</u>

The notes on pages 33 to 37 form part of these financial statements

The financial statements on pages 10 to 12 were approved by the trustees on 29 June 2010 and were signed on their

behalf by



Jane Hamlyn
Trustee



Tim Bunting
Trustee

Paul Hamlyn Foundation

A company limited by guarantee registered in England and Wales - number 5042279

Cash Flow Statement for the year ended 31 March 2010

	2010	2009
	Total	Total
	£m	£m
Net (outgoing)/incoming resources for the year	(12 157)	(3 141)
Less investment income earned	(10 987)	(14 221)
Add back investment management charges	2 955	1 916
Less legacy income	(0 252)	-
Add back depreciation	0 100	0 102
Decrease/(increase) in debtors	0 055	(0 020)
Increase in creditors due within one year	0 698	0 603
Increase in creditors falling due after more than one year	3 068	0 217
Net cash Inflow/(outflow) from operating activities as defined by FRS 1	(16 520)	(14 544)
Returns on Investment		
Investment income received	11 206	14 225
Investment management charges paid	(2 936)	(2 003)
Capital expenditure and financial investments		
Purchase of tangible fixed assets	(0 042)	(0 056)
Sale of tangible fixed assets	-	0 001
Purchase of fixed assets and other investments	(214 659)	(250 864)
Sale of fixed assets and other investments	223 867	253 360
(Decrease)/Increase in cash for the year before financing	0 916	0 119
Financing		
Legacy income	0 252	-
(Decrease)/Increase in cash for the year	1 168	0 119
Cash at bank and in hand at 1 April 2009	0 133	0 014
Movement during the year	1 168	0 119
Cash at bank and in hand at 31 March 2010	1 301	0 133

Notes to the financial statements for the year ended 31 March 2010

1 Principal accounting policies

The financial statements have been prepared on a going concern basis and in accordance with applicable Accounting Standards in the United Kingdom, the Statement of Recommended Practice for Charities (2005) and the Companies Act 2006. A summary of the more important accounting policies, which have been applied consistently, is set out below.

(a) Basis of accounting

The financial statements are prepared in accordance with the Statement of Recommended Practice Accounting and Reporting by Charities issued in March 2005, and the historical cost convention as modified by the revaluation of fixed asset investments.

The foundation has two funds, their operation is explained on page 28 to 29.

Details of both entities which are included in these accounts are given in the reference and administrative details on page 24.

(b) Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Foundation is legally entitled to the funding and the amount can be quantified with reasonable certainty. Investment income from the endowment fund is treated as income in the unrestricted fund.

(c) Resources expended

Resources expended are the cost of generating funds, grant-making and governance costs.

Investment management fees and internal management costs are the only cost of generating funds.

Grant-making represents the costs of activities in furtherance of the Foundation's objects and includes the grants awarded by the Foundation, and the support costs associated with them. Where they cannot be directly derived, support costs are allocated between grant-making activities on the basis of the value of grants awarded.

Governance costs are the costs associated with the strategic direction and corporate management of the Foundation and include the cost of providing the infrastructure which allows the Foundation to operate and to generate information required for public accountability.

Grants are recognised when they have been awarded and the grantee has been informed.

(d) Tangible fixed assets

All of the tangible fixed assets are held for charitable use.

The cost of tangible fixed assets is their purchase cost, together with any incidental expenses of acquisition. Tangible fixed assets with a cost of less than £500 are not capitalised.

Depreciation is calculated so as to write off the cost of tangible fixed assets on a straight line basis over the expected useful economic lives of the assets concerned. The Foundation plans to surrender the lease of its offices in the next year or so and therefore shortened the expected life of certain assets in the year. The effect of this change is an increase of £0.017m on the depreciation charge in the year ending 31 March 2010. The principal useful economic lives used for this purpose are:

	No of years
Furniture and fittings	4 to 12
Computer equipment	4
Leasehold property (life of the lease)	12

(e) Fixed asset investments

Listed investments are stated at their market value at the year end. The Statement of Financial Activities includes unrealised gains and losses arising from the revaluation of the investment portfolio in the year and realised net gains and losses arising on disposals.

Investment property held directly has been valued by Cushman and Wakefield, an independent firm of international property consultants and valuers. Pooled property investments are stated at net asset value as calculated by the various managers.

The carrying value of unlisted investments is the trustees' best estimate of the market value at the balance sheet date.

(f) Foreign currencies

Income denominated in foreign currencies is recorded at the rate of exchange ruling on the date of receipt. Foreign currency investments are valued at their year-end market value translated into sterling at the year-end exchange rate or at the contract rate where foreign currency investments are subject to an underlying hedge. All gains or losses on translation are taken to the Statement of Financial Activities in the year in which they occur.

(g) Operating leases

Costs in respect of operating leases are charged on a straight line basis over the lease term

The payments are based on a salary percentage and are charged to the Statement of Financial Activities in the period to which they relate

(h) Pension costs

The Foundation makes payments to the defined *contribution personal pension plans of all its employees*

(i) Irrecoverable value added tax

Irrecoverable VAT is included as part of the expenditure to which it relates

2 Investment income

	2010	2009
	£m	£m
UK equities	2 598	2 583
Overseas equities	4 344	5 307
Fixed interest securities	0 993	-
UK investment property	1 454	1 610
Term deposits	0 701	4 498
Unlisted investments	0 868	0 225
Alternatives	0 029	-
Total	10 987	14 223

3 Cost of generating funds

	2010	2009
	£m	restated £m
Investment management fees and consultancy	2 869	1 916
Internal investment management costs	0 086	0 022
Total	2 955	1 938

With respect to investments in hedge funds and some private equity funds, the management agreements of the underlying funds provide for compensation to the respective managers in the form of management and performance fees determined as a percentage of net assets. Fees in these cases are deducted from the funds' assets and are reflected in the net asset values reported. During 2009 the Foundation increased its internal investment capacity, including the appointment of a part time Investments Director. These costs were previously shown as part of support costs in note 5. The 2009 costs above have been restated to show the comparative figures.

4 Charitable activities Grant-making

During the year ended 31 March 2010, the following charitable donations were awarded by the Foundation

	2010 Grants awarded £m	2010 Support costs £m	2010 Grant- making £m	2009 Grant- making £m Restated
Arts	4 609	0 435	5 044	5 051
Education and Learning	5 330	0 512	5 842	3 902
Social Justice	5 652	0 557	6 209	3 519
India	0 932	0 174	1 106	0 528
Other Grants	2 210	0 203	2 413	2 396
Sub Total	18 733	1 881	20 614	-
Returned Grants and adjustments to previous years a	(0 393)	-	(0 393)	-
Exchange rate adjustments for awards in previous ye	0 169	-	0 169	-
	18 509	1 881	20 390	15 396

	2010	2009
Number of grants awarded		
Arts	45	51
Education and Learning	63	36
Social Justice	28	31
India	22	16
Other Grants	4	3
	162	137

A schedule of the grants awarded in each programme area is given elsewhere in this report. All grants were awarded to organisations with the exception of £0.360m (2009: £0.360m) awarded to eight (2009: eight) individuals. 2009 figures have been restated to reflect the adjustment to support costs outlined in note 5.

5 Support costs

	2010	2009
	£m	Restated £m
Gross salaries	0 811	0 819
Social security costs	0 088	0 081
Other pension costs	0 103	0 094
Other employment costs	0 057	0 058
Total payroll and related costs	1 059	1 052
Operations support	0 164	0 365
Property expenses	0 238	0 195
Communications	0 088	0 052
Office expenses	0 231	0 212
Depreciation and loss on disposals	0 101	0 103
	1 881	1 979

Support costs reflect the management structure of the organisation. Operations support includes the costs of temporary staff and recruitment. The costs above include fees of £7,637.65 paid to PricewaterhouseCoopers, the Foundation's auditors, for advice on taxation. Salary costs include payments of £25,178 to third parties for staff seconded to the Foundation to provide cover during the temporary absence of the post-holder.

Support costs in 2009 included the cost of internal investment management. These costs have been reallocated to costs of generating funds in 2010 and the 2009 figures restated.

The average number (headcount) of persons employed by the Foundation during the year was 27 (2009: 21).

The number of employees whose salaries were above £60,000 was

	2010 Number	2009 Number
£60,000 to £70,000	3.00	1.00
£90,001 to £100,000	1.00	1.00
£110,001 to £120,000	-	1.00

During the year the Foundation made contributions of £51,461 (2009: £28,231) to the personal pension plans of these employees.

The trustees are not employed by the Foundation and do not receive any emoluments in respect of their services.

Travel expenses of £6,246 (2009: £1,643) were reimbursed to six (2009: four) trustees during the year.

6 Governance costs

	2010 £m	2009 £m
Audit fees	0.018	0.018
Legal and professional fees	0.019	0.002
Office expenses	0.014	0.010
	<u>0.051</u>	<u>0.030</u>

7 Tangible fixed assets

	Leasehold property £m	Furniture and fittings £m	Computer equipment £m	Total £m
Cost				
As at 1 April 2009	0.511	0.140	0.254	0.905
Additions	-	0.002	0.040	0.042
Disposals	-	-	(0.012)	(0.012)
As at 31 March 2010	0.511	0.142	0.282	0.935
Depreciation				
As at 1 April 2009	0.467	0.105	0.184	0.756
Charge for the year	0.044	0.015	0.041	0.100
Disposals	-	-	(0.012)	(0.012)
As at 31 March 2010	0.511	0.120	0.213	0.844
Net Book Value				
As at 31 March 2010	-	0.022	0.069	0.091
As at 1st April 2009	0.044	0.035	0.070	0.149

8 Fixed asset investments

	2010 £m	2009 £m
Market value at 1 April 2009	449.909	494.070
Purchases	214.659	250.864
Sales	(218.489)	(250.919)
Net realised and unrealised gains/(losses)	94.218	(44.106)
Market Value as at 31 March 2010	540.297	449.909

Investments at market value comprised

	2010 £m	2009 £m
UK equities	52.111	32.251
Overseas equities	219.193	146.433
Fixed interest securities	128.408	114.132
UK investment property	27.446	21.386
Alternative securities	64.193	36.971
Term deposits	38.587	88.305
Unlisted investments	10.359	10.431
Total (including cash held for investment by managers)	540.297	449.909

Trustees consider that any incidental cash balance held by an investment manager is an integral part of its asset allocation and have included it in the appropriate asset class.

The historical cost of the above assets is £454.621m.

9 Debtors

	2010	2009
	£m	£m
Prepayments and other debtors	0 166	0 221
Accrued investment income	1 041	1 259
	1 207	1 480

10 Other investments

	2010	2010	2010	2009
	Unrestricted fund	Endowment fund	Total	Total
	£m	£m	£m	£m
Fixed interest securities	-	-	-	0 466
Cash deposits	19 172	4 135	23 307	28 220
	19 172	4 135	23 307	28 686

11 Creditors falling due within one year

	2010	2010	2010	2009
	Unrestricted fund	Endowment fund	Total	Total
	£m	£m	£m	£m
Grants payable	9 450	-	9 450	8 234
Prepaid rental income	0 000	-	0 000	0 313
Investment management fees accrual	0 143	-	0 143	0 124
Accruals and creditors	0 179	-	0 179	0 370
Taxation and social security contributions	-	-	-	0 014
	9 772	-	9 772	9 055

12 Creditors falling due after more than one year

	2010	2010	2010	2009
	Unrestricted fund	Endowment fund	Total	Total
	£m	£m	£m	£m
Grants payable in one to two years	5 446	-	5 446	3 744
Grants payable after two years	2 659	-	2 659	1 293
	8 105	-	8 105	5 037

13 Special initiative expenditure

The Foundation establishes special initiatives in order to meet its aims. Periodically the trustees allocate resources to these initiatives. The figures below show the current total allocations, the amounts expended in this year and earlier years, and the amounts which may be expended in future years, subject to the details of allocation being confirmed by trustees.

Special Initiatives	Earlier years	This year	Future years	Total
Award for Artists	0 844	0 409	0 846	2 099
Artists Workings in Participatory Settings	-	0 032	1 470	1 502
Breakthrough Fund	2 490	1 316	0 695	4 501
Higher Education Retention	0 483	0 030	0 087	0 600
Jane Attenborough Dance in Education (JADE)	0 237	0 055	0 016	0 308
Learning Away (Residential Experiences)	0 034	1 625	0 599	2 258
Learning Futures	0 166	0 692	0 936	1 794
Museums & Galleries Initiative	-	0 019	0 021	0 040
Musical Futures	1 969	0 213	0 410	2 592
Musical Bridges (formerly Transitions)	0 020	0 048	0 520	0 588
Reading and Libraries Challenge Fund	3 273	0 011	0 004	3 288
Refugee and Asylum Seeker Fund	3 359	0 015	-	3 374
Right Here	0 258	3 467	1 092	4 817
Young Undocumented Migrants Research	0 192	0 032	-	0 224
	13 325	7 964	6 696	27 985

14 Operating lease commitments

The Foundation occupies its offices under a lease which expires in 2012. The current rent is £0 194 million inclusive of VAT (2009: £0 189 million).

The Foundation has a tenant's option to break the lease by giving six months' notice.

Trustees, staff and advisers

Trustees

Jane Hamlyn (Chair)
Rushanara Ali (to June 2009)
Bob Boas (to December 2009)
Tim Bunting (from November 2009)
Michael Hamlyn
James Lingwood

Estelle Morris
Lord Moser
Anthony Salz
Peter Wilson-Smith
Tom Wylie (from April 2009)

Staff

Ushi Bagga
Denise Barrows
Rob Bell
Susan Blishen
Liz Cadogan
Regis Cochefert
Ajit Chaudhuri
Tony Davey
Gurjit Dhallu
Sarah Jane Dooley
Susan D'Sylva
Robert Dufton
Maria Ferron
Gillian Goode
Lisa Howard
Fatima Joaquim
Maria Karska
Richard King
Julie Lomax
Barbra Mazur
Mary Mbure
Denise Mellion
Marcello Moro
Lucy Palfreyman
Richard Robinson
Tracy Sacks
Vicki Selby
Liz Scott
Carrie Supple
Dan Watson
Faye Williams
Skalzang Youdon
Jarek Zaba

Grants Officer
Education and Learning Programme Manager
Social Justice Programme Manager
Right Here Special Initiative Manager
Grants Officer (from October 2009)
Arts Programme Manager
Consultant to India Programme
Information and Resources Officer
Finance and Resources Assistant (August 2009 to November 2009)
Grants Officer
Finance Officer
Director
Chair and Director's Assistant
Grants Assistant
Grants Assistant
Housekeeper
Administration Officer
Grants Assistant
Interim Arts Programme Manager (Secondment from September 2009 to March 2010)
Grants Officer (to August 2009)
Communications Intern (from February 2010)
Education and Learning Programme Manager (maternity leave cover from May 2009)
Grants Assistant
Finance & Resources Director, Company Secretary
Investment Director
Education and Learning Special Initiatives Co-ordinator (from October 2009)
Learning Futures Co-ordinator
Accounts and IT Officer
Grants Officer (from September 2009)
Communications Manager
Right Here Special Initiative Project Coordinator
Consultant to India Programme
Communications Intern (September 2009 to February 2010)

Advisers

Bridgette Anderson
Robert Berkeley
Bob Boas
Professor Sir Tim Brighouse
Kate Brindley
Lord Gavron
Roger Graef
Sushna Iyengar
Maureen McGinn
Dr Donald Peck
Jonathan Reekie
Shankar Venkateswaran
Claire Whitaker
Vanessa Wiseman
Dr Paul Woolley

Social Justice (from December 2009)
Social Justice
Investments
Education and Learning
Arts
Investments
Social Justice
India
Social Justice (from December 2009)
India
Arts
India
Arts
Education and Learning
Investments

Statutory Auditors

PricewaterhouseCoopers LLP, 80 Strand, London, WC2R 0AF

Solicitors

Withers LLP, 16 Old Bailey, London EC4M 7EG

Bankers

NatWest plc, 208 Piccadilly, London W1A 2DG

Investment Advisers

Cambridge Associates Limited, 80 Victoria Street, 4th Floor Cardinal Place, London SW1E 5JL

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A company limited by guarantee registered in
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charity (number 1102927)