

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: HEAR Equality and Human Rights Network	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Islington	
Contact person: Ms Christine Goodall	Position: Co-ordinator
Website: http://www.hearequality.org.uk	Social Media Accounts: @HEAR_Network
What Quality Marks does your organisation currently hold?	

Legal Status

Legal status of organisation: Registered Charitable Incorporated Organisation			
Charity Number: 1168591	Company Number:	CIC Number:	Bencom Number:
When was your organisation established? 03/08/2016			
Aims of your organisation: HEAR is a London civil society pan-equalities and human rights network connecting and supporting equalities organisations across all equality characteristics to get their voices heard and influence policy and the environment within which people work for equality and human rights. HEAR's values are under-pinned by the conviction that those who have direct experience of inequality and discrimination are best placed to develop strategies to achieve equality. HEAR objectives are to: Bring together specialist equality organisations, user-led and grass roots groups and experts by experience to work together on issues that impact on the lives of those experiencing disadvantage and discrimination. Facilitate networking, peer learning, the building of solidarity and understanding through collaboration and partnership. Highlight and champion the vital role of user-led groups and experts by experience in tackling inequality and disadvantage and seeking lasting solutions. Promote the inclusion of accessibility and inclusion principles across all civil society work in London.			

Main activities of your organisation:

Regular steering group and network meetings to share learning and expertise and collaboratively steer activities of the network.

Providing information, resources and other support about equality and human rights to network members through bi-monthly email bulletins to over 1000 recipients.

Providing equality and human rights information and resources through HEAR website and social media, including 'Solidarity' page where members can ask for support and solidarity around campaigns.

Facilitating and convening networks and activities that support campaigning, voice and policy work, particularly across different equality strands and Intersectional issues.

Peer learning events, workshops and training seminars.

Supporting members to input meaningfully into consultations in London and facilitating access to decision makers.

Signposting to other forms of support on issues related to equality, access, inclusion and rights, and linking members for mutual support.

Contributing expertise to projects and facilitating contributions of members.

Activities to further the development of specialist second-tier support for civil society in London, e.g. through the Way Ahead.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
1	1	3	2
Do you have a Safeguarding policy? No			
Are the following people in your organisation subject to DBS checks?			
Paid Staff No	Volunteers No	Trustees / Management Committee Members No	

Property occupied by your organisation

Is the main property owned, leased or rented by your organisation?	If leased/rented, how long is the outstanding agreement?
Rented	Rolling license for desk space

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

As a small organisation employing 2 staff HEAR does its best to minimise the environmental impact of its work. We only print paper copies of documents when absolutely necessary, and where possible always print on both sides of pages to minimise paper consumption. We re-use items such as name badges, folders etc. Used for meetings and conferences. We avoid single use, for example paper cups for water in the office. We fully cooperate with all the environmental actions expected of us as tenants of Voluntary Action Islington, for example use of re-cycling bins in the kitchen, re-cycling of paper, energy saving etc. Additionally we try to use catering provided by community kitchens and are mindful of the practices of suppliers.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2018	31/03/2019
Grants & donations:	£0	£88,127	£84,595
Earned Income:	£0	£4,944	£1,500
Other income:	£0	£0	£0
Total income:	0	£93,071	£86,095
Charitable activity costs:	£0	£55,544	£67,963
Cost of raising funds:	£0	£1,831	£7,058
Other costs:	£0	£0	£0
Total expenditure:	£0	£57,375	£75,021
Free unrestricted reserves held at year end:	£0	£4,944	£0
<p>What is your organisation's reserves policy? In future years HEAR seeks to maintain free reserves equivalent to three months' core expenditure. Based on expected expenditure in 2017 & 2018, this will amount to approximately £6,250. Free reserves are considered to be those unrestricted funds that are not tied up in fixed assets.</p>			
<p>For your most recent financial year, what % of your income was from statutory sources? 0%</p>			

Organisational changes

Describe any significant organisational changes to your structure, financial position or core activities since the date of your most recent accounts.

HEAR is preparing its first examined accounts, became an independent charity in 2016, previously a hosted network since 2004. Previously host organisation was legally responsible, we now have 3 trustees and formal charity membership structure, held our first AGM in January 2018, where accounts at '0' were approved for year ending Mar 2017; hosts audited accounts showing HEAR accounts attached

Grant Request

Under which of City Bridge Trust's programmes are you applying?
Connecting the Capital

Which of the programme outcome(s) does your application aim to achieve?
Connecting the Capital\Civil society organisations are more effective and resilient

Please describe the purpose of your funding request in one sentence.
Bridge divides by better connecting equalities civil society organisations, particularly grassroots and user-led, across London, across equality strands and across specialisms, and with decision-makers, to increase their resilience and voice.

When will the funding be required? **01/10/2018**

Is this request to continue work that is currently funded or has been funded in the last year by:
City Bridge Trust? **Yes** Another funder? (if so which)

How much funding are you requesting?

Year 1:	Year 2:	Year 3:	Year 4:	Year 5:
£49,930	£42,472	£33,914	£33,914	£33,914

Total Requested: £194,144

You and your grant request

What, specifically, are you applying for (your project)?

Build upon HEAR's previous work growing and supporting an active, pan-equality, intersectional network of London civil society organisations, supporting the development of Way Ahead principles, and embedding them in practical action.

Do this through providing activities and support that will bridge several important divides, and strengthen existing connections:

-between front-line organisations, civil society activists and campaigners in different parts of London

-between specialist front-line organisations and others working in different specialisms, across equality strands

-between individuals, groups and organisations of different sizes and scales

-between equality specialist organisations and those that are not equality specialists

-between small grass-roots and user-led groups and campaigns and decision-makers

These bridges and connections will support:

-civil society action that is not limited by artificial divisions

-greater resilience and effectiveness through access to shared learning and mutual support

-improved equality of voice and influence

-increased involvement of user-led groups in co-production and decision-making

What are the changes you hope to achieve?

Through this project we will break down the divides identified above, resulting in the following changes:

- small, user-led and grassroots equalities groups from all parts of London are able to increase their voice and influence in decision-making that crucially impacts on their lives and the lives of those with whom they work, and have increased meaningful connections with the GLA and other statutory partners
- equalities groups and organisations of all sizes and specialisms are in the same rooms with equal voice and influence, solidarity on shared concerns is increased and small groups feel more valued and less marginalised
- specialist equality organisations improve how they use and share the data they have on the work they do
- non equality-specialist organisations increase their understanding of equality issues through stronger connections to equality specialist groups, particularly those that are user-led
- equality organisations are better able to campaign collaboratively and on Intersectional issues

How do you know there's a need for this work?

Recently the environment for civil society groups in London, and the Londoners experiencing discrimination, marginalisation and inequality that they support, has changed dramatically. Infrastructure support has shrunk, particularly in relation to equalities, whilst the needs of people seeking support from front-line groups have become ever-more urgent. More Londoners experiencing disadvantage and inequality first-hand are setting up groups and campaigns to work together to address these concerns. Our members tell us that they are experiencing barriers to shaping decisions that affect them; they want support to 'open doors' to forums, networks and decision-making structures that provide them with a stronger, more effective voice; small groups want to be heard on an equal footing with larger organisations; they want support finding out about the work of others with whom they can build solidarity; they want increased understanding of equality issues across civil society and user-led organisations to be valued for their expertise.

How will the work be delivered - specifically, what will you do?

We will :

Organise events, conferences, workshops and topic-specific roundtables, enabling civil society groups, campaigners and activists across all equality specialisms and of all sizes to meet, share learning, build solidarity

Ensure smaller and user-led equalities civil society groups meet with decision-makers, including the GLA and other statutory colleagues

Work closely with London Hub, ensuring small equalities groups are included in work around data and voice and influence.

Hold quarterly steering group meetings to enable sharing of intelligence on equalities across London

Provide network members (currently approximately 1000) with twice-monthly email newsletters providing information about activities, consultations, events, training opportunities, calls for solidarity, campaigns, policy developments and other important resources related to equality and social justice

Act as focal point for pan-equality civil society work in London, providing groups and individuals with links to appropriate sources of support and collaboration

Maintain relevant content on our website, including the HEAR Solidarity pages

Why are you the right organisation to do this work?

HEAR is the only pan-London pan-equality intersectional network, and as such reaches civil society groups, campaigners and activists across all equality strands, and of all sizes and capacities, from individual local or topic-specific activists, unfunded groups of volunteers, small grassroots and user-led groups, to larger pan-London equalities charities, enabling them all to work together, share learning and build solidarity. As a result HEAR has built up expertise in intersectional work that can not be done effectively without groups with many different specialisms and interests working together, and which our members value highly. We enable groups to work together to address some of the more challenging issues facing disadvantaged Londoners, such as hate crime. We also have strong links with the GLA and other statutory colleagues. All this means that we are in the best position to bridge the divides and build the connections we have identified.

How does your work complement and not duplicate other services within your area?

HEAR is unique as the only London pan-equality network of civil society organisations. Our core strength is that we work across all equality strands and specialisms, focusing on intersectional issues, bringing together specialists from different fields to facilitate peer learning, improved inclusion and greater solidarity, also including in our work social justice organisations in fields such as homelessness and violence against women and girls. Our unique position enables all these different types of group to come together and work more effectively for the Londoners they support. Our focus on intersectional issues means we are not duplicating the work of our specialist members. We work closely with, and complement, the work of the Equality and Diversity Forum, but there is no duplication because EDF is a national network, operating at national policy level. HEAR therefore adds value to and complements the work of civil society equality groups through this unique position.

How will this proposal meet the Programme Outcome(s) under which you are applying?

Project will build on Way Ahead principles, resulting in more effective and resilient London equalities civil society groups and organisations, by providing mechanisms and activities enabling them to collaborate, share expertise and learning, use data more effectively, increase their visibility both within civil society and with statutory stakeholders and decision-makers, have greater influence on decisions that impact on their beneficiaries. Focusing particularly on smaller, grassroots and user-led groups across all equality strands will boost confidence and provide a stronger combined voice. We know from experience that working together on intersectional issues impacting on many disadvantaged Londoners increases the effectiveness of the work of individual groups.

It will improve voice and representation for Londoners facing disadvantage and discrimination through the specific focus on user-led groups and 'experts by experience', and by including individual civil society equality campaigners and activists, supporting them to open doors and effectively contribute to better decision making.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

The project involves and is guided by people and groups that are particularly disadvantaged, often excluded from wider systems of support and voice. Our steering group involves pan-London specialist equality bodies, enabling a wide reach across specialist networks and the disadvantaged Londoners they work with. HEAR, as a pan-equality intersectional network, will involve many diverse groups of disadvantaged Londoners, particularly intersectional communities (e.g. disabled refugees) and groups supporting those experiencing challenging lives (for example homeless people). We know that these communities often function within specific systems and networks that do not provide the opportunity to gain strength by working together. They often feel 'invisible' and hence lacking voice and influence in wider civil society. Throughout, the project will meaningfully involve user-led groups in shaping the work, building accessibility, inclusion and good equality practice into all that we do, and constantly listening to the priorities of those who we support.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

Supporting disadvantaged communities to come together on specific issues of importance to them is central to this project. The groups, campaigners and people with lived experience we work with tell us they need more effective ways of finding others with whom to collaborate and find strength in solidarity, particularly beyond their immediate geographical location or area of specialism. Work we have done, e.g. on hate crime, on mental health service provision, on support for disabled women experiencing violence, and on threats to community transport, has shown that many issues where strength can be gained through solidarity are not limited by specific localised or specialist systems. This project will combine physical 'coming together' with effective additional means to collaborate across boundaries. It will provide an inclusive equalities community through which groups can tell others about the issues that matter to them, ask for solidarity and contribute expertise for the benefit of others.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

This project combines meeting already identifiable need, sometimes acute, with some more preventative action. The need for support for smaller, grassroots and user-led equality groups has grown in recent times, with inequality, discrimination and disadvantage increasing in London at the same time as infrastructure support within civil society has diminished drastically. The project will provide support and resources to help address this clearly identifiable need. However in recent times, particularly through its involvement in the Way Ahead, HEAR has increased its reach, and the involvement of, new and emerging equality-focused user-led groups, campaigners and civil society activists just starting out on their journey. Involvement and engagement in the project will help these groups to maximise their effectiveness through joint action, increase their visibility and influence, and gain encouragement and confidence in solidarity at this crucial stage in their development.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We will need to work closely with:

Civil society specialist equality front-line groups, particularly those that are user-led
Specialist equalities infrastructure bodies

The Hub for London, particularly around network building, data and voice and influence

Other infrastructure, including CVSs

Other agencies working with the most disadvantaged Londoners, for example law centres, advice agencies, CABs

Individual campaigners and activists

Place-based community groups, for example tenants groups

The GLA, particularly on civil society engagement, diversity and inclusion

Local authorities

CCGs

Other statutory-sector decision-makers that have influence over the lives of marginalised Londoners

Funders

Those working on new initiatives on mapping and network-building

Trade unions and academic institutions

We are constantly seeking views from our members on what is the most valuable support for them to increase their effectiveness and resilience. Identifying partners to support the dissemination of learning will be very important, particularly towards the end of the project.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Most organisations we work with are 'surviving'. Inequality and disadvantage faced by Londoners have increased whilst the resources of small groups that work to support them have diminished. They are often frustrated by not being able to contribute effectively to decision-making because their scarce resources are increasingly needed for vital front-line service delivery. Others might be said to be coping, perhaps having been able to find ways of collaborating. Many have been forced to adapt to new circumstances, imposed by the external environment, both in terms of funding and support, but also in the circumstances of the disadvantaged people they work with, e.g. legislative changes. A small number might identify as thriving, generally larger organisations less impacted by current changes. We want to support everyone at all stages of their journey, and support those who thrive to share learning and experience for the benefit of those surviving, coping or adapting.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

Although there is not a specific environmental aspect to this project, as a small organisation employing 2 staff HEAR does its best to minimise the environmental impact of its work. We only print paper copies of documents when absolutely necessary, and where possible always print on both sides of pages to minimise paper consumption. We re-use items such as name badges, folders etc. Used for meetings and conferences. We avoid single use, for example paper cups for water in the office. We fully cooperate with all the environmental actions expected of us as tenants of Voluntary Action Islington, for example use of re-cycling bins in the kitchen, re-cycling of paper, energy saving etc. Additionally we try to use catering provided by community kitchens and are mindful of the practices of suppliers.

What are the main activities or outputs you want to deliver?

50 civil society groups, campaigners and activists have direct contact with statutory sector decision makers and contribute to consultations and policy development

200 civil society groups, campaigners and activists take part in events, roundtables or workshops to support collaboration and shared learning

email bulletins containing resources, information, news, opportunities to engage in activities, events and consultations relevant to equalities and human rights sent twice-monthly to 1000 civil society groups, activists and campaigners across London

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

equality organisations are better able to campaign collaboratively and on intersectional issues

Equalities groups, civil society campaigners and activists across London have increased voice and influence in decision-making and increased meaningful connections with the GLA and other statutory partners

Equality specialist groups, civil society campaigners and activists have increased their awareness, knowledge and understanding of other equalities issues

Funding required for the project

What is the total cost of the proposed activity/project?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salaries including NI and pension	35,290	28,232	21,174	21,174	21,174	127,044
Travel and expenses	2,000	1,600	1,200	1,200	1,200	7,200
Cost of workshops and events	4,500	4,500	3,000	3,000	3,000	18,000
Office space	3,540	3,540	3,540	3,540	3,540	17,700
Telephone, printing etc	300	300	300	300	300	1,500
Governance, fees, professional charges	3,800	3,800	3,800	3,800	3,800	19,000

TOTAL:	49,930	42,472	33,914	33,914	33,914	194,144
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0	0	0	0
	0	0	0	0	0	0

TOTAL:	0	0	0	0	0	0
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What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
none at present for this specific project	0	0	0	0	0	0

TOTAL:	0	0	0	0	0	0
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How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salaries including NI and Pension	35,290	28,232	21,174	21,174	21,174	127,044
Travel and expenses	2,000	1,600	1,200	1,200	1,200	7,200
Costs of workshops and events	4,500	4,500	3,000	1,200	1,200	18,000
Office space	3,540	3,540	3,540	3,540	3,540	17,700
Telephone, printing etc	300	300	300	300	300	1,500
Governance, fees and professional charges	3,800	3,800	3,800	3,800	3,800	19,000
	0	0	0	0	0	0

TOTAL:	49,930	42,472	33,914	33,914	33,914	194,144
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Who will benefit?

How many people will directly benefit from the grant per year?

1,000

In which Greater London borough(s) or areas of London will your beneficiaries live?

London-wide

Does this project specifically target any groups or communities?

This project will specifically work with the following age groups:

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

No

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

As a pan-equality intersectional network We specifically target all disadvantaged and discriminated communities and the small and user-led groups that work with them; we are experienced in drawing in to the network groups less often included,

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

Declaration

I confirm that, to the best of my knowledge, all the information I have provided in this application form is correct. I fully understand that City Bridge Trust has zero tolerance towards fraud and will seek to prosecute and recover funds in every instance.

Please confirm: Yes Full Name: **Christine Goodall**

Role within **Network Coordinator**
Organisation: