

# The City Bridge Trust

## Investing In Londoners: Application for a grant



### About your organisation

Name of your organisation: <b>Toucan Employment</b>	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? <b>Southwark</b>	
Contact person: <b>Mr Alexander Margolies</b>	Position: <b>CEO</b>
Website: <b>http://www.toucanemployment.org</b>	
Legal status of organisation: <b>Registered Charity</b>	Charity, Charitable Incorporated Company or company number: <b>1078105</b>
When was your organisation established? <b>08/11/1989</b>	

### Grant Request

Under which of City Bridge Trust's programmes are you applying? <b>Making London More Inclusive</b>		
Which of the programme outcome(s) does your application aim to achieve? <b>Work supporting young disabled people (aged 16-25) in the transition to adulthood and/or independent living</b> <b>More Londoners with improved economic circumstances</b>		
Please describe the purpose of your funding request in one sentence. <b>Salary (and on-costs) of Workstart Worker, and associated costs, to support young people with learning difficulties/disabilities who are NEET, but wish to enter employment.</b>		
When will the funding be required? <b>30/06/2017</b>		
How much funding are you requesting?		
Year 1: <b>£38,490</b>	Year 2: <b>£37,731</b>	Year 3: <b>£38,485</b>
<b>Total: £114,706</b>		

**Aims of your organisation:**

Toucan Employment is the UK's longest-running supported employment charity for people with learning difficulties and disabilities; we aim to reduce the social exclusion of clients from the London boroughs of Southwark, Lambeth, Lewisham, and Brent by aiding them to find and retain employment. Our service is tailored to meet both the needs of the job-seeker and the employer by offering full support during the whole of the recruitment process; we work with employers to set up/find jobs suited to our clients' abilities and interests, and offer on-the-job support and job-coaching to meet our clients and their employers' needs, as required.

**Main activities of your organisation:**

The Main Employment Project is for anyone between 16 - 65 from Southwark who is seeking employment (and on-going employment support once clients are in work);  
Brent Vulnerable Adults Project works with Brent residents who have mild or moderate needs and are seeking employment;  
Southwark Vulnerable Adults Project works with Vulnerable Southwark residents with mild/moderate needs, and are seeking employment;  
Lambeth NEET is for young people from Lambeth who are NEET (Not in Education, Employment, or Training), but wish to enter employment;  
Workstart Lewisham is a project for people with learning difficulties and disabilities in Lewisham;  
The Rosemary is a social enterprise café that Toucan set up in New Cross, run in collaboration with a Hungarian organic restaurant, offering training, work experience placements and employment for our clients in the real work setting of a community café  
Greenworks Brent Allotment Project, a gardening project in a Wembley allotment, offering work experience, training, healthy eating and fresh produce for our clients.

**Number of staff**

Full-time:	Part-time:	Management committee members:	Active volunteers:
<b>1</b>	<b>8</b>	<b>5</b>	<b>11</b>

**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?
<b>Rented</b>	<b>Renewable each year.</b>

## Summary of grant request

The project need is improved life opportunities for young NEET Southwark, Lambeth, and Lewisham residents with learning difficulties/disabilities, 16-25 in transition, who want to enter paid employment, but need support, advice and guidance to achieve this.

People with learning disabilities only have a 5- 15% employment rate (Valuing Employment Now). Approximately 11.7% of 16-24 year olds were NEET in June 2016 (Parliamentary briefing) and of these young people those who had learning difficulties/disabilities were twice as likely to be NEET (Dfes). Therefore there is a substantial need for this employment work, especially to try and work to counter them becoming NEET at the point of transition - as evidenced by a number of different organisations

The work will be delivered as follows.

All the young people (24+) will be entered into a Job Club with 5 of their cohort = 4 Job Clubs in total each year. The Job Clubs will last for 6 weeks, of 2 hours' duration each time, including what employers want and expect, what the young people can expect from employers, visits (if possible from previous Job Club attendees who are in EET), work on CV-writing, interview skills, mock interviews and searching for appropriate work experience and employment opportunities.

Following the Job Clubs we would continue to look for work experience and employment opportunities for the young people through a weekly 2-hour job search session, where we would work collaboratively with the young people to find appropriate opportunities for them, support them with applications forms, contacting employers or go out to hand CVs into employers. When called for interviews, we would support the young people with further interview practice, travel support and training and support in the interviews, if desired.

When successful in gaining a work experience placement or work opportunity we will support the young people at work/work experience placements until they and the employer were satisfied the young people could do the job without support, then arrange a phased withdrawal of support -- remaining in regular contact with all parties and offering further support as needed (some young people would always need regular support, which we would also do).

We estimate that we will work with 24+ young people, get 16+ work experience placements and 12+ jobs each year.

What the project is aiming to achieve is better life outcomes for young NEET Southwark, Lambeth, and Lewisham residents with learning difficulties/disabilities, 16-25 in transition. We feel that we are the right organisation to deliver this work for a number of reasons. We are the longest-running supported employment charity in the UK, and have been working specifically with NEETs since 1993; we also work collaboratively with clients and this achieves much better sustained outcomes.

The project will meet the City Bridge Trust's outcome of supporting young disabled people (aged 16-25) in the transition to adulthood and/or independent living.

The project will also meet the Trust's "Principles of Good Practice" as follows:

We will involve disabled people in the planning, management and running of the project.

We have a Users' group that comments and advises on all the work Toucan undertakes. We also have an ex-Service User as a Trustee who substantially directs the planning, management, and running of Toucan's work.

We welcome people from all backgrounds and value diversity - we work with a wide and diverse range of clients, the only criteria being they have a learning difficulty/disability and want to work.

We value and support volunteers - we work closely with volunteers to develop their skills and confidence as they work with our clients, and the organisation as a whole.

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?

**We have been assessed by a number of organisations and always fulfilled their monitoring criteria. We are a Job Centre approved provider; we have been assessed by their Financial Appraisal and Monitoring team, who rated us as offering substantial assurance. We are beginning the process for the PQASSO Quality Mark.**

### **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.

**All young NEET Southwark, Lambeth, and Lewisham residents with learning difficulties/disabilities, 16-25 in transition, in project, to enter into a Job Club with 5 of their peers - to develop vocational skills.**

**Work experience placements to be found for at least 24 of the young NEET Southwark, Lambeth, and Lewisham young residents with learning difficulties/disabilities, 16-25 in transition, in a range of jobs and employers -- depending on the young people's skills and experiences.**

**Employment opportunities to be found for at least 16 of the young NEET Southwark, Lambeth, and Lewisham young residents with learning difficulties/disabilities, 16-25 in transitions -- appropriate to the young peoples' skills and experience.**

**The referral of those Southwark, Lambeth, and Lewisham young residents with learning difficulties/disabilities, 16-25 in transitions, who remain NEET, to other organisations for further training or education as appropriate for the young people.**

**Continued support for any young NEET Southwark, Lambeth, and Lewisham young residents with learning difficulties/disabilities, 16-25 in transition, not in employment nor referred to other organisations.**

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.

**Young NEET Southwark, Lambeth, and Lewisham residents with learning difficulties/disabilities, 16-25 in transition, to have increased employability skills.**

**Young NEET Southwark, Lambeth, and Lewisham residents with learning difficulties/disabilities, 16-25 in transition, to have increased vocational skills.**

**Young NEET Southwark, Lambeth, and Lewisham residents with learning difficulties/disabilities, 16-25 in transition, to have increased social skills.**

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?

**We will look for alternative funding, via other trust funders, via corporate partners, and - where appropriate - via people's personal budgets. We are looking to work more with the DWP and other elements of the Work and Health Programme, and feel this project could compliment that well for future sustainability.**

## Who will benefit?

### About your beneficiaries

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

**24**

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

**Southwark (70%)**

**Lewisham (20%)**

**Lambeth (10%)**

What age group(s) will benefit?

**16-24**

**25-44**

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
Salary (and on-costs, including employers' pension contribution@5%) of Workstart Worker	28,290	28,856	29,433	86,579
Recruitment costs	1,500	0	0	1,500
Management costs (208 hours per year)	4,576	4,668	4,761	14,005
Back office costs (104 hours per year)	1,575	1,607	1,639	4,821
Office costs (rent, phone, stationary, etc)	2,549	2,600	2,652	7,801
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0

<b>TOTAL:</b>	<b>38,490</b>	<b>37,731</b>	<b>38,485</b>	<b>114,706</b>
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### What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
N/A	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0

<b>TOTAL:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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### What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
N/A	0	0	0	0
	0	0	0	0

<b>TOTAL:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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### How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
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<b>TOTAL:</b>	<b>38,490</b>	<b>37,731</b>	<b>38,485</b>	<b>114,706</b>
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## Finance details

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

Financial year ended:	Month: <b>March</b>	Year: <b>2016</b>
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Income received from:	£
Voluntary income	92,416
Activities for generating funds	0
Investment income	0
Income from charitable activities	75,801
Other sources	95,036
<b>Total Income:</b>	<b>263,253</b>

Expenditure:	£
Charitable activities	223,126
Governance costs	4,000
Cost of generating funds	7,000
Other	0
<b>Total Expenditure:</b>	<b>234,126</b>
<b>Net (deficit)/surplus:</b>	<b>29,127</b>
<b>Other Recognised Gains/(Losses):</b>	<b>0</b>
<b>Net Movement in Funds:</b>	<b>29,127</b>

Asset position at year end	£
Fixed assets	6,623
Investments	0
Net current assets	278,599
Long-term liabilities	0
<b>*Total Assets (A):</b>	<b>285,222</b>

Reserves at year end	£
Restricted funds	120,154
Endowment Funds	0
Unrestricted funds	165,068
<b>*Total Reserves (B):</b>	<b>285,222</b>

**\* 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.

	Year 3 £	Year 2 £	Most recent £
City of London (except City Bridge Trust)	0	0	0
London Local Authorities	257,956	222,820	84,334
London Councils	0	0	0
Health Authorities	0	0	0
Central Government departments	26,909	27,038	12,910
Other statutory bodies	0	0	4,751

## 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 £
Deptford Challenge Trust	27,922	0	0
Walcot Foundation	0	0	21,334
Bailey Thomas Charitable Fund	12,000	0	0
LLoyds TSB Charitable Foundation	10,500	0	0
29th May 1961 Charitable Trust	0	5,000	5,000

## 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: **Mr Alexander Lionel Margolies**

Role within                      **CEO**  
Organisation: