

Committee	Dated:
City Bridge Trust	20 th March 2017
Subject: Employment & Disability – <i>Bridge to Work</i> Programme: Mental Health	Public
Report of: Chief Grants Officer	For Decision

Summary

This report asks you to commit up to £1.5m from your Anniversary Fund for a detailed programme supporting people, predominantly young people, with mental health issues into and in employment.

Recommendations

Main Report

Members are asked to:

Agree an allocation of funds from your Anniversary fund as follows:

- a) A grant of £65,000 to the Centre of Mental Health as at March 2017.
- b) A designation of £1,435,000 for the next financial year.

A detailed proposal for spending a substantial portion of the designated funds through a grant to the Centre for Mental Health will come to your May Committee meeting.

Background

1. In July 2015, in the City Bridge Trust's 20th Anniversary year, the Court of Common Council agreed an uplift to the CBT core grants budget, equating to an extra £3m in 2105/16; an extra £4m in 2016/17; and an extra £5m in 2017/18. These additional funds were to be used to provide a 20% uplift to your Investing in Londoners grants programme and to support specific areas of interest, including strategic funding to support the most disadvantaged into work.
2. Your Committee agreed that 40% of the additional annual sums be set aside for "*grants, on a pro-active, strategic basis, to support the most disadvantaged Londoners towards/into employment*". This equates to £1.2m in 15/16; £1.6m in 16/17 and £2m in 17/18. No funds were committed last financial year as the most appropriate structure for the employment programme was being researched and developed. Therefore the amount currently available for this particular stream is £2.8m, with an additional £2m being added in 2017/18. This report addresses the issue of people with mental health issues and

employment. A report elsewhere in your papers sets out proposals for supporting the wider cohort of disabled people

Current Position

3. Mental health is a significant issue for young people. Over half of mental health problems in adult life, (excluding dementia) start by the age of 14 and seventy-five per cent by the age of 18. This proposal for the mental health element of the programme, which is part of the overall programme we would like to call *Bridge to Work*, builds on internal research undertaken in 2016 to identify the most effective mechanisms for supporting young people with mental health problems into and in employment. The research concluded that, based on significant national and international evidence, Individual Placement and Support (IPS) was the most effective approach. It has been tested and trialled across four continents and consistently achieves better job outcomes than the best alternative available, both for job entry and sustained work outcomes. A list of the research references can be found on the [Centre for Mental Health website](#).
4. IPS has seven key principles, each of which is needed for the service to work well. They include focusing on paid employment of an individual's choice, not sheltered work or lengthy job preparation, and support that continues once the person gets a job. It is provided together with clinical care and welfare benefits advice. The service should be individual to a person's needs and wishes; offer rapid placement in work; and provide ongoing support for as long as it is needed for both the employee and the employer.

Proposals

5. It is recommended that the Centre for Mental Health is funded to continue its promotion of IPS in London and specifically, over three years, to establish the provision of an IPS service in two areas which have not had it available to mental health service users, with a focus on young people. It is intended that these services will be funded through the NHS at the end of the period.
6. The Centre for Mental Health was founded in 1985 by the Gatsby Charitable Foundation (one of the Sainsbury Family Charitable Trusts which core-funded the organisation through several incarnations, including as the Sainsbury Centre for Mental Health) until 2013 as the Foundation was spending out its funds. At this point it became known as the Centre for Mental Health. It is the leading authority on mental health research in the UK and also works with partners on implementation.
7. The Centre has been chosen to deliver the programme for CBT as it is the acknowledged expert on IPS in the UK. It has established a network of IPS

Centres of Excellence to demonstrate best practice across England. It has worked extensively with government and the NHS on IPS Employment Specialists based with Primary Care Psychological Therapy Services (IAPT), to establish IPS teams in six NHS Trust areas and to design a national audit of IPS provision for service users of secondary mental health services in England.

Developing and sharing best practice

8. In addition to the material available through the Centre for Mental Health's general 10 year programme on IPS this specific piece of work will be separately evaluated and the information disseminated.

Corporate & Strategic Implications

9. During the six month development phase, there will be extensive contacts with relevant elements of the City of London Corporation - including the Economic Development Office and Community and Children's Services - and with grantees working in the area of mental health.

Budgets and costings

10. This report recommends that the £1.5m currently available be allocated as follows: an initial grant of £65,000 to the Centre for Mental Health to carry out six month's preliminary work on the project prior to the detailed proposal for the three year project that will come to your May Committee meeting; a further £1,435,000 be designated for expenditure over three years on the Bridge to Work mental health project. £1,183,795 of this amount represents the cost of the substantive proposal from the Centre for Mental Health. The remaining £251,205 will be used to fund any further developments arising during the three-year period.

11. Financial information

The deficit on unrestricted funds in 15/16 arose as the Centre continued to build its fundraising capacity - and utilised reserves built up from the unused elements of a substantial core grant to this end. The deficit in restricted funds was covered by funds carried forward for projects active over a number of financial years. The charity expects to return to an overall surplus by 2017/18.

Year end as at 31st March	FY 15/16 Audited Accounts £	FY 16/17 Draft Accounts £	FY 17/18 Forecast £
Income & expenditure:			
Income	1,701,971	1,572,700	1,598,500
- % of Income confirmed	n/a	n/a	68%
Expenditure	(2,053,385)	(1,773,365)	(1,594,310)
Total surplus/(deficit)	(351,414)	(200,665)	4,190
Split between:			
- Restricted surplus/(deficit)	(141,276)	(130,584)	(8,000)
- Unrestricted surplus/(deficit)	(210,138)	(70,081)	12,190
	(351,414)	(200,665)	4,190
Cost of Raising Funds	178,921	145,000	153,500
- % of income	10.5%	9.2%	9.6%
Operating expenditure (unrestricted funds)	1,269,281	1,040,857	964,153
Free unrestricted reserves:			
Free unrestricted reserves held at year end	621,887	551,806	563,996
No of months of operating expenditure	5.9	6.4	7.0
Reserves policy target	634,641	520,429	482,077
No of months of operating expenditure	6.0	6.0	6.0
Free reserves over/(under) target	(12,754)	31,378	81,920

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