

# Annual Review

## 2021

**Our vital mission: to serve CSEU 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 Annual Review of the Alex Ferry Foundation, covering the work that we have undertaken during 2021.

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 report is simple: we want to give you a clear and concise picture of 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.

In short, we are doing vital work and we want you to know about it.

2021 has been a transformative year for the Foundation, a year in which we have built on the progress made in 2020 while also refining our focus, expanding our community programmes, deepening our research agenda and enhancing our public impact. We have achieved all of this with a small, lean executive team dedicated to ensuring that the organisation deliver 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, which continues to expand even as I write this. 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.

2021 has not been an easy year, politically, industrially, and for far too many of us, personally. The continuing impact of COVID19, as well as a range of social and economic dynamics have made for one of the most volatile periods in recent history. It is my view then, that the work undertaken by the Foundation, and detailed in this document, is more vital than ever before. We will continue to be pragmatic in our operations, mindful of our history, and ambitious in our aims, both in the coming years and as we build a long-term legacy of impact and change over the 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

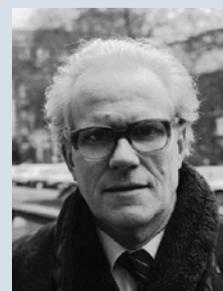
It is thought that approximately 200,000 trade union members contributed to the CSEU's 35-Hour Week Fund, with their contributions constituting the vast majority of the assets donated. Following conclusion of the initial campaign and industrial action, a surplus was left in the fund. Over time, that surplus increased very considerably with investment return. 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](http://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 whom 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. (retired)



### **Colin Stevenson**

A GMB full-time convenor at Babcock – Devonport



### **Bob Holmes**

A Unite Convenor at BAE Systems – Warton (retired)



### **Timothy Griffiths**

A GMB Convener 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)

## 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.



### 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 was worked with the CSEU for over a decade and has previous experience spanning trade unions, public sector bodies and professional institutes.

# COMMUNITY GRANTS

**2021 saw the expansion of our Community Grants programme, from four initial pilot areas to ten areas covering the whole of the United Kingdom.**

Inevitably, as some areas had more established infrastructure than others, expenditure in these early stages has been somewhat unevenly distributed. However, the trend is clear, each year the Foundation, led and directed by CSEU districts is delivering substantial and increasing amounts of funding directly to community groups and initiatives that are best placed to support local people, improve places and spaces and address genuine need on the ground.

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 works 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.

East Midlands	Charity No	
Robin Centre - Nottingham hospitals charity	1165397	£3,000
Emmanuel House Support Centre	1077424	£2,000
Derbyshire Unemployed Workers' Centres (DUWC)	1165828	£10,000

North West	Charity No	
Mind in Furness Ltd	1143600	£9,183
Amazing Graze	1167233	£5,000
Salford Unemployed and Community Resource Centre	1088044	£9,950
North West Hazards Trust	1194500	£10,000

Northern Ireland	Charity No	
Newhill Youth & Community Association	NIC105883	£10,000

Scotland	Charity No	
Campaign Bootcamp	1169639	£6,625

South West	Charity No	
Plymouth VCSE (POP)	1167515	£10,000

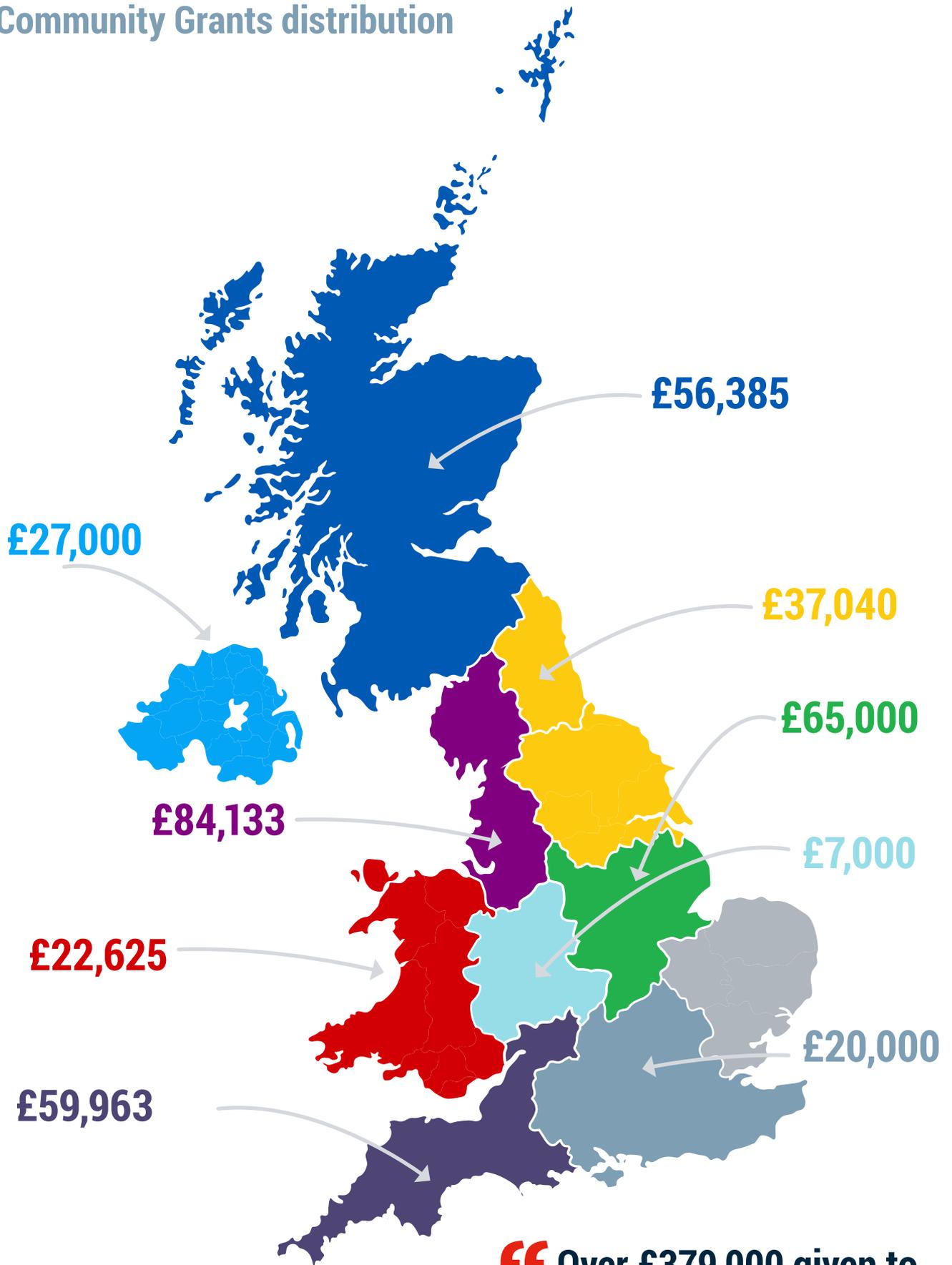
South	Charity No	
Southampton Advice & Representation Centre	1112999	£10,000

Wales	Charity No	
Margam Youth Activities Leisure Centre	515319	£7,625
The Really Amazing Charity (TRAC2)	1157960	£10,000
Asbestos Awareness & Support Cymru	1148804	£5,000

West Midlands	Charity No	
YMCA Burton	1077798	£7,000

Yorkshire & North East	Charity No	
If U Care Share Foundation	1142001	£5,000
Yorkshire & Humberside Asbestos Victim's support group (SARAG)	1080365	£6,840
West View Advice and Resource Centre	1084632	£10,000
Tyne and Wear Centre Against Unemployment (TWCAU)	1171669	£5,200

## Community Grants distribution



**Over £379,000 given to local causes since 2020.**

# A SELECTION OF FEEDBACK RECEIVED IN 2021

“ The Ulster University Law Clinic is deeply appreciative of the funding provided by AFF, without which, it is highly unlikely that the Clinic would have been able to continue to provide the level of service to personal litigants that it has. The funding provided by the AFF will have a lasting impact on personal litigants in NI as it has facilitated the collation and creation of information that did not previously exist in one place and in multiple languages and mediums.

**Ulster University Law Clinic**

“ With the grant awarded from the Alex Ferry Foundation, we have achieved more than our expectations. Our new electronic signing in system purchased with the funds from the Alex Ferry Foundation, we were able to record 2,592 volunteer hours, 286 visitors and 104 clients attending for help and support from our homeless prevention workers. The electronic device has not only helped us to capture, record and track hours, it has saved us unmeasurable man hours and has been a lifeline to Teardrops.

**Teardrops Supporting Your Community**

“ The wonderful financial support from AFF to help with our rent and computer contract has the added bonus, that we have been able to free up existing revenue funds to employ extra hours and support by expanding our capacity. This additional worker has completed 179 client episodes and assisted 53 individual clients to date. That would not have been possible without your kind support. We have supported clients with Personal Independence Appeals and Employment Tribunal claims.

**Southampton Advice and Representation Centre Ltd**

“ I cannot thank the Alex Ferry Foundation enough for the support they have given us during the past 18 months. The funding provided has helped to feed thousands of people that simply may have gone hungry but for this intervention.

**PLS Food Foundation**

# 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 2022 and beyond.

Throughout all of our research funding, we aim to maximise our impact by always bearing in mind ‘additionality’. We focus our funding on smaller,

agile organisations that deliver good value for money and remain in touch with industrially credible and worker focused methods. We believe we have a vital role to play in supporting this ecosystem of smaller organisations, that broadly sit outside of the traditional university funding streams, and that are strategically aligned with the ambitions of the Foundation and the interests of our stakeholders.

Organisation	Title	£ approved
Autonomy	UK working time history project	£1,500
AFF & CSEU	Breathe Safe (Formally known as Welding Fumes Campaign)	£12,008
4dayweek UK	Core costs contribution	£3,000
IPPR	Where next for working time?	£17,000
Social Enterprise UK	Creating a ‘Mixed Economy’ for workers	£18,000
Institute of Employment Rights	Redistribution of working time: achieving a better work-life balance	£10,000
4 Day Week Campaign	Work less to save the planet: the environmental benefits of shorter working time	£6,000
Centre for Labour and Social Studies (CLASS)	CLASS Strategy Network – trade unions and the just transition	£15,000
Common Wealth	‘Time on our Side’: Creating a Working Time Council	£20,000
Unions 21	A Digital First Union?	£14,500
Ella Baker School of Organising	Remaking working-class solidarity: creating a sense of ‘us’	£15,000
4 Day Week Campaign	Building a shorter working week: towards fairer work in the construction industry	£6,000
Fairshare Educational Foundation	Harnessing the power of the finance sector to tackle low wages and insecure jobs and promote Good Work.	£10,000
Centre for Labour and Social Studies (CLASS)	Support for network building data collection	£750
Autonomy	Survey for labour shortages	£2,000

# SHORTER WORKING TIME IMPACT – IN FOCUS

**2021 was a year in which we began to see significant changes in the public, industrial and political attitudes to the question of shorter working time, moving from a neglected or minority concern to something more like a mainstream demand.**

Although the Foundation often chooses to remain in the background, giving rightful focus to the organisations that it funds instead, we believe that our funding in this area has played a pivotal role in driving this agenda forward; raising public awareness and beginning to build a broad consensus that is already paying dividends. It would be impossible to cover all of the impact our funding has achieved, but the examples below give a flavour of the range and scope of our successes in the past twelve months.

## **IPPR North Working Time In Scotland**

Our funding of research into developing a shorter working time pilot in Scotland was particularly impactful, helping to rehabilitate the conversation on a shorter working week as a politically credible demand across the UK, as well increasing the attention on the Scottish government's trial design and how as wide a range of workers and workplaces as possible can be involved. STUC had a coordinated response and welcomed the report.

The report generated over fifty pieces of media coverage, across print, broadcast and digital, the full range of which is available on request. Selected highlights include BBC Scotland, The Scotsman, The National, STV News, The Times, The Telegraph, The Independent, The Daily Express, The Daily Record, The Scottish Sun and The Courier. In addition, IPPR North are currently in discussions with the One Show on BBC1 about producing a TV segment covering firms who have successfully implemented shorter working time practices.

## **Autonomy Iceland Report**

Of particular interest during 2021 has been the report on the multi-year 4-day week trial in Iceland, a report that placed particular focus on the role of unions and collective bargaining. Media interest in the report has been global; stretching from the Washington Post to outlets in Japan and Brazil, while in the UK, stories across the BBC, the Independent and the Daily Mail garnered an incredible two million plus views over a seven-day period. In addition, the report was mentioned on Instagram by Alexandria Ocasio-Cortez, perhaps one of the world's most prominent political figures, who currently has over 20million social media followers.



# WELDING FUME CAN BE FATAL

There are up to 80,000 welders in the UK, and every day they come into contact with welding fume. Whether welding is a full-time occupation, or just part of the job, it has been shown that welding fume can be harmful to health, and in 2019 the HSE reclassified welding fume as carcinogenic following research from the WHO.

Welding fume is created when metal is heated above its boiling point. Typically during electric welding with arc temperatures of more than 15,000°C. When it cools, the fume turns into airborne particles that can be inhaled.

Some welding fume is easy to see but much of it is invisible.

## THE RISK

Studies have shown that full-time welders have a greater risk of lung cancer than those who have only welded occasionally. However, the risk increases in both groups with their length of employment.

The risks vary from industry to industry, and as one would expect, this depends on the type of work and materials.

For example, welders in shipbuilding, construction, machinery manufacturing, and the repair of transport equipment typically have a higher risk of lung cancer than welders in vehicle manufacturing.

## WHAT CAN BE DONE?

All businesses undertaking welding activities should ensure effective engineering controls are provided, and correctly used, to control fume arising from those welding activities.

Your employer has a duty of care to keep you safe at work, and you have rights to a safe work environment under health and safety regulations.

## WELDING FUME CAN ALSO BE LINKED CANCER OF THE:

- ◆ Nasal septum
- ◆ Throat
- ◆ Stomach
- ◆ Bowel
- ◆ Kidney
- ◆ Liver
- ◆ Lung
- ◆ Bladder

**Research shows that if you are a welder you are 44% more likely to develop lung cancer and 8 times more likely to develop early-onset Parkinson's disease.**

## NEXT STEPS

We want to see businesses impose better engineering controls and the proper respiratory protective equipment to protect their employees. If you feel your workplace is not up to code then you should demand your rights under health and safety regulation.

If you are in a union - then speak to them and ask for their help.

If you are experiencing symptoms or think you may have been exposed to a cancer-causing agent, it is important to speak with your doctor, especially if you are experiencing sore eyes or throat, or breathing problems.



[breathesafeuk.org](https://breathesafeuk.org)

# BEYOND 2021 ...

**2021 was a landmark year for the Foundation, and we have been thrilled and proud to deliver on our mission to support communities across the UK and drive a research agenda that demands a dignified, worker-first approach to the challenges of the present and those emerging on the horizon.**

That said, we are still a young organisation and we are committed to improving, refining and expanding our impact in the years ahead.

Over the next twelve months the Foundation will continue to drive forward its community grants programme, ensuring that expenditure happens across all districts at a level that delivers much needed direct support on an ongoing and focused basis. We will also look to capitalise on the opportunities of the present moment as it relates to our research agenda; ensuring that we produce work that is usable and relevant on the shopfloor and in the many ongoing campaigns to secure better working conditions for employees in the face of the many economic and political headwinds that continue to hinder the progress

of the broader historical labour movement. Next year will also see us revivify our Breathe Safe Campaign, which will look to raise awareness and ultimately change the legislative and regulatory environment around the dangers of weld fume.

Throughout all of this, 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. We will remain conscious and respectful of the heritage of the Foundation and ensure that our DNA and values continue to shape the work we do as we head into the future ....

# [www.ferryfoundation.org.uk](http://www.ferryfoundation.org.uk)

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