



Annual Review

2020

“ Our vital mission: to serve workers and former workers within their communities as well as supporting and promoting access to good, secure work, both now and into the future.

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INTRODUCTION

Hello, and welcome to the first Annual Review of the Alex Ferry Foundation. I am proud to present this document to all of our key stakeholders, across industry, civil society and the trade union movement.

The purpose of the review is simple: we want to give you a clear and concise picture of the purpose of the Foundation, the make-up and accountability of our structures and the range of important work that we have supported over the past year.

Although the Foundation previously existed in embryonic form (a vital period in establishing robust governance, processes and procedures, and full Charity Commission compliance), 2020 was the first year in which we were fully operational, with a small executive team dedicated to ensuring that the organisation delivers on its vital mission to serve workers and former workers within their communities as well as supporting and promoting access to good, secure work, both now and into the future.

You will see that mission running through everything that the Foundation has done over the past year, whether it is in developing research around shorter working time (an issue that, due to the origins of the Foundation, will always be at the heart of everything we do), workers' voice, trade unionism, the just transition, or in our responsive, locally focused funding of communities throughout the UK during the COVID19 pandemic. Detailing all of this work would make for an extremely long publication, but nonetheless I hope the overview provided in this report will give a powerful insight into the range and ambition of our funding over the past twelve months.

But our mission doesn't begin and end with the grants that we make. We have also been working hard to raise awareness of work-related issues, both across and beyond civil society.

To this end, we have been active in discussions with researchers, grant-makers and think tanks throughout the course of the year, with the aim of sharing our unique mission as widely as possible and leveraging more interest, finance and support to the cause of 'good work'. Beyond this, we are also committed to sharing knowledge around the issues we fund via social media, contributions to the work of like-minded actors in the field as well as via articles and our website. In short, as well as undertaking our own work, we want to contribute, collaborate and amplify, making a positive impact far beyond the limitations of our own resources.

It would be a fairly massive understatement to say that this year has been tough, not least for workers who have faced health and safety risks, a volatile labour market and a variety of destabilising social, political and economic headwinds. But throughout this period, the Foundation has worked hard to be adaptable, attentive and pragmatic in how we meet our charitable aims. This report will be the first of many, as we look to build a powerful legacy, in-line with the unique DNA of the Foundation, over the years and decades to come.

Myself, the staff, and the Board thank you for your ongoing support.



Ian Waddell
Foundation Director and General Secretary
of the CSEU

OUR HISTORY

The origin of the Foundation is at the heart of everything we do; solidarity, trade unionism and the ongoing struggle for better, shorter, more secure and more dignified work. Here we outline some of the fundamentals of our history, about which more detail can be found on the Alex Ferry Foundation website.

The Establishment of The Alex Ferry Foundation

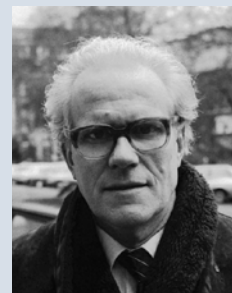
It is thought that approximately 200,000 trade union members contributed to the CSEU's 35-Hour Week Fund, with their contributions constituting the vast majority of the assets donated. Following conclusion of the initial campaign and industrial action, a surplus was left in the fund. Over time, that surplus increased very considerably with investment returns. There was a growing concern that this fund would be designated an 'orphan fund'. That is, an asset that cannot be reunited with its beneficial, or rightful, owner and open to be taken over by the UK Treasury. The legal reasons were complex but boiled down to the fact the 35 Hour Week Fund could neither be returned to the donors nor spent on the original purpose of a campaign for a 35-hour week.

A High Court (High Court of Justice, 2018) case was decided where all the parties were legally represented. In order to preserve the fund for the general benefit of the original donors all the parties agreed to transfer the whole of 35-Hour Week Fund to be "*held absolutely and beneficially*" for the charitable Alex Ferry Foundation "*freed and discharged from the terms of the rules*" of the 35-Hour Week Fund. However, the Foundation has clear and legal restrictions on what it is able to fund under charity law and all parties agreed this transfer was the best outcome. *As a result of this binding decision, there is no longer any formal, legal or financial relationship between the Alex Ferry Foundation and the original 35-Hour Week Fund.*

All funds are now held in a designated fund, the returns from which are used to finance the Foundation as it delivers its charitable mission. **100% of the Foundation's outgoings are charitable expenditure.**

Alex Ferry

Alex Ferry was born in 1931 in Dalmuir, part of the town of Clydebanks on the north bank of the river Clyde, at that time a thriving community built around engineering and shipbuilding. He had an unerring commitment to improving the lives of those working in the engineering and shipbuilding industries, and worked meticulously and ceaselessly to achieve those ends. He became the General Secretary of the **Confederation of Shipbuilding and Engineering Unions (CSEU)** in 1978.



It is widely said that Alex Ferry's greatest success as a trade unionist was the achievement of a 37-hour working week for shipbuilding and engineering workers. The substantial endowment of the Alex Ferry Foundation comes from the Fund Alex established in 1989 to campaign for a shorter working week for his members.

IN FOCUS: THE ASSETS OF THE ALEX FERRY FOUNDATION

Following the conclusion of the 35 Hour Week Campaign in 1990, money was left over in the Campaign Fund. There were contradictory rules of the Fund governing what should happen to it after the end of the dispute and this led to it being locked and inaccessible for some years.

The Trustees were advised that there was a significant danger that the Fund could be deemed as an orphan fund and the money seized by the Treasury. The Trustees were advised to apply to the High Court for permission to access the fund and set up a Charity, the Alex Ferry Foundation, named after the CSEU General Secretary at the time of the 35 Hour Week Campaign.

In due course, the High Court decision on the fate of the 35 Hour Week Campaign Fund was that the monies were to be passed to the Alex Ferry Foundation as a new charity with grant making powers. No-one wanted the alternative of orphan fund status and losing the money to the Treasury and all interested parties – the donors, the representative workplaces and the Fund Trustees including representatives of the CSEU affiliated unions – were represented in Court and agreed to the Compromise and to gift the money to the Alex Ferry Foundation. As a result of this, the 35 Hour Week Trustees had to pay out over £3million in legal and associated fees over a period of nearly 10 years it took to bring the matter to Court. At the point the High Court judgment was made, all control of the remaining money passed to the AFF Board.

The AFF Board maintains a link with the CSEU only in the way in which its members are appointed. Five lay reps are elected by a CSEU Delegates Conference and three full-time officers are appointed by the CSEU Executive. However, the AFF Board is not accountable to the CSEU or its affiliates as their role is governed by the Charity Commission.

The AFF Board has decided to engage with CSEU Districts in its Community Grants programme

and involved Scotland, North West, East Midlands, South West and Belfast DC committees in its pilot grants programme in 2020. The intention is to expand this UK-wide from this year onwards and work alongside CSEU Districts to distribute grants to local communities which they may recommend.

The Alex Ferry Foundation submits audited accounts to the Charity Commission and produces an annual report which is in the public domain. However, due to the impact of the Covid-19 crisis, these documents were delayed and were filed at the end of last year. In the meantime, more information about the charity's work can be found at www.ferryfoundation.org.uk

Historically, the 35 Hour Week Campaign Fund Trustees were instructed to invest in companies linked to the jobs CSEU members carried out, either by investing directly in UK based companies, or in their customers or relevant markets. As a result, the legacy investments the Alex Ferry Foundation received were invested in sectors like aviation, travel, manufacturing and finance. We were in the process of appointing new investment managers with instructions to diversify our assets and spread the risk when the Covid crisis hit. Whilst this meant that the value of our assets took a direct hit as we were invested in sectors most badly affected by the travel bans implemented globally, we have achieved a strong recovery and are still on course to carry out our charitable activities without dipping into the assets. The headline figure of the current asset value is £22million.

TRUSTEES AND STAFF

The make-up of the Board was approved at a 2018 High Court of Justice case. It has a very unusual composition for a grant making Foundation.

All the Trustees (except the independent director) are trade union officers, either full-time or lay shop stewards. The Board must consist of: three CSEU representatives elected at the Executive Council of the CSEU, five Lay representatives elected at a Lay Representatives meeting, a trustee who is independent of the CSEU or any Unions affiliated to the CSEU. All trustees serve a four year term which ends at the end of this Strategic Plan in December 2022. All Trustees are entitled to stand for re-appointment. In addition, the Foundation executive is currently comprised of three staff, two of which are part time.

Trustees



Ross Murdoch

National Officer for the GMB and CSEU national lead for shipbuilding and ship repair industries.



Alasdair McDiarmid

Operations Director for Community. CSEU national lead for steel industry.



Diana Holland

Unite Assistant General Secretary and the elected Treasurer of the Labour Party. CSEU national lead for Equalities.



Duncan McPhee

A full-time trade union convenor at BAE Systems – Scotstoun. Also holds several senior lay positions within Unite the Union and is a Member Nominated Trustee Director of the BAE Systems Pension Scheme.



Steve Hibbert

A Convenor Rolls-Royce – Derby. Also a pension trustee for Unite and Rolls-Royce.



Colin Stevenson

A GMB full-time convenor at Babcock – Devonport



Bob Holmes

A Unite Convenor at BAE Systems – Warton



Timothy Griffiths

A GMB Convenor at BAE Systems – Barrow



David Emerson CBE (Independent Trustee)

Voluntary sector consultant with vast experience including as Chief Executive of the Association of Charitable Foundations and as Chair of ACRE (Action with Communities in Rural England)

The Foundation would also like to put on record its thanks to Martyn Evans, who served as the Independent trustee for a portion of the period covered by this review.

Staff



Ian Waddell

Ian Waddell is the Director of the Alex Ferry Foundation and helped establish us as a unique charity which aims to improve the lives of people who work or have

worked in the UK shipbuilding, engineering and related manufacturing industries, as well as their families and dependants. He was present at the High Court hearing in 2018 that led to the gift of millions of pounds from the CSEU 35 Hour Week Campaign to the Alex Ferry Foundation and oversaw the elections to create the Board of the new charity.

Ian is also the General Secretary of the **Confederation of Shipbuilding & Engineering Unions (CSEU)**. The CSEU represents union members working in aerospace, defence, engineering, rail, steel-making, shipbuilding and ship repair and has four major affiliates – **Unite**, **GMB**, **Community** and **Prospect**. Ian was elected as General Secretary in October 2017 after a 20-year career as a full-time officer with Unite and its predecessor unions. He sits on the **Aerospace Growth Partnership (AGP)** Board and is active in skills, also sitting on the Board of **SEMTA**, the former Sector Skills Council.



Keiran Goddard

Keiran is an experienced leader within the policy, research and foundation space. He was formerly Director of Reboot the Future Foundation and was

the Director of External Affairs at the Association of Charitable Foundations (ACF), overseeing its policy and influencing functions, as well as playing a lead role in strategic development and partnerships. Educated at the University of Oxford, Keiran has written two books, spoken internationally about sector issues, sat on the DAFNE Legal Affairs Committee, authored a number of academic articles, is a co-author of the Foundation Giving Trends series and is a Policy Fellow at the University of Cambridge. He has a longstanding interest in labour rights, organising, and the future of work.

Ngozi Ojike

Ngozi is an experienced administrator, executive assistant, and operations professional, who focuses on ensuring the Foundation has robust operational, financial and organisational processes. She worked with the CSEU for over a decade and has previous experience spanning trade unions, public sector bodies and professional institutes.

COMMUNITY GRANTS

2020 saw the launch of our Community Grants pilot programme, a series of grants given initially across four geographical areas; the North West, the East Midlands, the South West and Scotland.

In general, our Community Grants programme will focus on funding organisations that make a positive contribution to the local community, improving places, spaces and addressing genuine need on the ground. In the light of COVID19, however, we have endeavoured to further streamline processes where necessary in order to meet pressing and immediate need.

Community grants range from £500 – £10,000 and are targeted at registered charities with an income of less than £2million and some track record of delivery. In order to make community grants The Foundation has worked closely with CSEU District Committees. District Committees identify charitable projects that reflect both their local priorities and those of the Foundation, making recommendations which are then considered against criteria and administered by the executive.

Scotland	
Cyrenians	£15,000.00
Playlist for Life	£10,000.00
Rosyth Community Projects Limited trading as EATS Rosyth	£5,000.00
Faith in the Community Dundee Registered: Faith in Community Scotland	£5,000.00
Glasgow SW Foodbank	£5,000.00
West Dunbartonshire CVS	£5,000.00
Inverclyde Foodbank	£5,000.00

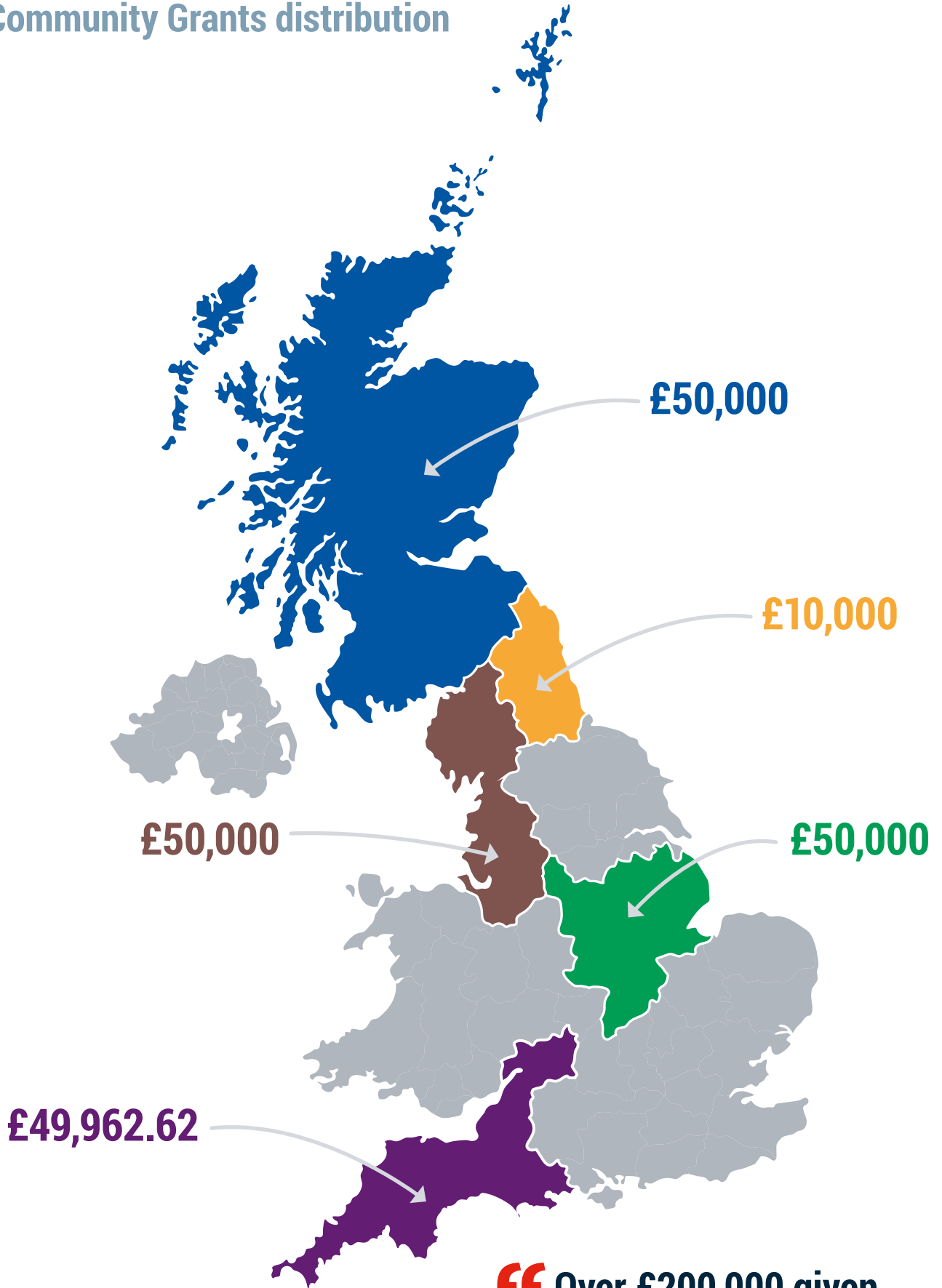
North East	
West View Advice & Resource Centre	£10,000.00

North West	
Teardrops Supporting the Homeless	£8,200.00
Vauxhall Community Law & Information Centre	£10,000.00
PLS Food Foundation	£10,000.00
Liverpool Six Community Association	£5,000.00
Halton & St Helens VCA	£5,000.00
The Foxton Centre	£5,000.00
Men's Shed Fleetwood	£6,800.00

East Midlands	
Direct Help and Advice	£5,000.00
Derbyshire Unemployed Workers' Centres (DUWC)	£10,000.00
Derbyshire Asbestos Support Team (DAST)	£5,000.00
Big Kirk Hallam Community Centre	£5,000.00
Leicester South Foodbank	£5,000.00
Derbyshire Law Centre	£5,000.00
The Bridge Loughborough	£5,000.00
Leicester Unemployed Workers' Centre	£10,000.00

South West	
Improving Lives Plymouth	£9,962.62
Devon Community Foundation (DCF)	£30,000.00
Southampton Advice and Representation Centre Ltd	£10,000.00

Community Grants distribution



 Over £200,000 given to local causes this year.

“ In normal times the food we provide to clients is sourced through a combination of direct donations, and through purchases using money donations.

Some of our direct donations of food come from supportive individuals, some come from supportive companies, church congregations and other organisations, some through collections that we organise in local supermarkets. Each of these routes for direct donation has been interrupted by the Covid-19 epidemic.

The Alex Ferry Foundation has therefore, by providing us with additional finance, made a significant contribution to our ability to sustain our activities through extremely difficult circumstances, ensuring that we could purchase sufficient supplies of the basic foodstuffs, limited ‘luxury’ or treat items, and toiletries that we provide to those who come to us

Glasgow SW Foodbank

“ The Playlist Request Service we were able to pilot due to funding from the Alex Ferry Foundation was highly successful and an inspiring and heart-warming experience for all of us involved in it.

In a little over two months we were able to plan and implement a country-wide pilot service that improved the lives of 186 people with dementia directly, delivering joy, happy memories, a sense of connection, and a welcome distraction from the traumas of the pandemic, while offering them and their loved ones a tool that can stay with them throughout their dementia journey. But most of all we were able to bring some light and hope into lives that are often forgotten during one of the most difficult periods any of us have experienced.

Playlist for Life

“ With our grant from the Alex Ferry Foundation we were able to ensure that anyone diagnosed with an asbestos related disease felt less isolated, and were given the resources to keep well at this most difficult time for them.

The cost of sending out our wellbeing packs and regular bulky newsletters would have been prohibitive to us without this support. We have also been able to send resources out to those newly bereaved, which we did not think we would be able to do.

Derbyshire Asbestos Support Team

“ The impact of the Alex Ferry Foundation grant, in enabling us provide increased staffing to our extended phone line, has been fundamental to the running of the organisation during this time. Our phone lines were facing more enquiries than ever before; with more local people being plunged into uncertainty due to the pandemic, alongside those who would have normally presented to the Reception having to phone in while our offices were closed.

By ensuring we had increased staffing capability to deal with this huge growth in demand, we were able to continue our operation of triaging clients into the relevant services at The Bridge, signposting them to other organisations, or dealing with their needs directly (such as for fuel poverty). It is undeniable that, in being able to respond to more enquiries, we have helped prevent or relieve homelessness, housing crisis, food poverty or fuel poverty for hundreds throughout this time.

The Bridge

RESEARCH GRANTS

True to its origin in the struggle for shorter working time, the Foundation is dedicated to funding research and policy that makes strategic and long-term interventions in the debate around how to ensure that the future of work is both just and has the desires, needs and demands of working people at its heart.

To this end we have distributed over £150,000 in research grants over the past twelve months, to a range of organisations and projects, a number of which will continue to deliver outputs into 2021. In addition to the grants listed, we were pleased to also make a number of smaller

contributions to initiatives such as the Working Class Movement Library, The Mayday Room Workers' Archive and a forthcoming short film on trade union involvement in securing reductions in the working week.

Organisation	Title
Newcastle University	Engineering the Future Research into the nature, scale and shape of automation in the manufacturing industries, with a view to identifying patterns of implementation and worker strategy.
IPPR	Shorter Working Time during COVID19 Research into the changes in working time that have occurred in the manufacturing industry as a result of the pandemic, as well as a survey of worker attitudes.
Community the Union	A Just Transition in the Energy Sector Research looking at how a Just Transition might be achieved in the UK energy and steel sectors, looking at case studies from across Europe and identifying points of best practice for policy.
Common Wealth	A Green Future for UK Steel A visually led project that presents a positive vision for UK steel, in the light of both existing climate commitments and the need for primary production to underpin a successful industrial strategy.
Autonomy	Work 2050: building prosperity for workers A suite of work, covering reports, campaigns, surveys and data analysis, focused on presenting a future in which changes to the labour market recognise the needs and demands of working people as a primary concern.

Organisation	Title
Unions21	<p>Union innovation in the times of COVID-19</p> <p>A report and webinar series looking at how trade unions have adapted in light of restrictions imposed by the pandemic and what lessons can be taken forward for organising in the future.</p>
Unchecked UK	<p>Workplace Safety in 2020</p> <p>A series of videos and animations exploring the crucial role played by health and safety legislation in the workplace, using talking heads, case-studies and workers' testimony.</p>
PIRC Ltd. (Pensions and Investments Research Consultants)	<p>Foundation investments: towards a pro-labour approach</p> <p>The development of an investment screening framework to encourage UK trusts and foundations, who collectively have over £60bn invested, to consider vetting their portfolios with respect to labour rights and trade union recognition.</p>
The Equality Trust	<p>Employment Rights in Schools</p> <p>A project working with young people in order to build a range of materials encouraging them to engage with trade unions and to understand their employment rights.</p>
Notes from Below	<p>Workers Inquiry Project</p> <p>A series of webinars, events and publications using a worker enquiry methodology to capture the lived experience of workers as they negotiate contemporary changes to, and pressures within, the labour market.</p>
Tax Justice Network	<p>CICTAR</p> <p>A core grant to the Centre for International Corporate Tax Accountability and Research to help develop anti tax-avoidance materials that can be used by trade unions in campaigns and public affairs interventions.</p>



RESEARCH GRANT IN FOCUS

– WORK 2050

The Covid pandemic has both accelerated existing trends (teleworking, the destruction of the high street) and made it all the more clear that our existing way of doing things *in general* is wildly outdated.

Our welfare system is a relic of a time when mass full-time, full employment was the norm; our trade unions have been hemmed in by draconian legislation whilst membership continues its decline; and our current government seems averse to producing a robust industrial strategy fit both to see us through this unprecedented period but also avert future shocks to our economy.

Other trends of automation, labour market polarisation and the crisis of care are also set to worsen in the absence of significant intervention. To this extent we as a society, and particularly those who earn their income through work, stand at a crossroads, both in the short and longer-terms. As well as a threat to our current ways of working however, these crises also represent an opportunity for new ideas and campaigns that can secure a better future for workers.

This is where Autonomy's 'Work 2050' project comes into play. With the Alex Ferry Foundation's support, we are embarking on a three-year, collaborative research, consultation and policy project. Our team's remit is to envisage and build

towards the achievement of good work and good working lives across the next three decades. This medium-long term scope allows us to ask frank questions of the present and come to conclusions with regards to a future that will be worth fighting for. We will be looking at:

- The next steps for securing working time reductions across sectors
- Revamping welfare institutions
- Defining green jobs and their complementary infrastructures
- Detailing what flexibility *and* security for the worker looks like.

The foundations of the project will be grounded in our advanced data research, analysis and policy proposals, combined with a thorough consultation process with a range of actors (including trade unions and politicians).

Will Stronge
Director – Autonomy

BEYOND 2020...

The Alex Ferry Foundation has achieved a lot this year, and we were thrilled to be able to support so many diverse causes, while still honouring the legacy from which the organisation emerged.

However, we are only just getting started ... 2021 will see us redouble our efforts on all fronts and continue to deliver our charitable mission in a way that continues to serve the communities and constituencies to which we are accountable.




Over the next twelve months, the Foundation will significantly expand its Community Grants Programme, to include ten consolidated CSEU District areas across the UK. We will also see much of our research work from 2020 begin to bear significant fruit, allowing us to further shape the debate about the future of work. In terms of shorter working time, 2021 will see us build on the work we have already undertaken and begin to build an even more robust evidence

and research base, with particular focus on what reductions in labour hours without reduction in pay might look like within the manufacturing industries. And throughout, we will continue to work collaboratively with both the trade union movement and civil society, making a case for visions of the future that include good work, supportive communities and a commitment to working together in solidarity.

So here's hoping the next year will be slightly less turbulent than the one that has just ended! We look forward to sharing the work of the Foundation with you more regularly in the months ahead...

www.ferryfoundation.org.uk

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