The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisacion Decails						
Name of your organisation:						
Stepney	City Farm Ltd					
If your organisation is part of a larger organisation City Farms Community Gar						
In which London Borough is your organisat Tower Hamlets	tion based?					
Contact person:	Position:					
Ms Clare Hawkins	Chief Executive					
Website:	Social Media Accounts:					
http://www.stepneycityfarm.org @StepneyCityFarm						
What Quality Marks does your organisation						

Legal Status

Legal status of orga	nisation: Charitable cor	npany	
Charity Number: 1136448	Company Number: 06855753	CIC Number:	Bencom Number:
When was your orda	anisation established? 18	/06/2010	

When was your organisation established? 18/06/2010

Aims of your organisation:

The provision of facilities for recreation or other leisure time occupation, for the benefit of the inhabitants of Stepney and the surrounding area, for Individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social and economic circumstance or for the public in the interests of social welfare and with the object of improving the conditions of lives of the said Inhabitants. To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity, disability, financial hardship or social circumstances with the object of improving the conditions of the lives of the said inhabitants. To advance the education of the public, in agriculture, horticulture, crafts, country life, protection and improvement of the natural environment through best environmental practices, especially by encouraging reduction, reuse and recycling.

Main activities of your organisation:

Stepney City Farm is a three acre working farm; a unique educational resource, and a rural oasis at the heart of the local community. Our charity has been running the site since 2010 and has improved facilities to provide housing and grazing for animals; craft studios; a Farmer?s Market; and a Café utilising produce raised and grown on the Farm.

Urban children and adults in one of England?s most deprived boroughs can meet animals; try out crafts; and connect with food production, through the provision of 78 allotment spaces; formal learning programmes; volunteering; and access to affordable local organic

standard produce.

In 2017-18, over 5,000 local school children took part in curriculum-linked activities on the site. Young people, including special educational needs and young offender groups, were involved in over 2,000 hours of supported volunteering. Over 500 people attended Open Volunteering green care and animal care sessions; and the Furry Tales programme provided therapeutic animal intervention for dementia sufferers.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
2	7	10	21
o you nave a Sale	guarding policy? Y	es	
•		your organisation sub	ject to DBS checks?

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	3 years - to increase to 25

Environmental Impact

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

Stepney City Farm promotes environmental excellence through all of our activities and raises awareness with users of environmental issues, sustainability, and recycling; environmental education is at our core, and the organisation is set up as a model of best-practice.

- We purchase goods and services from ethical suppliers, for example Ecotricity;

- Areas of the Farm have been funded by the Permaculture Association and model those principles:

- We compost animal and garden waste and use it for food growing and to sell to visitors; we reuse other waste, including having an onsite Ridan food waste composter, and educate visitors about composting, and separating recycling correctly;

- Our 'Plastic Bottle Greenhouse' stands as a striking visual demonstration of reusable

materials:

- Recent buildings have been designed to energy efficient specifications, and equipped to utilise solar panels in future.

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:	£205,245	£186,363	£133,115
Earned income:	£150,762	£178,580	£126,727
Other income:	£20	£0	£0
Total income:	356,027	£364,943	£259,842
Charitable activity costs:	£390,888	£318,430	£258,992
Cost of raising funds:	£0	£0	£0
Other costs:	£850	£850	£850
Total expenditure:	£391,738	£31 <u>9</u> ,280	£259,842
Free unrestricted reserves held at year end:	£-11,304	£26,336	£26,336

What is your organisation's reserves policy?

A review of the adequacy of the unrestricted reserves is made annually, normally at budget approval, and at any other times the Directors consider prudent. A policy of having reserves equivalent to three months' running costs (approximately £65,000) has been set, and we are working towards this. A prudent break-even budget has been set for 2019-20, however, if adequate core grant funding is achieved, we aim to be able to increase reserves through a growth in earned income from charitable activities, and reach our reserves target by March 2021.

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

1-10%

Organisational changes

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

Stepney City Farm ceased Cafe operations on 5 November 2018 due to a historical pattern of financial loss in the Winter months. The operation is currently out to tender to a third party whose ethos align with our charitable objectives. The resulting reduction in total turnover has allowed the Farm to de-register for VAT.

Grant Request

Which of the Trust's programmes and priority areas will your application deliver?

Connecting the Capital/Growing, greening and environmental projects

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

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

Management of a working urban farm (and its upcoming expansion) - an educational resource free and open to the public six days per week, with a range of inclusive programmes.

When will the funding be required? 08/07/2019

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:

£46,492

£47,445

£48,416

£49,408

£0

Total Requested: £191,761

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

Education: 100 regular volunteers, and 500 Open Volunteers p/a, supported to develop specialist horticulture and animal care skills, basic workplace skills and employability. Facilities will be maintained for curriculum-linked Schools programming, (learning for 5,000 children p/a); Young volunteers (149 sessions p/a); and free open-access will be maintained for 120,000 visitors.

Health and well-being: the above-mentioned programme-users and visitors will have the proven physical and mental health benefits of green space, working outdoors, gardening, having contact with and caring for animals, and understanding food systems. Baseline surveys have shown consistent increases in confidence and resilience, and reductions in feelings of isolation.

Community cohesion: The Farm is a safe and inclusive space where the diverse communities of Tower Hamlets intersect. The expansion of the site and its operations will allow for the corresponding increase of 1/3 in public programming and bespoke programming for families, schools, youth, elders, corporates, BAME populations, &vulnerable adults.

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

The strong financial management of the Farm. In year-one, unrestricted reserves have already increased from $\pounds(11,304)$ to circa $\pounds26,000$ (March 2019). By the end of the funded period, unrestricted reserves will be maintained at a minimum of £65,000, and the Farm will have a robust strategy for ongoing financial sustainability.

Strong organisational change management, crucial in the reinstatement of a section of land and the resultant expansion of the Farm. Staffing capacity will need to be increased by a projected 2.4 FTE, and the balance of activities adjusted to maximise the impact of the site for service users and communities.

Increased site accessibility and improved visitor facilities, including planning and fundraising for a new Visitor Information Centre, a dedicated member of visitor-facing educational staff, and the extension of accessible paths to the new site.

You and your grant request

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

This is a continuation request for the grant awarded in July 2018 to fund a post undertaking strategic and operational management of the Farm, particularly to steer it though a site expansion. Circumstances prior to the appointment of the current post holder had resulted in a precarious financial position, and one year of funding was granted with the possibility of extension if results could be achieved in year-one.

Through core and programme fundraising, the re-structuring of the corporate volunteering programme, and the tendering of the Cafe operation, in 2018-19 the post holder has achieved an unrestricted surplus, whilst tripling delivery of the Youth programme for the next three years through a grant from the GLA; Instating two annual public festivals on site; raising £5,000 for the refurbishment of our Classroom; and overseeing major site improvements, including accessible paths and benches, and the renovation of our Children's Garden and Forest Garden.

How will the project described achieve your stated outcomes?

The Farm's complex portfolio comprises a Farmer?s Market; a Cafe; a food growing programme; animal husbandry; an onsite and offsite curriculum-linked schools programme; formal and informal adult education, particularly in the promotion of sustainable living and related environmental topics; public events; the provision of craft studios; 78 community allotments; animal and green care volunteering programmes; youth programmes; and dementia intervention (both onsite sessions and outreach sessions).

These activities deliver the Farm's combined outcomes of education, health and well being, and community cohesion. This ambitious offer would not be possible without a managerial position to oversee strategic planning and financial management; fundralsing; staff development; and to ensure compliance with a raft of company and charity law, and regulations relating to running a public site; animal welfare; food hygiene; and working with children and vulnerable adults.

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

The Farm is near Whitechapel High Street, ranked in 2015 as the least healthy street in London, based on an index of businesses deemed ?bad for health?, (betting shops, tanning salons, and fast food outlets). On the Indices of Deprivation ?Living Environment? indicator ? a measure of housing conditions, Tower Hamlets is ranked 16th most deprived out of 326 areas in England. On the ?Income Deprivation? indicator, 1/4 of its residents are income deprived - the 6th highest in England, and the highest in London. It has the highest percentage of both children (39%) and older people (50%) living in income deprived households in England, and has the fourth highest rate of employment deprivation (13.8%) in London. On a daily basis we meet adults, children and young people who have no other connection to rural life, knowledge of the origins of food, access to a garden, or contact with animals.

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

In June 2019 (delayed from November 2018), over an acre of land occupied by Crossrall since 2012 will be returned to the Farm, and our lease extended to 25 years. The need for strong leadership and management will be critical in establishing the Farm?s expanded site, and a sustainable activity structure maximising impact for service users and local communities.

The funded post holder will steer the organisation through this transition, planning for the sustainable continuation and growth of key activities and programming, through fundraising and the development of income from charitable activities, effective management and deployment of the team, and effectively prioritising and driving forward the works required to have the expanded site functional and delivering optimal impact within the minimal possible time frame.

Why are you the right organisation to do this work?

Stepney City Farm has a strong track record in the delivery of programmes with social outcomes. The team are experienced professionals in formal education, youth work, animal management, mental health and well being, volunteer management, and sustainable organic-standard food growing. The Farm has a local reputation as a flagship of environmental education and community engagement.

The site itself is unique in Tower Hamlets as the only fully working farm, providing a publicly accessible model of sustainable, high welfare agriculture. Since 2012 the site has been greatly improved and developed, with the addition of a barn and Rural Arts Centre, a bespoke Classroom, a Cafe, dedicated poly tunnels and growing fields, an irrigation system, and accessible paths.

The funded post-holder is a local Tower Hamlets resident with an MSc in Charity Financial Management, 10 years senior management and Board experience in the charity sector, and a special interest in skills development.

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

Stepney City Farm works closely with other local service providers to maximise the impact of our facilities, and to maximise our reach and capacity. Many organisations refer service users to our programmes, particularly those specialising in rehabilitation, special educational needs, employability, mental health, social inclusion, and working with specific isolated or at-risk individuals and communities. We also host a range of external projects on site, including 'Stitches in Time' teaching English through sewing, the Ocean Women's green-care group, and John Howard Centre community pay-back sessions.

Current and recent partners include: The Prince's Trust; Ocean Youth Connexions; Tower Project; City Gateway; ELBA; Gateway Housing; Mile End Hospital; Ocean Children's Centre; Head Start; Core Landscapes; Women's Environmental Network; and Riverside Cares. The Farm is also well-used as a venue for meetings, courses and events by The Orchard Project; NHS; Mind; Liberty Church; Global Action Plan; Social Action for Health; Centrepoint; and more.

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

Activity committees are open membership for all interested parties: Animal Management; Gardening; Allotments; and Volunteering. Constitutional Membership is open. Trustees are drawn from the local area and maintain high engagement with specific users - including one who is a psychiatric consultant at the Royal London. Local service provider partners relay formal and informal feedback.

The Farm is free to enter and has many free services to increase accessibility for financially disadvantaged people. Visitors are culturally and socio-economically diverse. Translation via partners is available for our high proportion of Bangladeshi beneficiaries.

All associates of the Farm are offered the opportunity to join a Googlegroup, where information is shared and feedback can be given.

Our funded programmes all require continuous evaluation and the collation of views from service users, and similar evaluation tools and systems have been maintained even where specific funding for a core activity has ended.

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 are very proud that the Farm can offer 'something for everyone' between our range of bespoke programming and being an open, safe, and inclusive site; and food is at the root of everything we do. Food is a basic need as well as being a building block common to every culture; it crosses all social boundaries. Modern food systems and the impact of high intensity farming are inextricably bound up with the environmental problems that we face as a population, as well as social issues of diet-related health and unequal access to sustainable, quality food, and food education for disadvantaged populations. The Farm offers an accessible and welcoming space for individuals and communities to come together, explore these issues, and be empowered to improve their lives through contact with nature; environmental, rural and nutritional education; making more informed, sustainable lifestyle choices; and accessing fresh, local, organic-standard food.

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 Farm is already meeting multiple needs for our local community, including: improving physical and mental health through the provision of green space and volunteering opportunities with animals and gardening; improving community cohesion by bringing communities together and reaching our to isolated and at risk individuals; and providing a working educational model of sustainable farming with associated formal learning opportunities.

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

We will work with all of our service users to ensure that we continue to meet their needs during a period of transition, as well as make the most of the opportunities presented by the expansion of the site to develop programming for them in a meaningful way.

Currently (and more so over the next few months), we are working closely with Crossrail, Costain Skanska, Tower Hamlets Council, and the Museum of London to ensure the land reinstatement works meet our needs and those of our local community, and that the handover and associated administration go smoothly.

We will also continue to work closely with local partners to deliver our training, youth, elders, and volunteering programmes.

Our alm 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?

Communities and individuals at all of these stages begin their journey with the Farm. A key strength of the Farm is being a nexus connecting people at different life stages and empowering them to help themselves and each other. For example:

Surviving: A volunteer who arrived suffering from anxiety and depression has developed confidence and employability skills through discovering that she could give emotional support to more high-level needs members of the open volunteering group.

Coping: Another volunteer was living at a local half-way house for ex-servicemen. He spent days on end at the Farm last Summer helping to renovate the Children's Garden. After 6 weeks, he got a job in construction, and moved to his own flat.

Thriving: A thriving community of young mums use the Farm every week. Several have offered skills from their professional backgrounds to give back to the Farm they love.

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

Environmental education is core to the Farm, including promoting reuse, recycling, and upcycling, through education and example. The Farm is a best-practice model of sustainability; we purchase goods and services from ethical suppliers; we compost all animal waste and bedding and reuse it in food growing; we discourage the use of any single-use or disposable items; we have a visual examples on site of reuse, including a 'plastic bottle greenhouse' and rubber mulch paths made from recycled tyres; recent buildings have been equipped to use solar power in future; and we now have in place a rain water harvesting system for irrigation.

Funding required for the project

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

Expenditur e heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Managerial post salary	40,000	40,800	41,616	0	0	122,416
Employer's NI	4,468	4,581	4,695	4,812	0	0
Employer's pension	1,224	1,248	1,273	1,299	0	0
TOTAL:	46,492	47,445	48,416	49,408	0	191,76

What income has already been raised?

Year 1	Year 2	Year 3	Year 4	Year 5	Totaí
0	0	0	0	0	0
0	0	0	0	0	0
	0	0 0	0 0 0 0	O O O O O	O O O O O O

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0	0	0	0
TOTAL:		0	n	Λ.		

How much is requested from the Trust?

Expenditur e heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salary and employment on-costs	46,492	47,445	48,416	49,408	0	191,761

191,761	0	49,408	48,416	47,445	46,492	TOTAL:
	0	49,408	48,416	47,445	46,492	TOTAL:



Who will benefit?

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

123,550

This project will specifically work with other groups or communities: Families, higher-level needs beneficiaries, NEETs How will you target the groups/communities you have identified? What is your expertise in providing services for these groups? Family days and activities, supported volunteering sessions. These activities have been successfully run with demonstrable positive impact over many years at the Farm. 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: Clare Hawkins

Role within

Chief Executive Officer

Organisation:

The City Bridge Trust

Assessment Aide Memoire

Organisation Name:	Stepney City Farm Ltd
Ref Number:	
Assessment Visit Date:	
Staff:	

A.	Constitution/Articles/Memoranda/Governance	
•	Is the constitution/articles/memoranda appropriate & adequate for the size & purpose of the organisation?	
•	Does the constitution have an appropriate dissolution clause?	
•	Is the organisation generally, and this project, working within its Objects and Area of Benefit?	
•	Is there an appropriate number of MC Members/Trustees?	
•	Does the MC meet at appropriate frequency? What were the dates of the last 2 meetings and/or AGM?	
•	Is there induction/training for Trustees/MC?	
•	Is there a regular skills audit of the trustees? Sometimes found within Annual Report	
B.	Legal/Financial issues	
•	Are there any issues to be raised regarding previous returns to regulatory body (e.g. Charity Commission)	
•	Are appropriate payment authorisation systems in place?	
•	Is there a minimum of 2 signatories required on cheques/online payments? (NB - NatWest and HSBC online systems!)	
•	At what value are Trustees required to sign cheques/online payments?	
•	Are there written financial procedures in place and in use?	
•	Are any of the cheque/online payments signatories related to each other or do any of the signatories live at the same address?	

/Cont...

•	Who manages the organisation's payroll? (If contracted out confirm that Inland Revenue is being paid as required)	
•	Do the trustees receive regular and timely management accounts?	
•	Are creditors paid monthly/within appropriate timescale?	
•	Are volunteer expenses reimbursed appropriately, especially Disabled volunteers? Do you actively encourage/support Disabled people as volunteers?	
•	Are payments made to trustees? If yes, does the constitution allow for this? Has the Charity Commission approved the payment?	
•	Are all salary payments on the books (no cash in hand)?	
•	Are there any monies owed to inland Revenue? (can check from Accounts)	
•	Have you auto-enrolled all your employees to a workplace pension scheme?	
•	Do you pay all staff at least the London Living Wage?	
C.	Safeguarding	
•	Are there any issues to be raised arising from the written policy?	
•	When was the last time the Policy was reviewed/updated (and/or how often is it reviewed)? NB policies should be dated and reviewed at least every 2 years	
•	Who provides/has provided your Safeguarding training and when did the most recent training take place?	
•	How do you ensure trustees, beneficiaries, staff and volunteers know about your safeguarding policies and procedures?	
•	What are the mechanisms for reporting concerns or incidents? (Eg how reports are escalated upwards and to whom)	

/Cont...

•	Who is the Safeguarding lead on the staff team?	
•	And on the Trustee Board?	
•	Have staff (and volunteers/others) been DBS checked if necessary?	
•	Have you had any Safeguarding incidents in the past 18 months? (If yes, get some info on what and how resolved)	
•	Does there need to be a condition on any grant with regard to Safeguarding and/or some additional funds for training etc?	
D.	Other considerations	
•	Are there any issues arising from any previous funding from the Trust?	
•	Are the premises suitable for the proposed activity (if relevant)?	
•	Does the organisation need or wish to be signposted for any capacity building support?	
E.	Additional questions for CICs where necessary	
	y did you choose to be a CIC rather than, say, a charity? (There more "restrictions" on charities but CICs don't get tax benefits)	
	es the organisation have a reserves policy in place? (although required for CICs it is good practice/provides reassurance)	9
	at are the salary bands across the organisation for bands over 0k (and are they appropriate?)	
Do	the accounts show substantial commercial income?	
	w is the work of the organisation shaped by service-users (eg is re a separate advisory group or similar)	

Appendix - General prompts if needed/relevant

GDPR reminders

Are they aware of GDPR? Have they made any specific changes to be compliant?

How do they collect and store info on their service users?

What steps do they take to make sure those records are secure?

Social investment reminders

Is the organisation looking to buy property for itself or its service users in the coming months?

Is the organisation looking to develop / expand a trading operation that will generate revenue?

For either of the above, has the organisation already got finance in place for this?

Any other points to note?

THE CITY BRIDGE TRUST Logging on Sheet

Stepney City Farm Ltd

	Propo	sal ID:	15409	
Date Received:	12/04/2019	Staff:	Ksenia Trifonov	/a
Borough Base:	Tower Hamlets	Borou	gh Benefit: Towe	er Hamlets
Contact Details:	Ms Clare Hawkin Stepney City Far Stepney Way London, Greater Tel: 020 7790 8	rm London E1 3I	og	
Requested Amoun	ts:		Total:	£191,761
Yr 1:	Yr 2:	Yr 3:	Yr 4:	Yr 5:
46,492	47,445	48,416	49,408	0

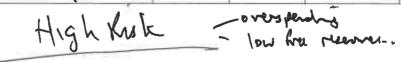
Proposal Summary:

Management of a working urban farm (and its upcoming expansion) - an educational resource free and open to the public six days per week, with a range of inclusive programmes.

Main Category: Connecting the Capital

Previous Funding History:

Status	Recommendation	Amount	Scheme	Meeting	Staff
Not Allocated		£0	Bridging Divides		KT
Withdrawn	Following detailed discussions with your officer and significant (positive) changes in the farm's overall position, the organisations wishes to withdraw this application and re-submit at a later date.	£0	Working with Londone rs	09/09/2010	SG
Archived	£90,000 over three years (3 x £30,000) towards the costs of a project manager for the city farm.	£90,000	Working with Londone rs	14/10/2010	MMC
Rejected	An unrealistic bid which, despite clarifying requirements with your Grants Officer, does not sufficiently address your programme outcomes for Improving the Environment	£0	Investin g in Londone rs	11/05/2017	JXM
Active Grant	£45,600 over 1 year for the salary costs of the f/t CEO to provide strategic leadership and successful expansion of the site, ensuring sustainability of the organisation.	£45,600	Investin g in Londone rs	06/07/2018	KAM



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Coding: Please complete at initial sift

1. Circumstances of Beneficiaries (Check all that apply)

	Addictions
	Alcohol
	Drugs
	Gambling & Other
	General
	At risk of offending & gang members
	BAME
	Carers & their families
	Charities/ voluntary, community and social enterprise sector organisations
	Children or young people
	Disabled
	Excluded or at risk of exclusion from school
Г	Experiencing mental health issues
	Experiencing poverty, financial hardship or debt
Г	Faith Community member
	Former members of the armed forces & their families
	Homeless/previously or at risk of becoming homeless
Г	Immigrants recently arrived in the UK

In Care or Leaving Care	
Isolated or at risk of become Is	olated
Lesblan, Gay, Bisexual or Trans (LGBT)	sgender
Living in overcrowded or unsuit accommodation	able
None	
Offenders, Ex-Offenders & their	r families
Older people	
Open to all	
Other Charities	
Refugees & Asylum Seekers	
Unemployed, NEET & 'Not Know	vn'
Continues overleaf	
Victims/Survivors of Crime & A	buse
Bullying or other forms of ab	ouse
Domestic violence & abuse	
General	
Hate crime	
Sexual abuse	
Torture or human rights abu	ses
Trafficking	
Vulnerable & At-Risk Families	

2. Organisation Type/Project Type (Check all that apply)

Org. type <	Project type <	
		Campaigning, Advocacy & Law
		Advice provider (money, debt, housing)
		Advocacy organisation
		Civic Association
		Crime prevention & public safety
		Equalities Organisation (race, gender, LGBT)
		Human rights association
		Legal services
		Rehabilitation of Offenders
		Victim Support
		Culture & Recreation
		Amateur Sports
		History & Literary

Media & Communications
Museums
Other
Performing arts (dance, music, theatre)
Service Club
Social Club
Sports
Visual arts, architecture
Economic & Social Development
Community & Neighbourhood Organisations
Economic Development (Inc. Credit Unions)
Employment Support & Training
Vocational/Skills Training
Education
Adult Education
After School Club
Basic Skills (literacy, numeracy)
ESOL
Higher Education
Primary & Secondary Education
Supplementary School

0_	P	
		Employment & Training
		Apprenticeships
		Careers Information, Advice &
	-	Guidance
		Employability Training
	_	Mentoring
		NEET Support
		Supported Employment
		Taster Sessions
		Traineeships
		Vocational Training & Guidance
		Work Experience & Placements
		Environment
		City Farm
		Energy efficiency
		Environment Beautification &
		Open Spaces
		Food growing
		General Environmental
		Awareness/Education
		Natural Resources conservation &
_	_	protection
_		Pollution Control
_		Recycling/waste reduction
		Species Conservation/Biodiversity Promotion
		Grant-making Foundations
		Health
		Advice & Information
		Alternative Therapy & Treatment
		Crisis Intervention
		Health Education Promotion
		Hospice
		Hospital
		Mental Health
		Nursing Home
		Public Health Education
-		Rehabilitation
-		Sexual
		Housing & Homelessness
+		Day Centre
=		
-		Hostel / Shared Housing
		Housing Assistance
_		Housing Association
		Night Shelter
		Street-work service
		International
		Organisational Support
		Brokerage
		CVS
		Facilities

0	Р	
		Specialist Organisational Support
		Umbrella Organisation
		Volunteer Centre
		Other
		Religion
		Church
		Faith-based Community
		Organisation
		Mosque
		Synagogue
		Temple
		Research
		Medical Research
		Science & Technology
		Social Science, Policy Studies
		Social Services
		Adventure Playground
		Befriending / Home Visiting
		Carers' Support
		Child Welfare & Services
		Community Centre / Neighbourhood Association
		Community Transport
		Day Centre/Lunch Club
		Disaster Relief
		Family Support
		Food poverty
		Help-line
		Income Assistance (i.e. foodbanks)
		Income Support & Maintenance
		Independent Living
		Mediation/Conflict Resolution
		Parent Support
		Refuge (Survivors of Domestic Violence)
		Rehabilitation of Offenders
		Self-Help Groups
		Services for the Elderly
		Temporary Shelter
		Trafficking Support
		Uniformed Groups & Youth Clubs