

**ASSESSMENT CATEGORY – Anniversary Programme – Bridge to Work****Inclusion London (jointly with Action on Disability)****Adv: Ciaran Rafferty  
Base: Lambeth and  
Hammersmith & Fulham  
Benefit: London-wide****Amount requested over 5 years: £783,925****Amount recommended: £775,000****The Charities**

This is a joint proposal from Inclusion London (IL) and Action on Disability (AoD) with the former as the lead partner and recipient of any grant you may make. Both organisations have a significant track record and standing within the disability sector.

Inclusion London is the membership body for Deaf and Disabled People's Organisations (DDPOs) in London. It has ninety such organisations as members and, through those, reaches over 70,000 disabled people. It plays a significant role in influencing local, regional and national policy in equality and inclusion and would be a very important organisation to be involved in your Bridge to Work programme.

Action on Disability aims to promote equality of opportunity for people who have a physical or sensory impairment, or learning difficulty, or who experience mental health difficulties. It does this through providing a range of direct, high-quality, services; and also uses learning from its work to influence local and national policy.

**Recent Funding History (Inclusion London)**

Meeting Date	Decision
11/05/2017	£50,000 over 1 year to engage in The Way Ahead initiative
14/07/2016	£114,200 over two years for a Business Development programme for DDPOs

**The Proposal**

Although the last three governments have aimed to move disabled people into employment and have recognised structural barriers to this, employment programmes have almost exclusively focused on narrowly defined menus of support aimed at individual change rather than addressing structural barriers or engaging and educating employers. Therefore they have not been as effective as they might. The one successful exception – Access to Work – is not well promoted and so only serves a small minority of disabled people who could benefit from it.

There is good evidence of specialist and personalised approaches to employment support and skills development which have been shown to be more effective for people with learning difficulties or mental health conditions (notably, "individual placement and support", the model you intend to fund in the mental health strand of Bridge to Work). However, there are very few academic or well-designed studies into what works for other impairment groups.

IL has been working with 10 DDPOs offering employment and skills support. Between them they have engaged with over 20,000 disabled Londoners. They have an average success rate of 37% for getting people into employment. (Action on Disability's own approach achieves as high as 70%.) These organisations are using

a range of approaches. They have recognised that continuing to do “more of the same” is never going to change things.

Inclusion London will lead a partnership of London DDPOs to further develop, roll out and evaluate effective models of employment support. The project comprises 6 key elements of delivery covering different forms of employment support, engagement and brokerage with employers as well as research, evaluation and strategic policy work.

One of the key elements of the project will be the delivery and development of the Action on Disability tried-and-tested model of supported internships, where 12 young people with learning difficulties are placed with an employer for one academic year. They have an on-site tutor; one or two on-site job coaches; and a dedicated class room. They are given work placements within the business and a business mentor. The work placements must be real positions for which there is a business need and they will rotate through three different placements over the year. In the final term the job coaches will assist them to find a job either within the host employer (who usually takes one or two on permanently) or with another employer. AOD will develop one new supported internship site per year, with each one accommodating 12 young people. For a short video of AOD's current work with GlaxoSmithKline please see: <https://actionondisability.org.uk/showcasing-our-employment-service/>

AOD has historically worked with larger employers like GlaxoSmithKline (mentioned above). However, in alignment with your own efforts to improve disability awareness amongst Small and Medium sized Enterprises (SMEs), AOD will be taking the learning from that work and bringing it to the local high street by having a dedicated strand of work around high street engagement, which will deliver one of your wider aims for the Bridge to Work around engaging with SMEs.

### **Principal Outcomes**

1. Reduce the barriers young Disabled people face in accessing and remaining in employment
2. Support employers to become more confident, inclusive and accessible employers of Disabled people
3. Identify and develop new recruitment routes between potential employers and Disabled employees
4. Influence policy and practice in employment support through providing robust evidence as to the effectiveness and impact of employment support models.

### **Recommendation**

This proposal builds on existing, effective, work and also harnesses the knowledge and direct experience from DDPOs and Disabled people themselves in order to develop best practice and to shape policy in this area. The grant recommended is slightly lower than that requested in order to support core costs at approximately 15% of the overall costs, rather than the 17.5 % requested. Three year funding for this joint bid is recommended:

***£775,000 over five years (£161,000; £150,000; £151,000; £155,000; £158,000) for a Project Manager; other key staff; and operational costs of the Inclusion London/Action on Disability joint Bridge to Work project. The grant in years 4 and 5 is subject to the project achieving satisfactory progress in the first three years.***

## Financial Information

Although the figures below do not include this request, the drop in income forecast in 2018 reflects the loss of London Councils funding and takes a cautious approach to income and expenditure, given the current funding climate. Unrestricted income is largely derived from consultancy and training services and typically represents less than 20% of total income. The charity's reserves policy is to hold 3 months' operating expenditure which, in the table below, is taken as total expenditure for the purpose of determining the level of free reserves held.

<b>Year end as at 31st March</b>	<b>2016 Audited £</b>	<b>2017 Draft £</b>	<b>2018 Forecast £</b>
<b>Income &amp; expenditure:</b>			
Income	696,528	607,755	392,233
- % of Income confirmed	n/a	n/a	82%
Expenditure	(670,835)	(574,312)	(423,982)
Total surplus/(deficit)	<b>25,693</b>	<b>33,443</b>	<b>(31,749)</b>
Split between:			
- Restricted surplus/(deficit)	0	21,443	0
- Unrestricted surplus/(deficit)	25,693	12,000	(31,749)
	<b>25,693</b>	<b>33,443</b>	<b>(31,749)</b>
<b>Cost of Raising Funds</b>	0	9,273	7,381
- % of income	0.0%	1.5%	1.9%
<b>Free unrestricted reserves:</b>			
Free unrestricted reserves held at year end	116,381	129,010	97,261
No of months of total expenditure	2.1	2.7	2.8
Reserves policy target	141,000	143,578	105,996
No of months of total expenditure	2.5	3.0	3.0
Free reserves over/(under) target	(24,619)	(14,568)	(8,735)