

MEETING: 11/05/2017

Ref: 13984

ASSESSMENT CATEGORY – Anniversary Programme – Bridge to Work

Royal Mencap Society

Adv: Ciaran Rafferty

Base: City of London

Amount requested over 5 years: £350,000

Benefit: London-wide

Amount recommended: £350,000

The Charity

Mencap – officially known as Royal Mencap Society – is one of the leading bodies supporting people with a learning disability and their families and carers. It was founded in 1946 by a mother with a child with a learning disability and now operates across most of the United Kingdom with a turnover of c.£190m. Amongst its wide range of services (including social care, housing, leisure, etc) it has delivered employment support since 1975. There are many local organisations bearing the Mencap name (and many of these have been supported by the Trust over the years) but these are independent charities in their own right.

Recent Funding History

Meeting Date	Decision
1/5/2008	£160,000 over three years for work supporting parents with learning disabilities.

The Proposal

Mencap's proposal is focused on providing into- and in-work support to people with learning difficulties, as well as a programme of support for employers. To these ends they wish to recruit an Employment Co-ordinator (to run the Employ Me programme) and an Employer Engagement Co-ordinator, delivering two complementary streams of activity. The latter element will also aim to address the general uncertainty amongst employers about how they might use the new apprenticeship levy funding in relation to employing disabled people.

The Employ Me element is a person-centred employment support service for people with a learning disability or difficulty. The charity will target those furthest from the job market and equip them with the skills and experience they need to move into or closer to paid, sustainable, work; to be able to live more independently; and to contribute to their community. The programme incorporates many aspects (eg interview skills, work placements, formal learning) which have been developed and fine-tuned over the many years that Mencap has been supporting its clients.

The Employer Engagement Co-ordinator will work with London employers to change attitudes and increase their accessibility and inclusivity, with the goal of creating more job opportunities now and in the longer term. This strand will work in tandem with the Employ Me strand so that employers can better match the needs of individuals completing that programme.

Principal Outcomes

1. 100 people with a learning disability will be job ready, 40 of whom will enter paid employment on completing their Employ Me programme, 35 will enter

progression pathways e.g. training or volunteering and 9 will enter supported internships.

2. 150 employers will be engaged and prepared to support people with a learning disability in employment (including in apprenticeships).
3. 500 members of staff will be ready and prepared to support colleagues with a learning disability in their workplace.

The Recommendation

It will be useful for Bridge to Work to include a large, national, charity which has an established commitment to supporting people with learning difficulties to secure and sustain employment; and one which will focus a significant proportion of its work on engaging employers. Three years' funding is recommended:

£350,000 over three years (5 x £70,000) for an Employment Co-ordinator, an Employer Engagement Co-ordinator (both f/t) plus running costs to deliver the Bridge to Work project in London. The grant in years 4 and 5 is subject to the project achieving satisfactory progress in the first three years.

Financial Information

The organisation holds free reserves significantly higher than its policy level though still less than 2 months' worth of operating expenditure. Nonetheless it is planned to use some of these reserves to open a chain of retail stores. It is the Director's policy when budget setting to assume that the budget income will be raised hence the determination that 100% of forecast income is confirmed. It is worth noting that the audited reserves policy only applies to the Mencap element of the group so excludes the balance sheet of Golden Lane Housing Ltd, with a net book value of £85m.

Year end as at 31st March	2016 Audited £	2017 Draft £	2018 Forecast £
Income & expenditure:			
Income	191,328,000	176,438,000	181,818,304
- % of Income confirmed	n/a	n/a	100%
Expenditure	(184,308,000)	(176,006,000)	(180,316,435)
Total surplus/(deficit)	7,020,000	432,000	1,501,869
Split between:			
- Restricted surplus/(deficit)	477,000	927,000	832,698
- Unrestricted surplus/(deficit)	6,543,000	(495,000)	669,171
	7,020,000	432,000	1,501,869
Cost of Raising Funds	4,087,000	4,058,074	4,181,821
- % of income	2.1%	2.3%	2.3%
Operating expenditure (unrestricted funds)	178,293,000	171,819,000	176,430,614
Free unrestricted reserves:			
Free unrestricted reserves held at year end	19,645,000	23,039,000	22,025,000
No of months of operating expenditure	1.3	1.6	1.5
Reserves policy target	9,700,000	9,700,000	9,700,000
No of months of operating expenditure	0.7	0.7	0.7
Free reserves over/(under) target	9,945,000	13,339,000	12,325,000