

<b>Committee:</b> City Bridge Trust (CBT)	<b>28<sup>th</sup> November 2019</b>
<b>Subject:</b> Progress Report	<b>Public</b>
<b>Report of:</b> Chief Grants Officer and Director of CBT (CGO)	<b>For Decision</b>

### **Summary**

This is a regular report by the CGO. You are asked within this report to note updates on the following:

- a) The work continues
- b) Committee Strategic Away Half Day
- c) Disability employment and pay gaps 2019
- d) Philanthropy House
- e) Association of Charitable Foundations Annual Conference
- f) Bridge House Estates Strategic Review
- g) Corporate Charities Review

### **Recommendation**

Members are asked to:

- a) Note the report.
- b) Give 'in principle' support for the Funder Commitment on Climate Change and instruct officers to seek the approval of the relevant onward committees so that Bridge House Estates can also add its signature to the pledge (see paragraphs

### **Main Report**

You will recall that you have agreed that each of the CBT Committee Meetings will begin with a presentation on a particular area of interest for the committee. 'Telling your Stories' was a strategic initiative to provide 10 of the charitable projects you support the opportunity to have a short film made about their work by professional filmmakers from the Media Trust (MT). These films provide powerful vehicles to raise the profile of the work of the organisations. One of these short films will be shown at the start of this committee meeting.

## **The Work Continues**

1. I continue to make regular visits to see the extraordinary work the organisations you fund across London. Most recently I visited Kalayaan in Kensington & Chelsea with 2 of your new Funding Officers (as ever, any Member is always welcome to join me on these visits). Kalayaan is the Filipino word for freedom and it is a small charity which works to provide practical advice and support, as well as campaign with and for the rights of migrant domestic workers in the UK.
2. Your grant supports the costs of an Immigration Lawyer to provide face to face advice and casework including visa renewal and human trafficking assessments. Sadly this work continues to be much needed and is oversubscribed: We heard some shocking accounts of Modern Day slavery behind the smart facades of some of the substantial houses and smart hotels of west London; but also some great success stories when, with Kalayaan's assistance, people had managed to escape their situations and rebuild their lives.

## **Committee Strategic Away Half Day**

3. A CBT Strategic Away Half-Day took place on 11<sup>th</sup> October 2019 at Toynbee Hall, one of your grantees. It was chaired by Dhruv Patel and facilitated by Elaine Yeo, with 8 members of this committee in attendance and 10 officers. The planning of the sessions built on the output of last autumn's CBT Committee strategic meeting and dinner. The opening session provided the anchor for the whole: following a Media Trust film providing an expert illustration of some the work you fund, the CGO and officer leads set the strategic context: a reminder of the Bridging Divides (BD) and Philanthropy funding strategies; the social investment work; the Central Grants Programme; and the Bridge House Estates and wider charities review.
4. Reflecting the commitment in the BD strategy to strength our learning/impact and communications work in support of delivering the outcomes we seek through our charitable funding, there were two deep-dive sessions: one led by Ruth Feder, Head of Learning and Impact (job sharing with Jemma Grieves Coombes) and one led by Catherine Mahoney, Communications Manager, Charity and Philanthropy. These were both highly engaged sessions with excellent contribution from Members - the discussions have informed the papers which are before you today - namely the Impact & Learning Strategy and the Strategic Communications Vision and Aims.
5. A third session was led by our two new external Members of the Committee, Jannat Hossain and William Hoyle. Both were co-opted to the Committee following the skills audit and a competitive recruitment process. Having been in position for a few months Jannat & William were invited to share their experience, skills and motivations in relation to CBT. Both were highly inspiring and their presentations also underlined the extent to which all our Committee Members are 'assets' who are a key part of the total assets approach of the BD strategy.

6. Attendees rated the Away Day on a scale of 1-5 (with 5 being high) as follows:
  - “Effectiveness of session” 4.9
  - “Achieved meaningful outcomes” 4.4
  - “I enjoyed it” 5.0
7. A full report of the Away Half Day is being finalised and will be distributed separately to the CBT Committee. However, key areas that we will be taking forward include:
  - Outcomes of Bridge House Estates Review
  - Implementation of Philanthropy Strategy (including Philanthropy House)
  - Embedding a culture of learning and implementing the Communications Strategy in order to maximise our impact for our stakeholders.

### **Disability Employment and Pay Gaps 2019**

8. A report published this month by the TUC ( <https://www.tuc.org.uk/research-analysis/reports/disability-employment-and-pay-gaps-2019> ) shows that disabled people are facing double discrimination as not only are they less likely to have a paid job but, when they do, they earn substantially less than their non-disabled peers – with the pay gap having increased over the 12 months by 0.3 percentage points since the TUC’s previous report on this issue. The report concludes that the pay gap and low pay contributes significantly to the financial stress experienced by disabled workers, whilst disabled women continue to face the most significant pay gaps of all. Some key findings within the report include:
  - a) Disabled people experience significant barriers to getting and keeping jobs. This results in an employment gap of around 30 per cent.
  - b) Disabled workers experience a pay gap of 15.5 per cent, earning £1.65 less an hour on average which equates to £3,003 less a year.
  - c) Disabled workers are more likely than their non-disabled peers to have to go without basic amenities, such as heating on a cold day or food, when they are short on money and are more likely to ask for outside assistance from charities because of the financial hardship they face.
  - d) Gender pay gap action plans should take account of the specific steps required to address the barriers experienced by disabled women in accessing, remaining in and progressing at work.
9. In tackling some of these issues the report states that whilst we have seen how the power of transparency has begun to concentrate employers’ attention on tackling the gender pay gap, public policy needs to be used to drive change on the disability pay gap too.
10. On Tuesday 15th November, Lord Shinkwin put forward a ‘Workforce Information Bill’ which builds upon the established work on Gender Pay Gap reporting to include all of the characteristics protected under the Equality Act (2010). Your Chairman, Deputy Chairman and Chief Grants Officer are in agreement that this potential legislation is a positive step forwards and were

proud to indicate to Lord Shinkwin that we would be an early ally and supporter of this forward-thinking work. Whilst the City Bridge Trust would not be obliged to do anything additional under the terms of this Bill, aimed at 'Large Employers', we nevertheless believe that our position as a leading voice in civil society can help to spread this ethos of transparency.

### **Philanthropy House**

11. You will recall that as part of your Philanthropy Strategy, a Philanthropy House project has been progressed. It has received approval at the concept and high-level business planning stages. The next step awaits conclusions from the Corporation's Fundamental Review which will inform which property we recommend to deliver the project.
12. Your Chairman, Deputy Chairman, Chief Grants Officer and Philanthropy Director travelled to Brussels in October to visit Philanthropy House there and find out more, from our hosts, the European Foundation Centre ('EFC'), about their experience of developing and running the project. This was an extremely illuminating visit, enhanced by an additional meeting that day with the King Badouin Foundation who were one of six founder funders of the project. Your Philanthropy Director has developed a note recording key points from the visit which is available for any members wishing to review it.

### **Association of Charitable Foundations Annual Conference**

13. The Deputy Chair and CGO, together with several members of the CBT Team attended the annual conference of the Association of Charitable Foundations (ACF) on 6<sup>th</sup> November.
14. This year's theme, 'The Long View: Funding on a finite planet', provided an opportunity to bring trusts and foundations together to consider their role in limiting the environmental, economic and social effects of climate change. It is interesting to note that this year, the conference was greatly oversubscribed, with dozens of members on a waiting list – an indication of the timeliness of this theme.
15. During the opening plenary session, Carol Mack, ACF's Chief Executive, suggested that we have reached a point where the changing climate is going to be one of the lenses through which we *all* have to view our work; that it is an issue in which we are all enmeshed. She emphasised that the biggest contributors to climate change are often those least adversely affected by it. Those most impacted tend to be the most vulnerable in society and there are clear links between poverty, inequality, human rights and climate change.
16. Recognition that it is the most vulnerable who are most impacted enables foundations to make a legitimate connection between responding to the climate crisis and their charitable objectives. For example, how severe weather events affect older and more vulnerable people and/or impact mental health.

17. She suggested that one of the strengths of foundations is their ability to take a long-term view and posed the question of what meaning 'existing in perpetuity' has if inaction now renders the future unsustainable?
18. She said that foundations endowments have a collective value of £68 billion, a significant proportion of which are invested in a financial system that is harmful to the environment. There is a real challenge for the foundation sector to develop greener investment policies.
19. The conference coincided with the launch of a new [Funder Commitment on Climate Change](#), which has been developed by ACF members. It provides a clear statement for those who are ready to sign up and take action and a guide for those willing to make a start and are looking for some guidance.
20. The commitment has so far been signed by 22 foundations (and rising) and can be found at Appendix A. We seek your 'in principle' support for the commitment and ask that you instruct officers to seek the approval of the relevant onward committees so that Bridge House Estates can also add its signature to the pledge.

### **Bridge House Estates Strategic Review**

21. The work on the Bridge House Estates (BHE) Strategic Governance Review continues to progress, with a view to ensuring that BHE is effectively administered to best fulfil its objects. In the last six months substantial progress has been made in respect of: determining the funding requirements for the maintenance and replacement of the five Thames bridges; advancing the governance changes being sought by Supplemental Charter through the Privy Council; developing an investment strategy; and forming an overarching charitable strategy for BHE.
22. To note in particular, work to finalise the financial model to determine the appropriate level of reserves required to be held by the charity is underway and due to be complete by early 2020. This will then inform the 'surplus' funds which may be available for additional charitable giving (in furthering the ancillary object of BHE). This work is informed by a thorough analysis of the total future maintenance and replacement costs of the five Thames Bridges.
23. A detailed update paper on the strategic review is due to be presented to the CBT Committee on 30 January 2020.

### **Corporate Charities Review**

24. In July 2019, Members agreed to initiate a Corporate Charities Review, with a view to ensuring that each charity (within the defined scope of the review) is most effectively and efficiently managed and governed and achieves maximum impact for its beneficiaries. The review will, in making recommendations in the best interests of each charity, have regard to the corporate context.

25. The review will be cognisant of the BHE Strategic Review and opportunities for shared learning across the reviews will be explored. The Corporate Charities Review will also, in making recommendations in the best interests of each charity, have regard to the City Corporation's Fundamental Review, Corporate Plan and Philanthropy Strategy.
26. With the appointment of the Corporate Charities Project Officer (18-month secondment) and a Charities Accountant (12-month FT) in September 2019, work began on the review to identify the charities with scope. Phase One of the project will consist of reviewing 59 charities of which the City Corporation is the named trustee or where the majority or all of the individual named trustees are related to the City Corporation (i.e. Alderman, Chamberlain, Lord Mayor), and which are administered and/or managed by the City Corporation.
27. As part of the review, a set of recommendations will be produced for all the charities within scope and presented to Members for consideration from April 2020.

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