



Annual Review

2022

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 Annual Review of the Alex Ferry Foundation, covering the work that we have undertaken during 2022.

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 at a systemic and a community level and we want you to know about it.

2022 has been a great year for the Foundation, one in which we have supported more local causes than ever before, working through the district committee structures to ensure much-needed financial support finds its way to the local organisations that need it most across the UK. In addition, the work that we have put in to our research agenda has borne significant fruit, securing high profile wins and important evidence and campaigning material around issues such as shorter working time, jobs-first just transition and worker rights. We have continued to achieve all of this with a small, lean executive team dedicated to ensuring that the organisation delivers on its vital mission in the most efficient way possible.

You will see that mission running through everything that the Foundation has done over the past year, a selection of which is outlined in this report for your information. 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. You will see that throughout all of our activities, we remain wedded to the principles and concerns that constitute our organisational DNA; fighting for good work, for the primacy of worker voice and supporting the communities and geographies where many CSEU members live and work.

It remains important to us that we try to have impact beyond simply the grants we make; using influence, convening and collaboration where possible. To this end we have also been working hard to raise awareness of work-related issues, both across and beyond civil society. 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 we want to ensure that we are making a positive impact far beyond the limitations of our own resources.

2022 has been another turbulent year, with an economy in turmoil, driven by factors both at home and abroad. This has had significant implications for the union movement and for working people more generally; with inflation soaring and wages not keeping pace, the role of collective action has firmly taken centre stage. 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
External Relations 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

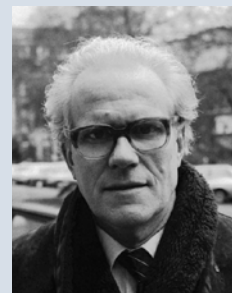
It is thought that approximately 200,000 trade union members contributed to the CSEU's 35-Hour Week Fund, with their contributions constituting the vast majority of the assets donated. Following conclusion of the initial campaign and industrial action, a surplus was left in the fund. Over time, that 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 Clydebank 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.

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.

In 2022 three trustees retired from their roles, Ross Murdoch, Steve Hibbert, and Bob Holmes.

We would like to thank them for their work.

Dominic Bradbury, Mahf Khan, and Matthew Roberts were nominated for a four year term starting on the 1st January 2023.

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 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 Carnegie UK.

Staff



Ian Waddell

Ian Waddell is the External Relations 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 the Executive Director of the Foundation, with overall responsibility for day to day operations and the delivery of organisational strategy. He 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 has worked with the CSEU for over a decade and has previous experience spanning trade unions, public sector bodies and professional institutes.

COMMUNITY GRANTS

2022 saw the Foundation deliver more funds to communities than ever before, with £262,000 being delivered across ten district committee areas, covering the whole of the United Kingdom.

While there are still efficiencies that can be made in the years to come, the trend is clear, each year the Foundation, led and directed by the knowledge and expertise present in the 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	
Emmanuel House Support Centre	1077424	£5,000
Derbyshire Unemployed Workers' Centre (DUWC)	1165828	£10,000
Derby Toc-H Children's Camp	223219	£10,000
Daventry Contact	1002659	£10,000
Kids in Action	1193660	£10,000
Chums	1179048	£10,000

Yorkshire & North East	Charity No	
Tyne and Wear Centre Against Unemployment (TWCAU)	1171669	£4,500
Yorkshire & Humberside Asbestos Victim's support group (SARAG)	1080365	£6,840
Cleckheaton Foodbank	1198915	£6,908
If U Care Share Foundation	1142001	£8,700
Bilton Hall	1171907	£2,400

North West	Charity No	
Working Class Movement Library	1115731	£10,000
Power2	1099782	£10,000
Salford Unemployed & Community Resource Centre	1088044	£9,950
Church on the Street Ministries	1187927	£5,050

Northern Ireland	Charity No	
Peoples Kitchen Belfast	NIC108172	£10,000
North Belfast Alternatives	NIC103370	£6,075
In This Together	NIC108324	£10,000

Scotland	Charity No	
Fairfield Community Sports Hub	SC043752	£9,760
Playlist for Life	SC044072	£10,000
Men's Shed Govan	SC048041	£3,057
Glasgow Barons	SC047454	£9,782

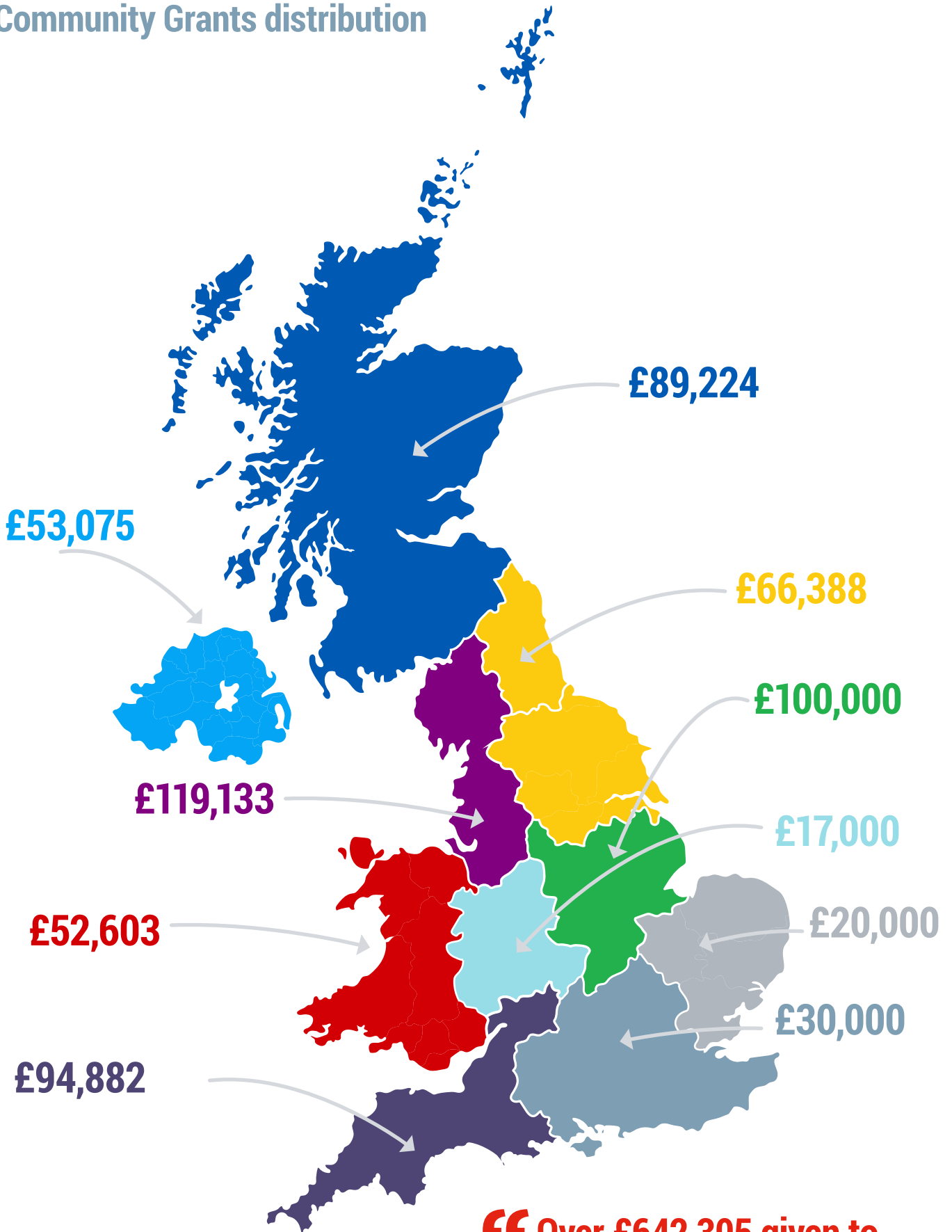
South West	Charity No	
Devon Community Foundation (DCF)	1057923	£10,000
Dracaena Centre	1116299	£9,720
Jeremiah's Journey	1144431	£6,000
Argyle Community Trust	1128906	£9,200

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

Wales	Charity No	
Blood Bikes Wales	1143352	£10,000
Valleys Kids	1074840	£9,978
Lee Gardens Pool Committee	1171621	£5,000
A S D Rainbows	1173216	£5,000

West Midlands	Charity No	
Birmingham Peoples Centre	1157384	£2,500
Good Shepherd Services	1165909	£2,500
The Women & Families Resource Centre	1131817	£2,500
Acacia Family Support	1122831	£2,500

Community Grants distribution



Over £642,305 given to local causes since 2020.

A SELECTION OF FEEDBACK RECEIVED IN 2022

“ The grant has helped us with our running costs to enable the front-line delivery of advice and advocacy to continue.

Southampton Advice and Representation Centre

“ The community grant has enabled us to continue to offer a safe and supportive group environment for people to explore how they can identify areas for improvement in their own lives.

Mind in Furness

“ The Grant from the Alex Ferry Foundation has helped DUWC has helped us update our redundancy guide as well as maintain our outreach offices through a difficult period post pandemic. The grant has meant we have been able to help people maximise their incomes during this cost-of-living crisis. This can be seen through the monies brought into local communities as a result of our work that is then spent in the local economy. With people improving their financial position this has the knock-on effect of contributing to improved well-being.

Derbyshire Unemployed Workers' Centre

“ Our individuals and families who have received support from the Alex Ferry project who started with nothing now have a home. We know from experience, that those who have received support from us in the past have a higher success rate in maintaining their home, improvements to their mental health and long-term are more likely to seek employment. This is because we offer the families a sense of ownership.

The Really Amazing Charity (TRAC2)

“ In the latest six-month period for which the Alex Ferry Foundation has provided support we have been able to take more referrals into our prevention and bereavement services than ever before.

If U Care Share Foundation

“ The funding received has enabled us to feel more secure in what we can offer to patients by way of support. We have been able to plan more strategically. It has opened to the way to engage with more stakeholders and network with other agencies. The funding helped us to provide support to patients and their immediate family carers which contributed to improved sense of well being and esteem.

Asbestos Awareness & Support Cymru

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 almost £200,000 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 2023 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
The Jimmy Reid Foundation	Research donation	£1,800
The Centre for Progressive Change	Research donation	£1,750
Autonomy	Research donation	£1,750
IWGB Union	Research donation	£1,750
The Jimmy Reid Foundation	Assessing ‘Fair Work’ in Scotland and developing progressive recommendations	£12,000
Autonomy	Building the good work agenda: shorter hours and worker power	£30,000
4 Day Week	Core funding	£5,000
IER – Institute of Employment Rights	Redistribution of working time: achieving a better work-life balance (stage 2)	£20,000
Progressive Economy Forum	core policy and research support	£10,000
The Centre for Progressive Change	Cleaners United	£12,500
Tax Justice Network	Centre for International Corporate Tax Accountability and Research	£7,500
Fabian Society	Who Benefits? Productivity, work and a better life	£15,000
IPPR	Worker Surveillance Post-Covid	£15,000
Unions21	core contribution	£15,000
PIRC Ltd. (Pensions and Investments Research Consultants)	Foundation investments: towards a pro-labour approach Pt. 2	£30,000
IFOW – Institute for the Future of Work	A BluePrint for Collective Access	£15,000
The Equality Trust	Employment: Your Time, Your Pay	£15,735

RESEARCH IN FOCUS

2022 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 and a range of other related issues and topics.

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 these agendas 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.



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

BEYOND 2022 ...

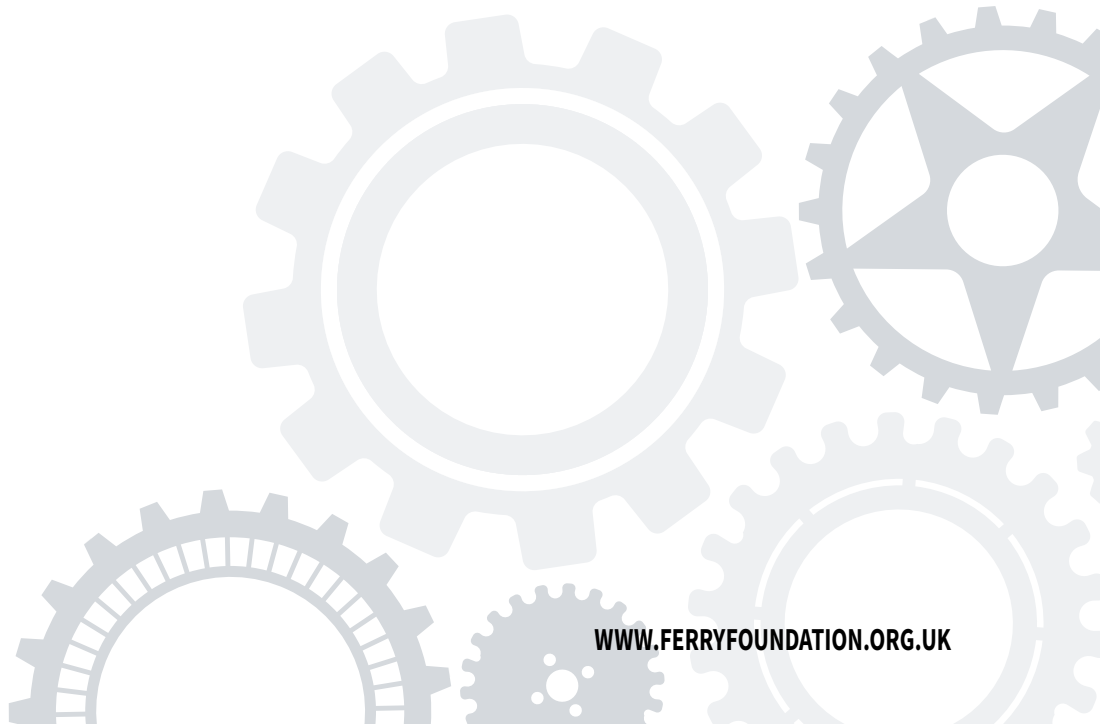
2022 has been a strong year for the Foundation, one in which we have delivered more than ever before, both in terms of funding distributed, but also, crucially, in the impact we have achieved on the issues that matter both to us and to you, our stakeholders.

Whether it as a local level, supporting micro community initiatives, or at a large scale policy and campaigning level we have been thrilled and proud to discharge our mission to support communities across the UK and drive an agenda that demands a dignified, worker-first approach to the challenges of the present and those emerging on the horizon.

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 continue to work towards the successful delivery of our Breathe Safe Campaign, which will look to raise awareness and ultimately change the legislative and regulatory environment around the dangers of weld fume.

On an organisational level, we will seek to make the operations ever more effective, while working toward a new strategy and financial plan that will stand the Foundation in good stead over the next few years to come. 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.



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