

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation:	
Scope	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based?	
Islington	
Contact person:	Position:
Ms Esther Paterson	Head of Trusts and Government Funding
Website: http://www.scope.org.uk	
Legal status of organisation:	Charity, Charitable Incorporated Company or company number:
First Contact	208231
When was your organisation established? 01/01/1952	

Grant Request

Under which of City Bridge Trust's programmes are you applying?		
Making London More Inclusive		
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.		
We want to change the futures of disabled young people in London by supporting them to move into and retain employment.		
When will the funding be required? 01/04/2017		
How much funding are you requesting?		
Year 1: £85,875	Year 2: £84,193	Year 3: £85,869 *
Total: £255,938		<i>Revised request - see Appendix A.</i>

Aims of your organisation:

Scope's aim is to drive long term social change to improve the lives of disabled people. We want to make the country a place where disabled people have the same opportunities as everyone else. We believe this would make the world a better place for everyone. Until then, we'll be here.

Main activities of your organisation:

Scope was established in 1952 by three parents and a social worker who were told that their disabled children were ineducable and not entitled to a statutory education. These parents helped establish the first Scope special school and from these beginnings we have evolved to run a helpline, online community, networks to support with the emotional health and mental well-being of parents, families and carers, and services in education, employment and independent living. All the services and projects that we run deliver change through six key strategic areas which are all about creating a society where disabled people have the same opportunities as everyone else.

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
1,235	1,740	11	9,000

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

We are seeking a donation to deliver a three year pre-employment programme (Starting Line) in London with 189 disabled young people aged 16-25. Starting Line will support disabled young people to take the next steps into adulthood, and move them into or towards their first job. This work fits within the CBT's programme outcomes for 'Making London more inclusive'.

Tens of millions of us wake up every morning and go out to work. No matter where we work or the job we do, we build relationships, contribute to the economy and take home a pay packet. Disabled people are already part of this picture, with over three million disabled people currently in work. But, for many others, this basic opportunity is missing. Too many disabled people are not able to access the support they need to enter and stay in work. They experience barriers to entering fulfilling employment, and negative attitudes from their employers and co-workers.

Young disabled people are at particular risk. They are twice as likely to not be in education, employment or training (NEET) than their non-disabled peers. By age 26, a disabled young person is four times as likely to be out of work and by adulthood, 25% of all disabled people are unemployed despite wanting to work. Furthermore, they are twice as likely to live in poverty.

With an employment service already running in London, we believe we have the local expertise to deliver a pre-employment programme with the identified 'harder to reach' group of young people. This project will be delivered in Hackney, Camden and Islington, which have been identified as areas where Scope could add value. This is due to existing gaps in provisions for young disabled people as well as high rates of unemployment.

The project, which will employ three project staff, will engage with two cohorts of disabled young people per year, totalling 63 beneficiaries annually. Each young person will experience a personalised employment journey designed to meet their needs, support them to set goals and build skills to prepare them for work experience placements. The young people will also work in groups to develop team and social skills.

There will be a variety of referral pathways through schools, colleges, charities or other organisations supporting disabled young people.

Starting Line will achieve the following outcomes:

- disabled young people will have improved self-confidence and be more able to articulate employment goals
- disabled young people will have improved basic jobs skills
- disabled young people will enter paid employment, training or further education
- disabled young people will be more able to retain employment, training or education placements

City Bridge Good Practice:

We are committed to ensuring that our customers have the right to exercise choice and control over all decision that shape their services. Our quality framework regularly monitors the delivery of this across all services. Additionally, internal policies comply with legislation and promote the value of diversity and anti-discriminatory attitudes and working practices. These are further reinforced by a system of 'behaviours' that are central to our staff culture and assessment.

With over 9000 volunteers across Scope, we have an embedded volunteer programme that values individual inputs and provides volunteers with a key contact, job descriptions, reimbursements, recognition and references.

Following on from an Eco-Audit, funded by CBT, we have taken steps to reduce our carbon footprint over the past 4 years. Most notably this includes extending recycling activity through all 240 charity shops; reducing CO2 emissions through greater use of telephone conferencing and Skype and the introduction of a supplier environment policy through our procurement team.

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?

Scope has developed an internal quality assurance framework (QAF) which maps to a range of external QA frameworks including regulatory frameworks such as CQC, OFSTED and the Welsh equivalents, CSSIW, ESTYN and The Adult Social Care Outcomes Framework (ASCOF).

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.

Project set up (year 1) - this will include recruitment of three project staff (employment advisers x 2, service manager x 1) , establishment of referral pathways and development of localised network in order to recruit 63 young people per year, over two cohorts.

Diagnostic assessment & planning (with 2 cohorts each year) - employment advisers will meet with each young person to help identify barriers to employment and provide a full diagnostic assessment for job readiness. They will then be supported to complete a person centred action-plan, including support needs and job goals.

Skills development - each young person will attend 16 agreed pre-employment development modules that may include communication skills, planning skills, time management, confidence building sessions and practical support around CV development. There will also be the opportunity to engage in work experience and taster sessions.

Job brokerage and application - Each young person will be supported to make application for employment/training as per the action plan. Employment advisers will identified suitable local opportunities for employment and work with employers to build confidence in supporting disabled applicants. In work support will be provided to retain placements.

Data monitoring and evaluation - baseline data will be gathered from each young person through the 'work star' (an adapted evaluation tool originally designed for use with people returning to the workplace). Data collection will be regular and a final evaluation will be carried out in the last project year.

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.

Disabled young people have increased employability skills, including job searching and CV writing.

Disabled young people have more confidence and self esteem.

Disabled young people are better able to articulate their employment goals and aspirations.

More disabled young people enter employment, training or education.

More young disabled people retain paid employment.

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?

This employment project will be reliant on funding. At the mid point of the project, we will begin to look for new supports from the following sectors: grant funding, corporate support, statutory departments.

Who will benefit?

About your beneficiaries

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

63

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

Hackney (33%)

Camden (33%)

Islington (34%)

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%

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Total
Staff Costs	104,434	101,003	103,011	308,448
Beneficiary Costs	13,230	13,494	13,764	40,489
Office Overheads	7,506	7,656	7,809	22,971
Management Costs	14,238	14,522	14,813	43,573
Full Cost Recovery	13,940	13,667	13,939	41,548
	0	0	0	0

TOTAL:	153,349	150,344	153,338	457,031
---------------	----------------	----------------	----------------	----------------

What income has already been raised?

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

TOTAL:	0	0	0	0
---------------	----------	----------	----------	----------

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
Peter Cruddas Foundation	30,669	30,068	30,667	91,406
The Laing Family Charitable Trust	36,804	36,083	36,801	109,687
	0	0	0	0
	0	0	0	0

TOTAL:	0	0	0	0
---------------	----------	----------	----------	----------

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Staff Costs	58,484	56,562	57,686	171,721
Beneficiary Costs	7,408	7,557	7,708	22,539
Office Overheads	4,203	4,287	4,373	12,864
Management Costs	7,973	8,133	8,295	24,401
Full Cost Recovery	7,807	7,654	7,806	23,153

TOTAL:	85,876	84,193	85,869	255,938
---------------	---------------	---------------	---------------	----------------

Finance details

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

Financial year ended:	Month: March	Year: 2016
-----------------------	------------------------	----------------------

Income received from:	£
Voluntary income	17,652,000
Activities for generating funds	21,599,000
Investment income	207,000
Income from charitable activities	58,563,000
Other sources	1,502,000
Total Income:	99,523,000

Expenditure:	£
Charitable activities	64,162,000
Governance costs	306,000
Cost of generating funds	30,495,000
Other	423,000
Total Expenditure:	95,386,000
Net (deficit)/surplus:	3,861,000
Other Recognised Gains/(Losses):	-276,000
Net Movement in Funds:	2,909,000

Asset position at year end	£
Fixed assets	23,893,000
Investments	5,408,000
Net current assets	4,760,000
Long-term liabilities	6,000,000
*Total Assets (A):	28,061,000

Reserves at year end	£
Restricted funds	2,612,000
Endowment Funds	10,000
Unrestricted funds	25,439,000
*Total Reserves (B):	28,061,000

*** 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?
31-40%

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.

	2012 £	2013 £	2014 £
City of London (except City Bridge Trust)	0	217,502	728,356
London Local Authorities	6,500,730	5,384,095	3,740,780
London Councils	0	0	0
Health Authorities	6,109,776	5,759,064	5,784,133
Central Government departments	182,971	158,739	556,450
Other statutory bodies	34,063,042	34,222,775	29,479,511

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	2012 £	2013 £	2014 £
Big Lottery Fund	0	371,006	360,409
Big Lottery Fund	234,814	230,110	236,519
People's Health Trust	0	0	338,678
Esmee Fairbairn Foundation	0	125,000	100,000
Big Lottery Fund	0	95,406	95,406

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: **Esther Paterson**

Role within **Head of Trusts and Government Funding**
Organisation:

Appendix A

Revised Request

Expenditure	Year 1	Year 2	Year 3
Basic salaries	£81,812	£83,039	£84,285
Salaries -Employers Costs	£8,999	£9,134	£9,271
Other Staff Costs - e.g. recruitment, redundancy, DBS	£6,300	£6,395	£6,490
Training	£2,724	£2,765	£2,807
Customer costs	£10,530	£10,688	£10,848
Staff Travel & accommodation	£4,500	£4,568	£4,636
Food and refreshments	£300	£305	£309
Notional property cost	£6,000	£6,090	£6,181
Property Utilities	£1,500	£1,523	£1,545
Other property costs	£300	£305	£309
Insurance	£750	£761	£773
Printing Postage & Stationery	£150	£152	£155
Mobile phones	£360	£365	£371
Digital costs	£3,120	£3,167	£3,214
Marketing costs	£5,000	£5,075	£5,151
Total expenditure	£132,346	£134,331	£136,346
FCR	£18,859	£19,142	£19,429
Total project cost	£151,205	£153,473	£155,775
Total requested from the City Bridge Trust	£100,000	£80,000	£70,000

Scope is a registered charity number. 208231. Registered as a company limited by guarantee number. 520866 (England & Wales). Registered office: Scope, 6 Market Road, London, N7 9PW. VAT registration number 805 1569 39