

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation:

INQUEST Charitable Trust

If your organisation is part of a larger organisation, what is its name?

In which London Borough is your organisation based?

Islington

Contact person:

Mr Arnaud Vervolte

Position:

Operations Director

Website:

<http://www.inquest.org.uk>

Social Media Accounts:

@INQUEST_ORG

What Quality Marks does your organisation currently hold?

N/A

Legal Status

Legal status of organisation: **Registered Charity**

Charity Number:

1046650

Company Number:

03054853

CIC Number:

Bencom Number:

When was your organisation established? **10/05/1995**

Aims of your organisation:

INQUEST is the only charity in the UK which offers specialist legal, practical and emotional support to the families bereaved as a result of a state related death. Our goal is to end deaths caused by unsafe systems of detention, the use of force, a lack of care and by multi-agency failures, such as with the Grenfell Tower disaster. Where a death has occurred, we work to ensure that families are supported and that the investigation process enables them to secure justice. We also work to influence policy through generating fundamental and far-reaching change in the systems of care, and the investigation, inquest and prosecutorial processes.

Founded in 1981, INQUEST works to empower families, who are at the heart of all our work, in order to ensure that their needs are met and their voices heard. We wish to see a fundamental transformation so that the deceased and their families are treated based on the principles of social justice.

Main activities of your organisation:

Our integrated model of working covers:

- ? **Family casework:** We support bereaved families to navigate the complex investigation and legal process and work with them to establish the truth concerning the circumstances of the death.
- ? **Family Participation and Support:** We support families through various support projects, such as the peer to peer mentoring scheme, and work to facilitate family participation into our systemic change work, ensuring the family voice remains central to our work.
- ? **Policy change:** We use the evidence we gather from our casework to expose failures and achieve systemic and legislative change.
- ? **Campaigning:** We exert pressure on government and public bodies to ensure accountability and reduce the numbers of deaths.
- ? **Social Justice, Social Change:** We work in partnership with our supporters, families and other agencies to set the agenda and create a movement for change.

We also manage the Inquest Lawyers Group who provide legal services to many families going through the inquest process.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
9	10	11	4

Do you have a Safeguarding policy? **Yes**

Are the following people in your organisation subject to DBS checks?

Paid Staff No	Volunteers No	Trustees / Management Committee Members No
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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	5 years and 3 months

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

All staff and volunteers are briefed about our energy efficiency measures. We recycle all recyclable items and ensure our recycling bins are taken out weekly. We have worked hard to make the office as paperless as possible and are briefing our staff and volunteers to not print unless absolutely necessary. We also monitor our energy bills and try to use water, air conditioning and heating as little as possible. Finally it is our policy to ensure that all equipment, especially computers and monitors, are switched off over night and when not in use.

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	31/03/2019	
Grants & donations:	£480,426	£711,000	£0
Earned income:	£102,688	£130,000	£0
Other income:	£18,337	£70,000	£0
Total income:	601,451	£911,852	£0
Charitable activity costs:	£575,802	£901,852	£0
Cost of raising funds:	£402	£10,000	£0
Other costs:	£0	£0	£0
Total expenditure:	£576,204	£911,852	£0
Free unrestricted reserves held at year end:	£106,239	£160,000	£0
What is your organisation's reserves policy? Yes, our reserves policy has been amended this year and now is: "The Board of Trustees will ensure a sufficient level of reserves to enable core operating activities to continue over a period of three months, and to take into account potential risks and contingencies that may arise from time to time."			
For your most recent financial year, what % of your income was from statutory sources? 0%			

Organisational changes

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

Our income has significantly grown through successful fundraising and new projects. This has included a successful programme of fundraising activities but also new grants, such as a significant grant from the Tudor Trust and the Oak Foundation. Our staff group has also increased as a result, with 9 new members of staff joining the organisation.

Grant Request

Which of the Trust's programmes and priority areas will your application deliver? Positive Transitions																			
Which of the programme outcome(s) does your application aim to achieve? Positive Transitions/Specialist support services are better able to meet the needs of vulnerable and disadvantaged Londoners Positive Transitions/Vulnerable and disadvantaged Londoners are more resilient and empowered to make positive choices																			
Please describe the purpose of your funding request in one sentence. Funding for the post of an INQUEST Senior Caseworker supporting London-based vulnerable families bereaved as a result of a state related death.																			
When will the funding be required? 01/03/2019																			
Is this request to continue work that is currently funded or has been funded in the last year by: <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> City Bridge Trust? No </div> <div style="width: 50%;"> Another funder? (if so which) Various funds, including core funding and unrestricted </div> </div>																			
How much funding are you requesting? <table style="width: 100%; margin-top: 10px;"> <tr> <td style="width: 20%;">Year 1:</td> <td style="width: 20%;">Year 2:</td> <td style="width: 20%;">Year 3:</td> <td style="width: 20%;">Year 4:</td> <td style="width: 20%;">Year 5:</td> </tr> <tr> <td>£54,403</td> <td>£55,491</td> <td>£56,814</td> <td>£57,733</td> <td>£58,887</td> </tr> <tr> <td colspan="5" style="text-align: center; padding-top: 10px;"> Total Requested: £283,328 </td> </tr> </table>					Year 1:	Year 2:	Year 3:	Year 4:	Year 5:	£54,403	£55,491	£56,814	£57,733	£58,887	Total Requested: £283,328				
Year 1:	Year 2:	Year 3:	Year 4:	Year 5:															
£54,403	£55,491	£56,814	£57,733	£58,887															
Total Requested: £283,328																			

What 3 main differences or outcomes do you want to achieve through your funding proposal?

Family members will report greater knowledge and understanding of the legal process

Family members will report feeling supported and less isolated

Family members will report stronger networks with other families and feeling better able to cope and participate in systemic change work

What are the main activities or outputs you will deliver to achieve these differences?

250 London-based bereaved families will be provided with first stage advice and specialist casework, focusing on the Inquest and investigation process

250 London-based bereaved families will be provided with ongoing specialist casework and support focusing on the Inquest and investigation process (this in addition to the families mentioned in Activity 1)

100 London-based bereaved families will participate in family meetings, planned for and co-hosted by the Caseworker, and will benefit from networking with other families, support, activities and discussions.

You and your grant request

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

We are requesting funding for the post of an INQUEST Senior Caseworker to support London-based bereaved families. The families we support are bereaved following a state-related death, whether it took place in custody/detention, such as police, prison and psychiatric settings, or through multi agency failings, such as community mental health or in disasters such as the Grenfell Tower fire. A Caseworker's role is to support family members in the very first stages following a death and through the protracted process of the investigation and Inquest, as well as through the various stages of traumatic bereavement. From providing families with information and legal representation to sourcing out counselling and other services specific to their need, and planning and co-hosting family events such as family forums and the family reference group, the Caseworker always proves to be an invaluable source of support and information to families going through isolating and traumatic events.

How will the project described achieve your stated outcomes?

We want each London based family bereaved as a result of a state related death referred to us feeling supported, advised, empowered and is able to cope and adapt:

- ? Each family will receive adequate and thorough support on the Immediate steps following a death, and on the investigation and inquest process, through advice and our Inquest Handbook
- ? Each family will feel supported at a critical time of trauma, Isolation, confusion and stigmatisation
- ? Each family will feel supported in key meetings and at inquest hearings
- ? Each family will get access to high quality and expert legal representation or will provide legally informed casework if we cannot secure legal representation
- ? We will ensure the voice and wishes of the family are listened to and inform every process taking place as a result of the death, whether it is during the Inquest or in subsequent systemic change work.

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

We know there is a need for our work firstly because of the annual number of referrals. In the 12 months leading up to 31/08/18, we supported the families of 201 London-based death cases. 37 of these cases have been prison cases, 45 following police contact, 59 mental health, 8 immigration, and 54 other cases, including 32 Grenfell families, care homes and learning disability.

We know from the families we support how valuable the support is, and we also know from our Family Reference Group that the one constructive criticism always levelled at INQUEST is that we do not have sufficient capacity to support all the families in need of our support.

?I and the family were fully supported by INQUEST when we were left traumatised. They talked me through everything we needed to know moving forward to Inquest and beyond?
Bereaved mother, July 2018

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

Initially, the Caseworker:

- ? Provides information to the family on processes and sends copy of our Inquest Handbook
- ? Identifies a solicitor from within the 298 members of our INQUEST lawyers Group (ILG) which we coordinate, if needed; or provides full advice and casework support.
- ? Attends meetings with the family: e.g. lawyers meetings, inquest.

Throughout the process, which is protracted, the Caseworker:

- ? Provides family with details of bereavement counselling and other support
- ? Helps address practical difficulties (time off work, getting support for children via schools)
- ? Provides emotional support
- ? Discusses with family Skills Toolkit, produced with the help of families, an online resource to help bereaved people develop practical skills they need while also coping with the aftermath of a death.

The Caseworker also plans, supports and attends family participation and support events, including family forums where families get together and share experiences and coping mechanisms.

Why are you the right organisation to do this work?

INQUEST is the only UK organisation supporting bereaved families following such deaths and providing severely distressed and stigmatised families with holistic support which fully takes into account the nature of traumatic bereavement. This includes understanding how grieving is suspended until the death is fully investigated, a protracted process involving re-traumatising at various stages.

INQUEST has developed a solid reputation in state-related deaths. This is because many of the issues we work with are extremely complex and multi-layered, and no other organisation can address this level of complexity. We work with partners providing services and support to bereaved families and our evidence-based expertise is recognised, valued and sought after across the UK and beyond.

We are also the right organisation because of our networks and partnerships which add significant value to the support families benefit from. This includes the Inquest Lawyers Group (ILG), 298 lawyers able to provide expert legal representation.

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

INQUEST is the only organisation supporting families bereaved as a result of a state related death. Our expertise is renowned and sought after, and even though we collaborate with other specialist organisations and lawyers, we also are recognised as the leading organisation in our field of work. A good example of this is the aftermath of the Grenfell Tower disaster when our expert knowledge came at a time when families were deeply traumatised, left with no information or support, or with misleading support (such as inexperienced lawyers touting for business in the days following the fire).

?The Grenfell Action Group would like to thank INQUEST for their assistance to our community at a time of dire need. The experience and specialist knowledge provided by INQUEST gave clear and vital information to a traumatised community that allowed residents and bereaved family members to make informed choices about accessing proper support.?

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

Families are at the centre of everything we do, our work cutting across class, ethnicity, gender and geographical locations, and we pay attention to families facing pre-existing disadvantages and where severe trauma is an additional vulnerability increasing the chances of negative outcomes for individuals.

We listen to, involve and empower our families through various means:

? Each family is sent evaluation questionnaires on a regular basis.

? Through our family forum, where all families meet and discuss coping mechanisms and share information.

? Our consultative group of representative families, Family Reference Group, meets three times a year, informing our work and strategy.

The essence of our work is the ongoing challenge of all discriminations and, as such, our services are tailored towards accessibility and the promotion of diversity. As an example, in the first few days after the Grenfell Tower fire, we translated information leaflets into 22 community languages in-house.

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?

We work with people who experience very high levels of exclusion. The very nature of the death and subsequent processes often isolate individuals, because very few organisations understand traumatic bereavement with the additional burden of a struggle for the truth facing well-funded statutory organisations reluctant to admit responsibility. Often this is compounded by other exclusion factors, such as poverty, sexual orientation, or being part of a BAME community. Moreover, in the case of prison and police deaths, families are often stigmatised and ostracised, with adverse media intervention making their predicament much worse.

We bring all our families together in family forums and the Family Reference Group, cutting across issues, ethnic background, class and gender. Often our families talk about the INQUEST community, or INQUEST family, because they learn from, and support each other. Lately, we have been planning a peer to peer mentoring project, which inception Caseworkers are involved in.

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?

The overarching aim of our organisation is twofold: supporting families through the complexity and trauma of the aftermath of a death in statutory settings or through statutory intervention; and using what we know from our casework and what our families tell us to make systems of care safer, and reduce incidences of untimely deaths. As such, a lot of our work is preventative. We work with the prison service, the Police and various other statutory services to make them aware of the trends we are establishing and promote safer practices through information sharing and training.

The families we support are key to this work, for those who are willing and able to participate. Often, families see the change in systems of care as a legacy of their loved ones, and as such contribute to meetings with senior officials and policy makers, including the government and parliamentarians.

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

We work with many community organisations which work complements ours, such as Action against Medical Accidents (AVMA). We also work with organisations involved in the various strands of our strategic work, such as mental health or learning disability, like Mencap or Mind; organisations supporting children and young people, like Just for Kids Law; or organisations working on issues related to the criminal justice system, such as Women in Prison, the Prison Reform Trust or Clean Break. We also work with other human rights organisations, such as Liberty.

Our most significant stakeholders are the 298 Inquest Lawyers Group (ILG) solicitors and barristers. The ILG represents families and feeds into our strategic and policy work. For instance, they helped us with responding to the consultation by the government on the terms of reference of the Grenfell Inquiry, were most of our recommendations were accepted by the government and helped shaping the process.

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 people accessing the project will be at the stages of surviving or coping, with a tiny minority already at the stage of adapting. Most families will first go through initial stages of extreme trauma and grief, compounded by a sense of injustice, and of being unable to know the truth, faced by a powerful state unwilling to examine or admit responsibility. Some are so vulnerable and so isolated and stigmatised that their very lives are at risk. Another significant proportion of families has already gone through the first stages of extreme trauma and are learning to cope with the new circumstances they find themselves in and prepare for the months or years of investigations and the Inquest to come. A small minority come to us having already gone through the first stages and learning to adapt and use what they have learned to change systems, develop and help others.

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

N/A

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
Annual Salary of Caseworker (FTE; Including NI and pensions)	49,458	50,447	51,456	52,485	53,534	257,830
10% Indirect costs	4,945	5,044	5,358	5,248	5,353	25,948

TOTAL:	54,403	55,491	56,814	57,733	58,887	283,328
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
No specific income for London project as yet	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
Henry Smith Charity (generic caseworker)	50,000	50,000	50,000	0	0	150,000

TOTAL:	50,000	50,000	50,000	0	0	150,000
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How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Annual Salary of Caseworker (FTE; Including NI and pensions)	49,458	50,447	51,456	52,485	53,534	257,380
10% Indirect costs	4,945	5,044	5,145	5,248	5,353	25,948

TOTAL:	54,403	55,491	56,814	57,733	58,887	283,328
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Who will benefit?

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

360

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?

No - open to everyone

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:

We work with all the above communities and have expertise in most of the specific issues affecting them.

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

INQUEST is highly recognised in its expertise in issues related to equality and diversity.

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

Yes - please specify

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

Many communities we work with are highly distrustful of authority and do not understand our position in relation to authority. This is particularly pertinent in the case of BAME communities and others, such as the Grenfell community.

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

Through various forums, evidencing our model, briefings, press releases and reports, the media, and through our liaison work with grassroots organisations

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: **Arnaud Vervolte**

Role within **Operations Director**
Organisation: