

**ASSESSMENT CATEGORY – Anniversary Programme – Bridge to Work****Action for Kids****Adv: Ciaran Rafferty****Base: Haringey****Amount requested over 5 years: £249,665****Benefit: London-wide****Amount recommended: £250,000****The Charity**

Action for Kids (AfK) is a charity that helps young people with physical and/or learning disabilities find greater levels of independence and opportunity, through the provision of mobility aids, employability training, and family support. It was established in 1991 by Sally Bishop (now OBE) who wanted to raise funds for a powered wheelchair for a disabled boy and has grown since then to an organisation with a turnover of over £2m, working across the UK. Its principal services are focused on helping young people with learning disabilities transition successfully to adulthood and to help them to prepare for work. You have supported AfK's employment work, which has continually produced great outcomes.

**Recent Funding History**

Meeting Date	Decision
9/1/2014	£107,700 over three years for a Job Coach and other costs for employment support work
7/5/2009	£75,000 over three years for a Director of Development

**The Proposal**

This proposal extends and develops the organisation's core employment support work, which has had some financial support from the Trust for the past three years. *(Please note that the charity had initially submitted a standard application for continuation funding which it subsequently revised in line with the Bridge to Work programme.)*

AfK offers job coaching, employment brokering, and work-related learning to young people that have moderate to severe learning disabilities. The end goal is to help them into supported, paid, employment. The intermediate steps involved help facilitate the transition from education into employment. In the work funded by the Trust over the past three years the holistic approach taken by the organisation and its staff has been commendable in itself but has also produced impressive outcomes and, importantly, has had great success in engaging with employers, many of whom are now very strong advocates for employing people with learning disabilities.

The element of this proposal which is additional to the previous work funded by the Trust concerns the provision of travel training. Travel training is really important in helping people with learning disabilities to live independently. It usually requires one-to-one work with an individual, helping them to use public transport and increasing their confidence so that they are comfortable using it on their own; but it should also train them in how to cope if their normal journey is disrupted in any way. The ability and confidence to travel independently, especially to and from work, is crucial to sustaining employment.

### **Principal Outcomes**

1. 250 young people with learning disabilities will gain work-related skills and understand what is involved in performing a job.
2. 110 young adults will gain specific job-related skills as result of taking up external work-experience placements.
3. 40 young people will benefit from increased self-esteem as a result of gaining paid, supported, employment.
4. 60 young people will be trained to travel independently and to manage their own travel arrangements.

### **Recommendation**

Action for Kids has 18 years' experience of working with young people with learning disabilities and, for its work supporting them into and in employment, it has achieved great success (eg its success rate at finding paid work for people over the past three years stands at 32%). It has a track record in forging strong and positive engagement with employers and for breaking down some of the barriers to work.

***£250,000 over five years (5x £50,000) for a f/t Job Coach and a programme of employment brokering, travel-training and work-related learning to support young people with learning disabilities into and in employment. Release of quarterly grant payments will be conditional on satisfactory management accounts until such time as deemed prudent. The grant in years 4 and 5 is subject to the project achieving satisfactory progress in the first three years.***

### **Financial Information**

As at 20<sup>th</sup> March 2017, 26% of the income forecast for 17/18 had been confirmed. Free reserves have been negligible for some time though the organisation is optimistic about building these in the year ahead through significant legacy income which it expects to receive and through renting out some of its premises. It also has the ability, if necessary, to operate from one of its two premises and realise the asset of the other. Additionally, some aspects of current expenditure can be halted at short notice if necessary. That being so, it is prudent that release of quarterly grant payments be subject to satisfactory management accounts until such time as deemed necessary.

<b>Year end as at 31st March</b>	<b>2016 Audited £</b>	<b>2017 Forecast £</b>	<b>2018 Forecast £</b>
<b>Income &amp; expenditure:</b>			
Income	2,308,622	2,256,600	2,337,573
- % of Income confirmed as at 20/03/17	n/a	n/a	26%
Expenditure	(2,485,307)	(2,255,306)	(2,290,405)
Total surplus/(deficit)	<b>(176,685)</b>	<b>1,294</b>	<b>47,168</b>
Split between:			
- Restricted surplus/(deficit)	(3,954)	7,244	34,775
- Unrestricted surplus/(deficit)	(172,731)	(5,950)	12,393
	<b>(176,685)</b>	<b>1,294</b>	<b>47,168</b>
Cost of Raising Funds	442,853	345,306	355,405
- % of income	19.2%	15.3%	15.2%
Operating expenditure (unrestricted funds)	1,658,576	1,495,306	1,530,405
<b>Free unrestricted reserves:</b>			
Free unrestricted reserves held at year end	0	(5,950)	6,443
No of months of operating expenditure	0.0	0.0	0.1
Reserves policy target	829,288	747,653	765,203
No of months of operating expenditure	6.0	6.0	6.0
Free reserves over/(under) target	(829,288)	(753,603)	(758,760)