The City Bridge Trust

Investing In Londoners: Application for a grant

About your organisation

Name of your organisation: **Black Training and Enterprise Group (BTEG)**	
If your organisation is part of a larger organisation, what is its name? **BTEG**	
In which London Borough is your organisation based? **Islington**	
Contact person: **Mr Jeremy Crook**	Position: **Chief Executive**
Website: **http://www.bteg.co.uk**	
Legal status of organisation: **Registered Charity**	Charity, Charitable Incorporated Company or company number:**1056043**
When was your organisation established? **18/04/1996**	

Grant Request

Under which of City Bridge Trust's programmes are you applying? **Strengthening London's Voluntary Sector**
Which of the programme outcome(s) does your application aim to achieve? **More equalities organisations with enhanced voice, advocacy and representation skills**
Please describe the purpose of your funding request in one sentence. **To support BAME organisations in London to have a stronger presence and be better positioned and structured to work in collaboration**
When will the funding be required? **01/04/2019**
How much funding are you requesting? Year 1: **£56,820**   Year 2: **£57,520**   Year 3: **£0**
Total: **£114,340**

Aims of your organisation:

BTEG's overall aim is to end racial discrimination. We do this by championing equality and fairness, tackling racial inequalities and increasing opportunities for BAME communities in education, employment and enterprise.
AIMS
1. To reduce inequalities for Black, Asian and Minority Ethnic (BAME) people in education, employment and enterprise.
2. To ensure that national and local policy and decision making includes a focus on achieving race equality.
3. To build coalitions, networks and partnerships to have the greatest impact on achieving race equality.
4. To ensure the sustainability of BTEG.

Main activities of your organisation:

We combine influencing national policy (through our action research and our role on government advisory bodies) with the delivery of services for young people aged 11-30.

Routes2Success: A London role model programme that uses a volunteer from BAME backgrounds to inspire young BAME people to succeed in education, employment and enterprise. http://bit.ly/1kmk2kH
Criminal justice system and young people: A national initiative to improve outcomes for young BAME people in the criminal justice system. http://bit.ly/1djJwOv
Moving On Up: An initiative aimed at increasing the employment rates of young black men in London, aged 16-24 http://bit.ly/2dkN4zL
Strategic Partner for Joseph Rowntree Foundation (JRF): Managing the poverty and ethnicity demonstration projects programme to capture learning that can be used by JRF and others to influence local and nation policy to tackle poverty.
Ready4Success: A pilot initiative delivered in Ealing and Haringey in 2017. It provides young people 18-30 with the skills, experience and mind set they will need to move into employment.

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
2	4	7	0

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?
Rented	**Indefinitely**

Summary of grant request

THE NEED
There is an urgent need for BAME sector organisations to be better positioned to work in collaboration in order to survive and be competitive. BAME organisations need to understand the value of collaborations/partnerships and in order to do this well, they need to invest in organisation and leadership development, strategic positioning and wider engagement with the sector and networks.

BTEG recognises the changes in the sector over recent years. One of the key reflections has been the need for BAME organisations to have a stronger presence and this can only be achieved by having a stronger collective infrastructure, a stronger brand and a stronger voice ? ideally a collective voice.

METHOD
Part A:
To promote the ?campaign? of strengthening the BAME sector through collaborations using a range of platforms, i.e. a flow of blogs/articles in relevant media/newsletters as well as a range of workshops to support the organisations and the leaders. E.g.:
- Emotional Intelligence
- Branding/media
- Project management
- Diversity, equality & inclusion
- Influencing policy
- Messages- Data ? accessing, understanding and using data (especially post RDU)
- Speaking with confidence
- Managing change,
- Theory of Change
- 360 degree feedback,
- Collaborations/partnerships ? models, processes and values

Part B:
Scoping and undertaking a review of realistic areas of potential BAME collaborations using a matrix/database that identifies strengths, areas of expertise, areas of interest and geographical reach and will be used to introduce and facilitate initial dialogue between organisations that have the potential to work together and formalise relationships and agreements.

Part C: A series of sessions to initiate and instigate relationships and collaborations, i.e.:
- Sharing data ? ownership, law, usage, location (Partner zone)
- applications and bids
- theory of change
- voice and campaigns
- logistics, management and leadership
- Sharing resources/office/bulk purchase/shared staff

Templates will be created and available, e.g. agreements and project management documents.

Part D:
Create a web platform with mobile access that allows the wider sector to access tips,
Host a showcase event/conference for reflection, learning, next steps and encouragement for further collaborations.

Continues overleaf

products, information, good practice, links and importantly a platform to find, request and link up with other providers for collaborative projects.

Part E:
Develop a practical ?Partnership/Collaborations Toolkit?

Part F:

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WHAT WILL WE ACHIEVE
A range of skills and competencies will be developed for both individuals and the organisations to enable collaborations to develop.

The programme will:

?   build the skills and capacity of BAME organisations to strengthen their presence and increase sustainability
?   develop and grow BAME leaders working for social change
?   support BAME organisations to have a stronger voice and representation skills
?   encourage/support collaboration between BAME organisations

WHY BTEG

BTEG has been in operation for over 25 years during which time it has worked with 1000?s of organisations and overseen successful delivery of numerous projects and influenced social policy at a number of platforms. It has survived significant changes and challenges in the voluntary and community sector (VCS) and retains a positive reputation amongst key strategic players working in the sector.

BTEG has strong working relationship with a range of organisations and will continue to work in collaboration with organisations such as Croydon BME Forum, Selby Centre, ROTA, Voice 4 Change.

THE TRUST?S PROGRAMME

The programme will directly strengthen London?s BAME VCS by working to strengthen their voice, infrastructure and their presence particularly by supporting and encouraging collaborations.

PRINCIPLES OF GOOD PRACTICE
BTEG has a positive reputation and track record of working in collaboration, involving users and valuing diversity in all aspects of its development and delivery.

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?

n/a

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.

Training workshops to develop both Organisation capacity and leadership skills to support 40 organisation over the 2 years and their leaders. Sessions are divided in to 3 parts - Organisation development, policy impact and leadership. The leadership support will be supported by 4 action learning sessions each year

To develop a database that identifies strengths, areas of expertise, areas of interest and geographical reach.

The matrix/database will be used to introduce and facilitate initial dialogue between organisations that have the potential to work together and formalise collaborations, relationships and agreements.

Workshops initiate and instigate up o 5 collaborations, i.e.:

- **Sharing data ? ownership, law, usage, location (Partner zone)**
- **Joint applications/bids**
- **Joint theory of change**
- **voice and campaigns**
- **delivery ? logistics/management/leadership**
- **Sharing resources/office/bulk purchase/shared staff**
- **Learning & development**
- **Engagement - public/corporate sector**

Create a practical ?Partnership/Collaborations Toolkit?

To host a showcase event/conference in year 2. This will be a combination of reflection, learning, next steps for the sector and encouragement for further collaborations.

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.

BAME organisations are better equipped to establish and development collaborations

BAME organisations have increased confidence, awareness and access to organisations to collaborate with

BAME organisations have stronger voices on key issues affecting BAME communities

BAME Organisations understand their risks and responsibilities when working in collaboration

BAME organisations effectively utilise the skills, time and resources through collaboration

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?

The project will be evaluated and reviewed throughout the delivery and will inform the longer term strategy for any continuation. BTEG is keen to work in partnership with other organisations and will look to explore opportunities for joint bids for contracts or other Trusts/Foundations. We will explore the scope to continue delivery of training on a charge per delegate basis

Who will benefit?

About your beneficiaries

How many people will benefit directly from the grant per year? **500**
In which Greater London borough(s) or areas of London will your beneficiaries live? **London-wide (100%)**
What age group(s) will benefit? **16-24** **25-44** **45-64** **65-74**
What gender will beneficiaries be? **All**
What will the ethnic grouping(s) of the beneficiaries be? **A range of ethnic groups** **Mixed / Multiple ethnic groups** **Asian/ Asian British (including Indian; Pakistani; Bangladeshi; Chinese; Any other Asian background)** **Black/ African/ Caribbean/ Black British (including African; Caribbean; Any other Black/ African/ Caribbean background)** If Other ethnic group, please give details:
What proportion of the beneficiaries will be disabled people? **11-20%**

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 - Project Manager - 3.5 days	33,700	34,500	0	68,200
Staff Costs - Project Support - 1 day per week	5,120	5,220	0	10,340
Core costs - rent, IT, and finance etc	12,000	12,300	0	24,300
Room Hire, trainers, materials, printing	6,000	5,500	0	11,500
Website	1,500	0	0	1,500
TOTAL:	**58,320**	**57,520**	**0**	**115,840**

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
BTEG	1,500	0	0	0
TOTAL:	**1,500**	**0**	**0**	**1,500**

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
	0	0	0	0
	0	0	0	0
	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 - Project manager 3.5 days	33,700	34,500	0	68,200
Staff costs - project support - 1 day per week	5,120	5,220	0	10,340
Core costs - rent, IT, and finance etc	12,000	12,300	0	24,300
Room Hire, trainers, materials, printing	6,000	5,500	0	11,500
Website	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
TOTAL:	**56,820**	**57,520**	**0**	**114,340**

Finance details

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

Financial year ended:	Month: **March**	Year: **2017**

Income received from:	£
Voluntary income	35,000
Activities for generating funds	2,992
Investment income	1,083
Income from charitable activities	299,972
Other sources	0
Total Income:	**339,047**

Expenditure:	£
Charitable activities	349,615
Governance costs	0
Cost of generating funds	54
Other	0
Total Expenditure:	**349,669**
Net (deficit)/surplus:	**-10,662**
Other Recognised Gains/(Losses):	**0**
Net Movement in Funds:	**-10,662**

Asset position at year end	£
Fixed assets	1
Investments	0
Net current assets	319,334
Long-term liabilities	0
*Total Assets (A):	**319,335**

Reserves at year end	£
Restricted funds	103,876
Endowment Funds	0
Unrestricted funds	215,459
*Total Reserves (B):	**319,335**

* **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?
0%

Organisational changes

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

No significant changes

Grant Ref: 14540

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	0	0	0
London Councils	0	0	0
Health Authorities	0	0	0
Central Government departments	162,115	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 £
Trust for London	57,500	79,321	51,679
Barrow Cadbury Trust	21,000	34,934	39,000
Joseph Rowntree Foundation	0	21,590	37,341
Joseph Rowntree Charitable Trust	40,000	40,000	35,000
Big Lottery Fund	120,345	53,628	15,561

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: **Jeremy Crook**

Role within
Organisation: **Chief Executive**