

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Nafsiyat Intercultural Therapy Centre	
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 Adam Weatherhead	Position: Managing Director
Website: http://www.nafsiyat.org.uk	Social Media Accounts: @NafsiyatTherapy
What Quality Marks does your organisation currently hold? Accredited as a member of the UK Council for Psychotherapy (UKCP)	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 287819	Company Number:	CIC Number:	Bencom Number:
When was your organisation established? 01/11/1983			
Aims of your organisation: Here at Nafsiyat we aim to: -Provide culturally sensitive psychotherapy and counselling to diverse cultural, ethnic and linguistic community groups -Reach those who are isolated and in need of culturally sensitive therapeutic help to address their emotional and psychological problems -Deliver safe and effective clinical supervision and training ensure that we are operating safely and protecting all those who have a stake in our work - Work in partnerships with local community groups and mental health providers to provide training and raise awareness of the importance of intercultural therapy.			

Main activities of your organisation:

We are Nafsiyat, an award-winning intercultural therapy centre which has been supporting people from across London since 1983. We are committed to providing effective and accessible psychotherapy and counselling services to people from diverse religious, cultural and ethnic communities in London. Our team is made up of experienced, fully qualified psychotherapists and counsellors from diverse backgrounds who are sensitive to the therapeutic and social needs of people from diverse cultural minority groups.

We provide short-term intercultural therapy in over 20 different languages, via referral, to individuals, groups, and couples. We also offer long-term, privately funded therapy via our Nafsiyat Choice service.

Alongside our clinical work, we also offer a range of training opportunities and we consider applications for placements trainee counsellors and therapists who are interested in gaining experience in intercultural therapy.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
0	8	6	22

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	2.5 years

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

As a charity we take our environmental impact seriously. We have introduced recycling schemes across all areas of our business this includes food recycling, stationery such as printer ink and paper and we have installed energy efficient lighting which is sensitive to movement in a bid to reduce waste. We have moved premises so that we are located within walking distance of a tube station and therefore we actively encourage clients, who are able to do so, to use the tube or bus instead of car. We have also recently adopted a 'think before you print' strategy to encourage staff and volunteers to consider whether they really need to print materials or whether they can access the information just as readily online or on screen.

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:	£90,290	£62,402	£67,910
Earned income:	£270,967	£260,154	£258,060
Other income:	£1,887	£1,875	£3,560
Total income:	363,144	£324,431	£329,530
Charitable activity costs:	£347,780	£321,724	£310,872
Cost of raising funds:	£22,557	£13,000	£13,000
Other costs:	£1,992	£1,752	£1,753
Total expenditure:	£372,329	£336,476	£325,625
Free unrestricted reserves held at year end:	£18,145	£12,145	£16,050
What is your organisation's reserves policy?			
The policy is to hold a reserve between three and six-month unrestricted operating reserve. This enables us to ensure that we can complete vital work with clients in the event that a decision was taken to wind-up the charity.			
For your most recent financial year, what % of your income was from statutory sources? 71-80%			

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? Positive Transitions/Migrants & refugees				
Which of the programme outcome(s) does your application aim to achieve?				
Please describe the purpose of your funding request in one sentence. Continuation funding to further our 'Investing in Londoners' programme which has enabled growth within Nafsiyat and enabled us to reach those in greatest need.				
When will the funding be required? 01/07/2019				
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:
£39,357	£40,144	£0	£0	£0
Total Requested: £79,500				

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

Improve people's mental wellbeing by providing access to our Community Link Worker (CLW) who can help clients from BAME backgrounds overcome barriers to participation and engagement in psychotherapy.
Develop and implement a robust fundraising strategy which will safeguard the financial viability of the charity as we move into 2019. The aim raise a target of £100,000 by enhancing existing and developing new sources of income from a sources which can sustain the charity and prevent a funding crisis.
Increase awareness of the need for culturally sensitive therapeutic counselling across Islington, Camden, Haringey and Enfield, through targeted outreach and relationship building. This will reduce the incidence of suicide and will ensure that some of London's most vulnerable people can access support tailored to their cultural and social needs.

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

The Community Link Worker (CLW) will support an average of 40-50 vulnerable clients each year. The CLW will support the clients to access information, agencies and services which can help them to address serious issues which may be preventing them from engaging fully with their therapy.
The Managing Director (MD) will work with external fundraising consultants to develop and implement a robust fundraising plan which looks at income generation from new and existing sources with the aim of generating unrestricted funding which will lessen Nafsiyat's reliance on statutory sector contracts.
The members of the team will attend five awareness raising opportunities per month. This will develop partnerships and influence the sector so that agencies offering counselling and support consider this model. Work to develop a stronger social media platform, which will increase awareness of the service.

You and your grant request

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

We want to further develop the work funded through the Investing in Londoner's programme as this work is just realising its potential. In addition, we want to be transparent and proactive about the need for investment our core. We need to engage and influence the sector and to implement work which will help sustain our future.

Funding will allow us to continue to employ our Community Link Worker who works on a part-time basis, this work is having a transformational impact on the way in which we address the needs of vulnerable BAME people who are receiving therapy.

The funding will also enable the development of robust fundraising strategy, which, when implemented will enable us to face the future with confidence. Further, the funding will allow us to work with partners and the community to influence how the sector delivers counselling and therapy to people from BAME communities.

How will the project described achieve your stated outcomes?

The project will be managed by our Managing Director (MD) but different aspects will be delegated to different individuals within the charity who will take responsibility for ensuring delivery of the agreed outcomes.

Firstly, the CLW will have a responsibility to ensure that she continues to support the agreed volume of clients and the outcomes of the work with each will be recorded and shared.

The development of the fundraising strategy will be the responsibility of the MD, with input from the Trustee Board and external consultants. The target of £100,000 will be regularly reviewed to ensure that income pipeline is achieving its planned objectives.

In addition, the MD will lead on the outreach to inform and influence the sector will share his progress with the Board of Trustees and internally with key staff within Nafsiyat.

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

The need is based on the outcomes from the current programme as well as evidence from a recent risk audit which highlighted the financial risk to the charity if a more proactive approach to fundraising is not implemented. We are aware of allied charities who have recently (or who are about to) close. We have then witnessed the impact on their vulnerable clients as well as the knock-on effect on sector partners such as ourselves.

The CLW still has an active caseload and in 2017 she supported over 40 clients. The client's needs were extremely complicated and without her intervention they would have struggled to complete or fully engage with their counselling/therapy.

The lack of culturally sensitive services in the area despite the demographic of the population clearly highlights the disparity and need and therefore we understand that we need to influence the sector as a whole to champion change.

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

The work will be delivered in different parts, simply because it is a piecemeal programme.

Firstly, the CLW will provide direct support to clients who have either been, or self-identified as suffering from issues which prevent the counselling from being fully effective. The issues will range from person to person but as an example they could be related to: asylum, housing or legal status. The aim will be to support the client through advocacy and or signposting to agencies which can help them address the issue and therefore be better placed to get the most from their counselling.

The development and implementation of the fundraising strategy will be project based and the outcome each new income generation project, it is likely that the majority of this work will be locally focused. Similarly, the outreach will be delivered locally with the aim of influencing the local sector and effecting change.

Why are you the right organisation to do this work?

We have been supporting some of London's most diverse and isolated groups of people since our inception in 1983. Since then we have built a strong reputation for understanding the needs of our clients and questioning the current 'traditional' practice of counselling which is more commonly delivered across the UK. Such is the case that our work has featured in many local and national media including Channel 4 News. Further, our outcome measurement tool routinely finds the clients who engage with our service report significant improvements in their mental wellbeing. When you factor into account that the client group we support represent some of the most marginalised and isolated in London and in fact the UK then you can see the true impact of our work.

Further, as a charity we are a registered member of the UK Council for Psychotherapy, we therefore work to certain professional standards.

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

Our work fills a gap in current counselling provision for people from BAME groups. There is strong evidence to show that within some BAME communities there is still a strong stigma attached with mental illness. These cultural issues are not routinely acknowledged in mainstream counselling provision and therefore vulnerable people from BAME communities face additional barriers to accessing support which prevents a parity of opportunity for participation in mental health services. Our work therefore complements that which is already provided by the NHS and other counselling agencies by delivering cultural understanding and striving to educate other providers about our model.

In addition, we are aware of cuts and closures to local allied services. We have witnessed the impact that this has on the local landscape and the impact to individuals on a personal basis, therefore much of this work is about preventing issues before they reach crisis.

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

Our Trustee Board is representative of the people that we support which means that clients have a direct access to those who hold power within our charity. In addition the majority of our workforce and volunteer team come from BAME community groups. This diverse workforce ensures that the needs of those who we work for can be easily understood as we acknowledge that for many of our clients they find it easier to talk to someone who shares their cultural identity. It is through this interaction that we can ensure that the work we are delivering is meeting the need.

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?

One of the key elements of this programme is the development of outreach into the community to educate and inform others about our model of culturally sensitive counselling and therapeutic support. The aim is to engage community leaders who represent specific groups and ensure that they are clear about the referral pathways into the charity as well as to work with more traditional agencies to highlight the benefits and outcomes of our model. By reaching out to community leaders we will be encouraging them to find those within their community who may be suffering. We acknowledge that without building trust with the leaders then accessing those in need is difficult. This proactive approach to outreach will help us move into a more reactive phase in our development. Currently we have limited capacity to do this which means that those who come for help have usually reached a crisis point.

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?

Yes, we are developing work which has already demonstrated impact. It is also about preventing issues from escalating, before they reach crisis.

The work of the CLW is to support the counselling to achieve better outcomes by recognising that a holistic approach to support is needed. .

The need to develop and implement a robust fundraising strategy is a key priority, born from a comprehensive risk analysis which looked at the current reserve and the overreliance on statutory sector contracts. The risk assessment also plotted the local landscape and identified allied organisations which were at risk of closure and those had recently been forced to close.

The need to more proactively outreach into the community to promote our culturally sensitive model has arisen from feedback from clients who cite difficulties and barriers to when accessing counselling or psychotherapy services.

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

Adam please answer

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?

Our programme reaches people at different stages. In the main it is about coping with the situation in which they find themselves and giving them the tools to cope and recover. However, depending on their legal status and the reason why they came to the UK, for others it is also about adapting. Learning to adapt to a society in which some aspects of their old way of life are no longer relevant or accepted. Our work is to explore the feelings and responses to these changes in circumstances and give people the emotional resilience and in the case of the CLW, practical tools to cope better with the changes to lifestyle, status and family.

Our funding work and outreach is about ensuring viability of the service and understanding of the model so that people can continue to access the service into the future.

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

In our work we tend to use a lot of paper. We have recently developed policy in relation to waste and the need to document everyone on paper. We are looking to move to better electronic systems so that data can be recorded either online or via protected documents to cut down on our paper waste. Clients who come to us have access to refreshments which generates waste we have recently implemented recycling signs so that clients can recycle food packaging and can utilise our food waste scheme.

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
Outreach/fundraising	40,021	40,821	0	0	0	80,842
CLW	10,168	10,371	0	0	0	20,539
Rent	48,504	49,474	0	0	0	97,978
TOTAL:	98,693	100,666	0	0	0	199,360

What income has already been raised?

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

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Henry Smith	24,500	24,500	24,500	0	0	73,500
Lloyds	25,000	25,000	25,000	0	0	75,000
Awards for All	9,950	0	0	0	0	9,950
TOTAL:	59,450	49,500	49,500	0	0	158,450

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Outreach/fundraising	17,776	18,131	0	0	0	35,907
CLW	10,168	10,372	0	0	0	20,540
Rent	11,413	11,641	0	0	0	23,054
TOTAL:	39,357	40,144	0	0	0	79,481

Who will benefit?

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

320

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

Islington

Camden

Haringey

Enfield

Does this project specifically target any groups or communities?

Yes - please enter details below

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:

Asian/ Asian British (including Indian; Pakistani; Bangladeshi; Chinese; Any other Asian background)

Black/ African/ Caribbean/ Black British (including African; Caribbean; Any other Black/ African/ Caribbean background)

Mixed / Multiple ethnic groups

Refugees and asylum seekers

Arab

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:

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

The communities will be targeted based on demographic information, which is available through numerous local and national sources including the Office of National Statistics. Our charity has pioneered the approach and model of culturally appropriate therapy

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.

In some BAME communities there is still stigma associated with mental illness. Therefore, we will, through this funding, seek to develop our outreach into our target communities to engage better with community leaders who built respect and trust within the community to enable them to engage with those in need.

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 provide counselling and support in the first language spoken by the client if appropriate so that there are no barriers to communication and two-way understanding. The therapist also adheres to the cultural norms of the client to ensure inclusivity.

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: **Adam Weatherhead**

Role within **Managing Director**
Organisation: