

# The City Bridge Trust

## Bridging Divides: Application for a grant



### About your organisation

#### Organisation Details

Name of your organisation: <b>Face Front Inclusive Theatre Ltd</b>	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? <b>Enfield</b>	
Contact person: <b>Ms Annie Smol</b>	Position: <b>Associate Director</b>
Website: <b><a href="http://www.facefront.org">http://www.facefront.org</a></b>	Social Media Accounts: <b>@FaceFrontUK</b>
What Quality Marks does your organisation currently hold? <b>None at present.</b>	

#### Legal Status

Legal status of organisation: <b>Registered Charity</b>			
Charity Number: <b>1116506</b>	Company Number: <b>05154096</b>	CIC Number:	Bencom Number:
When was your organisation established? <b>07/06/2004</b>			
<b>Aims of your organisation:</b> The charity's main objective is to maintain, improve and advance education, providing opportunities for people with disabilities and those who are socially disadvantaged by the encouragement of the arts, including theatre, drama, poetry, singing, dance, movement and music. Face Front Inclusive Theatre produces professional, entertaining and challenging theatre led by disabled and non-disabled artists. Face Front (FF) wants to create a more inclusive world through multi-sensory theatre and uses the transformational power of the arts in order to redress inequality and improve emotional well-being. Our objectives are to: ? Use the arts as a tool for social engagement in all aspects of society. ? Provide programmes that enable disabled adults and children to participate in the arts. ? Develop productions that explore social issues, raise awareness and enable people to engage in the process of change. ? Support talent development and create pathways to employment in the arts for disabled people and those not traditionally involved in the arts.			

**Main activities of your organisation:**

Face Front Inclusive Theatre:

- tours interactive, issue-based plays and workshops to schools, theatres and community settings, with professional disabled and non-disabled artists to improve emotional well-being and redress social injustice for disadvantaged people in deprived areas.
- runs participatory performing arts based groups for disabled/disadvantaged people of all ages, backgrounds and abilities to give them a voice and improve confidence, social skills and quality of life.
- runs training programmes to develop disabled artists, targeting learning disabled artists.
- runs training programmes to improve the lives of disabled people for professionals working in education, social care, VCS and health

We focus on particular themes including;

- a) Transition of disabled young people from education to adult life
- b) Sex and relationships helping young people to make informed and healthy choices
- c) Anti-bullying including verbal, physical, sexual and cyber-bullying
- d) Identity - particularly in terms of diversity and disability
- e) Domestic violence and how it affects the mental health of children

**Your Staff & Volunteers**

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
<b>1</b>	<b>3</b>	<b>13</b>	<b>10</b>
Do you have a Safeguarding policy? <b>Yes</b>			
<b>Are the following people in your organisation subject to DBS checks?</b>			
Paid Staff	Volunteers	Trustees / Management Committee Members	
<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	

**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?
<b>Leased</b>	<b>3 years</b>

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

Face Front is committed to reducing our environmental impact and consider factors in the following ways:

- Recycling used cartridges through a licenced disposal service.
- Default printer setting is both sides in black and white.
- At the end of the day all lights, kettles, microwaves and toasters are switched off. Taps are checked to ensure they are properly turned off.
- Employees work in an office reducing the need to heat entire building.
- Energy consumption considered when purchasing new equipment.
- Monitoring consumption with electrical bills
- Sharing considered as option before new purchases
- Environmentally friendly products purchased wherever possible.
- Office equipment recycled wherever possible.
- Promoting use of telephone/Skype for conferencing to reduce travel
- Encouraging use of public transport or bicycles where possible
- Actively using council recycling services
- Continually monitor environmental performance.
- Increasing staff, trustee and volunteer awareness and positive action through training.
- Using local labour and materials where available to reduce CO2.

## Finance Details

### Organisation Finances

	<b>Year of most recent audited / examined accounts</b>	<b>Current financial year forecast</b>	<b>Next financial year budget</b>
End of financial year date	31/03/2017	31/03/2018	31/03/2019
Grants & donations:	165,712	£192,317	£208,117
Earned income:	84,300	£57,316	£52,670
Other income:	19,869	£8145	£780
<b>Total income:</b>	<b>£269,881</b>	<b>£257,778</b>	<b>£261,567</b>
Charitable activity costs:	232,548	£220,3366	£235,038
Cost of raising funds:	28,301	£24,354	£25,000
Other costs:	0		
<b>Total expenditure:</b>	<b>£260,849</b>	<b>£244,720</b>	<b>£260,038</b>
Free unrestricted reserves held at year end:	108,917	£121,975	£123,504

#### **What is your organisation's reserves policy?**

The trustees have set a reserves policy which requires:

Reserves be maintained at a level which ensures that there are sufficient funds to cover Face Front's core activity for a period of three to six months during a period of unforeseen difficulty.

A proportion of reserves be maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of the organisation's financial planning,

budget and forecast cycle. It takes into account:

Risks associated with each stream of income and expenditure being different from that budgeted

Planned activity level

Organisation's commitments

For your most recent financial year, what % of your Income was from statutory sources?

**1-10%**

#### **Organisational changes**

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

**None**

## Grant Request

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

**Positive Transitions**

Which of the programme outcome(s) does your application aim to achieve?

**Positive Transitions/Vulnerable and disadvantaged Londoners are more resilient and empowered to make positive choices**

**Positive Transitions/Londoners experiencing inequality or disadvantage are supported to become more independent**

Please describe the purpose of your funding request in one sentence.

**Developing learning disabled artists to create original interactive inclusive theatre and performing arts clubs to support young learning disabled people and their carers in the transition from child to adulthood.**

When will the funding be required? **04/01/2019**

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:  
**£35,000**

Year 2:  
**£35,000**

Year 3:  
**£0**

Year 4:  
**£0**

Year 5:  
**£0**

**Total Requested: £70,000**

### You and your grant request

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

We are applying for funding for our Artistic Director/Transition programme manager for three days a week and a contribution towards project costs focusing on young learning disabled people and their carers having choice and control over decisions that will effect their lives, running a programme of work around transition about options, independence and how to express what you want including:

- 2X tour across London of interactive play and workshops for 1600+ learning disabled young people plus parent/carers from 14 ? 25 years over 2 years about the transition from school to adult life.
- Training for 60 teachers and transition professionals along with the Council of Disabled Children, on how to support young learning disabled people going through transition
- Training for 10 young disabled artists and 7 to be employed
- 3 theatre groups for disabled people in transition, to gain confidence and independence skills through creative activities.

**What are the changes you hope to achieve?**

We want to:

- reduce stress and anxiety around transition from school to the adult world for young learning disabled people and their parents/carers.
- help young learning disabled people understand their options and express their choices to parents/carers and transition professionals improving their quality of life.
- enable transition professionals to improve their ability to support young learning disabled people's choices by understanding the emotional transition journey of the young people.
- improve the options and life chances for young learning disabled people by raising awareness amongst policy makers and service providers.
- provide training and employment for 10 disabled artists to establish or develop their professional arts careers and be role models for LDD young people going through transition.
- Improve the confidence, self esteem and independent choice of young learning disabled people going through the transition to adulthood through regular, participatory performing arts groups.

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

Face Front have been working with young learning disabled people for over 18 years and specifically around transition, for 10 years. We have used national and local research/statistics from the Council of Disabled Children and the Transition Information Network as well as a literature review undertaken by an academic from Kings College London on our behalf. The research highlighted how often young disabled people are excluded from the decisions effecting their transition from child to adult and the resulting inequality of opportunity for these young people and anxiety generated for young people and their parents/carers around transition. From our current City Bridge project, we have observed and recorded directly how young learning disabled people are still unaware of many of their options and that they have the right to choose for themselves, therefore they miss opportunities and become frustrated and disenfranchised, our project has prevented these damaging experiences.

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

For the theatre/workshop tours, we will train, employ and work with 6 learning disabled artists and 3 artist mentors. They will rehearse the show with a director and company manager, including using Makaton sign language throughout, film and illustrations to aid understanding, music, song, poetry, dance and drama. We will book and tour the show to 18 venues including special schools, colleges and theatres across London for young learning disabled people and their parents/carers. The show includes options such as apprenticeships, college, day services and the character's emotional journeys, including over-protective parents, professionals who don't understand, peer pressure and concerns around transition. The audience use role-play, discussion and voting to change the outcomes for the characters.

We will also train 30 transition professionals with the Council of Disabled Children and support 3 participatory performing arts groups in Enfield, Hounslow and Stratford for 60 young LDD people of transition age.

**Why are you the right organisation to do this work?**

Face Front is right to deliver this work because we are inclusive, run by disabled and non-disabled arts professionals, we specialise in multi-accessible ways of communicating through the arts and have a strong reputation for the quality of our work with disabled people as proved by regular support from the Arts Council, London Councils, Enfield, Camden and Haringey Councils, BIG lottery and our previous and current funding from City Bridge. We have over eighteen years experience of working with disabled young people and disabled artists and have worked on the theme of transition for over 10 years particularly in the pathfinder borough of Enfield. We have strong partnerships with national organisations supporting young learning disabled people such as Council of Disabled Children and the Transition Information Network. We have been delivering the project with great success for nearly three years and have evidence of the outcomes achieved (See past reports)

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

There are groups in London that work with learning disabled artists (LDD) and young people such as Access all Areas and Corell, but Face Front is unique in its experience and use of LDD artists to create and deliver a touring production about transition for young LDD people. Our work complements the advocacy and training delivered by our partners Council of Disabled Children, Transition Information Network and the Independent Advice and Support Service, who provide details about specific services in each area and have expert knowledge of the law regarding the rights and choices of young disabled people. We also work with each boroughs Local Offer of services for disabled people which Face Front promotes in our programme. Furthermore, we link with arts and voluntary groups in each borough we visit, in order to signpost the young people and schools to other opportunities and support regarding transition and the arts.

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

Face Front will be working with young learning disabled Londoners experiencing inequality and disadvantage through a programme that explores the often times challenging transition between school and adult life. Through various carefully researched scenarios, the programme enables the young people to understand their options around transition and how to express their choices to adults or peers who may be used to speaking for them. The programme also trains and informs carers and professionals as to how they can better support LDD young people to make their own decisions and choices including the legal rights of LDD young people to choose for themselves, such as the Children and Families and Care Acts 2014 and the Mental Capacity Act 2005. Alongside this, we will offer LDD young people the opportunity to develop their own pathways in the performing arts to help improve their confidence, social life and independence.

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

The project has been created through working with 100+ disabled young people, carers and the professionals who work with them and the scenarios in the play come directly from their experiences. The touring show was created by learning disabled artists and is mainly delivered by them. As we have been touring over the past two years, we have been able to run focus groups and workshops to see how effective the programme is and to update the show based on recent experiences. The grassroots work we do alongside the touring programme in our performing arts clubs with LDD young people, keeps us in direct and regular contact with our target group and up to date with issues they are facing. Our young LDD artists represent their voices to the policy makers and service providers who work with LDD young people through our training programmes with the Council of Disabled Children.

**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?**

Young LDD people are excluded because their impairment can make it challenging to make choices and decisions without appropriate support and they also experience a lot of prejudice and inequality, even more so for those who also come from diverse ethnic backgrounds, have mental health issues or are LBGTQI+. Our transitions project engages and empowers all young LDD people through a motivating show and workshop that is entertaining, emotional and accessible for all. LDD actors are role models and the show has challenging yet familiar scenarios with negative outcomes so that the audience comes together to make positive changes by helping the LDD characters express the choices that will empower them. The training helps carers and professionals understand the emotional journeys and legal rights of LDD young people transitioning so they too can empower. The performance clubs bring young LDD Londoners together to express their 'voice' through creative activities/performances.

**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?**

Face Front's project does address an identifiable need in terms of the anxiety LDD young people and their families face regarding their transition from a 'safe' full time school to the wider and more frightening world of college, apprenticeships, day services or voluntary work, of relationships and leaving home. There are local and national voluntary organisations and parents groups and acts of law working on this transition, however in our experience, there is a great deal of fear around transition and still adults are making the choices on behalf of young people instead of the young LDD people's own voices being heard. Therefore our project also incorporates early action in terms of helping young people and their families understand the options available and empowering the young people to be able to express themselves, and the adults around them to know how to listen and support them make their own choices.

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

We will work closely with:

- 1) London special schools and colleges to ensure that they are prepared for our/their visit, use of our resources and support the young people and their families before, during and after our visit.
- 2) Council of Disabled Children and the Transition Information Network for up to date information on transition before the project, to co-lead the training for transition professionals both face to face and through webinars, to share resources during the project and to inform them of LDD young people's wishes and how well they are being delivered for declination to policy makers and service providers across London after the project.
- 3) Local special and mainstream schools that LDD people attend to recruit for our performing arts 'transition' clubs and for support through the project
- 4) Parents and carers to support their awareness of young people's rights and how best to help them

**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?**

In our project people will start at different stages. Most of the young LDD people will be coping with day to day support at home and school but unaware that they can have a say in their future with little or no support to communicate what they want. Some will be adapting with greater support and ability to express themselves. Face Front wants to move LDD young people who see the show onto adapting and some to thriving along with the key people in their lives, their carers and professionals who will be inspired and informed to work with them. For the young LDD people who join our performing arts clubs, we would expect the participants to start at the coping stage, but throughout the year to move to adapting and then to thriving as they make shows about issues of concern improve their confidence, independence and make friends.



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

We want to extend our current City Bridge project and are committed to reducing our environmental footprint for this project, as we are for all our projects/core activities in the following ways:

- Work towards a paperless office use scripts from electronic devices
- In rehearsals and venues all electrical equipment to be switched off when not in use. Taps checked to ensure they are properly turned off.
- Energy consumption considered when purchasing equipment for tour
- Use recycled props, set and costume where possible
- Sharing considered before new purchases
- Environmentally friendly products purchased wherever possible.
- Promoting use of telephone/Skype for conferencing to reduce travel
- Encouraging use of public transport or bicycles where possible, or vehicle sharing when needed.
- Actively using council recycling services
- Continually monitor environmental performance.
- Increasing project staff awareness through training.
- Using local labour and materials where available to reduce CO2.

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

2 X tours doing a total of 40+ interactive transition 'It's my move' shows and workshops to 36 venues featuring 6 LDD performers and director to 800+ young learning disabled people, their carers and staff.

Training for; 1) 10 young learning disabled artists (LDD) to receive 7 sessions in the performing arts, 2) 60 transition professionals over 2 years in supporting the decision making of young LDD people. Also 5 LDD artists have work placements, 7 employed on our transition project and our other programmes.

3 performing arts clubs in Enfield, Stratford and Hounslow for 60 young LDD people in total aged 14 - 21 to explore skills around positive transitions for 180 sessions over the project. Each club to run for 30 sessions each year.

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

To reduce stress and anxiety around transition from school to the adult world for young learning disabled people and their parents/carer's, to help young LDD people understand their options and be able to express their choices to parents/carer's and transition professionals improving their quality of life.

To enable transition professionals to understand the emotional transition journey for young people to improve their ability to achieve what is best for the young person and progress the options and life chances for young LDD people by raising awareness amongst policy makers and service providers.

To improve the confidence and independence and reduce isolation for 60 young learning disabled people going through transition, through three performing arts clubs and improve the career pathways of 10+ learning disabled artists creating positive role-models and inspiring young people in transition to follow their dreams.



## Funding required for the project

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

<b>Expenditure heading</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Total</b>
Transition Programme Manager AD Salary X 3 days	20,000	20,000	0	0	0	40,000
Creative freelance teams for touring: X 5 LDD actors @£95pd X 28days, 3 artist facilitators @£120pd X 28 days, Directors fee@£1500, Makaton trainer fee @£75	24,955	24,955	0	0	0	49,910
Production costs: Travel, Van hire, Room hire, set + props, sound, materials,	5,550	5,550	0	0	0	11,100
Administration: Tour Booker @£20ph X 96hrs, Administrator @£20ph X 160hrs	5,120	5,120	0	0	0	10,240
Overheads and Insurance	4,830	4,830	0	0	0	9,660
Marketing and Resources	750	750	0	0	0	1,500
3x Performing Arts Transition Clubs: 3X Arts Facilitators @£100persession 3 X Support @£50per sess X 30 sessions + Transport + Room hire	21,900	21,900	0	0	0	43,800
Training sessions for professionals	2,000	2,000	0	0	0	4,000
<b>TOTAL:</b>	<b>85,105</b>	<b>85,105</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>170,210</b>

### What income has already been raised?

<b>Source</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Total</b>
Arts Council England	20,930	0	0	0	0	20,930
Sales (Clubs - confirmed, school+training Fees expected)	18,575	18,575	0	0	0	37,150
Enfield/Haringey Councils	2,000	2,000	0	0	0	4,000
In Kind (Room hire)	3,600	3,600	0	0	0	7,200
<b>TOTAL:</b>	<b>45,105</b>	<b>24,175</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>69,280</b>

### What other funders are currently considering the proposal?

<b>Source</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Total</b>
Arts Council	0	10,930	0	0	0	10,930
Children In Need	5,000	15,000	0	0	0	20,000
<b>TOTAL:</b>	<b>5,000</b>	<b>25,930</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>30,930</b>

### How much is requested from the Trust?

<b>Expenditure heading</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Total</b>
Artistic Director X 3 days a week salary	20,000	20,000	0	0	0	40,000
5 x LD actors @£95 per day X 14 days	6,650	6,650	0	0	0	13,300
3 X Artist mentors @ £120pd X 14 days	5,040	5,040	0	0	0	10,080
Tour Booker @£20ph X 8 hours X 12 weeks	1,920	1,920	0	0	0	3,840
Travel and Transport	600	600	0	0	0	1,200
Set/Props/Materials	790	790	0	0	0	1,580
<b>TOTAL:</b>	<b>35,000</b>	<b>35,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>70,000</b>

## Who will benefit?

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

**870**

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:

**0-15,16-24**

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

**Mixed / Multiple ethnic groups**

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

**Yes**

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?  
**We will access our audiences and participants of young people with learning disabilities through the schools, colleges and youth clubs that they attend, either by touring to the schools/colleges/youth clubs or by inviting school groups to local theatres.**

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: **Annie Smol**  
  
Role within                      **Associate Director**  
Organisation: