

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Latin American Women's Rights Service (LAWRS)	
If your organisation is part of a larger organisation, what is its name? No	
In which London Borough is your organisation based? Islington	
Contact person: Ms Lucila Granada	Position: Operations and Development Manager/ Interim Director
Website: http://www.lawrs.org.uk	Social Media Accounts: https://twitter.com/lawrsuk, https://www.facebook.com/lawrsuk/
What Quality Marks does your organisation currently hold? AQS, Investors In People, Investing in Volunteers, Advice UK	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1075163	Company Number: 3480722	CIC Number:	Bencom Number:
When was your organisation established? 01/04/1983			
Aims of your organisation: The Latin American Women's Rights Service (LAWRS) is a user-led, human rights organisation, 'led by and for' Latin American migrant women (LAMW) who are exposed to violations of their fundamental human rights at every stage of their migration experience, facing sexual abuse, exploitation and trafficking, enduring difficult living and working conditions in low paid, insecure and exploitative jobs, and facing barriers to social protection. LAWRS was set up in 1983 to address practical and strategic needs of Latin American migrant women displaced by poverty and violence. The mission of LAWRS is to pursue equal rights and social justice for all Latin American women and migrant women in the UK. The difference we want is for Latin American migrant women in the UK to be economically secure, to be safe and free from violence, abuse, and exploitation, to achieve their full potential, integrating better to the UK.			

Main activities of your organisation:

We work directly with 4,500-5,000 women every year through:

-Supporting economic security/Integration: aiding resettlement and integration through information, advice and casework (homelessness, housing, welfare, debts, employment rights, immigration and family law); GP registration, food vouchers; clothes bank; ESOL classes; employability.

-Tackling violence against women and girls: specialist advice and counselling services; prevention at schools; specialist programmes for victims of trafficking and sex workers.

-Pursuing action for social and policy change: advocacy, campaigning, and policy work on migrant women's rights with particular focus on VAWG and labour exploitation; empowerment and leadership work, survivors of VAWG, and women workers; peer-support groups for pregnant women and Brazilian women.

Some of our recent achievements include: setting up the UK Step up Migrant Women campaign supported by a steering group of survivors and over 35 UK organisations; bringing visibility to the community via academic reports (We Can't Fight in the Dark.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
9	14	8	30
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff Yes	Volunteers Yes	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?
Leased	03/2019

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

We have opened a google for charities account to be able to work collaboratively on digital documents rather than paper-based documents as much as possible. We have also reduced the amount of paper that we use for our HR procedures and project management activities, but we realise that there is much more that we could do. We would like to carry out a full assessment of our environmental impact with the support of City Bridge Trust.

You and your grant request

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

This grant will allow us to continue delivering our effective and highly demanded programme for the prevention and reduction of poverty, need, destitution, and indebtedness among Latin American migrant women, improving the quality of life of women and their dependents through: (a) provision of free, confidential mother tongue information, orientation and advice as well as casework and advocacy support on welfare benefits, debt, housing and homelessness, and now also employment rights; (b) disseminating information about entitlements and welfare changes; (c) running workshops to improve financial literacy and increase women's capacity to independently navigate the system. The project will continue to employ an experienced Housing, Money and Debt Advisor and a sessional worker to provide quality assured expert advice, casework support, advocacy and representation in these areas via drop-in, surgeries, one-to-one appointments, telephone and email. The advisor will also deliver educational workshops about financial literacy, rights and responsibilities.

How will the project described achieve your stated outcomes?

This project has and will continue to deliver excellent outcome results thanks to:

- Users' engagement and feedback: we are constantly monitoring our services to ensure that we adapt and respond to both existing and emerging needs.
- Holistic approach: we recognise that the circumstances of vulnerable migrant women are often complex, so do active listening and work with our users to identify priorities and action plans, linking women with further support (e.g. counselling) and/or development opportunities (e.g. ESOL, employability programme, etc.).
- Empowerment approach: our ultimate goal is for women to take control over their finances and develop autonomy and independence.
- Specialist provision: all project activities are linguistically and culturally appropriate, and we offer free creche support to enable access of women with children.
- High quality standards: we renewed our AQS accreditation in 2018, we are members of Advice UK, and our advisors access training regularly.

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

The Latin American community has rapidly grown over the past 10 years with families fleeing the economic crisis in Europe in onwards migration, a process that often implies broken families, debts, and accumulated disadvantage. Most adults are in work, but concentrated in vulnerable, low paid, exploitative jobs in services (as cleaners, domestics and in catering), working long, anti-social shifts. This quarter of a million strong community is severely affected by in-work poverty, limited access to social protection (20%) and public services (1 in 5 are not registered with a GP), exploitation (11% illegally paid below the national wage) and high levels of discrimination (Towards Visibility, 2016; No Longer Invisible, 2011). A third of the families are living in overcrowded accommodation and women, often bearing family responsibilities, often face additional challenges as their experiences are marked by intersectional disadvantage on the basis of gender, race, and migration.

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

We will:

- Provide one-to-one specialist advice and casework support on welfare rights, debts, homelessness, housing and employment rights for 1,500 women (750 annually), including 800 women supported through casework and 700 women accessing weekly drop in sessions. This work will involve liaising with local authorities and other statutory agencies, landlords, lenders/collectors, partner organisations, etc.
- Refer women internally and externally for further support (200 women annually), increasing access to further development or employability programmes, peer-support activities, and empowerment programmes.
- Deliver 12 (6 per year, bi-monthly) informative workshops on financial literacy and access to welfare and rights to no fewer than 120 women (60 annually).
- Produce and disseminate at least 6 new advisory materials on rights, responsibilities and new developments related to financial issues. We will also continue to distribute existing resources (1,000 women reached annually).
- Offer crèche support to enable access of women with dependent children.

Why are you the right organisation to do this work?

LAWRS has provided advice for women facing poverty for 35 years. Last year, we delivered 1,691 sessions of legal advice in the areas of housing, welfare, debt, and employment rights (717 accessed our drop in sessions, 214 through casework, and 240 through our helpline or emails). As a result, 90% secured benefits they were entitled to, 66% secured housing or improved their housing conditions, and 93% reported an increased understanding of their rights and legal options. Most women presented complex cases, as many were also dealing with immigration matters and/or violence against women and girls (VAWG). Our holistic approach is key to enable women to address these and other related issues (e.g. the language barrier, employability needs, etc.) and we provide free crèche. Our services are externally accredited, we have well developed management systems, adhere to quality frameworks, and have good links within the advice, women's and BME sectors.

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

We are the only agency in London (and the UK) that offers comprehensive and linguistic, gender and culturally sensitive legal advice services specifically focused on tackling poverty amongst Latin American women. Other provision in London is limited in the areas of support or capacity, and/or provided in English with limited opportunity for women facing the language barrier to access interpreting support. Nonetheless, we work in partnership with many organisations from the voluntary sector and host external surgeries at LAWRS ? supported by our in-house volunteer interpreters ? to enable access to existing services and avoid duplication. We are also part of the BAMER Advice Network (our director is vice-Chair), through which we maintain up to date knowledge of the existing offer.

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

We make sure that the voices of the women we support inform this project by regularly collecting anonymous feedback via:

- Equality monitoring and post-intervention surveys issued to all service users.
- Evaluation forms after all workshops, including suggestions for future sessions.
- A comprehensive annual survey to collect views about our approach and impact. We also enquire users about their satisfaction levels, what they think about the environment and accessibility, and future activities. Survey information has highlighted the relevance of our holistic approach, the work with partner legal agencies, and the offer of crèche support. In terms of new services for the future, women requested more workshops and IT support. This programme and other initiatives incorporate their comments.
- Advice, referrals, and crèche records.
- Members feedback via our AGM. Importantly, in the past two years, members have valued the quality of our services as the most important aspect of our work.

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?

This project is effective because it addresses the specific needs of disadvantaged migrant women from a still invisible community, who often fall through the cracks of the mainstream provision. We engage with women of diverse ages, racial groups, national origins, sexual orientation and other equality groups at all levels -within our board, staff, volunteers and users ? and ?to continue pursuing human rights, diversity, and inclusivity? Is one of the four strategic aims of our current business plan.

In addition, we encourage service users to join our community organising groups, where women to self-organise around labour exploitation and gender inequality. This year, participants from these groups contributed in a joint written submission for Phillip Alston's visit to the UK (UN Special Rapporteur on Extreme Poverty and Human Rights) and joined him in a discussion, and gave a presentation to the UN Committee on Economic, Social, and Cultural Rights.

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?

There is a strong preventative element to this programme, as we aim not only to address any enquiries but also increase the financial literacy of women. Our informative workshops and personal budgeting plan, which is conducted as part of our advice service, also prevent women from increasing their financial vulnerability. In addition, a proportion of the women who approach us for housing advice are at risk of homelessness, many facing illegal eviction processes.

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

We will continue to work with statutory agencies (local authorities, homeless units, HMRC, etc.), with our partner legal agencies (Duncan and Lewis, ITN Solicitors, Cardinal Hume Centre, and TVE Edwards), as well as with law centres, housing associations, unions working with cleaners (UVW, IWGB, Unite), and voluntary organisations who offer services that complement our work (e.g. Doctors of the World, Migrants Resource Centre, etc.). We will also continue to be actively involved in networks and partnerships (e.g. BAMER Advice Network, London VAWG Consortium, Ascent Project, Imkaan, Women's Resource Centre, Abolish NRP Campaign and FaceHerFuture's steering groups, SUMW, CLAUK members, Migrants Rights Network, etc.). Working in partnership and maintaining an up to date pool of supporting agencies has allowed us to multiply our offer and provide holistic support to women in extreme needs, so we will continue seizing opportunities and developing our networks.

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?

This programme will support women who find themselves at different stages of the continuum. However, we expect most service users to depart from a 'Coping' stage, as they often experience a precarious and time-limited stability. In many cases, this stability is achieved by acquiring multiple debts, which in turn increase their risk of falling into the 'Surviving' stage.

In addition, we will strive to enable women to move onto the next stages of the continuum, by tapping into our development and empowerment programmes to offer women who have tackled the most urgent needs the possibility of investing in their longer term stability and progress.

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

This programme will continue to incorporate the development of basic IT literacy skills as part of our one-to-one support, for women to be able to access their own HMRC accounts, increasing their ability to manage and monitor their benefits and taxes, and improving their digital inclusion. Prompted by the digitalisation of services, this will also reduce the amount of printed forms and postage previously carried out by this project.

In addition, this extension will also enable LAWRS to access the consultancy support offered to grantees as part of the Funders + programme, to assess and plan for our footprint reduction.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2018	31/03/2019	31/03/2020
Grants & donations:	£593,473	£365,817	£243,143
Earned income:	£196,119	£201,695	£200,005
Other income:	£900	£1,500	£1,500
Total income:	790,662	£569,012	£444,648
Charitable activity costs:	£609,801	£707,281	£587,804
Cost of raising funds:	£11,721	£15,000	£15,000
Other costs:	£0	£0	£0
Total expenditure:	£621,522	£722,281	£602,804
Free unrestricted reserves held at year end:	£272,535	£211,738	£53,582

What is your organisation's reserves policy?

Our Trustees are committed to maintaining an adequate, reasonable, justified level of free unrestricted reserves. Our unrestricted funds stood at £272,535 at 31.03.2018. This includes general reserves to cover 3 months of running costs, a non-designated fund equivalent to our investment in Tindlemanor and premises fund to cover possible costs such as a temporary move, a 'Brexit' fund, and a small fund to cover exceptional staff sickness. Please note that for the current year we are spending a substantial grant that we received last year and there is no forecast deficit in unrestricted reserves.

For your most recent financial year, what % of your Income was from statutory sources?
41-50%

Organisational changes

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

N/A

Grant Request

Which of the Trust's programmes and priority areas will your application deliver? Advice and Support/Provision of advice and support				
Which of the programme outcome(s) does your application aim to achieve?				
Please describe the purpose of your funding request in one sentence. To advice and support disadvantaged Latin American migrant women to address and prevent in-work poverty, debt, homelessness, poor housing conditions, and to secure basic employment rights.				
When will the funding be required? 01/05/2019				
Is this request to continue work that is currently funded or has been funded in the last year by:				
City Bridge Trust?		Another funder? (if so which)		
Yes				
How much funding are you requesting?				
Year 1:	Year 2:	Year 3:	Year 4:	Year 5:
£40,882	£41,983	£0	£0	£0
Total Requested: £82,865				

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

At least 75% of the women accessing this programme report reduced levels of poverty, material deprivation, destitution, debts, homelessness, and labour exploitation.
At least 85% of the women accessing this service report increased financial literacy and improved budgeting and money management skills
At least 85% of the women accessing Informative workshops report increased understanding of the welfare/tax system in the UK, greater awareness about their options and rights and greater ability to navigate these systems autonomously.

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

One-to-one advice and casework support on welfare rights, debts, homelessness, housing and employment rights for 1,500 women, including 800 women supported through casework (400 annually) and 700 women accessing our drop in sessions (350 women annually).
12 workshops on financial literacy and access to welfare and rights to no fewer than 120 women (60 annually)
At least 6 new advisory printed and social media materials in community languages alerting women of rights, responsibilities and new developments related to financial issues, and continued dissemination of existing resources produced during the existing grant period.

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
Salary Housing, Money and Debt Coordinator (Including ENICs)	31,263	32,201	33,167			96,631
Salary Housing, Money and Debt Coordinator (including ENICs)	31,263	32,201	33,167			96,631
Salary Housing, Money and Debt Coordinator (including ENICs)	33,256	33,921	0	0	0	67,177
Salary Drop In advisor (£13 p. hour. x 8 hrs/week x 52 weeks & £13 p. hour x 3 hours/month x 12 months):	5,876	6,056	6,238			18,170
Salary Drop in advisor (£13 p. hour. x 8 hrs/week x 52 weeks & £13 p. hour x 3 hours/month x 12 months):	5,876	6,056	6,238			18,170
Salary Drop In advisor (1 day pr week)	5,306	5,412	0	0	0	10,718
Creche support (£12 p. hour creche worker x 10 hours/week)	6,240	6,427	6,620			19,287
Creche support (£12 p. hour creche worker x 10 hours/week)	6,240	6,427	6,620			19,287
Creche support	5,000	5,100	0	0	0	10,100
Volunteer Expenses (4 volunteers x 52 weeks)	3,380	3,481	3,585			10,446
Volunteer Expenses (4 volunteers x 52 weeks)	3,380	3,481	3,585			10,446
Volunteer Expenses	2,250	2,295	0	0	0	4,545
Workshops and events	1,750	1,803	1,856			5,409
Workshops and events	1,750	1,803	1,856			5,409
Workshops and events	1,500	1,530	0	0	0	3,030
Staff and volunteers training	1,250	1,288	1,326			3,864
Staff and volunteers training	1,250	1,288	1,326			3,864
Staff and volunteers training	750	765	0	0	0	1,515
Casework supervision	800	824	849			2,473
Casework supervision	800	824	849			2,473
Casework and clinical supervision	1,570	1,585	0	0	0	3,155
Management and overheads	3,877	3,993	4,113			11,983
Management and overheads	3,877	3,993	4,113			11,983
Management and overheads	3,000	3,060	0	0	0	6,060
Rent and running costs	5,233	5,390	5,552			16,175
Rent and running costs	5,233	5,390	5,552			16,175
Rent and running costs	3,250	3,315	0	0	0	6,565
TOTAL:	55,882	56,983	0	0	0	112,865

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
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Capital International	12,000	14,000	15,000			41,000
London Councils (VAWG Consortium)	13,376	15,231	0			28,607
TOTAL:	0	0	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Capital International	12,000	14,000	15,000			41,000
Capital Group	15,000	15,000	0	0	0	30,000
London Councils (VAWG Consortium)	13,376	15,231	0			28,607
TOTAL:	15,000	15,000	0	0	0	30,000

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salary Housing, Money and Debt Coordinator (Including ENICs)	10,622	10,941	11,269			32,832
Salary Housing, Money and Debt Coordinator (Including ENICs)	10,622	10,941	11,269			32,832
Salary Housing, Money and Debt Coordinator (including ENICs)	18,256	18,921	0	0	0	37,177
Salary Drop in advisor (£13 p. hour. x 8 hrs/week x 52 weeks & £13 p. hour x 3 hours/month x 12 months):	5,876	6,052	6,234			18,162
Salary Drop in advisor (£13 p. hour. x 8 hrs/week x 52 weeks & £13 p. hour x 3 hours/month x 12 months):	5,876	6,052	6,234			18,162
Salary Drop in advisor (1 day pr week)	5,306	5,412	0	0	0	10,718
Creche support (£12 p. hour creche worker x 10 hours/week)	4,500	4,635	4,774			13,909
Creche support (£12 p. hour creche worker x 10 hours/week)	4,500	4,635	4,774			13,909
Creche support	5,000	5,100	0	0	0	10,100
Volunteer Expenses	1,800	1,854	1,910			5,564
Volunteer Expenses	1,800	1,854	1,910			5,564
Volunteer Expenses	2,250	2,295	0	0	0	4,545
Workshops and events	1,200	1,236	1,273			3,709
Workshops and events	1,200	1,236	1,273			3,709
Workshops and events	1,500	1,530	0	0	0	3,030
Staff and volunteers training	700	721	743			2,164
Staff and volunteers training	700	721	743			2,164
Staff and volunteers training	750	765	0	0	0	1,515
Casework supervision	800	824	849			2,473
Casework supervision	800	824	849			2,473
Casework and clinical supervision	1,570	1,585	0	0	0	3,155
Management and overheads	2,750	2,833	2,917			8,500
Management and overheads	2,750	2,833	2,917			8,500
Management and overheads	3,000	3,060	0	0	0	6,060
Rent and running costs	3,045	3,136	3,230			9,411
Rent and running costs	3,045	3,136	3,230			9,411
Rent and running costs	3,250	3,315	0	0	0	6,565
TOTAL:	40,882	41,983	0	0	0	82,865

Who will benefit?

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

780

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?

Yes - please enter details below

This project will specifically work with the following age groups:

16-24/25-44/45-64/65-74/75 and over

This project will specifically work with the following gender groups:

Female

Transgender or other gender identity

This project will specifically work with the following ethnic groups:

Other ethnic group

If Other ethnic group, please give details:

Latin American

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:
women facing in-work poverty

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

LAWRS is a specialist service provider, led by and for Latin American migrant women, most of whom are experiencing in-work poverty. We have 35 years of accumulated experience providing advice to this group.

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.

We are working on making our services more accessible for women from LGBTQI communities.

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

We have delivered in-house training for staff and volunteers on diverse sexual and gender identities, included the LGBTQI flag in our new leaflets, and started developing links with LGBTQI 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: **Lucila Granada**

Role within Organisation: **Director**