

BRIDGE TO WORK PROPOSAL

Action for Kids

REVISED PROPOSAL FOR BRIDGE TO WORK.

Action For Kids .. amended narrative and budget for application to City Bridge Trust

The following materials to supplement (and vary) our original application submitted to City Bridge Trust on 07/12/2006 (ref: CB36133). This document provides a new budget for 5 years and some brief narrative about this. It should be considered in conjunction with our new "Monitoring Framework," document which will have been submitted to Mr Lee James on 27/02/2017, along with this document. The process of our submitting a "variation," document as opposed to a complete new application form was agreed with Ciaran Rafferty on 03/02/2017.

We are applying for five year funding to further build on the excellent progress that we have made on our (recently completed) City Bridge funded job coaching project.

We are applying for £49,933 per annum for each of the next five years. In addition to continuing to fund the key post held by Katarzyna Grodzka for the next five years, we are also applying for about an extra £14,000 per annum to fund two areas of cost:

- 1) Increased travel training provision. An additional 60 people would be trained to the point where they can manage their own travel arrangements.
- 2) Provision of budget to enable the hire of additional room space for more one-to-one work, in a quiet space with beneficiaries. A budget equivalent to around £250 per month for each of the five years would generate the capacity to buy around 16.5 hours of extra room time per month.

In terms of travel training we plan to use one existing staff member who has been trained as a travel trainer to train up 2 or 3 other staff members so that they are capable to providing hands-on travel training for the benefit of our students. The rationale is that the more people are able to be responsible for and manage their own employment, the more capable they should be of:

- a) Gaining paid work, per se.
- b) Taking up the work experience placements, externally, that are key to helping them prepare for work.
- c) Proving to be capable not only of gaining paid work, but of sustaining it in the long-term.

The rationale for needing extra office space is that there is a need for more quiet time, on a one-to-one basis with many beneficiaries to facilitate things such as structured interview practice.

Of the £14,000 additional funding (compared to our original proposal) we would propose to spend about £11,000 per annum on travel training (to include a percentage of the costs of both our in-house travel trainer and the existing staff members that would become travel trainers after training). In Year One, we would ask for around £4,000 towards the costs of our in-house travel trainer, and around £7,000 towards the costs of staff (post training) to deliver hands-on travel training. In the four subsequent years, all £11,000 of the money that we would assign to travel training would consist of the costs of the hands-on delivery. The budget for additional room hire would be £3,000 per annum in each of the five years of this grant.

The new budget would look like this:

Year One: £49,933 (Katarzyna Grodzka costs £35,933, travel training costs £11,000, room hire costs £3,000)

Year Two: £49,933 (as above)

Year Three: £49,933 (as above)

Year Four: £49,933 (as above)

Year Five: £49,933 (as above)

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: <div style="text-align: center; font-weight: bold; margin-top: 10px;">Action for Kids</div>	
If your organisation is part of a larger organisation, what is its name? n/a	
In which London Borough is your organisation based? Haringey	
Contact person: Mr Andrew Goddard	Position: Trust & Statutory Manager
Website: http://www.actionforkids.org	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 1068841
When was your organisation established? 16/09/1992	

Grant Request

Under which of City Bridge Trust's programmes are you applying? <div style="text-align: center; font-weight: bold; margin-top: 10px;">Making London More Inclusive</div>		
Which of the programme outcome(s) does your application aim to achieve? Work supporting young disabled people (aged 16-25) in the transition to adulthood and/or independent living		
Please describe the purpose of your funding request in one sentence. To provide Job Coaching, Employment Brokering and Work Related Learning for young people with learning disabilities.		
When will the funding be required? 03/04/2017		
How much funding are you requesting?		
Year 1: £35,933	Year 2: £35,933	Year 3: £35,933 *
Total: £107,799		* <i>Subsequently Revised</i>

Aims of your organisation:

Our central aim is to help as many young disabled people as possible into paid work or, where that is not possible, to enable them to participate in the community, for example by volunteering.

Main activities of your organisation:

1. We provide Job Coaching, Employment Brokering and Work Related Learning for the benefit of young people with learning disabilities, aged 14-25, in North London. These services are available to beneficiaries from the following North London boroughs - Haringey, Barnet, Camden, Islington, Waltham Forest, Tower Hamlets, Hackney and Enfield.

These boroughs occupy the following positions in the national index of deprivation.

Hackney (2), Tower Hamlets (3), Haringey (4), Waltham Forest (5), Islington (6), Enfield (12), Camden (15) and Barnet (27).

So all 8 are in the 27 most deprived boroughs nationally, 5 are in the top 10. And 75% of our co-hort come from boroughs that are amongst the top 15 most deprived in the land.

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
28	8	7	20

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?
Owned	

Summary of grant request

For non-disabled people, obvious journey in the "transition to adulthood", is from education to work. The end-point is paid work. We'll offer Job Coaching, Employment Brokering and Work Related Learning to young people aged 16-25 that have moderate to severe learning disabilities. End goal: to help people into supported (paid) employment. The intermediate steps involved in the Job Coaching project will help facilitate the transition from education into employment. Gains resulting from employment will include people earning their own money, gaining more control over their lives and increased self-esteem i.e. they will transition successfully to adulthood.

The project meets the outcome of "work to support disabled adults and young disabled people in transition to adulthood and/or independent living."

Evidence of project need (from our students, potential students, parents etc)

- a) We held a Participation Day for young people and parents; students spent a hypothetical 'budget,' to show what Action For Kids should spend its money on. And students wanted to spend their budget on gaining paid work.
- b) In April 2016, we surveyed parents of 40 different young people. This survey revealed that 90% of parents would like their child to have paid employment in the future, but that only 45% of them saw this as a realistic goal.
- c) Only 6 % of people with a severe learning disability are in paid work (Learning Disability Today, 2015)
- d) Supported Employment (the model which we follow) has positive impacts on quality of life and wellbeing in terms of control and autonomy, self-esteem and lowering rates of depression amongst people with learning disabilities ("Jobs First for People with Learning Disabilities? Dr Martin Stevens, Social Care Workforce Research Unit, King's College, 2015)
- e) In March 2016, OFSTED published a report re: how schools and colleges prepare disabled people for work. They found that, of 17 providers inspected, only 3 were providing high quality services and that 8 of them lacked the expertise necessary to properly support people with learning disabilities into adult life. The report stated that "Provision of training was insufficiently focused on preparing people for work and there was too little meaningful work experience available." It also said that such training as was available was not well matched to the individual needs of young people with learning disabilities.

We are the right people to provide this service because we have 18 years of experience of working with this client group and because this particular project is enjoying startling success: On this project we have worked with 82 people who have completed their education and we have found paid work for 26 of these -- a 32% success rate -- or more than five times the national average.

Job Coaching involves assessing the skills base, capabilities and interests of each young person, brokering suitable work experience placements/training courses to develop their skills and then, finally, brokering suitable Supported Employment opportunities.

Views and desires of young people with learning disabilities are central to what we do at AFK. We have a Student Council that develops new project ideas. Job Coaching will involve bespoke, intensive one-on-one support. Each young person will drive the support they are offered on the project - when, how often etc. They'll also be involved in evaluating the service.

We're based in North London and our intake reflects the ethnic make-up of the area. In terms of volunteers, we have a dedicated Volunteer Co-Ordinator and provide a dedicated training programme for all volunteers. We participate in a range of local re-cycling schemes.

If you need any planning or other statutory consents for the project to proceed, what stage have the applications reached?

Do you have a Vulnerable Adults policy? **Yes**

What Quality Marks does your organisation currently hold?

Investors In People.

Outputs and outcomes

What are the main activities or outputs you want to deliver? Please include no more than 5. By activities or outputs we mean the services, products or facilities you plan to deliver. If you plan to deliver work over more than one year you should include activities over the full grant period requested. Try to be specific.

Assess the skills, interests and ambitions of each of 100 young people with learning disabilities.

Devise individualized support programmes for each of 100 young people with learning disabilities, to help them build their work skills.

Broker external work experience placements for at least 32 young people with learning disabilities.

Broker paid supported employment for at least 12 young people with learning disabilities.

What main differences or outcomes do you hope the activities you have described above will achieve? Please include no more than 5. By differences or outcomes we mean the changes, benefits, learning or other effects that result from the work your project would deliver. These might be for individuals, families, communities or the environment.

12 young people with learning disabilities to benefit from increased self-esteem as a result of gaining paid supported employment.

32 young people with learning disabilities to gain specific job-related skills as a result of taking up external work experience placements.

100 young people with learning disabilities to gain work-related skills and understand what is involved in performing a job by doing work-skills training courses or internal work experience at Action For Kids.

Do you plan to continue the activity beyond the period for which you are requesting funding? If so, how do you intend to sustain it? If not, what is your exit strategy?

Yes. We will continue to fund-raise from a wide variety of sources, including the Big Lottery Fund, other charitable trusts and companies. We also receive a lot of funding directly from individuals. This money tends to be unrestricted and we use it to pay not only general bills but also for essential services.

Who will benefit?

About your beneficiaries

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

50

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

Haringey (35%)

Barnet (35%)

Enfield (10%)

Waltham Forest (10%)

Camden (10%)

What age group(s) will benefit?

16-24

What gender will beneficiaries be?

All

What will the ethnic grouping(s) of the beneficiaries be?

A range of ethnic groups

If Other ethnic group, please give details:

What proportion of the beneficiaries will be disabled people?

91-100%

(REVISED - SEE SUPPLEMENTARY SHEET)

Funding required for the project

What is the total cost of the proposed activity/project?

Expenditure heading	Year 1	Year 2	Year 3	Total
Basic salary	26,400	26,400	0	0
NI	2,544	2,544	0	0
Pension	1,056	1,056	0	0
Training	1,000	1,000	0	0
Management/Supervision	2,933	2,933	0	0
Travel	2,000	2,000	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0

TOTAL:	35,933	35,933	0	0
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
	0	0	0	0
	0	0	0	0

TOTAL:	0	0	0	0
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What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
None	0	0	0	0
	0	0	0	0

TOTAL:	0	0	0	0
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How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Basic salary	26,400	26,400	0	0
NI	2,544	2,544	0	0
Pension	1,056	1,056	0	0
Training	1,000	1,000	0	0
Management/Supervision	2,933	2,933	0	0
Travel	2,000	2,000	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0

TOTAL:	35,933	35,933	0	0
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Finance details

Please complete using your most recent audited or independently examined accounts.

Financial year ended:	Month: March	Year: 2015
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Income received from:	£
Voluntary income	2,337,244
Activities for generating funds	0
Investment income	433
Income from charitable activities	315,044
Other sources	0
Total Income:	2,652,721

Expenditure:	£
Charitable activities	1,987,437
Governance costs	69,371
Cost of generating funds	430,104
Other	0
Total Expenditure:	2,486,912
Net (deficit)/surplus:	165,809
Other Recognised Gains/(Losses):	0
Net Movement in Funds:	165,809

Asset position at year end	£
Fixed assets	1,044,555
Investments	3
Net current assets	486,651
Long-term liabilities	
*Total Assets (A):	1,531,209

Reserves at year end	£
Restricted funds	858,486
Endowment Funds	0
Unrestricted funds	672,723
*Total Reserves (B):	1,531,209

*** Please note that total Assets (A) and Total Reserves (B) should be the same.**

Statutory funding

For your most recent financial year, what % of your income was from statutory sources?
1-10%

Organisational changes

Describe any significant changes to your structure, financial position or core activities since the date of your most recent accounts:

None.

Previous funding received

Please list the funding received by your organisation from the following statutory sources during the last THREE years.

	Year 3 £	Year 2 £	Most recent £
City of London (except City Bridge Trust)	0	0	0
London Local Authorities	104,558	75,331	52,515
London Councils	0	0	0
Health Authorities	0	0	0
Central Government departments	0	0	0
Other statutory bodies	0	0	0

Previous grants received

Please list the grants received by your organisation from charitable trusts and foundations (other than City Bridge Trust) during the last THREE years. List source, years and annual amounts. Please include the 5 largest only.

Name of Funder	Year 3 £	Year 2 £	Most recent £
MariaMarina Foundation	207,000	238,000	238,000
Ellerdale Trust	0	30,000	30,000
EBM Charitable Trust	30,000	40,000	0
St James's Place Foundation	0	25,000	25,000
ACT Foundation	25,000	30,000	30,000

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: **Andrew**

Role within **Goddard**
Organisation: