

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Islington Mind	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Islington	
Contact person: Dr Peter Nevins	Position: Director
Website: http://www.islingtonmind.org.uk	Social Media Accounts: https://twitter.com/IslingtonMind
What Quality Marks does your organisation currently hold? Islington Mind has been awarded a high level mark in the Mind Quality Mark which is the quality management assessment carried out by Mind on Local Mind Associations across England.	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 294535	Company Number: 02002508	CIC Number:	Bencom Number:
When was your organisation established? 20/10/1982			
Aims of your organisation: Islington Mind promotes the preservation and safeguarding of mental health. We believe everyone has a right to good mental health and we welcome people from all backgrounds and value diversity. We strive to make a significant contribution to the quality of life of Londoners experiencing mental distress and their carers.			
Our objectives are to: ? provide flexible, recovery oriented community mental health services that meet local needs ? offer open and immediate access ? facilitate and assist with: individual support plans and mental health self-management, social inclusion, access to mainstream mental health services, employment training and education opportunities ? encourage users to get involved and participate in deciding which services are provided and how they are delivered ? raise awareness and challenge stigma around mental health problems ? assist anyone concerned about a relative or friend who has mental health problems.			

Main activities of your organisation:

Islington Mind's support services include:

- ? A Community Support Service providing client centred day care support through three resource centres in different parts of the Borough of Islington. We offer safe therapeutic spaces, support in times of crisis, activities to improve well-being and physical health, opportunities to learn new skills and improve employability, and help build resilience and self-reliance.
- ? An Enablement Service which offers personalised, time-limited support to help people retain or achieve independent living.
- ? Our specialist services include:
 - OUTCOME ? Islington Mind's LGBTQ+ project ? which provides support to the most vulnerable groups within the community such as LGBTQ+ asylum seekers and refugees, Trans individuals, LGBTQ+ people with learning difficulties, and LBT women experiencing domestic violence
 - the Psychosis Therapy Project, which is a unique project providing talking therapies to people with psychotic disorders
 - an INREACH project helping mental health inpatients with their transitions from hospital to community care
 - a Women Only Space
 - Mother-to-Mother women caregivers support provision.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
10	18	5	70

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
Yes

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	May 2021

Environmental Impact

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

To progress environmental sustainability we:

1. promote the need to reduce our carbon footprint through staff meetings
2. work to reduce energy use through efficient lighting, setting computers to energy saving mode when out of use, and ensuring all office equipment, lighting and other energy consuming equipment is off at end of office hours. Our heating is set automatically to work only when sites are active and our boilers are serviced regularly.
3. work to reduce our waste footprint by having recycling systems in place, conserve workshop materials, utilise reusable bags, etc.
4. reclaim and utilise surplus food (e.g. we have a partnership with Sainsbury's, and we host a weekly FoodCycle hub)
5. encourage digital promotion, email communication and paperless admin whenever possible
6. facilitate and promote activities which reduce environmental footprints (e.g. public transport use, gardening, composting, walking, cycling, healthy cooking/eating, etc.)
7. purchasing eco-label products
8. bulk purchasing.

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:	£25,112	£28,618	£28,618
Earned income:	£882,647	£1,027,413	£1,050,137
Other income:	£0	£0	£0
Total income:	907,759	£1,056,031	£1,078,755
Charitable activity costs:	£838,423	£1,008,655	£1,024,575
Cost of raising funds:	£16,913	£20,670	£21,083
Other costs:	£0	£0	£0
Total expenditure:	£855,336	£1,029,325	£1,045,658
Free unrestricted reserves held at year end:	£170,218	£189,303	£212,192
<p>What is your organisation's reserves policy? We aim to secure 6 months running costs as a contingency against the loss of a substantial amount of our statutory funding.</p>			
<p>For your most recent financial year, what % f of your income was from statutory sources? 71-80%</p>			

Organisational changes

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

None

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/Londoners experiencing inequality or disadvantage are supported to become more independent
Positive Transitions/Specialist support services are better able to meet the needs of vulnerable and disadvantaged Londoners

Please describe the purpose of your funding request in one sentence.
Providing specialist, tailored help and support with resettlement and living independently in the UK to LGBTQ+ asylum seekers and refugees who experienced persecution and trauma in their home countries.

When will the funding be required? **26/02/2019**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?
No

Another funder? (if so which)
part of the work was funded by Lloyds Bank Foundation and by National Mind

How much funding are you requesting?

Year 1: £27,456	Year 2: £27,683	Year 3: £41,738	Year 4: £41,991	Year 5: £42,307
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Total Requested: £181,175

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

Activity 1 will reduce anxiety, depression, stress levels and other PTSD symptoms experienced by LGBTQ+ asylum seekers and refugees that fled their home countries following persecution. It will help develop self-management of mental health strategies.

This will result with improved mental health, well-being and quality of life.

Activity 2 will increase the number of LGBTQ+ asylum seekers and refugees accessing re-socialising opportunities, gaining moral and practical support from their peers, improving their social network, and gaining confidence.

This will result with reduced risk of social exclusion and isolation experienced by LGBTQ+ asylum seekers and refugees.

Activity 3 will increase the number of LGBTQ+ migrants accessing and improving outcomes of appointments related to their health, legal and/or economic situation (e.g. court and tribunal hearings, welfare benefits, medical assessments, social housing appointments, employment/volunteering interviews, etc.).

This will result in improvement to migrants' health and chances in life.

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

A specialist psychotherapy service, offering individual sessions and a therapy group dedicated to supporting LGBTQ+ asylum seekers and refugees who experienced trauma and fled persecution from their home countries.

This service will be run by an experience psychotherapist with expertise in working with people suffering from Post-Traumatic Stress Disorder (PTSD).

Experts-by-Experience peer support groups including: an LGBTQ+ Asylum Claim Support Group and a Move-On Group (offering peer support through the asylum process or the re-settling process in the UK), and an LBT Asylum Seeker/Refugee Women-Only Space. The groups will be overseen, supervised and supported by the project coordinator.

Companion support to key appointments including medical appointments (e.g. GP or psychiatric appointments), asylum screenings interviews, tribunal hearings, welfare benefit medical assessments, volunteering/employment interviews, housing related appointments, etc.

These sessions will be organised and supervised by the project coordinator and facilitated by a sessional support worker, or volunteers where appropriate.

You and your grant request

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

Freedom From Fear To Love (part of Outcome, Islington Mind's LGBTQ+ service) supports LGBTQ+ asylum seekers and refugees in their challenging transition to life in the UK as a newly 'out' person. We focus on two key transition points; when seeking asylum, and then during the 'move-on' period. The project focuses on safeguarding mental health, developing self-management strategies, and improving self-esteem, confidence and resilience. It is run by an experienced LGBTQ+ Community Mental Health Advocate with a team of volunteers and offers individual support packages based on a personalised needs assessment combined with peer-support groups/activities and therapies.

Adding value to this project, beneficiaries also benefit from Outcome's ongoing open-ended provision.

The grant from CBT will fund three activities within this project:

- a specialist psychotherapy service
- peer-facilitated support groups
- companion support to key appointments

It will also fund regular training, support and supervision of volunteers and clinical supervision of psychotherapist.

How will the project described achieve your stated outcomes?

LGBTQ+ asylum seekers and refugees experiencing mental health problems as a result of trauma will:

1. develop positive self-management strategies and self-acceptance of their sexuality/gender identity and improve self-esteem, confidence and resilience
2. improve social and support networks through integration and positive involvement with local communities
3. improve their chances for being granted asylum and thus their safety
4. improve their access to necessary services and treatments and thus their health and quality of life
5. create a stronger and more cohesive community of people sharing expertise, supporting each other to tackle problems and find solutions together.

We expect that 80% of the project's users will report improvements in their:

- mental health and wellbeing
- feelings of isolation and loneliness
- access to information and community resources.

Islington Mind will develop expertise and be better placed to support one of the most vulnerable groups in our society experiencing inequality and multiple disadvantages.

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

Over 70 UN-member states criminalise same-sex acts; five have the death penalty. Our clients have shared stories about collective rape, beatings, imprisonment, and the mental health problems they have developed. Almost 1,500 LGBTQ+ people in 2016 sought asylum in the UK fearing persecution and many lost contact with families (including children) and friends. Yet, 73% of asylum applications on grounds of sexual/gender orientation fail, often due to 'inconsistencies'. Once granted asylum, LGBTQ+ refugees face greater risk of destitution/isolation due to stigma and exclusion from their own communities. In interactions with generic support agencies, LGBTQ+ migrants feel 'misunderstood', therefore struggle to disclose circumstances they had to hide in their home countries.

In the last couple of years, with Lottery, Lloyds and National Mind's help, we developed a support program for LGBTQ+ migrants; we identified the broad level of need and gaps in support as our migrant client numbers increased rapidly.

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

When the CBT funding will start, the program will be in a mature phase; the project coordinator will already be employed and a team of volunteers will be supported to deliver individual personalised programs responding to asylum as well as to 'move-on' needs. Some activities and groups will be running and a volunteer-student in placement will be clinically supervised and supported to provide therapy sessions. Systems such as cross referral agreements and monitoring methods will already be in place.

The grant will contribute to the salary of the project coordinator and help sustain this provision when some of the funding expires.

We will also recruit an experienced psychotherapist with expertise in working with PTSD to run a specialist therapy clinic and further develop expert-by-experience peer support groups.

The CBT grant will also pay the salary of a sessional mental health advocate who will facilitate the companion support service.

Why are you the right organisation to do this work?

Islington Mind's LGBTQ+ service has over 25 years of experience advocating on behalf of LGBTQ+ beneficiaries and of supporting them with access to treatment, community resources and information as well as integrating into their communities and engaging with employment activities.

We have established relationships and cross referral arrangements with statutory and voluntary mental health providers, LGBTQ+ specific agencies and generic asylum seekers/refugee agencies. In the last year we have become recognized as a key provider of mental health support for LGBTQ+ asylum seekers and refugees.

We believe that people benefit from marshalling their own resources, working together with others and getting active in determining the services they access - user participation is integral to all our activities. (50% of our trustees, 25% of our volunteers are service-users).

We have extensive experience providing counselling to people suffering mental distress and of supporting our users at key appointments/assessments, positively impacting their outcomes.

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

Our clients tell us that the current refugee resettlement network in our area is not sympathetic to the specific needs as LGBTQ+ people who have suffered trauma as a result of their sexuality, and no support is offered with the challenging transition to a newly 'out' LGBTQ+ existence.

Applying for asylum on the grounds of sexual/gender identity can be a complex/challenging process as applicants are required to prove their sexuality by exposing circumstances they have long worked to conceal for fear of persecution in their home countries. This may activate traumatic memories and lead to long term mental health problems. Once granted asylum, LGBTQ+ refugees are at a greater risk of destitution and exclusion due to discrimination related to their sexual/gender orientation.

By combining peer-support, therapy, practical advocacy and opportunities to socialise in a safe LGBTQ+ therapeutic community setting, our work is an essential complement to other refugee resettlement services.

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

The proposed project builds on our experience and has been developed in consultation with our migrant clients who helped us identify their needs and design the most helpful support provision.

We will offer a personalised and flexible Service User Volunteering / Move-On Program, ensuring that users can take part in service delivery and run peer facilitated activities and groups if they are able and wish to.

We will establish a project steering group that includes users, the project coordinator and volunteers. It will meet regularly to monitor and evaluate the project and plan needed changes.

A monthly project meeting will gather beneficiaries and the team together to discuss the project's guidelines and support provisions; what is successful and what requires improvement. We will implement changes accordingly.

We will also use methods such as focus groups, annual surveys, informal interviews and suggestions boxes to ensure that everyone's voice is heard.

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?

The people that we work with are particularly excluded due to stigma related to sexual/gender identity. We developed all aspects of this project in consultation with these individuals who shared their needs and concerns while suggesting provision that could help.

We empower our users to come together and engage by facilitating:

1. peer support and expert-by-experience advice ensuring that users are:
 - ? Involved in decision making and the project delivery
 - ? connect with and value their own resources rather than focus only on problems
 - ? share their knowledge
2. a supportive, flexible User Volunteering Move-On Program, enabling user involvement while remaining sensitive to their needs and their capacity
3. opportunities to socialise in a safe, supported LGBTQ+ only therapeutic space
4. users' steering group, evaluating and planning the progress of the project
5. users' meetings, focus groups, feedback forms, suggestion boxes to ensure everyone's voice is heard.

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?

Our project aims to meet identifiable needs of LGBTQ+ asylum seekers and refugees. We aim to work preventatively and seek to improve self-management strategies for mental health problems which have developed as a result of trauma, and to help people move on to self-acceptance and an independent new life in the UK.

The project incorporates early intervention and preventative elements. For example, beneficiaries will be provided with better access to information, resources and advice, enabling them to proceed capably with their asylum applications. Similarly, beneficiaries granted asylum and entering their Move-On period will be offered an individual support package to help them identify housing options, engage with employment activities and access welfare benefits - preventing destitution, homelessness, and the deterioration of mental (and physical) health. We believe that the emotional support which will be provided by the project will serve to prevent mental health crises and hospitalisations.

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

We believe that a multi-agency approach and integrated care provision enable people to access the best support while ensuring the long-term sustainability of outcomes. We have established cross referral agreements and will continue their development.

We work closely with agencies which assist and support asylum seekers and refugees to find solutions concerning: relevant information and advice, temporary accommodation (and permanent housing solutions), pro bono legal advice, access to food/free meals and to grants for basics, mental health support and crisis support, LGBTQ+ advice and support, welfare benefits applications and accessing employment and training. We also work closely with agencies active in asylum and Immigration policy.

These agencies are: The British Red Cross, Refugee At Home, Helen Bamber Foundation, Freedom from Torture, Asylum Aid, UKLGIG, Refugee Council, solicitor companies, Food Banks, FoodCycle, Richard Cloudesley individual fund, The Samaritans, Crisis teams, Galop, Stonewall Housing, DWP, CABs and local authorities and others.

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?

We expect to see some beneficiaries transition through all four stages.

Generally, asylum seekers access the project at the Surviving stage: living without support to meet basic needs, overwhelmed by memories of traumatic experience, conflicted about their sexuality and haunted by feelings of guilt, shame and fear for their life and safety, and an unknown future.

Our emotional and practical support improves their self-management of PTSD symptoms, resilience, access to basic goods, temporary accommodation and legal advice. They develop hope and social networks and transition to the Coping stage.

Refugees access the project at the Coping stage and transition to the Adapting stage; they re-normalise their lives, build supportive networks, navigate employment, statutory and third sector services, and develop insight into British society.

At the Thriving stage they are out LGBTQ+ individuals, successfully re-settled in the UK. We're presently excited to recruit our first 'thrivers' as volunteers in the program.

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

As part of the project's program of peer facilitated activities, we will offer 'green exercise activities' (See Mind's research 'Ecotherapy: The Green Agenda for Mental Health', 2007) which not only help with reducing environmental footprint, but also with improving mood, self-esteem, anger management, physical health and social networking, and so help achieve our project's outcomes.

We will offer activities/groups such as:

- gardening - utilising our large garden for sowing, planting, growing of herbs and vegetables and composting food waste
- recipes sharing ? sharing experiences and skills in planning and economising cooking and creating a healthy recipe book
- healthy cooking / eating ? sharing cooking expertise and experiences, including cooking and sharing own grown vegetables
- walking and/or cycling ? exploring local assets

We will also offer to organise clothes (and other items) swaps and discussions about the benefits and ways of reducing carbon footprints (e.g. conservation, recycling, public transportation).

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 costs: project coordinator x 21 hours per week, reduced to 14 per week in Years 3-5	16,631	16,830	11,261	11,396	11,532	67,650
Sessional worker (companion support) x 60 occasions per year, reduced to 50 In years 3-5	3,300	3,341	2,784	2,820	2,855	15,100
1 Therapist @ £50 per hour x 4 hours a week x 50 weeks per annum	10,000	10,125	10,251	10,379	10,509	51,264
clinical Supervision psychotherapist and volunteers	5,480	5,548	5,617	5,688	5,759	28,092
volunteers travel and subsistence	3,000	3,037	3,075	3,113	3,152	15,377
volunteers training and supervision	1,500	1,518	1,200	1,100	1,000	6,318
recruitment, publicity and promotion	1,000	900	550	500	500	3,450
Other expenses including office costs, building expenses, (rent, insurance, heating, lightning, water, repairs), IT maintenance, telephony, refreshments and activities materials	6,594	6,676	5,500	5,565	5,635	29,970
mamanagement and admin support	6,444	6,525	6,606	6,690	6,775	33,040

TOTAL:	53,949	54,500	46,844	47,251	47,717	250,261
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Lloyds Bank Foundation	25,000	25,000	0	0	0	50,000

TOTAL:	25,000	25,000	0	0	0	50,000
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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	0	0	0	0	0
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How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
part salary costs: project coordinator x 7 hours increased to 14 hours per week In Y3-5	5,926	5,984	11,261	11,391	11,532	46,094
half of sessional worker costs (companion support) - 60 occasions per year, reduced to 50 In years 3-5	1,650	1,671	2,784	2,820	2,855	11,780
1 Therapist @ £50 per hour x 4 hours a week x 50 weeks per annum	10,000	10,125	10,251	10,379	10,509	51,264
proportion of clinical Supervision costs for psychotherapist and volunteers	1,130	1,238	5,617	5,688	5,759	19,432
volunteers travel and subsistence	500	506	3,075	3,113	3,152	10,346
volunteers training and supervision	750	759	1,200	1,100	1,000	4,809
recruitment, publicity and promotion	500	400	550	500	500	2,450
Other expenses Including office costs, building expenses, (rent, insurance, heating, lightning, water, repairs), IT maintenance, telephony, refreshments and activities materials	3,500	3,500	3,500	3,500	3,500	17,500
management and admin support	3,500	3,500	3,500	3,500	3,500	17,500
TOTAL:	27,456	27,683	41,738	41,991	42,307	181,175

Who will benefit?

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

50

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

Islington

Camden

Haringey

Barking & Dagenham

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:

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

This project will specifically work with the following gender groups:

Male

Female

Transgender or other gender identity

This project will specifically work with the following ethnic groups:

Refugees and asylum seekers

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:

Yes

This project will specifically work with other groups or communities:
LGBTQ+ individuals seeking or granted asylum on the grounds of their sexual or gender identity

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

Working relationships with relevant partner agencies, particularly those which can help us reach people from the top four countries of origin of our client group which are: Pakistan, Bangladesh, Cameroon and Uganda.

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: **Peter Nevins**

Role within **Director**
Organisation: