



The City Bridge Trust Committee

ANNEX – APPLICATION FORMS

Date: THURSDAY, 31 JANUARY 2019
Time: 1.45 pm
Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

11. GRANTS AND STRATEGIC INITIATIVES RECOMMENDATIONS AND ASSESSMENTS

To consider the CGO's reports on grant recommendations as follows: -

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Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: Elders Voice	
If your organisation is part of a larger organisation, what is its name? Previous charity commission no. 1034631	
In which London Borough is your organisation based? Brent	
Contact person: Ms Jenny Davison	Position: Community Development Manager
Website: http://www.eldersvoice.org.uk	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 1091519
When was your organisation established? 01/02/1993	

Grant Request

Under which of City Bridge Trust's programmes are you applying? Older Londoners		
Which of the programme outcome(s) does your application aim to achieve? Older Londoners aged 75 years and over living more active and healthier lives Fewer older Londoners aged over 75 years with depression and more reporting improved well-being		
Please describe the purpose of your funding request in one sentence. The purpose of our funding request is to provide opportunities for LGBT older people in Brent to socialise, enjoy peer support and make new friends.		
When will the funding be required? 01/10/2018		
How much funding are you requesting? Year 1: £69,696 Year 2: £73,458 Year 3: £0		
Total: £143,154		

Aims of your organisation:

Elders Voice works with older people to enable them to live independently, safely and securely in their own homes by providing quality services which enable them to continue to live in a home environment which suits their needs, have new social opportunities, widen their social networks and make new friends, have new experiences, and have fun. Elders Voice has a holistic approach to working with older people so that their lives are safe and secure, and that they can enjoy a life outside of their homes and in the local and wider communities. The organisation disseminates information on the rights of older people to make sure they obtain the quality services they are entitled to; and signposts people to other organisations and services whenever necessary.

Main activities of your organisation:

Elders Voice has a number of main activities and these are: a Floating Support/Handyperson service covering such areas as debt management, welfare benefits, housing options, home safety and security, the handyperson service carries out small repairs in the home including fitting grab rails, peep holes and security lights, along with a small plumbing service; three Day Centres a week for frail older people and older people with dementia; two Dementia Cafes a week for people with dementia and their carers; a weekly timetable of classes including yoga, singing, movement to music, Zumba Gold; and an at home digital learning service to enable older people to use their computers safely and securely. All of our main activities are vital to enable people to stay safe, secure and happy in their homes, to take part in a variety of activities and to participate fully in the local and wider community.

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
9	15	8	25

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?
Leased	

Summary of grant request

Our extensive research, along with our knowledge of Brent, has found that there are no dedicated services in Brent for LGBT older people. There is a vital need for this in the borough and this project will fill a huge gap in service provision. Along with this, it is well researched that social isolation is a significant concern for older people and it has negative impacts on an individual's health and well being. The older population in Brent has high instances of long term illnesses and chronic conditions, and these older people are likely to be at greater risk of social isolation as a result of impeded mobility, which may impact on their ability to access services or support networks in the community (Brent Joint Strategic Needs Assessment 2016). Social isolation and exclusion is likely to be exacerbated for LGBT older people, and there is a general lack of information of what is available for this group of people in the London Borough of Brent. Older people have to go to neighbouring boroughs such as Camden to seek out services which are specific to their needs.

We believe we are the right organisation to deliver this service. Elders Voice was established in 1993 and celebrates its 25th anniversary in 2018. We have an exemplary record of delivering services to older people living in Brent. We are well known in the borough both to statutory and other services and, most importantly, to service users. We have a strong network of partners and contacts, a wide reach to service users and a healthy presence on social media.

The work will be delivered by a project manager and outreach worker who will have experience of working with LGBT older people and of developing and delivering services. They will be aware of, and sensitive to, the generational issues such as any prejudice older people may have faced due to their sexuality. There will be a variety of activities on offer including monthly socials, a telephone befriending service and weekly coffee mornings.

The project will meet City Bridge Trust's programme outcomes by ensuring that older Londoners widen their social networks, lead more active lives by having new opportunities to get out and about, meet people and take part in new activities. This will, in turn, improve their emotional, physical and spiritual well being. Information sessions will ensure people are increasingly aware of the benefits they can receive, and any issues around housing. Elders Voice has a Floating Support service which deals with these kind of issues all the time. They are able to advise on a wide range of subjects and along with the above they can also give information about debt management, signposting to other services and a number of housing options. Our handyperson service will be able to ensure that these people are safe, secure and independent in their homes by offering a small repair and plumbing service.

Elders Voice will meet City Bridge Trust's Good Practice principles as we have always involved older people in the running of the services that we deliver. We will form a Steering Group which will include the people who use this service. We shall, as with all our services, distribute feedback questionnaires at three monthly intervals to ensure that what we are delivering is appropriate and flexible. We will actively seek volunteers. The people we work with and continue to work with come from a diverse range of backgrounds and ethnicities, and Elders Voice greatly values diversity both in our workforce and in the people we work with and for.

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?

ISO9001

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.

Monthly late afternoon/early evening social/cafes where people can meet for discussions, information sessions, advice about topics that are relevant for people, sharing skills, experiences and knowledge. These will be opportunities for creative and fun activities. We plan for 60 people in year one, 75 people in year two.

Casual Monday coffee mornings. A drop in session where everyone can come for a couple of hours for tea and coffee, and bring cake to share. A great start to the week. We plan for 50 people in year one, 60 people in year two.

Developing a telephone befriending for LGBT older people who find it difficult to get out. The telephone tree will be developed by volunteers and offer 30 minutes each week for volunteers to talk with the most socially isolated. We plan 20 people in year one, 30 people in year two.

Encouraging friendship groups outside the above where people can meet either at each other's houses, out and about for coffee, shopping cinema, art galleries and any number of other activities. We plan 3 groups in year one, and 6 groups in year two.

One big event a year to celebrate each other and to come together in recognition of the achievements of the service. There will be one celebration event a 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.

The opportunity to widen social networks, to connect with other LGBT older people, to make new friends, to feel a part of a group of people with similar identities and to feel accepted and respected.

All of the activities will tackle social isolation and exclusion, and will enable people to have opportunities they may not have had before.

For those LGBT older people who are less able to get out and about, to have the opportunity to talk to someone once a week, to feel less isolated, knowing they can connect with others.

Accessing relevant information and advice from a variety of sources, and sharing advice between each other. This will also mean that people will be acknowledging each others' experiences and expertise.

Taking part in social and leisure activities, learning new skills and learning from each other, being creative, laughing and having fun,

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 would want the activity to continue beyond the requested funding period by seeking further funding from continuation funders, engage staff and volunteers in the process of seeking further funding, ensure we have a passionate champion who is a driving force behind this service and exploring ways in which volunteers can continue to run the project after funding.

Who will benefit?

About your beneficiaries

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

60

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

Brent (100%)

What age group(s) will benefit?

65-74

75 and over

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?

21-30%

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 (including oncosts)	42,627	43,480	0	86,107
Support costs (management, marketing and admin, finance management)	6,941	7,080	0	14,021
Office expenditure and overheads	5,148	5,302	0	10,450
Start up costs (including computers, mobile phones)	2,000	0	0	2,000
Project Direct costs (Including travel expenses, printing and distribution)	4,480	4,510	0	8,990
Activities (two celebrations)	1,000	1,000	0	2,000
Weekly Cafes/Monthly socials - refreshments, catering, cleaning	5,160	6,966	0	12,126
Volunteers - travel and subsistence	2,340	3,120	0	5,460
Project evaluation and legacy	0	2,000	0	2,000
TOTAL:	69,696	73,458	0	143,154

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
None at present	0	0	0	0
	0	0	0	0
	0	0	0	0
	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
The Sobell Foundation	69,696	73,458	0	143,154
	0	0	0	0
	0	0	0	0
	0	0	0	0
TOTAL:	69,696	73,458	0	143,154

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Staff costs (including oncosts)	42,627	43,480	0	86,107
Support costs (management, marketing and admin, finance management)	6,941	7,080	0	14,021
Office expenditure and overheads	5,148	5,302	0	10,450
Start up costs (including computers, mobile phones)	2,000	0	0	2,000
Project Direct costs (including travel expenses, printing)	4,480	4,510	0	8,990
Activities (two celebrations)	1,000	1,000	0	2,000
Weekly Cafes/Monthly socials - refreshments, catering, cleaning	5,160	6,966	0	12,126
Volunteers - travel and subsistence	2,340	3,120	0	5,460
Project evaluation and legacy	0	2,000	0	2,000
TOTAL:	69,696	73,458	0	143,154

Finance details

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

Financial year ended:	Month: March	Year: 2017
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Income received from:	£
Voluntary income	21,804
Activities for generating funds	0
Investment income	796
Income from charitable activities	296,338
Other sources	0
Total Income:	318,938

Expenditure:	£
Charitable activities	356,473
Governance costs	0
Cost of generating funds	3,660
Other	0
Total Expenditure:	360,133
Net (deficit)/surplus:	-41,195
Other Recognised Gains/(Losses):	0
Net Movement In Funds:	-41,195

Asset position at year end	£
Fixed assets	4,977
Investments	0
Net current assets	165,100
Long-term liabilities	11,771
*Total Assets (A):	158,306

Reserves at year end	£
Restricted funds	1,560
Endowment Funds	0
Unrestricted funds	156,746
*Total Reserves (B):	158,306

* 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?
81-90%

Organisational changes

Describe any significant changes to your structure, financial position or core activities since the date of your most recent accounts: The most significant change to our organisation has been securing a contract in September 2017 for a Floating Support/Handyperson Service for £2.3million over 4-5 years. We have also won a contract for £61,000 over two years for running and developing two Dementia Cafes. This has mean that our staff team has expanded from 13 to 24.

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)	20,000	0	0
London Local Authorities	141,000	106,000	505,440
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 £
Wembley Stadium National Trust	0	0	10,000
BLF Awards For All	0	0	9,750
Edward Harvist Fund	0	4,500	0
	0	0	0
	0	0	0

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: **Jenny Davison**

Role within **Chief Executive**
Organisation:

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: English National Ballet	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Kensington & Chelsea	
Contact person: Ms Laura Howes	Position: Trusts and Research Manager
Website: http://www.ballet.org.uk	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 214005
When was your organisation established? 10/09/1962	

Grant Request

Under which of City Bridge Trust's programmes are you applying? Older Londoners		
Which of the programme outcome(s) does your application aim to achieve? Older Londoners aged 75 years and over living more active and healthier lives Fewer older Londoners aged over 75 years with depression and more reporting improved well-being		
Please describe the purpose of your funding request in one sentence. To enable older people to enjoy invigorating dance classes in East and West London, increasing physical activity, improving wellbeing and reducing loneliness.		
When will the funding be required? 30/09/2018		
How much funding are you requesting?		
Year 1: £42,184	Year 2: £43,632	Year 3: £43,981
Total: £129,797		

Alms of your organisation:

English National Ballet's mission is to take world-class ballet to the widest possible audience, delighting them with the traditional and inspiring them with the new. We aspire to be the United Kingdom's most exciting and creative ballet company.

The primary objectives of English National Ballet are:

- a. To present productions of classical ballet of the highest quality within England and around the world;
- b. To offer access to the widest possible audience through affordable pricing and attractive repertoire in a variety of venues including theatres, schools, festivals and digital platforms;
- c. to inspire, enlighten and uplift the public through performances, events, interaction and experience;
- d. to develop the art form of ballet by commissioning new choreography, design, and musical composition as well as cherishing the classical repertoire;
- and e. to maintain the highest artistic standards.

Main activities of your organisation:

Under the artistic leadership of Tamara Rojo, our 67 talented dancers, accompanied by English National Ballet Philharmonic, tours innovative and Imaginative productions in the UK and abroad. Last year we gave 181 performances, reaching over 296,000 people in theatres, including 30,000 tickets sold at under £14.

We were also the first British company to establish an education department in 1980, to fulfil our ambition to inspire, and be accessible to, the widest possible audience.

Today, we have a broad and ambitious Engagement programme. Our wide-ranging projects engage those with the least access to the arts, from young people, people with disabilities and the older generation. We work closely with educational providers, community groups and our colleagues in the performing arts sector to alleviate barriers to accessing our uplifting work. English National Ballet particularly targets sections of the community who would not normally be able to go to the ballet, giving a welcoming gateway into this imaginative and moving world.

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
218	0	12	15

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

English National Ballet's project is to open-up dance to older people, as part of our key mission to demystify our uplifting artform, bringing it to the widest possible audience.

With support, we will run two strands of regular dance classes for older people in London, ENB Dancing East in Tower Hamlets and ENBEldersCo in Hounslow, for three years from September 2018. New to English National Ballet last year, the classes allow us to build relationships in East London ahead of our move to London City Island as a Company in 2019, whilst keeping an important legacy in West London.

ENB Dancing East classes will be fully-accessible, with exercises suitable for people both seated or standing, delivered in partnership with local LinkAge Plus community centres. ENBEldersCo is a higher energy dance class, with a focus on performances given by participants each term. Shows by ENBEldersCo for ENB Dancing East participants will bring the two communities together and give a visible platform for what can be achieved by older dancers. Taster sessions will pilot higher energy classes in East London, gauging people's interest in taking their dancing to the next level. All classes will be free of charge, ensuring there are no financial barriers to taking part, with six classes each week.

The classes will meet City Bridge Trust's aim that older Londoners aged over 75 are living more active and healthier lives, and have improved well-being. Many older people struggle to undertake enough exercise (as evidenced in our proposal) and over a third say it is more difficult to participate in arts and cultural activities now, compared to when they were younger*. Our dance classes will provide physical exertion, intellectual stimulation and freedom for people to express themselves creatively, maintaining physical and mental wellbeing in old age.

They will provide genuine social connection through the intimate nature of dancing, in boroughs where there is a high prevalence of loneliness amongst older people. Organised trips to English National Ballet performances will present further social and intellectual stimulation. The benefits will be felt not only by individual participants, but also more widely in boroughs each supporting an ageing population.

Alongside academic research showing the benefits that combining health and the arts can mean to older people, English National Ballet's Engagement team has personal experience of the life-affirming benefits dance brings. Since 2010, our highly skilled Engagement team has built ENB Dance for Parkinson's into a thriving programme, after initial support from the Paul Hamlyn Foundation. We have also previously run supportive projects working with people living with dementia. Feedback across our work shows it is ballet providing the motivation for people to attend, as the artistry and music of our classes make exercise an enjoyment, not a chore.

In all our projects we invest in developing the skills of our associate dance artists and musicians, and our partner organisations, to ensure high-quality programmes now and in the future. In the third year of the project, we will host a symposium for other professionals in the dance sector and health sector, to share our learning on the practicalities and benefits of engaging older people in dance.

We involve our participants in all our projects, regularly incorporating their feedback, thoughts and opinions into the structure and design of our classes. We always seek to reflect the diverse communities we work in, in the make up of our classes, engaging people from all cultural backgrounds. We have robust policies on working with vulnerable adults, equal opportunities and limiting our impact on the environment.

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?

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.

ENB Dancing East - 450 weekly accessible dance classes, held at five local LinkAge Plus community centres in Tower Hamlets. Exercises will be inspired by ballet, and suitable for both seated and standing participants, with a live musical accompaniment.

ENBEldersCo - 90 weekly energetic dance classes held in Hounslow, with a focus on creating performances by participants, using English National Ballet repertoire as inspiration with a live musical accompaniment.

Four taster Sessions delivered in Tower Hamlets for higher-energy dance classes, with performance opportunities, feeding into the aim to create an East London group similar to ENBEldersCo.

9 organised and subsidised outings to English National Ballet performances, for participants of both strands of classes

End of project symposium hosted by English National Ballet, to share learnings with others in the dance and health sector on best practice for engaging older people in physical activity and the arts.

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.

Older Londoners in Tower Hamlets and Hounslow (and the surrounding boroughs) living more active and healthy lives, through being able to increase their physical activity free of charge and gaining improvements in areas such as flexibility and energy levels.

Older Londoners gaining improvements in wellbeing, by motivating classes promoting enjoyment, a sense of achievement and increased confidence through dance

Older Londoners extending their peer support networks, building a sense of community and social relationships through participation and theatre trips, reducing loneliness

Older Londoners having increased access to the arts, learning about ballet through a connection to English National Ballet and having opportunities for creative expression

Increased sharing of knowledge within the dance/health sector on best practice for engaging older people in activities relating to health and the arts, benefitting older people more widely with future high quality programmes

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?

Activities to engage with older people are part of ENB's core strategy and budget, underpinning this project's future development and delivery beyond three years. We have a strategy in place to raise funds from trusts and corporates, operating in London or with interests aligned to the aims of the programme, offsetting costs and creating a viable operating model.

Who will benefit?

About your beneficiaries

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

440

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

Tower Hamlets (65%)

Newham (15%)

Hounslow (10%)

London-wide (10%)

What age group(s) will benefit?

65-74

75 and over

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?

31-40%

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Total
Project Dance Artist and Musician Fees	42,800	44,084	44,966	131,850
Travel - Dance Artists and Musicians, plus theatre trips	4,650	4,743	4,838	14,321
Marketing/Promoting Classes	1,750	1,750	1,750	5,250
Theatre tickets, costume and hall hire	4,392	4,404	4,416	13,212
Symposium Costs	0	0	2,000	2,000
Evaluation and Training	1,450	1,465	1,480	4,395
Overheads	2,752	2,822	2,973	8,547
Contingency	1,734	1,778	1,873	5,385
	0	0	0	0

TOTAL:	59,528	61,047	64,296	184,870
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
Ticket income from theatre trip	2,592	2,592	2,592	7,776
Income from Symposium tickets	0	0	2,750	2,750
Administration - In Kind from ENB	2,752	2,822	2,973	8,447
ENB Core Engagement Budget Commitment	12,000	12,000	12,000	36,000

TOTAL:	17,344	17,414	20,315	55,073
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What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
Merchant Taylors' Company	10,000	10,000	0	20,000
TOTAL:	10,000	10,000	0	20,000

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Dance Artist and Musician Fees	30,800	32,084	32,966	95,850
Travel - Dance Artists and Musicians, plus theatre trips	4,650	4,743	4,838	14,231
Marketing/Promoting Classes	1,750	1,750	1,750	5,250
Costume and Hall Hire	1,800	1,812	1,824	5,436
Evaluation and Training	1,450	1,465	730	3,645
Contingency	1,734	1,778	1,873	5,385
TOTAL:	42,184	43,632	43,981	129,797

Finance details

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

Financial year ended:	Month: March	Year: 2017
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Income received from:	£
Voluntary Income	1,581,000
Activities for generating funds	8,607,000
Investment income	1,000
Income from charitable activities	6,637,000
Other sources	5,000
Total Income:	16,831,000

Expenditure:	£
Charitable activities	15,391,000
Governance costs	912,000
Cost of generating funds	882,000
Other	880,000
Total Expenditure:	18,065,000
Net (deficit)/surplus:	-1,234,000
Other Recognised Gains/(Losses):	1,344,000
Net Movement In Funds:	110,000

Asset position at year end	£
Fixed assets	2,125,000
Investments	0
Net current assets	6,220,000
Long-term liabilities	3,991,000
*Total Assets (A):	4,354,000

Reserves at year end	£
Restricted funds	1,120,000
Endowment Funds	0
Unrestricted funds	3,234,000
*Total Reserves (B):	4,354,000

*** 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:

Our Chairman, Justin Bickle, announced that he would be stepping down at the end of his tenure in 2018. The search for a new Chair is underway, and the Company expects to announce Mr Bickle's successor in Summer 2018.

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	40,391	0	0
Central Government departments	0	0	0
Other statutory bodies	6,538,000	6,250,000	6,214,000

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 £
Esmee Fairbairn Foundation	0	60,000	0
The Foyle Foundation	45,000	50,000	0
John Lyon's Charity	30,000	40,000	40,000
Garfield Weston Foundation	30,000	0	0
The John Ellerman Foundation	0	0	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: **Laura Howes**

Role within **Trusts and Research Manager**
Organisation:

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: Royal National Institute of Blind People	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Camden	
Contact person: Ms Katie Parker	Position:
Website: http://www.rnib.org.uk	
Legal status of organisation: First Contact	Charity, Charitable Incorporated Company or company number: 226227
When was your organisation established? 01/01/1868	

Grant Request

Under which of City Bridge Trust's programmes are you applying? Older Londoners
Which of the programme outcome(s) does your application aim to achieve? Fewer older Londoners aged over 75 years with depression and more reporting improved well-being Older Londoners aged 75 years and over living more active and healthier lives
Please describe the purpose of your funding request in one sentence. To support the costs of around 350 older RNIB Talking Book Members in London for three years.
When will the funding be required? 01/11/2018
How much funding are you requesting? Year 1: £26,900 Year 2: £27,599 Year 3: £28,304 Total: £82,803

Aims of your organisation:

Our main aim is to make every day better for blind and partially sighted people, by being there when they need us - at any stage of their lives. RNIB supports independent living, working hard to create an inclusive society and preventing unnecessary sight loss. Whether you're losing your sight, blind or partially sighted, our practical and emotional support can help you to face your future with confidence. RNIB offers a broad range of specialist services including a Helpline, Education Employment and E-learning, Reading and Transcription, Eye Health, Campaigning and Support in Eye Clinics at the point of diagnosis.

Main activities of your organisation:

Reading Services and Transcription - our free reading and listening libraries send out 10,000 books a day to more than 43,000 customers.

Support in Eye Clinics - at the point of diagnosis

Emotional Support - offering sight loss counselling and telephone social groups, which help isolated people to forge new friendships.

Campaigning - on key issues

Helpline - offering support 7 days a week

Employment & Education - helping people to find or retain employment,

Children and Young People - schools, college and residences, leisure activities and residential stays, study, careers advice & family support

Services for Older People - advice and tele-support for the housebound and three residential care homes for older people with serious sight problems

Independent Living Support - including housing issues, welfare, benefits & financial advice

Technology - producing guides and e-newsletters and our volunteer Technology Support Squad visit customers at home

RNIB Connect Radio - broadcasting 24 hours a day, 7 days a week

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
1,302	760	10	5,000

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

Sight loss reduces our levels of independence and means having to abandon much loved pastimes. It's often compared to bereavement, with feelings of isolation and loneliness that can lead to depression. Blind and partially sighted people are three times more likely to experience depression than their sighted peers. Sight loss is one of the top three triggers of suicide amongst people aged over 60.

But reading for pleasure provides a welcome escape from the isolation that vision impairment and old age can bring. It's also a shared point of reference with sighted friends of all ages. RNIB has around 1,500 Talking Book customers aged from 65 to 103 yrs living in the Greater London area.

It's hard to believe that in 2018, blind and partially sighted people are still being denied access to books. Only 7% are ever published in accessible formats, and then often months or years after their print equivalents. The few commercially produced audio versions that become available are generally expensive compared to standard print.

This expense can place reading for pleasure out of reach for many older people living with little or no sight. They're more likely to live in poverty than their sighted peers. Sight loss in old age is frequently coupled with low income. 90% of visually impaired older people exist on half the average national income. This is a widely accepted definition of poverty, and a threat to wellbeing.

Despite meagre later-life income, older blind and partially sighted people face extra costs of daily living associated with their disability. From help with cleaning and home maintenance, to a greater need for taxis, mobile phones and ready meals - living with sight loss is expensive. This leaves little room for luxuries such as audio books.

Some public libraries offer audio books but the number of titles is usually small and won't contain more recent publications and bestsellers. With many local libraries now closed or facing closure, accessing these limited services is increasingly difficult.

RNIB's Talking Books service is offered free, giving access to 28,500 books. Most older RNIB Talking Book readers listen via CD. These are ordered by phone or online and delivered without charge. We recently launched RNIB Overdrive, a web based system enabling members to borrow and download titles to enjoy on their computer, Smartphone or tablet. Take up of this amongst older customers is increasing.

Reading helps us to wind down, de-stress and forget our problems for a while. It frequently tops the list of things people tell RNIB they want to continue doing, when they first lose their sight. Our project will enable older Londoners with impaired vision to continue to experience the joy of reading for pleasure. It will help reduce levels of isolation and depression, and increase feelings of wellbeing and connectedness. RNIB Talking Books service is a useful gateway service to our other provision for older people including Telebefriending and Welfare advice.

Uniquely, we send out up to 10,000 unabridged, professionally recorded books per day to 36,000 customers. Titles are available in many languages, reflecting the diversity of London's population (including Bengali, French, Gujarati, Spanish and Urdu).

We value the input of all our customers. They're experts in areas that help us improve services and inform all that we do. We work hard to nurture partnerships that can add value. RNIB couldn't achieve its aims without the help of its 5,149 volunteers who receive training and ongoing support.

To reduce our carbon footprint, we assess building and transport energy consumption, arranging environmental audits of our sites.

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?

IQM - Inclusion Quality Mark

Matrix Standard

ISO 9000

British Standard PAS 150

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.

Support around 350 blind and partially sighted older Londoners per year over 3 years with the provision of free RNIB Talking Books

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.

Improving feelings of wellbeing

Reducing levels of isolation and increasing feelings of connectedness

Reducing levels of depression

Tackling disadvantage

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 plan to continue this activity and will fundraise (via trusts, major donors, corporate, legacy and lottery) to support its costs.

Who will benefit?

About your beneficiaries

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

350

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

London-wide (100%)

What age group(s) will benefit?

75 and over

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 Costs & Recruitment	5,250	5,355	5,462	16,067
Audio, Recording, Publishing and Production	13,000	13,260	13,525	39,785
Property Costs	2,750	2,805	2,861	8,416
Staff Training and Travel	125	128	130	383
Marketing and Subscriptions	2,125	2,168	2,210	6,503
Computer Software and Maintenance	600	612	624	1,836
Management and Support costs	1,000	1,020	1,040	3,060
Impact Monitoring	2,000	2,200	2,400	6,600
Printing Stationery and Postage	50	51	52	153

TOTAL:	26,900	27,599	28,304	82,803
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
	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
	0	0	0	0
	0	0	0	0
	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
Salary costs and recruitment	5,250	5,355	5,462	16,067
Audio recording, publishing and production	13,000	13,260	13,525	39,785
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Printing Stationery and postage	50	51	52	153

TOTAL:	26,900	27,599	28,304	82,803
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Finance details

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

Financial year ended:	Month: March	Year: 2017
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Income received from:	£
Voluntary income	72,597,000
Activities for generating funds	
Investment income	229,000
Income from charitable activities	46,047,000
Other sources	326,000
Total Income:	119,199,000

Expenditure:	£
Charitable activities	24,373,000
Governance costs	
Cost of generating funds	108,452,000
Other	-1,011,000
Total Expenditure:	132,825,000
Net (deficit)/surplus:	-12,615,000
Other Recognised Gains/(Losses):	-16,470,000
Net Movement In Funds:	-29,085,000

Asset position at year end	£
Fixed assets	98,459,000
Investments	
Net current assets	18,118,000
Long-term liabilities	38,999,000
*Total Assets (A):	77,578,000

Reserves at year end	£
Restricted funds	20,698,000
Endowment Funds	5,871,000
Unrestricted funds	51,009,000
*Total Reserves (B):	77,578,000

*** 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?
11-20%

Organisational changes

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

RNIB has a new Chair person and is currently starting the recruitment process to the post of a new CEO (our previous CEO having resigned in April 2018)

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	178,646
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 £
Pears Foundation	0	3,400,000	0
Garfield Weston	250,000	0	0
Rohan Foundation	0	0	100,000
Catherine Cookson Foundation	0	100,000	0
BBC Children In Need	102,000	0	0

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: **Katie Parker**

Role within **Trust Fundraiser**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Age UK Wandsworth	
If your organisation is part of a larger organisation, what is its name? N/A	
In which London Borough is your organisation based? Wandsworth	
Contact person: Ms Rachel Corry	Position: Chief Executive
Website: http://www.ageukwandsworth.org.uk	Social Media Accounts: Twitter:@AgeUKWandsworth and Facebook:@WandsworthAgeUK
What Quality Marks does your organisation currently hold? We hold the Advice Quality Standard and the Age UK Information and Advice Quality Standard. We hold the Organisational Quality Standard for local Age UKs, endorsed by the Charity Commission	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1069406	Company Number: 3531311	CIC Number:	Bencom Number:
When was your organisation established? 01/01/1963			
Aims of your organisation: The Objects for which the Charity is established and to which it is specifically restricted are to promote the following purposes for the benefit of the public and/or older people in and around the London Borough of Wandsworth: ? preventing or relieving the poverty of older people; ? advancing education; ? preventing or relieving sickness, disease or suffering in older people (whether emotional, mental or physical); ? promoting equality and diversity; ? assisting older people in need by reason of ill-health, disability, financial hardship, social exclusion or other disadvantage; and ? such other charitable purposes for the benefit of older people as the Trustees may from time to time decide; The outcome of this being the promotion of the well-being of older people.			

Main activities of your organisation:

Age UK Wandsworth is a local, independent charity working to promote the wellbeing of older people and to make life an enjoyable and fulfilling experience. We want to help older people live independently in their own homes for as long as they wish; to improve or maintain their health and wellbeing; to prevent loneliness and enable them to have choice and control over issues that affect them. We do this through a range of services providing information to over 9,000 people and directly supporting over 2,500 older people each year including befriending services for isolated and housebound older people; a Handyperson service to help older people remain safe and secure in their own home; an online shopping service; a hospital discharge support service; care navigation in healthcare settings; digital classes; and a Men's Shed project. At the heart of our activities is the Advice and Support Service which provides holistic, independent and accessible advice.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
3	14	10	200
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff Yes	Volunteers Yes	Trustees / Management Committee Members No	

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	July 2022 with break July 2019

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

We have recently signed up to and encouraged staff to join a Ride to Work scheme. Staff use their bicycles to travel to home visits, which has environmental benefits but also saves time and travel expenses.

We recycle paper, card, plastic etc and use an environmentally conscious commercial waste management company.

We purchase office print/photocopy paper, envelopes and hand towels which are responsibly sourced and carry the EU Ecolabel and/or the FSC (Forrest Stewardship Council) label. Office equipment and stationery is purchased in bulk on a monthly basis to reduce carbon footprint with regard to delivery. Wherever possible, products are purchased which are reusable, refillable or recyclable i.e, coffee refills, dishcloths, dishware and cutlery. We re-use paper as scrap/note paper. Staff and volunteers print and photocopy on both sides of paper. Heating is kept at recommended temperatures during winter months and has been programmed for use during office hours only.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2019	
Grants & donations:	£555,901	£422,899	£0
Earned income:	£6,110	£3,000	£0
Other income:	£22,410	£1,000	£0
Total income:	584,421	£426,899	£0
Charitable activity costs:	£570,647	£527,730	£0
Cost of raising funds:	£7,780	£9,015	£0
Other costs:	£0	£0	£0
Total expenditure:	£578,427	£536,745	£0
Free unrestricted reserves held at year end:	£265,986	£307,875	£0
What is your organisation's reserves policy? The reserves policy is to maintain reserves at a level representing approximately six months of non-contracted expenditure and one year expenditure on long term contracts, ie. rent of office, in order to safeguard the future of the charity. This equates to around £310,000.			
The audited accounts for 2017/18 will be available in the next couple of weeks.			
For your most recent financial year, what % of your income was from statutory sources? 51-60%			

Organisational changes

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

N/A

Grant Request

Under which of City Bridge Trust's programmes are you applying?

Advice and Support

Which of the programme outcome(s) does your application aim to achieve?

Advice & Support/More Londoners have improved economic circumstances

Please describe the purpose of your funding request in one sentence.

Our Advice & Support service provides older people with holistic information, advice and support on benefits, debt, money, housing and care so that they have improved financial and emotional wellbeing.

When will the funding be required? **01/01/2019**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

Another funder? (if so which)

Yes

How much funding are you requesting?

Year 1:

£42,912

Year 2:

£43,771

Year 3:

£0

Year 4:

£0

Year 5:

£0

Total Requested: £86,683

You and your grant request

What, specifically, are you applying for (your project)?

We will provide holistic information, advice, support, signposting and detailed casework to 2,700 vulnerable older people in Wandsworth on a range of critical issues including low income, fuel poverty, debt and accessing care. So that we can best reach each person's individual needs we will offer support via appointments in our office, drop-in sessions, home visits for those who are frail or housebound as well as support via telephone and in writing. We will conduct benefits checks to assess rights and entitlements, assist with submitting applications and appeals and provide advice on other sources of financial assistance. We will also offer support on inter-related issues including housing and accessing health and social care. The service will result in increased income for clients through accessing unclaimed benefits as well as reduced stress and anxiety leading to improved wellbeing.

What are the changes you hope to achieve?

We will support older Londoners aged 60 and over living in the borough of Wandsworth who are facing inequality or disadvantage due to their levels of income, circumstances or inability to navigate the complex welfare benefits and statutory systems.

Our service will enable them to have improved economic circumstances as a result of accessing

1) unclaimed benefits and entitlements through benefits checks and support with applications and

2) other sources of other financial assistance such as grants and advice about rebates and concessions e.g. help with water rates.

The average benefit claim per person will be approximately £3,400 per year.

In addition, we will provide advice on all the complex and often inter-related issues they are facing including accessing Social Services and how to pay for care and support and help to understand their housing options as well as their housing and homelessness rights.

How do you know there's a need for this work?

?Older people don't claim the full range of benefits available to them, with up to £5.5 billion in benefits unclaimed each year. Older people are often independent and unwilling to ask for help; are often unaware of their rights and entitlements and/or discouraged by past failures trying to claim them.

?Many older people experience complex interactions between living on a relatively low fixed income, declining health and mobility and risk of social isolation which requires a holistic approach to best support them.

?There is a large demand for our service and we deal with over 9,500 callers and visitors to our office every year.

?An Age UK survey on the impact of Information and Advice services (Who can I turn to?, 2012), stated that 54% of respondents preferred to receive information or support face-to-face.

?Every £1 invested in our service generates £5.60 for older people in the Borough through unclaimed benefits.

How will the work be delivered - specifically, what will you do?

?Using a combination of staff and volunteers we will provide information, advice and support to 2,700 older people, their family, friends and carers on a wide range of issues

?Of these, 2,000 people will receive comprehensive information

?700 older people will receive in-depth, tailored one-to-one advice via 1,200 advice sessions through appointments in the office, drop-in sessions, home visits for those who are frail or housebound, over the telephone and in writing

?We will assess entitlement to benefits and support people to complete the necessary application forms

?Hold 40 outreach surgeries with Tax Help for Older People and Action on Hearing Loss

?Distribute 5,000 printed leaflets and factsheets on a wide range of issues, including benefits entitlements and how to access care at home, so that people can make informed choices

?Conduct regular evaluation and monitoring to demonstrate that the service improves economic circumstances of older people

Why are you the right organisation to do this work?

?We have over 50 years? experience of delivering innovative and effective frontline services to local and vulnerable older people.

?We are the only local provider specialising in providing holistic advice for all older people in the borough.

?We have excellent knowledge of the demographics of Wandsworth, areas of deprivation, local plans and local services and have built trusted relationships with many people in different bodies such as health services, the local voluntary sector and Independent service providers. This means that we don?t duplicate on other work in the borough and we are able to best meet the needs of the local population.

?We hold the Advice Quality Standard for generalist advice and deliver high quality advice. As an Independent organisation we are trusted by older people and by other local organisations.

?We employ a highly-skilled and experienced advice worker, who achieves positive outcomes for older people.

How does your work complement and not duplicate other services within your area?

As a member of the Wandsworth Advice Partnership we know of and work with other local advice organisations including Citizens Advice Wandsworth, South West London Law Centre, Carers Centre, Hardship/Crisis Project, Disability Advice organisations, the DWP Home Visiting service and the Council?s Financial Inclusion team.

Our service complements the work of all these organisations as the only provider of holistic advice for local older people. Other services have restrictions or only deal with the presenting issue:

?The CAB service has an initial telephone assessment of need and if clients qualify for a face-to-face appointment, the time spent with an adviser is limited.

?The Hardship / Crisis project has tight eligibility and many of the older people we come across would not qualify.

The DWP Home Visiting service just provides advice on Council benefits.

How will this proposal meet the Programme Outcome(s) under which you are applying?

We will enable older people to have improved economic circumstances? by providing advice and support on:

1)Benefits:

Many of our clients do not have support networks or the capability to apply for benefits and challenge incorrect decisions. We will

?conduct benefits checks and help with subsequent applications

?resolve any problems with overpayments, underpayments and cancellation of benefits, liaising with the appropriate statutory authority

?make applications to Wandsworth Council for the Discretionary Social Fund

2)Debt and money:

We will provide

?advice on dealing with fuel and water debt

?help understanding other sources of financial assistance

?advice on fuel and water bills

?help with applications to Trust Funds and charitable trusts

?assistance to secure emergency food

3)Housing:

We will help

?people understand their housing options, housing and homelessness rights

?people to apply for local authority housing

?advise on funding adaptations, improvements and repairs through Disabled Facilities and Warmer Homes Grants

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

-Through our newsletter which is distributed to over 4,500 older people locally we ask for views and feedback on services provided and any gaps.

-Our AGM, attended by over 200 service users, are also asked for feedback on both our services and other local services. There is always a lively Q&A session where people raise any issues of concern.

- 60% of our Trustee Board members are older people and include members of other organisations including Wandsworth Older People's Forum, a day centre in Tooting Graveney and a former manager of Healthwatch.

- Feedback from regular monitoring and evaluation directly informs project planning and delivery. Evaluation includes six-monthly customer satisfaction surveys, telephone interviews and outcome measurement tools.

- Our client group can also be involved as volunteers, providing initial information and sign-posting on reception at Age UK Wandsworth, helping with form filling, case file recording, maintenance and follow up work.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

We work collaboratively with organisations, sharing knowledge of local needs and issues and working together to address them.

We estimate that 32% of the people we reach will be 60-69, 31% will be 70-79, 21% will be 80+. Approximately 28% of clients will be from BME backgrounds. We will specifically aim to reach:

- Older people on low incomes or in poverty who need help to access their entitlements and make the most of their financial resources. We estimate that 80% of our beneficiaries will be on pension credit or qualify for benefits.
- Those experiencing fuel poverty needing advice on dealing with fuel debt.
- Those facing homelessness, in rent arrears and needing advice on funding home repairs.
- Those with mobility difficulties and needing home visits (around 15% of clients).
- Those who want help accessing care, local services or advice on needs assessments and home care charging.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

Both.

Older people tend to access advice and support at times of personal, medical or financial crisis, such as bereavement, deteriorating health and reduced mobility. We support people who are stressed, anxious and worried about a particular crisis such as facing eviction or being in arrears because they have not had the income to pay rent or bills. Cuts in all services, for example, increased social services assessment waiting times and changes to benefits, lead to issues reaching crisis points before older people seek help. This means increased worry and decreased ability to pay for everyday bills and needs, further exacerbating the issue. Our service however also has an important preventative element and we know that high-quality, timely advice can prevent further detriment later on (financial, emotional, health, legal, etc.). Often, when advice is sought, other problems are uncovered, and these can be resolved, before a crisis point is reached.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

As mentioned previously, we are a member of the Wandsworth Advice Partnership (which includes Citizens Advice Wandsworth, South West London Law Centre, Carers Centre, Hardship/Crisis Project, Disability Advice organisations and other local advice organisations, including statutory agencies. We meet twice a year and update each other on local issues and sources of help and support, so that we can all work more effectively to provide services that local people need.

We are a trusted partner of the Wandsworth Foodbank, who give us foodbank vouchers to issue to our clients who are in need.

We also work with Wandsworth Older People's Forum, who promote our services through their networks and through their regular newsletter.

We will also work with our Volunteer Coordinator to recruit volunteers to provide information on reception. We will support and train volunteers so that they provide comprehensive and accurate information.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Most people that we advise will be in the Surviving stage and struggling to cope. They may be running into debt, unable to afford healthy, decent food, living in homes that are dirty, cold and falling into disrepair and they may be desperately alone. These situations can be the result of trying to survive on fixed, low incomes, declining health and mobility, not having sufficient money for basic needs or to pay the bills or because of challenging circumstances such as inappropriate housing and social isolation.

As a result of our intervention and support to help people claim benefits and increase their income or to change their housing, we see them quickly progress from struggling to survive to thriving, having much greater peace, wellbeing, and less anxiety about their situation. They have more money to be able to enjoy life again and to buy in the support they need.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

We have signed up to a Ride to Work scheme and the member of staff working on the Advice and Support service uses her bicycle to cycle to home visits and meetings, reducing the carbon footprint of both the organisation and the beneficiary. In addition, we encourage volunteers on the service to use to use public transport or walk wherever possible.

We purchase paper and other goods that are responsibly sourced and stationery is purchased in bulk on a monthly basis to reduce the carbon footprint with regard to delivery. We recycle paper and other waste. We use email to communicate wherever possible and will complete forms online wherever possible to reduce postage. We recycle stationery, re-using files, folders and paper as scrap paper. Heating is kept at recommended temperatures and is set to office hours only. We do not have air conditioning.

What are the main activities or outputs you want to deliver?

1,200 advice sessions delivered for in depth advice through drop in sessions, appointments at the Age UK Wandsworth office, home visits for those who are frail or housebound, over the telephone and in writing.

£600,000 Income generated by the project for those on low incomes through benefits checks and applications for local grants.

Provision of Information over the telephone, in person and in writing on a wide variety of issues to 2,000 older people, their friends, family and carers

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

80% of service users who access the Advice and Support service for benefits advice will have an increase in money they have available.

50% of users report feeling less worried about financial issues as a result of accessing advice services

75% of users report feeling more confident as a result of accessing the service

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salary and on-costs of Advice Coordinator, 30 hrs p/wk	34,439	35,128	0	0	0	0
Salary and on-costs of First Contact Coordinator, 28 hrs p/wk	26,157	26,681	0	0	0	0
Staff expenses and training	1,350	1,377	0	0	0	0
Volunteer recruitment, expenses and training	200	204	0	0	0	0
Proportional contribution to premises cost, including rent, rates, heating, cleaning	8,793	8,969	0	0	0	0
Proportional contribution to office costs, including telephones, photocopying, postage, stationery	7,679	7,832	0	0	0	0
Management costs, daily rate £223 x 0.5 days p/wk	5,798	5,914	0	0	0	0
TOTAL:	84,416	86,104	0	0	0	0

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Age UK, Warm and Well programme	12,167	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Tudor Trust	30,000	30,000	0	0	0	0
Henry Smith Charity	30,000	30,000	0	0	0	0
TOTAL:	60,000	60,000	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salary costs, Incl NI and Pension, of Advice Coordinator, 21 hrs p/wk	23,752	24,227	0	0	0	0
Salary costs, Incl NI and Pension, of First Contact Coordinator, 7 hrs p/wk	6,836	6,972	0	0	0	0
Proportional contribution to premises cost, including rent, rates, heating, cleaning	4,103	4,185	0	0	0	0
Proportional contribution to office costs, including telephones, photocopying, postage, stationery	3,583	3,655	0	0	0	0
Management costs, daily rate £223 x 0.4 days p/wk	4,638	4,731	0	0	0	0
TOTAL:	42,912	43,771	0	0	0	0

Who will benefit?

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

1,350

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

Wandsworth

Does this project specifically target any groups or communities?

This project will specifically work with the following age groups:

45-64,65-74,75 and over

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

No

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:
How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?
Are there any groups or communities you think your organisation will find hard to include through this project? No
If yes, please specify which groups or communities? Where possible using the categories listed above.
If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Rachel Corry**

Role within **Chief Executive**
Organisation:

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Kosmos Centre	
If your organisation is part of a larger organisation, what is its name? No	
In which London Borough is your organisation based? Camden	
Contact person: Mrs Koula Ioannou	Position: Manger
Website: http://www.kosmoscentre.org.uk	Social Media Accounts: @kosmoscentre
What Quality Marks does your organisation currently hold? Advice Quality Standard (AQS) - General advice and Information	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1026463	Company Number: 2823933	CIC Number:	Bencom Number:
When was your organisation established? 01/01/1978			
Aims of your organisation: <p>The Kosmos Centre is committed to improving the quality of life of ethnic minority women and their families. Originally called the Camden Cypriot Women's Organisation (founded 1978) we changed focus in 2016 to cater for all BME women.</p> <p>Our vision is of a thriving inclusive community where local BME women and their families realise their full potential.</p> <p>Our aims are to support BME women and their families within the London borough of Camden and surrounding areas by providing a number of services and activities. Services are under five broad areas;</p> <ul style="list-style-type: none"> - Advice, information, Advocacy, Support, Free Legal Advice - Personal Development - Health and Wellbeing - Social, Cultural and recreational activities and events - Space within our premises for local BME groups to run workshops and activities. <p>A number of services and activities are aimed at older people. Our aim is to break down isolation, loneliness, raise awareness, increase health and wellbeing which impacts on their overall quality of life.</p>			

Main activities of your organisation:

We provide a range of services and activities including;

? Weekly advice sessions, including advice on welfare benefits, housing, health services and financial issues. We also advocate on client's behalf. We have an AQS Advice Quality Standard for general advice and information

? Weekly free legal advice sessions, pro bono by a local barrister undertaking general advice, Immigration, appeal tribunals etc.

? Weekly keep fit classes and group walks.

? Weekly activities for older BME women with early dementia, including arts and crafts, gardening, gentle exercise.

? Twice weekly social gatherings where women come together to have a light lunch, socialise.

? Talks and workshops on health and social topics during the year.

? We organise at least eight trips or excursions during the year, to the seaside and other places of interest.

? We have a varied programme of cultural events throughout the year.

? We provide office space for other organisations, and room hire for local groups.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
1	1	5	10

Do you have a Safeguarding policy? **No**

Are the following people in your organisation subject to DBS checks?

Paid Staff
Yes

Volunteers
Yes

Trustees / Management Committee Members
No

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?
Leased	15

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

We have a working environment policy which is reviewed regularly, management and staff take every care to ensure this is adhered to.

Staff encourage and raise awareness amongst members and users by running workshops with practical advice on reducing energy costs, utility bills and tariffs, recycling, food waste and money saving ideas. This is done both as part of our advice sessions and at regular financial management workshop. We also hosted a recycling and reusing workshop run by Camden council which included a talk about food waste.

It is part of our working practice that staff and other users of the building recycle as much as possible and only use recyclable materials where possible. As and when required we take bulkier items to the nearby local recycling centre.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2018	31/03/2019	
Grants & donations:	£64,227	£50,674	£0
Earned income:	£18,637	£17,900	£0
Other income:	£11	£10	£0
Total income:	82,875	£69,384	£0
Charitable activity costs:	£89,300	£83,032	£0
Cost of raising funds:	£369	£2,000	£0
Other costs:	£0	£0	£0
Total expenditure:	£89,669	£85,032	£0
Free unrestricted reserves held at year end:	£35,837	£20,189	£0
What is your organisation's reserves policy? Our policy is to hold enough funds to cover one year's rent and three month's of salaries and running costs. This is currently £34,500. This policy is reviewed annually.			
For your most recent financial year, what % f of your income was from statutory sources? 31-40%			

Organisational changes

Describe any significant organisational changed to your structure, financial position or core activities since the date of your most recent accounts.

None

Grant Request

Under which of City Bridge Trust's programmes are you applying?

Advice and Support

Which of the programme outcome(s) does your application aim to achieve?

Advice & Support\More Londoners have improved economic circumstances

Please describe the purpose of your funding request in one sentence.

To provide advice services and support to disadvantaged BME older people, as well as other services and activities promoting wellbeing and independence.

When will the funding be required? **01/10/2018**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

No

Another funder? (if so which)

funded up until June 2018 by City Bridge

How much funding are you requesting?

Year 1:

£32,400

Year 2:

£32,400

Year 3:

£0

Year 4:

£0

Year 5:

£0

Total Requested: £64,800

You and your grant request

What, specifically, are you applying for (your project)?

We are applying for funding to provide:

a) A drop-in and telephone advice service accessible to any BME older person in Camden and surrounding boroughs, on a range of general issues including welfare benefits, other entitlements and housing.

b) Free legal advice service.

c) Client support and advocacy to access mainstream and other relevant services.

d) A range of social and physical activities at our Centre to improve psychological and physical well-being by ensuring people are keeping their minds and bodies active. Our activities include keep-fit and gentle mobility, walking groups, arts and crafts, gardening, talks, workshops, reminiscence, music, singing and films groups.

Several trips each year to places of interest (e.g. seaside, theatre, museums etc.)

In order to provide the above we are applying for the salary cost of an existing member of staff for 3 days per week and a contribution to the project and running costs.

What are the changes you hope to achieve?

Our long term aim is to significantly increase the quality of life for older BME women and their families in Camden and surrounding boroughs. The outcomes we anticipate are:

- 1: Raised awareness and access to benefits, rights, entitlements, access to services and free legal advice leading to income maximisation and improved financial independence.
- 2: Increased access to activities, services and facilities which improve psychological, emotional and physical well-being, and independence. Older BME women feel less isolated and less lonely.
- 3: Increase social integration and awareness between cultures and communities.

How do you know there's a need for this work?

Camden has an aging population; according to Camden's statistics the current number of people over 65 is 28,000 this will increase to 35,000 in the next ten years. Camden ranks eighth of the London boroughs on the Income deprivation affecting older people.

Good quality advice and support can reduce levels of stress and anxiety. We conducted a consultation, 50% of those asked said they became anxious when faced with letters bearing an official logo. 48% said language and lack of understanding made them feel anxious.

Isolation is a significant issue in Camden and can lead to a number of problems, including poor physical and mental health. Physical and social activity can have an enormous positive effect, promoting wellbeing, independence and improved quality of life.

Our monitoring reports and statistics clearly indicate that the demand for our services has steadily increased for older BME women and their families in recent years.

How will the work be delivered - specifically, what will you do?

Advice, information, advocacy ? we will provide 4 one to one sessions (14 hours) weekly and telephone advice on a range of general issues, including welfare benefits to maximise income, housing etc. Assistance with form filling, referring clients to appropriate agencies and advocating on their behalf to access appropriate services.

Access to free legal advice, including Immigration Issues, tribunals and appeals etc.

A programme of activities (7 hours). Regular sessions will include, 2 keep fit classes a week. 2 other social or recreational activities classes per week, including, walking groups, arts and crafts, gardening, music and singing etc. Classes will be followed by refreshments giving an opportunity for participants to chat and socialise.

We operate robust monitoring systems e.g. database for statistical analysis, attendance records, client profile, client feedback, satisfaction surveys, case studies and photographs. Evaluation reports go to M/C and funders to ensure the project is delivering.

Why are you the right organisation to do this work?

Established in 1978, we are a grassroots, user led organisation and a focal point in the community.

Our annual client satisfaction survey consistently indicate high levels of satisfaction with our service delivery and customer care. Staff have extensive skills, knowledge and expertise working in the community.

We work extensively with other voluntary and statutory providers. For over 25 years our manager has given a voice to BME women by actively serving on a number of committees including Camden Local Strategic Partnership. Currently she is treasurer of Camden Community Law Centre.

We are well known, respected and trusted, best placed to understand the needs of local BME women.

Extracts from AQS Monitoring Audit Report.

??It was a real pleasure to audit such a conscientious organisation with an obvious passion and commitment to its clients.?

??service users receive a high quality service; this is apparent in the numbers returning to the centre.?

How does your work complement and not duplicate other services within your area?

We try to ensure that we do not duplicate other services, either in the mainstream or community sector. We feel we complement their work, add value and an alternative choice to beneficiaries.

We are a specialist provider, historically we are the only local centre working with the Greek speaking community and are now the only centre run by BME women for BME women in Camden.

We meet regularly with partners, ACCESS, our BME advice partners and CAP (Camden Advice Partnership) to ensure all aspects of advice are covered. As part of ACCESS we successfully applied to DWP for funding to undertake a joint project to raise awareness on welfare benefits.

We have close links with our partners and networks delivering social, cultural and recreation activities to ensure there is adequate and varied provision to meet the needs of the all the community and that it is accessible.

How will this proposal meet the Programme Outcome(s) under which you are applying?

Our aim is to enhance community cohesion, improve wellbeing and quality of life of the beneficiaries.

A major part of our advice service provision concerns improving beneficiary's economic circumstances, financial independence and securing their long term future. Our advocacy also enables access to mainstream and other relevant services to the more vulnerable and disadvantaged in our society, increasing personal independence. A valuable added service comes from our free legal advice.

Having access to our services and other activities helps to break down isolation and improve independence and wellbeing. Isolation means not participating in society and therefore being disempowered as a member of the community. We provide opportunities to socialise, make new friends, learn new skills and have fun.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

As a grassroots organisation working with disadvantaged people we have always involved our service users at all levels to ensure that relevant needs are met. We also consult with other groups we work with in order to meet the needs of the disadvantaged in the community.

We work with older women from the BME community who have early dementia; we involve them, their carer's and relatives when looking at service provision and activities, being sensitive to individual needs.

Some of our older volunteers have been with us for a long time, with staff they are the eyes and ears of the community. Their involvement, suggestions and feedback are essential.

For 25 years our manager has given a voice to BME women by serving on local committees including Older Peoples Forum and Camden Local Strategic Partnership. We are currently part of the Camden Partnership involved in the 2025 plan for Camden.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

We use a number of tools to help us seek out and engage with our client group who are particularly marginalised due to age, ethnicity, gender and social standing. Identifying, engaging and listening to older BME women and their families not only helps us identify needs but generates trust and confidence in the client which may encourage them to become more receptive to support, coming for advice, or joining activities.

Empowering older people to make their own choices and decisions either about improving their financial circumstances, their ability to access relevant services or joining activities, goes a long way to promoting their equality and standing in the community. It also boosts their confidence and self-esteem leading to an overall sense of wellbeing.

Our work is successful in bringing people from all cultural backgrounds together to discuss common issues, sharing and learning from one another, which breaks down cultural barriers.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

For the past 3 years we have been working specifically with women over the age of 75. The project has been a great success with steadily growing numbers, positive outcomes and feedback. Last year 168 BME women over 75years old directly benefitted from our project, 15% were men.

This project is a natural progression, developing and expanding the work to all BME women and their family members over the age of 60. Most people's social links revolve around family and work, and when these are no longer there, they find it more and more difficult to make new social links as they get older. By encouraging participants at an earlier age we can help them to begin to widen their social group sooner.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We value the importance of partnership working, and have been instrumental in establishing strong working relationships with other local voluntary groups, Council Departments and NHS. We are members of a strong local partnership of BME groups offering advice (ACCESS).

Historically we are the only local centre working with the Greek speaking community and are now the only centre run by BME women for all BME women in Camden.

We will work with our partners, networks and local community to promote the project. Word of mouth is a strong tool. We have a good reputation for delivering high quality services targeted at older, vulnerable and disadvantaged BME people and often receive referrals from other groups or statutory services.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Most cases we deal with are for BME older people who are not in receipt of their correct entitlements or do not understand the systems to access relevant services. They live in financial hardship and have difficulties surviving and coping with day to day life.

Many older BME people come to seek advice as a last resort, they are often reluctant as they do not want to be a burden. We support and guide clients to access their entitlements, improve their independence be it financial, housing or accessing mainstream services.

Many older BME people find coping in society difficult, they become isolated and lonely. Our aim is to identify and engage with this vulnerable group. We provide a number of activities to promote health and wellbeing, engage and encourage older people to participate in a group activity, physical or social, breaking down barriers of age, gender and culture.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

We help our clients to reduce their environmental footprint through our advice sessions. For example we can support them to apply for various grants and adaptations to help them improve their homes to be more energy efficient such as insulation and energy wastage, or practical ways to waste less food and other resources which will be less of a strain on their finances.

What are the main activities or outputs you want to deliver?

Provision of an advice, information and advocacy service

Activities that promote health and well being including arts and crafts, physical activity, gardening, trips and outings, walking groups.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

Raised awareness and access to benefits, rights, entitlements, access to services and free legal advice leading to income maximisation and improved financial independence.

Increased access to activities, services and facilities which improve psychological, emotional and physical well-being, and independence. Older BME women feel less isolated and less lonely.

Increase social integration and awareness between cultures and communities.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salaries	22,760	22,760	0	0	0	45,520
Contribution towards utilities	800	800	0	0	0	1,600
Contribution towards Insurance	1,000	1,000	0	0	0	2,000
Contribution towards business rates	1,200	1,200	0	0	0	2,400
Contribution towards rent	4,000	4,000	0	0	0	8,000
Contribution towards events/activities/outings/hospitality	1,000	1,000	0	0	0	2,000
Contribution towards new equipment and maintenance	800	800	0	0	0	1,600
Contribution towards Telephone/Internet/ICT	400	400	0	0	0	800
Contribution towards Accounts/Legal/Audit	440	440	0	0	0	880
TOTAL:	32,400	32,400	0	0	0	64,800

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
n/a for this project	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
n/a for this project	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salaries	22,760	22,760	0	0	0	45,520
Contribution towards utilities	800	800	0	0	0	1,600
Contribution towards Insurance	1,000	1,000	0	0	0	2,000
Contribution towards business rates	1,200	1,200	0	0	0	2,400
Contribution towards rent	4,000	4,000	0	0	0	8,000
Contribution towards events/activities/outings/hospitality	1,000	1,000	0	0	0	2,000
Contribution towards new equipment and maintenance	800	800	0	0	0	1,600
Contribution towards Telephone/Internet/ICT	400	400	0	0	0	800
Contribution towards Accounts/Legal/Audit	440	440	0	0	0	880
TOTAL:	32,400	32,400	0	0	0	64,800

Who will benefit?

How many people will directly benefit from the grant per year? 200
In which Greater London borough(s) or areas of London will your beneficiaries live? Camden
Does this project specifically target any groups or communities? We are particularity keen to work with all ethnic minority older people - but will not exclude any older person of any gender group
This project will specifically work with the following age groups: 45-64
This project will specifically work with the following gender groups: Male
This project will specifically work with the following ethnic groups: Mixed / Multiple ethnic groups
If Other ethnic group, please give details:
This project will specifically work with Deaf and disabled people: No
This project will specifically work with LGBTQI groups: No

This project will specifically work with other groups or communities:

We are particularly keen to work with all ethnic minority older people - but will not exclude any older person of any gender group

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

We have 40 years of experience and knowledge in delivering services to this group and have an extensive network that we can use.

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Koula Ioannou**

Role within **Manager**
Organisation:



Bridging Divides: Application for a grant

About your organisation

Organisation Details

Name of your organisation:

Maternity Action

If your organisation is part of a larger organisation, what is its name?

In which London Borough is your organisation based?

Islington

Contact person:

Ms. Rosalind Bragg

Position:

Director

Website:

<http://www.maternityaction.org.uk>

Social Media Accounts:

@MaternityAction

What Quality Marks does your organisation currently hold?

Helplines Standard

Legal Status

Legal status of organisation: **Registered Charity**

Charity Number:

1128776

Company Number:

6478568

CIC Number:

Bencom Number:

When was your organisation established? **21/01/2008**

Aims of your organisation:

Maternity Action's vision is to achieve gender equality, freedom from all forms of discrimination, a decent income and optimal wellbeing for pregnant women, new mothers and their families. We champion maternity rights at work, in the benefits system and in access to services aiming to reduce inequalities caused by pregnancy and maternity discrimination. Our services target low income, vulnerable and disadvantaged women and their families from conception through to the early years. We provide parents whose jobs, safety and health are at risk because of pregnancy/maternity discrimination with advice and tools to take early action to assert their rights. Although illegal, pregnancy discrimination is widespread - one in every 9 pregnant women and new mothers lose their job as result of pregnancy discrimination.

Main activities of your organisation:

Maternity Action has three advice services:

? The Maternity Rights Advice Service provides telephone advice on employment rights, maternity benefits and breastfeeding rights. This operates for 12 hours each week and answers 1,600 calls each year.

? The Maternity Care Access Advice Service provides email and telephone advice on access to maternity care for women affected by NHS charging. This provides advice to 400 users each year.

? The Migrant Women's Rights Service provides second tier advice to midwives and voluntary sector workers on income, housing and access to health care for migrants, refugees and asylum seekers.

Maternity Action has an active programme of policy and campaigning and also undertakes research. This work focuses on employment rights and the rights of migrants, refugees and asylum seekers. We established a peer support programme in early 2018 to enable women to support one another to exercise their rights and increase confidence in speaking publicly about their experiences.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
0	16	8	3
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff No	Volunteers No	Trustees / Management Committee Members No	

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?
Leased	6 months, renewable

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

Maternity Action leases premises in Tindlemanor, which has a strong emphasis on environmental sustainability. There is an active programme of reuse and recycling of equipment, furniture, paper and cardboard; the building has solar panels; and there is secure cycle parking.

Maternity Action supports staff to work from home or office, reducing the energy use from commuting. We have negotiated to share photocopying equipment with another charity, to avoid purchasing unnecessary equipment.

Grant Request

Under which of City Bridge Trust's programmes are you applying?

Advice and Support

Which of the programme outcome(s) does your application aim to achieve?

Advice & Support/More Londoners have improved economic circumstances

Please describe the purpose of your funding request in one sentence.

Contribution to cost of the Maternity Rights Advice Service which delivers advice on maternity rights at work and benefits to pregnant women and new mothers in London, including BME women

When will the funding be required? **01/02/2019**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

No

Another funder? (if so which)

How much funding are you requesting?

Year 1:

£44,792

Year 2:

£46,037

Year 3:

£47,319

Year 4:

£0

Year 5:

£0

Total Requested: £138,148

You and your grant request

What, specifically, are you applying for (your project)?

The Maternity Rights Advice Service will deliver telephone advice on maternity and parental rights at work and maternity pay and benefits to pregnant women and new parents in London. The service will provide parents with advice on their rights and assist parents to resolve problems at work and to claim relevant maternity pay and benefits. The service will undertake an active programme of outreach to Children's Centres and women's and BME voluntary organisations in London to raise awareness of the service, focusing on areas with low income and high BME populations. The service will reduce the number of women forced out of work during pregnancy, maternity leave and return from work by unlawful discrimination, reduce risks to the health of pregnant women arising from the workplace, increase family incomes and increase women's confidence to take action to assert their rights.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/01/2017	31/01/2019	31/01/2020
Grants & donations:	£238,397	£426,516	£391,060
Earned income:	£0	£0	£0
Other Income:	£94	£0	£0
Total income:	238,446	£426,516	£391,060
Charitable activity costs:	£216,197	£423,516	£388,060
Cost of raising funds:	£216	£3,000	£3,000
Other costs:	£0	£0	£0
Total expenditure:	£217,197	£426,516	£391,060
Free unrestricted reserves held at year end:	£115,037	£154,000	£154,000

What is your organisation's reserves policy?

Maternity Action maintains reserves to meet unexpected spending requirements. Maternity Action is funded by a mix of grants, donations and self-generated funds which fluctuate year to year, making it difficult to accurately project future income. The bulk of Maternity Action's expenditure is on staffing so costs cannot be swiftly reduced if income is lower than expected.

Maternity Action aims to have reserves equal to six months operating expenses.

Maternity Action will review reserves bi-annually during preparation of the budget and the mid-year budget review. Maternity Action will take appropriate action to address any shortfall or surplus.

For your most recent financial year, what % of your income was from statutory sources?
11-20%

Organisational changes

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

Since January 2017 (the date of our last audited accounts) we have increased our funding to just over £400K. We are recruiting two new part time management posts (Senior Legal Officer- Immigration and Asylum; Manager Policy and Campaigns) which will boost our capacity to further expand our advice services and more effectively engage users in our policy and campaigning work.

What are the changes you hope to achieve?

The service will support pregnant women and new parents to self-advocate to resolve problems at work. This will enable women to retain their jobs through pregnancy and return to work, to attend their antenatal appointments, to have safe working conditions, to negotiate flexible working arrangements and to receive their maternity and parental pay. Poor practice in health and safety is widespread, with one in 25 women leaving their jobs for this reason. These women are predominantly on low incomes and working in low skilled jobs. Other common problems are unfair redundancy, unfair dismissal, unfair performance management, bullying and harassment, unfair changes to working hours and conditions, and unfair refusal of flexible working requests. We will also support pregnant women and new parents to claim maternity benefits. We will particularly target women in precarious work who find it difficult to claim Maternity Allowance.

How do you know there's a need for this work?

One in every nine pregnant women and new mothers at work lose their jobs as a result of unlawful discrimination (EHRC 2016). Another 20% of women report financial loss as a result of pregnancy discrimination and 41% report a risk or impact on their health. Only one in four women raise the issue with their employer, 3% pursue a grievance and fewer than 1% make an employment tribunal claims.

Maternity Action research (2018) with BME mothers in London found poor treatment of pregnant women and new mothers at work, with significant risks to health, and limited support to assert their rights. Unpublished GLA research with low income earners found that parental rights were seen as benefits rather than rights, particularly amongst migrant workers.

Our national advice line on maternity rights is significantly oversubscribed, with 1,600 calls answered and 53,000 unanswered during service opening hours in 2017.

How will the work be delivered - specifically, what will you do?

Maternity Action will deliver telephone advice to pregnant women and new parents encountering problems at work or seeking advice on maternity, paternity and parental pay or benefits who live in London. The telephone advice line will be open four mornings per week (12 hours/wk) and Children's Centres and voluntary organisations can book afternoon appointments for telephone advice for women requiring additional support, particularly those requiring interpreters. Parents will be supported to self-advocate and can call as their case progresses. Following the model used in the Ascent advice line, we will ask callers for their borough (or postcode) to ensure we reach Londoners. We will undertake outreach work with Children's Centres and voluntary organisations to promote the service, focusing on areas with low incomes and high BME populations. The service will be delivered by a fully trained Advice Worker, supervised by our Senior Legal Officer, who is an employment barrister.

Why are you the right organisation to do this work?

Maternity Action is recognized as the specialist source of expertise on maternity rights at work and maternity benefits. Our largest referral sources include CABx, ACAS, National Childbirth Trust. Our 50+ online information sheets are developed in consultation with diverse groups of parents (i.e same sex couples, BME, migrant, disabled parents) to ensure fitness for purpose?. These kept scrupulously up to date and are downloaded over a million times each year. Our national Maternity Rights Advice Line, delivered by employment lawyers, answers 1,600 calls each year.

We have amassed unique specialist expertise over the years, strive for quality and routinely evaluate our work. Our most recent impact assessment (2016) demonstrates effectiveness in improving users' awareness of rights (90%) (84% reported that the call impacted on their situation. 89% of our users rated the service very highly.

How does your work complement and not duplicate other services within your area?

There are no specialist, London-based services delivering telephone advice on maternity and parental rights at work and maternity benefits. There are some employment rights services which include maternity rights based in Law Centres and community organisations (Southwark Law Centre, Latin American Women's Rights Service and others) however these services have limited expertise on maternity rights at work and are insufficient to meet need. CABx provide advice on employment rights and benefits, however few have sufficient expertise to deliver maternity rights advice, as evidenced by the high level of CAB referrals to Maternity Action's national advice line (38% of all callers).

How will this proposal meet the Programme Outcome(s) under which you are applying?

The service will improve the economic circumstances of new families by enabling women to remain in their jobs during pregnancy, maternity leave and return to work and to access benefits. The UK-wide cost to women of losing their jobs because of maternity discrimination is between £46.6 million and £113 million per year, and the cost of discriminatory treatment falling short of job loss is between £28.9 million and £34.2 million (EHRC 2016).

The service will increase access to advice on maternity and parental rights at work and maternity benefits before families hit crisis point. From our national advice line, we have found that women will call a telephone advice line for advice early in their problems at work. It is common for women to call to clarify their entitlements to maternity pay or redundancy pay and, in discussion with the adviser, find out that they have been subjected to discrimination.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

Maternity Action has found that telephone-based service delivery is valued by parents as they can contact the service in breaks at work or when children are asleep, avoiding the need to organize childcare. We have found that running drop-ins is less effective in reaching parents. We have a high level of traffic on our website due to organic searches (e.g. Google) and the service will also be promoted through the GLA employment rights portal, currently under development. To ensure that we reach low income and BME parents, we will engage in an active programme of outreach. We will target voluntary organisations working with parents in BME communities (e.g. LAWRS ?Espacio Mama? group). We will target Children?s Centres and voluntary organisations in the boroughs with the worst multiple indications of poverty and with more people on low pay (Barking & Dagenham, Newham, Brent and Ealing, Greenwich, Waltham Forest, Lewisham and Haringey).

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

Maternity Action has an active programme of campaigning to better protect pregnant women and new mothers from maternity discrimination at work. We developed a 32 point action plan to end maternity discrimination which was supported by the TUC, NCT, RCM and others. Most of these recommendations were adopted by the Women and Equalities Select Committee inquiry into maternity discrimination. We engage in media work, Parliamentary events and seminars to influence decision makers, and we engage women with lived experience in these events as speakers and in the audiences. We run e-campaigns encouraging women to write to their MPs. In January 2018, Maternity Action established a peer support programme for women taking action to assert their rights. This programme is still in early stages and is intended to provide a route for women to support one another to exercise their rights and increase confidence in speaking publicly about their experiences.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

The service will be widely promoted to pregnant women and new mothers, with the aim of reaching women early in their dispute at work. Maternity Action has found that women who engage early with our services are better able to negotiate a satisfactory resolution with their employer. We support women to understand their rights and to communicate these to their employer in a non-combative manner. This increases the likelihood that women will retain a positive relationship with their employer and can resolve the difficulties which are putting their job at risk. Where the relationship has broken down or the employer is combative, we can support women to pursue a satisfactory settlement. Provision of this support increases women's confidence in exercising their rights, enabling more effective self-advocacy in future employment disputes, and reduces women's stress and anxiety during pregnancy, which has long term health benefits for mother and baby.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We will work with London-based services providing advice on employment rights and benefits to support signposting to our service. We will engage with London-based advice networks, including the Black and Minority Ethnic Advice Network (BAN) and the Employment Law Advice Network (ELAN). We will engage with the GLA employment rights portal to incorporate maternity and parental rights into their online triage tool, currently under development, and to support signposting to our service.

We will work with organisations working with parents in BME communities to establish the outreach programme and promote the service. We will similarly work with Children's Centres and voluntary organisations in the boroughs with the worst multiple indications of poverty and those with more people on low pay (Barking & Dagenham, Newham, Brent and Ealing, Greenwich, Waltham Forest, Lewisham and Haringey).

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

We will assist women who are dealing with problems at work during pregnancy or new motherhood. They will be 'coping' with the health impacts of pregnancy or giving birth, the emotional challenges of a new baby and the financial pressures of balancing family budgets. Research shows that only one in four pregnant women and new mothers who encounter problems at work will raise this with their employer and only 3% will raise a grievance (EHRC 2016). This is consistent with women who have little capacity to handle additional stressors. We will assist them to resolve problems at work and to access maternity pay and benefits, building confidence and addressing short-term financial pressures. Ultimately our vision is for our users to be thriving, healthy, economically secured and in a position to give their babies the best possible start in life.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

Maternity Action leases premises in Tindlemanor, which has a strong emphasis on environmental sustainability. Telephone-based service delivery avoids the energy used by service users travelling to attend advice sessions. Telephone-based service delivery also allows staff to work from home, if they wish, reducing the energy use from commuting. Approximately half of Maternity Action staff work entirely or partly from home. We will use public transport to attend outreach services.

What are the main activities or outputs you want to deliver?

3,600 pregnant women and new parents will receive telephone advice on maternity and parental rights at work

600 telephone advice sessions delivered

45 outreach visits to Children's Centres and voluntary organisations

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

85% of users report greater awareness of their rights and options

85% of users report increased confidence in dealing with their situation

60% of users report improved employment outcomes or increased income (kept job, received maternity pay or benefits, resolved health and safety concern, resolved right to attend antenatal appointments, negotiated flexible working)

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Advice Worker, including NI and pensions	29,440	30,323	31,233	0	0	90,996
Supervision and support	8,280	8,528	8,784	0	0	25,593
Call system	600	600	600	0	0	1,800
Interpreters	1,500	1,500	1,500	0	0	4,500
Travel	650	650	650	0	0	1,950
PI Insurance	250	250	250	0	0	750
Contribution to rent, utilities, finance, admin	4,072	4,185	4,302	0	0	12,559
TOTAL:	44,792	46,037	47,319	0	0	138,148

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0			0
TOTAL:	0	0	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0			0
TOTAL:	0	0	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Advice Worker, including NI and pensions	29,440	30,323	31,233	0	0	90,996
Supervision and support	8,280	8,528	8,784	0	0	25,593
Call system	600	600	600	0	0	1,800
Interpreters	1,500	1,500	1,500	0	0	4,500
Travel	650	650	650	0	0	1,950
PI Insurance	250	250	250	0	0	750
Contribution to rent, utilities, finance, admin	4,072	4,185	4,302	0	0	12,559
TOTAL:	44,792	46,037	47,319	0	0	138,148

Who will benefit?

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

1,200

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

London-wide

Does this project specifically target any groups or communities?

This project will specifically work with the following age groups:

This project will specifically work with the following gender groups:

Female

This project will specifically work with the following ethnic groups:

Mixed / Multiple ethnic groups

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

No

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

Are there any groups or communities you think your organisation will find hard to include through this project?

Yes - please specify

If yes, please specify which groups or communities? Where possible using the categories listed above.

women who speak little or no English

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

We will deliver outreach to BME community organisations working with parents. We have allocated funds for Language Line. BME organisations can book telephone appointments for women, particularly those using interpreters who will require additional time.

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: **Rosalind Bragg**

Role within **Director**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: South London Refugee Association	
If your organisation is part of a larger organisation, what is its name? SLRA	
In which London Borough is your organisation based? Lambeth	
Contact person: Ms Celia Sands	Position: Director
Website: http://www.slr-a.org.uk	Social Media Accounts: @SLRCharity
What Quality Marks does your organisation currently hold? Advice Quality Standard OISC Level 2	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1102814	Company Number: 5001950	CIC Number:	Bencom Number:
When was your organisation established? 04/01/1991			
Aims of your organisation: We aim to relieve poverty and distress by supporting refugees, asylum seekers and vulnerable migrants in South London; refugees who are outside their country of origin through fear of persecution, whether or not they have been granted asylum, and migrants who are vulnerable and at risk of destitution and homelessness and who find that their needs are not catered for through mainstream services.			

Main activities of your organisation:

Help vulnerable migrants access services and their rights.
 Help reduce the isolation experienced by vulnerable migrants.
 Help vulnerable migrants integrate into British society.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
3	7	7	44
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff Yes	Volunteers Yes	Trustees / Management Committee Members Yes	

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	?

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

We are working to reduce the amount of paper we use. For example, we have moved all casework records onto an online database and we are using app based evaluation methods rather than paper forms to gather feedback.

We have partnered with 'The Bike Project' to encourage our refugee/asylum seeker volunteers to travel by bicycle to our services and elsewhere. We have ensured that staff and volunteers can store their bikes safely at our office and other venues we use.

We source food for cooking at our drop in sessions from food recycling schemes.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2019	
Grants & donations:	£270,371	£319,267	£0
Earned income:	£0	£0	£0
Other income:	£0	£0	£0
Total income:	270,371	£319,267	£0
Charitable activity costs:	£250,828	£311,855	£0
Cost of raising funds:	£4,500	£6,500	£0
Other costs:	£0	£0	£0
Total expenditure:	£255,328	£318,355	£0
Free unrestricted reserves held at year end:	£94,451	£85,000	£0
What is your organisation's reserves policy? The Charity's Trustees aim is to have cash reserves to keep a minimum of three months operating costs, building to six months when funds allow, though the nature of the companies funding dictates that this will be a slow process. The Reserves Policy is reviewed annually.			
For your most recent financial year, what % of your income was from statutory sources? 1-10%			

Organisational changes

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

None

Grant Request

Which of the Trust's programmes and priority areas will your application deliver?

Advice and Support

Which of the programme outcome(s) does your application aim to achieve?

Advice & Support/More Londoners have improved economic circumstances

Advice & Support/More people access debt and legal services for support before they hit crisis point

Please describe the purpose of your funding request in one sentence.

To increase the capacity and expertise of our advice team in order to prevent and reduce severe poverty and destitution among vulnerable migrants.

When will the funding be required? **01/04/2019**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

Another funder? (if so which)

Yes

How much funding are you requesting?

Year 1:

£40,784

Year 2:

£41,563

Year 3:

£0

Year 4:

£0

Year 5:

£0

Total Requested: £82,347

What 3 main differences or outcomes do you want to achieve through your funding proposal?

600 vulnerable people have improved economic circumstances.

280 vulnerable migrants gain confidence, knowledge and skills needed to advocate for themselves and access entitlements.

30 volunteers from migrant communities are better equipped to provide specialist advice and support

What are the main activities or outputs you will deliver to achieve these differences?

One to one individual advice/ casework sessions focusing on improving economic circumstances and preventing/reducing destitution.

Workshop sessions and one to one befriending/mentoring.

Training and supervision for volunteer advice/support team members

You and your grant request

What, specifically, are you applying for (your project)?

Our project will increase our capacity and expertise for the provision of specialist advice for migrants who are at risk of or are experiencing severe poverty, destitution and/or homelessness. We will increase our capacity and expertise in providing advice including immigration (to OISC Level 2), debt, housing and welfare benefits by further developing the role of Advice Co-ordinator to supervise a specialist team of volunteers who will support with destitution and homelessness prevention and reduction. This advice team will operate at our two weekly Drop In sessions where a range of emotional and practical support will be provided and they will undertake follow up casework with vulnerable people.

The Advice Co-ordinator will also work with staff and volunteers to develop and facilitate training for volunteers and workshops for clients which will aim to increase knowledge of rights and entitlements and to foster confidence and self-advocacy.

How will the project described achieve your stated outcomes?

We want to reduce and prevent severe poverty and destitution and homelessness among the vulnerable people we work with by:

- Improving our service offer to beneficiaries, especially devising new pathways out of destitution and increase capacity for referrals and casework (both statutory and voluntary routes)
- Strengthening our Advice team and increasing capacity and expertise at our Drop In sessions through skilled staff and volunteers
- Continuing to raise levels of skills and knowledge in our volunteer team through training and supervision
- Building evidence through data collection for advocacy and policy work
- With an increase in capacity we will increase participation in external forums and strategic partnership in the locality and across the migration sector, e.g. Frontline Providers? Network, London Destitution Forum
- Exploring the possibilities of additional new partnerships with homelessness agencies, e.g. Housing Justice, Glass Door.

How do you know there's a need for this work?

Over the last 3 years we have seen a substantial increase in the number of people accessing our services for advice and particularly those experiencing severe poverty or destitution. In 2015 6% of 287 people we supported were destitute. By 2017 this had risen to 14% of 423 people. Our gathered data shows that the severe poverty, destitution and homelessness experienced by those we work with is commonly a result of insecure immigration status and that regularizing status is often key to ending poverty and destitution.

In early 2018 we carried out a mapping of destitution advice services available to asylum seekers, refugees and migrants in South London. The findings demonstrated that SLRA has an important role to play as other organisations providing services are concentrated in South East London, are struggling to cope with demand and do not provide the open access and peer support of our Drop Ins.

How will the work be delivered - specifically, what will you do?

Our Advice Manager will establish and supervise a team of volunteers to provide specialist advice in immigration, debt, housing, welfare benefits etc. and ongoing holistic casework to prevent and reduce the effects of poverty and destitution on individuals who access our service.

The advice manager will ensure the quality of advice provided and provide and supervise immigration advice at OISC Level 1/2.

The advice manager and volunteers will develop and provide regular group workshops to provide information and support on priority topics related to destitution and homelessness. Volunteers will be trained and supervised to provide one to one advice and support. Most of these volunteers will be of migrant background.

Advice, group sessions and befriending and support will be provided within our weekly drop In sessions where clients can also access specialist health advisors, employment advice, ESOL classes, hot lunches and social activities.

Why are you the right organisation to do this work?

Since 1991 SLRA has provided specialist services to refugees, asylum seekers and vulnerable migrants. We have developed strong partnerships which allow us to meet our clients complex needs.

Feedback from people who have accessed our Drop Ins for advice show a high level of trust and confidence and that we are able to reach and support marginalised people, many of whom have little or no contact with other services.

We provide the high quality, specialist advice our clients need (OISC Level 2 and AQS)

Evaluation of our advice service in 2017 includes:

39 people moved on from destitution and homelessness

107 immigration issues were resolved

91% of people surveyed after accessing advice were satisfied or very satisfied

73% said they were less anxious about practical issues they were facing after receiving advice

66% said that they felt better able to cope with problems and sort them out for themselves.

How does your work complement and not duplicate other services within your area?

In early 2018 we carried out a mapping of destitution prevention and reduction services available to asylum seekers, refugees and migrants in South London with a view to better understanding need and reshaping our own service. The findings demonstrated that SLRA has a vital role to play as others providing services are concentrated in South East London and all reported struggling to cope with demand.

Our Drop In sessions are well established and we have worked to develop partnerships with local voluntary and statutory agencies, including those (St George's Hospital Refugee Health Team, Merton Education Inclusion, Breaking Barriers and Project 17) who provide services at our Drop Ins. This allows us to ensure local services complement each other and use resources effectively to meet local need.

We co-ordinate a local network group for refugee support organisations and participate actively on a range of other networks including London Destitution Network.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

We use a range of methods to gather information about the needs of the people we work with. This includes:

- clear processes for triage and ongoing needs assessment when new clients arrive at Drop In
- co-ordination of / participation in local networks including Wandsworth Refugee Support Network
- An SLRA user participation group meets to discuss client needs and to influence our service provision.

We gather views from clients and volunteers. This includes use of feedback forms and an app based evaluation tool at Drop Ins and gathering of feedback on clients' satisfaction with advice received included in all advice giving sessions.

We represent the needs and views of the disadvantaged people we work with by feeding the data we gather into local service planning and policy groups. We also provide training and support clients to take part in local consultations.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

We provide training and supervision to volunteers who are often former clients to provide quality peer support and advice to others. Together with our advice staff and external experts, our volunteers work to resolve practical problems such as household budgeting, debt, welfare benefits, housing. We will develop the capacity and expertise of this group of volunteers so that they are able to support others within their communities.

We use a range of methods to gather feedback from clients and use this to feed into local consultations. In the last two years 39 clients have taken part in consultations both within SLRA and those organised by local agencies including Health Watch and CAB, giving feedback on local service provision based on their lived experience.

Those we work with are particularly excluded due to many factors including irregular immigration status, severe poverty, lack of English and mental or physical health issues.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

Many of the people who access our advice services do so because they have reached a crisis point. For these people need is already clearly identifiable. Our advice and support aims to lift clients in this situation out of crisis.

However, many of those who access our service present with issues relating to debt, poverty or inadequate housing which are persistent but not yet acute. In carrying out assessments with these clients we often uncover an underlying issue, most commonly an immigration irregularity, which is the root cause of current crisis or is likely to cause severe hardship or crisis in the future. For these clients early intervention with accurate, free legal advice or referral for representation, can help to avoid crisis.

The volunteer advisors and befrienders involved in this project will also be well placed to notice needs such as mental health issues and to make timely referrals.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We will work closely with current partners to provide holistic support at our Drop In sessions. These currently include local health, education and employment advice providers. During the course of the project we hope to develop further partnerships with homelessness agencies including Housing Justice and Glass Door.

We will work closely with referral partners and with a range of local service providers in order to better meet the complex needs of many of those we work with. We have built strong links with a range of local agencies over the years and we ensure that we update our contacts and understanding of services and referral criteria.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Many of our clients access our advice service because they are approaching crisis. Many are refused asylum seekers or people with irregular status who have lived destitute and homeless for years who have almost reached breaking point mentally and physically. Many others are people, often parents with dependent children, who are just managing to survive and for whom the risk of sinking into homelessness and destitution is always present. Our project will aim to support these people so most people involved in the project will begin their journey at the 'Surviving' stage.

Those who are involved in the project as volunteers will include people who have migrated and may have lived experience of severe poverty or destitution but who are now beginning to thrive and develop the capacity to support others while gaining knowledge and experience.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

We train all volunteers and staff who give advice to use our online database for recording notes including keeping scanned copies of documents on clients files. We are also testing apps to see if we can use these to capture data and all these have allowed us to reduce the amount of paper we use.

We have partnered with 'The Bike Project' to encourage our refugee/asylum seeker volunteers and clients to travel by bicycle to our services and elsewhere. We will continue to offer this as part of our advice service

We source food for cooking the hot meal we provide at our drop in sessions from food recycling schemes.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Advice Co-ordinator Salary	31,809	32,588	0	0	0	64,397
Volunteer Training	1,200	1,200	0	0	0	2,400
Volunteer expenses	875	875	0	0	0	1,750
Drop In venue rent	6,000	6,000	0	0	0	12,000
Management and on Costs	3,500	3,500	0	0	0	7,000
Equipment (Laptops and mobile phones)	2,000	2,000	0	0	0	4,000
TOTAL:	45,384	46,163	0	0	0	91,547

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0			0
TOTAL:	0	0	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Henry Smith Charity	3,000	3,000	0	0	0	0
TOTAL:	0	0	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Advice Co-ordinator Salary	31,809	32,588	0	0	0	64,397
Volunteer training	600	600	0	0	0	1,200
Volunteer expenses	875	875	0	0	0	1,750
Share of Drop In venue rent	3,000	3,000	0	0	0	6,000
Management and on costs	3,500	3,500	0	0	0	7,000
Equipment (Laptops and mobile phones)	1,000	1,000	0	0	0	2,000
	0	0	0	0	0	0
TOTAL:	40,784	41,563	0	0	0	82,347

Who will benefit?

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

350

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

Wandsworth

Does this project specifically target any groups or communities?

Yes - please enter details below

This project will specifically work with the following age groups:

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

Refugees and asylum seekers

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

No

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:

Migrants who are recently arrived or at risk due to insecure immigration status

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

We have developed Drop In sessions to be accessible and appropriate for these groups. We use informal referral routes through friends and family word of mouth but also have a wide range of statutory and voluntary sector referrers to our service.

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Cella Sands**

Role within **Director**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Akademi South Asian Dance UK	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Camden	
Contact person: Mr Tim Foxon	Position: Administrative Director
Website: http://www.akademi.co.uk	Social Media Accounts: Twitter: @akademi Facebook: /akademi.southasian.dance Instagram: akademitance
What Quality Marks does your organisation currently hold? n/a	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1107249	Company Number: 05294528	CIC Number:	Bencom Number:
When was your organisation established? 01/01/1979			
Aims of your organisation: <p>Our charitable objectives are to advance the education of the public in the understanding, appreciation and development of the of art dance generally, and in particular, Indian dance, mime and music, both percussion and vocal.</p> <p>Our mission is to inspire audiences and change lives by creating and nurturing excellence in classical, contemporary, popular and participatory South Asian dance.</p> <p>Our strategic aims:</p> <p>1) Learning and Participation: To deliver meaningful, evidence-based interventions using participatory dance and movement to achieve positive outcomes for education, skills, health, wellbeing, and social cohesion.</p>			

Main activities of your organisation:

Akademi works across Learning & Participation, Artist Development and Performance.

We build audiences for South Asian dance by creating and presenting high-quality performances in a range of settings - from theatres to shopping centres and parks. Our productions place South Asian dance in a contemporary British context. We develop artists through tailored programmes of support, offering mentoring, advice and opportunities to create new work, develop specialist skills and build sustainable careers. We deliver dance and movement workshops in the community, with a particular focus at present on older adults, hospital patients, and children and young people with Special Educational Needs.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
4	5	12	0
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff Yes	Volunteers Yes	Trustees / Management Committee Members No	

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?
Leased	1 year

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

Our touring activity is planned to ensure maximum efficiency. Our productions required no physical set, and in the past year all props/costumes/equipment were transported by the company in suitcases. For day-to-day business, we use Skype and other digital tools to reduce the need for staff to travel. Travel budgets are carefully controlled to encourage staff to think about the value of making trips outside London. We reviewed our IT Infrastructure and in 2018 will be adopting greater use of cloud services, reducing our onsite hardware/energy footprint. Ageing PCs are being replaced with refurbished models, with obsolete electronic equipment disposed via WEEE-compliant means. We made a clear effort to reuse and conserve office supplies and materials. Offsite storage enables us to make most efficient use of our minimal office space. In the office, desk monitors and computers are switched off at night and paper, card and plastics are recycled.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2018	31/03/2019
Grants & donations:	£392,284	£455,578	£387,790
Earned income:	£57,593	£173,503	£120,215
Other income:	£5,884	£14,047	£20,225
Total income:	455,761	£643,128	£528,230
Charitable activity costs:	£407,781	£666,102	£601,158
Cost of raising funds:	£35,335	£39,493	£35,000
Other costs:	£0	£0	£0
Total expenditure:	£443,116	£705,596	£636,158
Free unrestricted reserves held at year end:	£295,626	£271,455	£236,281
What is your organisation's reserves policy? Akademi reviewed its reserves policy in May 2018, taking into account current operating costs and risks associated with income required to deliver our business plan objectives. Trustees have assessed that a reserves target equivalent to six months' core operating costs (approximately £25,000 per month) is prudent in the current financial climate, and this is backed by a review of income risks for 2018-19. The free reserves target has therefore been revised to £150,000. Trustees have also designated a number of funds (standing at £118k at 31/3/18) to invest in initiatives to build the charity's long-term sustainability.			
For your most recent financial year, what % of your income was from statutory sources? 31-40%			

Organisational changes

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

N/A

Grant Request

Under which of City Bridge Trust's programmes are you applying?
Connecting the Capital

Which of the programme outcome(s) does your application aim to achieve?
Connecting the Capital\Londoners experiencing Inequality or disadvantage have greater wellbeing and Independence through improved access to arts, sports and other community facilities and services

Please describe the purpose of your funding request in one sentence.
Dance Well is a programme of dance and movement activities based on South Asian dance forms to improve physical, mental and social wellbeing of older adults.

When will the funding be required? **03/12/2018**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

No

Another funder? (if so which)

Big Lottery

How much funding are you requesting?

Year 1:
£35,000

Year 2:
£35,000

Year 3:
£35,000

Year 4:
£0

Year 5:
£0

Total Requested: £105,000

You and your grant request

What, specifically, are you applying for (your project)?

Akademi is proposing a three-year initiative working intensively with older adults across London. 'Dance Well' targets older adults with long-term health conditions, those living in isolation, and those who lack access to group activities due to physical or cognitive impairment. Our unique, comprehensively-tested interventions bring diverse and disadvantaged communities together through specialised, rehabilitative, relaxing, dance workshops.

Sessions take place in hospitals and community hubs and are delivered by professional South Asian dance artists, using forms inspired by Kathak, Bharatanatyam and Bollywood.

Participants learn effective tools to increase and sustain wellbeing levels, balance, strength, and coordination, with take-away workbooks outlining exercises to be safely practiced at home. In hospitals, creative workshops vary between group activities and 1:1 movement at patients' bedsides, dependent on the needs of ward residents. Dance artists use mudras (illustrative hand-gestures), storytelling and rhythm to encourage movement that compliments, extends and embeds work of physiotherapists and occupational therapists.

What are the changes you hope to achieve?

We expect noticeable improvements in strength, co-ordination, dynamic and static balance and enhanced social engagement.

Throughout the workshops series we anticipate participants' levels of anxiety and stress will reduce. Those with long-term health conditions - heart disease or chronic obstructive pulmonary disease, will meet the Public Health England guidelines for physical activity, aiding their cardio-respiratory fitness.

These activities will make a visceral difference to participants' physical, mental health and wellbeing, but also lives of relatives, carers and clinical staff.

We want contribute to achieving shorter hospital stays; smoother, gentler transitions to home with a stronger body and increased self-belief; confidence in participants' physical capabilities and self-management of long-term health conditions.

We hope participants will encompass creative exercise into new daily routines, supporting themselves to better wellness through a shared involvement and interest in maintaining something they can do pro-actively to secure their longer-term well-being, resilience and self-care.

How do you know there's a need for this work?

Levels of physical activity decline with age with only 30% of older adults aged 75+ meeting Public Health England guidelines (BHF, 2015). This is accompanied by increased risk of falls due to muscle atrophy and impaired balance.

Alongside this, of those eligible for cardiac rehabilitation only 50% uptake this in UK (BHF, 2016) demonstrating that alternative routes to physical activity are urgently required. Older people need tools to resist poor health and self-manage chronic conditions using well-taught, practical, impactful sequences. Target participants are reluctant to participate in gym-based or seated exercise and are seeking alternative, creative routes to physical activity.

Highly-specialised, rehabilitative interventions, developed collaboratively and trialled under rigorous scrutiny from clinicians, demonstrated strong attendance, retention/adherence patterns.

Participants continually request workshop continuations. ?From taster session day one?I knew I wanted to come every week. Wish it to continue for us.?

How will the work be delivered - specifically, what will you do?

The proposed programme annually consists of 24 weekly workshops at four partner organisations alongside 24 weekly sessions at NHS hospitals.

Delivery will be devised in collaboration with occupational therapists, specialist nurses and physiotherapy. On dementia and delirium wards the needs might be focused around reducing anxiety and reclusion; on other wards a focus on mobilising towards discharge dates using targeted creative interventions.

Sessions are delivered by professional dance artists who have been trained to deliver specialised workshops sited within community and health settings. Dance artists will be supported by assistant dance artists, offering variation, alternative ways of accessing movement based on ability differentiations, side-by-side support; modelling/mirroring; and an assistant to ensure participants' safety and enjoyment.

For workshops taking place in hospitals we'll work closely with physiotherapy/occupational therapy teams to integrate specific creative exercises recommended by clinical teams that illuminate and enhance their work towards rehabilitation of inpatients.

Why are you the right organisation to do this work?

Akademi has a wealth of experience in community and hospital settings, creating well-bonded partnerships. We're currently working across six NHS Foundation Trusts; and featuring in high-profile arts and health events (e.g. Aesop 2018 Conference and London Arts-in-Health Forum)

Critically, In April 2018 Akademi was awarded ethical approval from Health Research Authority to carry out a research project within Harefield Hospital, allowing us to collect physiological and psychological data pre- and post-dance Intervention. This builds not only the evidence base available on benefits of dance Interventions but establishes Akademi's standing, expertise and ability to scale-up and quickly reach more patients, with this validation.

Trusted and recommended by health specialists: "Therapy teams should utilise external agencies such as Akademi to enhance service delivery" (Occupational Therapy Team, Royal London Hospital Older People's Services)

Akademi has a strong programme of dance exercises, artist training and digital resources and a team of specialist, trained practitioners.

How does your work complement and not duplicate other services within your area?

Akademi offers specific nuances of South Asian dance, encompassing ?mudras? (hand-gestures) to maintain articulation of joints, particularly fingers, wrists and ankles which may be difficult or painful in those with arthritis.

Workshops incorporate rhythms from South Asian dance styles, enhancing co-ordination and cognitive function. The joy of learning an entirely new dance style at a later age increases self-confidence and self-efficacy.

Others working in this field utilise contemporary dance or ballet as basis for movement. Whilst these workshops have their own place, Akademi provides a culturally-unique programme; an opportunity to experience distinctive movement qualities and explore the accompanying language such as Sanskrit names for hand-gestures and ?bhols? (vocalisation of pulses and footwork beats); pleasurable repetitions of recitations/chants that accompany Kathak and Bharatanatyam rhythms, supporting mindfulness and mental clarity. Dance Well has distinctive, simple vocabulary; hand movements, gentle extensions, beautifully-creative visualisations, narratives and comforting unifying rhythms when performed in wellness settings.

How will this proposal meet the Programme Outcome(s) under which you are applying?

Dance Well workshops will increase levels of engagement in physical activity and access to the arts through dance and movement workshops. Participation in these workshops will increase levels of wellbeing and independence as they foster creativity, building relationships and social interaction. The long-term effects of the Dance Well workshops will create sustainable activities for older adults to access, enhancing long term physical fitness levels.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

Most of our participants are disadvantaged either through social-economic background, language barriers, physical mobility or cognitive decline. Feedback will be collected on a weekly basis from participants to ensure the workshops reflect their needs and challenge them to reach their own, individually-set goals. Specifically-trained volunteers and project staff will use alternative methods to ensure learner voices are properly captured. These include translation using Hindi and Bengali; direct scribing side-by-side; digital feedback tools via iPad; and 'I love dancing because...' fillable mini-posters that instantly encapsulate learners' feedback in the moment.

We will continue our practice of bringing participants to speak of their experiences at high-level conferences, such as Aesop's Arts and Health conference Barbican, April 2018.

Akademi will also advocate strongly to wider arts and health communities, and policy-makers on behalf of these participants to ensure more provision is available for those who are isolated or disadvantaged in the community.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

DanceWell takes dance to those normally excluded from participating in creative experiences, including those bedbound or with restricted mobility. Many individuals also lack access to the arts therefore workshops provide not only physical activity, expressive responses and enhance frame-of-mind but also chances to enjoy the arts in an intimate, individualised setting.

Sessions work around a person-centred approach, with participants invited to contribute suggestions of movements, sound and stories/narrative to group activities. Participants are drawn into completely new experiences they value highly: "very beneficial slow movements for my arthritis and spiritually lifting": "have experienced nothing like this"... "means so much to me"... "Friday is my happiest day" (hospital participants, 2017).

We provide opportunities for individuals to lead the group and to improvise creative movement together, as a group or as pairs. We celebrate and encourage autonomy, with participants controlling the direction the session takes according to their health that day, mood and creativity.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

In 2006-07 physical inactivity cost the NHS an estimated £0.9 billion and is the leading cause of long-term health conditions such as coronary heart disease, Type II diabetes, cancer. Levels of adherence to traditional physical activity such as gym membership and seated exercises classes are suboptimal.

Dance provides a creative, nurturing enjoyable alternative, informed by dance science evidence. By increasing levels of physical activity through dance classes, it may be possible to delay the onset of such diseases and increase overall levels of physical and mental health and wellbeing.

Loneliness has been shown to increase the likelihood of mortality by 26% (Holt-Lunstad, 2015), and with 1.2 million chronically-lonely older adults in the UK, increases in social engagement can reduce the health implications of loneliness. Dance Well offers a socially-engaging, collaborative, self-expressive, friendly atmosphere where participants learn new skills, discover their own creativity and build lasting friendships through socially-connected shared experiences.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We have established a blueprint for effective partnerships founded on a working understanding, first-hand, from former participants as they encountered and navigated the systems that comprise care services, appointments, operations, waiting lists and therapies.

We know we must be agile and adaptive working with statutory and community services that deal with care, treatment, recovery, rehabilitation of older people. We need to work with community and clinical professionals, draw in observational feedback, use insight from carers and families working with people with dementia and delirium, to represent their needs.

We will partner with Vital Arts and rb&hArts to run workshops older people's wards within NHS hospitals, working closely with nurses, ward staff, physiotherapy and occupational therapy teams.

We will also partner with Camden Carers, Our Three Points, British Heart Foundation, Alzheimer's Society. We recognise the need to work with Ageing Better's services, adult social care teams, and transport services.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Those participating in Dance Well activities on wards will begin their journey at either Surviving or Coping. During their journey within the hospital we'll help them progress to Adapting by the time of discharge, with uplifting movement, motivation, something to get up for: a release from the monotony of illness. This aids transition back to life at home with a higher degree of confidence in physical abilities and improved self-efficacy.

Those attending community workshops begin their journey at Coping. Throughout the workshop series they progress to Adapting and eventually Thriving, building relationships in the community and gaining control of health and wellbeing with newly-learned knowledge.

We want to move people out of limiting categories/labels and remove the low self-esteem this often leaves as an imprint as they negotiate health and care services. We will provide well-planned physical challenges at the four stages but also build and replenish confidence and self-belief.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

Akademi's staff and dancers will use public transport and frequently walk to attend workshops. Staff use craft skills and sewing practices to make resources for dance workshops (such as a group giant extendable elastic band) from upcycled or reclaimed fabrics. Akademi runs a pool system for shared resources, such as instruments and costumes, to avoid buying newly-made items. There is an emphasis on reusing scarves or repurposing fabrics that were once costumes, to use in workshops. To reduce paper, Akademi will use simple digital evaluation software loaded onto iPads, allowing older people with poor motor skills or weak grip to swipe into a survey about the effectiveness of sessions. Dance spaces that use natural light will be preferred. Overall, South Asian practitioners model and advocate 'green' principles and are highly considerate towards ecology with clear awareness on for example water wastage or food security issues arising in workshop discussions.

What are the main activities or outputs you want to deliver?

Annually, 24 weekly South Asian dance and movement workshops within four different community settings. A total of 288 workshops over three years, reaching up to 500 individuals.

Annually, 24 weekly South Asian dance and movement inspired sessions within wards (including group and 1:1 bedside activities) in two hospitals. A total of 144 sessions over three years, reaching up to 4000 individuals, plus clinical staff and relatives.

Training, CPD and mentoring for at least 6 South Asian dance artists to deliver workshops in health and community, to build the pool of specialist practitioners to meet demand and build the programme's sustainability.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

Participants take part in more cultural and exercise activities than prior to engagement in Dance Well.

Participants are better able to self-manage their chronic conditions through incorporating exercise into their daily routine.

Hospital patients and staff report improved levels of wellbeing, social engagement and mental stimulation.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Project management staff	46,332	47,490	48,678	0	0	142,500
Artist practitioners	20,160	20,664	21,181	0	0	62,005
Project expenses (travel, materials, marketing)	8,018	8,218	8,424	0	0	24,660
Training and dissemination events	1,500	1,500	3,500	0	0	6,500
Evaluation, including filming and publication	4,250	2,781	2,813	0	0	9,844
Contribution to office space, IT, Insurance	6,000	6,150	6,304	0	0	18,454
Contribution to administrative overheads	7,470	7,657	7,848	0	0	22,975
TOTAL:	93,730	94,461	98,747	0	0	286,938

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Workshop space (In kind)	2,880	2,952	3,026	0	0	8,858
Partner contributions (expected)	1,000	2,500	5,000	0	0	8,500
TOTAL:	3,880	5,452	8,026	0	0	17,358

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Big Lottery	54,850	54,009	55,721	0	0	164,580
TOTAL:	54,850	54,009	55,721	0	0	164,580

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Project Manager (salary and on-costs)	21,384	21,919	22,467	0	0	65,770
Lead artists (x 4)	9,600	9,840	10,086	0	0	29,526
Project expenses (travel, materials, marketing)	1,500	1,500	1,500	0	0	4,500
Practitioner training	500	500	500	0	0	1,500
Contribution to office space, IT, Insurance	2,016	1,241	447	0	0	3,704
TOTAL:	35,000	35,000	35,000	0	0	105,000

Who will benefit?

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

1,500

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

London-wide

Does this project specifically target any groups or communities?

Individuals with long-term health conditions

This project will specifically work with the following age groups:

65-74

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

No

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:
Individuals with long-term health conditions

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?
Partnership working with hospitals and community services.

Are there any groups or communities you think your organisation will find hard to include through this project?
No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Tim Foxon**

Role within **Administrative Director**
Organisation:



Bridging Divides: Application for a grant

About your organisation

Organisation Details

Name of your organisation: Brentford FC Community Sports Trust	
If your organisation is part of a larger organisation, what is its name? N/A	
In which London Borough is your organisation based? Hounslow	
Contact person: Mr Peter Shears	Position: Disability and Young Carers Projects Manager
Website: http://www.brentfordfcst.com	Social Media Accounts: twitter.com/BrentfordFCCST
What Quality Marks does your organisation currently hold? Quest Assessment - Sport for Community Mark - Excellent grade Business in the Community Quality Mark	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1112784	Company Number: 5602833	CIC Number:	Bencom Number:
When was your organisation established? 01/01/1987			
<p>Aims of your organisation:</p> <p>With community work spanning more than three decades, Brentford FC Community Sports Trust has established itself as a pioneering organisation for the local community. We use the power of sport to engage, inspire and empower people from all sections of the community.</p> <p>Working in partnership with Brentford FC, the Trust offers a portfolio of programmes in education, health, intervention, sports participation and community engagement.</p> <p>The Trust has won the ?Football League Community Club of the Year? award four times and has recently achieved an "Excellent" grade in the quality assurance Quest Award for Development through Sport</p> <p>Broadly, the Trust is a vibrant hub of community activity: running projects all year round and spanning throughout the day. Our mission is to build sustainable projects that have longevity ? contributing to lasting change.</p>			

Main activities of your organisation:

We offer a wide range of activities including:

1. Young Carers Programme -- Providing a range of support programmes for Young Carers in Ealing.
2. Youth Inclusion- providing a range of activities including sport and youth clubs on 40 local housing estates
3. Disability sessions- offering new opportunities (specific and inclusive) to disabled people such as kayaking, cycling, swimming, multi-sport days, deaf-specific and autism-specialist activity sessions.
4. Mentoring Project- providing volunteer mentors to support young offenders and children-in-need in conjunction with Youth Offending and Social Care teams
5. Schools- offering a range of activities linked to the national curriculum across over 100 schools.
6. Holiday Courses- Offering a range of holiday opportunities.
7. Volunteering and work experience- offering a range of opportunities across our projects
8. Brentford Boating Arch- A purpose built facility providing a boating and educational base.
9. Training and Education- Employability project, Promoting young leaders, Young Journalists, B-Tec in Sport, Traineeships etc

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
25	50	8	30
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff Yes	Volunteers Yes	Trustees / Management Committee Members Yes	

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?
Leased	2 years rolling contract

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

We recycle paper, plastics and card through specific recycling bins in each office. There is a weekly recycling collection as well as a rubbish collection.

Cycling is encouraged through the cycling Incentive to work scheme.

All group trips are encouraged to use public transport or Minibus hire to reduce the number of vehicles being used.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2018	31/03/2019	
Grants & donations:	£166,444	£150,000	£0
Earned income:	£1,711,722	£1,772,733	£0
Other income:	£53,084	£31,444	£0
Total income:	1,931,250	£1,954,177	£0
Charitable activity costs:	£1,352,664	£1,482,470	£0
Cost of raising funds:	£0	£0	£0
Other costs:	£533,979	£417,146	£0
Total expenditure:	£1,886,643	£1,899,616	£0
Free unrestricted reserves held at year end:	£360,669	£360,669	£0
What is your organisation's reserves policy? The Finance sub-group aims to keep reserves equal to 3 months operating expenses, which is currently estimated to be in the region of £360,000. General unrestricted reserves at 31/3/18 were £360,669. Plus, a surplus of £72,152 in restricted funds and an additional £42,910 relating to fixed assets. The latter is not readily convertible into cash and therefore not available to fund the charities activities.			
For your most recent financial year, what % of your income was from statutory sources? 11-20%			

Organisational changes

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

Change in Trustees - Chair of Finance sub group replaced (previous trustee resigned).

Grant Request

Under which of City Bridge Trust's programmes are you applying?

Connecting the Capital

Which of the programme outcome(s) does your application aim to achieve?

Connecting the Capital/Londoners experiencing inequality or disadvantage have greater wellbeing and independence through improved access to arts, sports and other community facilities and services

Positive Transitions/Vulnerable and disadvantaged Londoners are more resilient and empowered to make positive choices

Please describe the purpose of your funding request in one sentence.

We aim to increase the opportunities and the numbers of deaf people taking part in sport and physical activities in west London, increasing resilience, building confidence and enhancing life skills.

When will the funding be required? **01/11/2018**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

Yes

Another funder? (if so which)

How much funding are you requesting?

Year 1:

£43,750

Year 2:

£42,750

Year 3:

£0

Year 4:

£0

Year 5:

£0

Total Requested: £86,500

You and your grant request

What, specifically, are you applying for (your project)?

We will provide an additional 2 years of a bespoke deaf sports based programme, which tackles communication problems, the lack of community deaf awareness and a lack of confidence for deaf people to take part in sport and physical activities. By providing a profoundly deaf coordinator / lead coach, we will ensure participants are communicated to through both BSL and English, ensuring positive communication from the outset. We will also improve the communication networks across west London for deaf people by employing a part time Marketing / Media post. Face-time, Facebook, Videos and other deaf friendly communication methods will be used to promote all known programmes.

Each session will provide a social environment as well as a sporting one which offers further opportunities for communication with other deaf people, therefore supporting the social needs of participants, family and friends attending as well.

What are the changes you hope to achieve?

We are aiming to create a positive and inclusive programme of sport and activity programmes for deaf people across west London, employing deaf people to lead and support the project.

We will also offer volunteering and work experience opportunities for deaf young people providing positive experiences of working in a supportive community sports environment. We aim to develop a group of positive deaf role models to pioneer sports activities and employment skills / opportunities for deaf people across west London.

We aim to ensure that Leisure Providers, schools and community organisations are knowledgeable around deaf awareness principles, enhancing the cohesion of hearing and deaf participants in sport and community settings.

How do you know there's a need for this work?

Active People Survey 2014 showed only 10% of people with a hearing impairment take part in sport each week. A local survey across West London of 70 deaf adults (2014) showed communication problems, lack of Deaf awareness and lack of confidence were the main reasons for non-participation in Sports activities.

?Deaf people need to be communicated in ways which are deaf friendly and familiar for them. So often they feel excluded from mainstream conversation and communication, and this is vitally important to ensure the participants feel included? Ben Lampert (profoundly deaf) BFCCST Community Sports Coach.

A report on deaf children and sport by NDCS in 2012 showed the key area is again communication.

?I would prefer mainstream but I would like them to be deaf aware.?

?I would prefer to go to a deaf club because everyone would know what it's like to be deaf?

How will the work be delivered - specifically, what will you do?

We will employ a Project Co-ordinator (3 days), part time Media / Marketing officer (1 day) and a Fundraising Officer (1 day). The Project co-ordinator will also lead on both networking and delivery of all sports and activity programmes including children/young people/adult groups, competitions, deaf awareness training and holiday programmes. They will also lead on opportunities for deaf young people through work experience and volunteering programmes providing employability skills and confidence for young people to enhance their employment or training opportunities.

The Media/Marketing Officer will support the outreach of the programme by providing media coverage, including deaf friendly videos, Social Media posts, website articles etc. ensuring more deaf participants are aware of the opportunities available. We are aiming for this post to be filled by a new deaf / hearing impaired member of staff. The Fundraising Manager will support the sustainability of the project by creating additional funds and partners.

Why are you the right organisation to do this work?

As a Trust we have delivered programmes for disabled people for over 13 years with major funders like Sport England, 3 Gulnea Trust and the FA having recently funded other innovative disability projects.

We have delivered this deaf programme for the last 2.5 years and made a good start to achieving our objectives. We have a profoundly deaf co-ordinator who leads the project and he is building up a group of deaf children / young people across west London to inspire, train and develop into future inspirational roles for others. We can offer deaf awareness courses for non-deaf coaches and our partners, to develop their skills in working with deaf people. Ben has proved in the past 2.5 years he can develop positive relationships with the deaf community and other organisations, to encourage participation in sports projects across west London, now reaching over 150 deaf people annually through sports activities.

How does your work complement and not duplicate other services within your area?

Our Deaf Sports Plus worker is the only deaf full time sports Co-ordinator in west London. We work alongside the NDCS and UK Deaf sports however, neither of these organisations deliver regular programmes in or around our region. We are aware that Panathlon Challenge run school competitions across London for Deaf children / young people but these are during curriculum time. We aim to build up the opportunities for deaf children outside of school by supporting new deaf young people / adults to become coaches to deliver sport and activity sessions in their local area.

A recent partnership with Middlesex FA has provided their FA Football Talent Centre to use Ben as a coach for their Deaf Development Centre. Together we are providing high quality football coaching sessions, led by a profoundly deaf member of staff. This adds the additional element of aspiration and role modelling for the deaf participants.

How will this proposal meet the Programme Outcome(s) under which you are applying?

Deaf children and young people often face a disadvantage in accessing sports and other activities, finding it difficult to access mainstream clubs, owing to the communication barriers and difficulties. They subsequently lack confidence to join in, as do the clubs in welcoming them. By providing deaf specific clubs / groups we enable opportunities for friendships to be formed, confidence to be built and support access to other community facilities / groups for the participants. By providing "Deaf Awareness Training" we offer opportunities for local groups to be confident to welcome deaf participants into their clubs / groups. We also provide practical support for deaf participants to access mainstream facilities / groups thereby building their confidence to access them on their own also. By supporting deaf young people with work experience / volunteering opportunities in a deaf friendly environment, we are building confidence and self-esteem for their future employability opportunities.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

We ensure that our project staff team is primarily led by deaf / hearing impaired staff. This creates immediate representation and leadership for this disadvantaged group. Their links within the deaf community mean that these connections are already there, providing a natural flow of information. We will also build a steering / working group for organisations interested in building up sport / physical activity opportunities and pathways for people who are deaf / hard of hearing. We also will create regular feedback opportunities, including survey monkey feedback questionnaires, as well as regular completed feedback forms, to ensure the needs of all the group are heard, and programmes, sessions and plans can be adjusted accordingly.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

We have spent three years engaging with around 150 deaf people each year. Our key worker is himself deaf and we have supported him to grow in his leadership and development skills and qualities. As he grows and develops, he is able to encourage and support many more deaf people to get involved in sport. This year, he is starting a new employability support programme which will provide opportunities for six deaf young people with extended work experience and volunteering opportunities at Brentford FC Community Sports Trust. All of our staff have "deaf awareness training" and alongside staff who use BSL to communicate, will provide a safe and supportive learning environment for these young people.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

Statistics from the National Active People Survey in June 2014 showed that only 10% of people with a hearing impairment in the UK take part in sport for more than 30 minutes each week. The need for a new approach is clearly vital. Too often deaf people are included in overall disability programmes which are not specific enough for their communication requirements. A local survey across West London of 70 deaf adults (2014) showed that Communication problems, Lack of Deaf awareness and a Lack of confidence were three of the main reasons for their non-participation in Sports activities. Through providing deaf awareness training, offering paid and voluntary positions to deaf young people / adults and providing work experience for young people aged 14 to 21 years old, we are looking to provide early stage support for building confidence and skills towards future work and training opportunities.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We will continue to work closely with the NDCS and UK Deaf sport as well as smaller local deaf support groups such as Harrow and Hounslow Deaf Clubs, Ealing Deaf Womens group, children in deaf schools and mainstream education, Short Breaks teams and a range of National Governing Sports bodies. These include the FA, Deaflympics and the Tennis Foundation.

As we are adding a part time post (7 hours per week) to support media and marketing of the programme, we will need the Trust's media team to support the officer using an approach which is deaf friendly. They have all received deaf awareness training and will be supported by the Project lead in this also.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Most of the people who join the programme are within the surviving and coping stages when they first join. Some are beginning to adapt but very few are thriving. For many they are learning to cope with the hearing world but often struggle to adapt fully and very few are able to thrive. We are working hard to support our key worker to thrive, thereby enabling him to develop opportunities for other deaf people to cope, adapt and thrive themselves also.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

Many of the programmes are located in a variety of Boroughs across west London. Our groups use either public transport or single vehicle travel, e.g. minibuses to reduce the number of cars travelling. We are also starting a new cycling group this year which will provide confidence in using bikes for local journeys as well as bike repair training to support the sustainability and longevity of this mode of transport.

Texting and Facetime are two of the preferred modes of communication, both of which are non paper and therefore environmentally positive.

What are the main activities or outputs you want to deliver?

An increased range of Deaf Friendly sport sessions across west London enabling the deaf / hearing impaired people to access a greater variety of activities which are supportive through bespoke communication, deaf awareness and mutually supportive participants.

Enabling deaf young people and adults in west London to access work experience, training, volunteering and employment opportunities in the sport sector via Brentford FC Community Sports Trust and it's partners.

Creating training and support for west London Sports providers providing confidence to create new sports sessions to include or specifically for deaf people utilising the ongoing support of BFC CST's Co-ordinator / lead deaf coach and the knowledge gained from deaf awareness and basic BSL courses.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

Deaf people in west London will be more confident and willing to access both deaf specific and mainstream facilities / programmes to take part in sport and physical activities.

Deaf young people and adults across west London will have increased chances to access bespoke deaf friendly support which will provide increased learning and skills in employability and training opportunities within the sports sector.

Sports facilities and organisations in west London will provide an improved service for deaf people, which is deaf friendly, welcoming and supportive.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Project Co-ordinator (inc on-costs)	0	0	0	20,687	20,687	41,374
Funding Officer	0	0	0	6,000	6,000	12,000
Media / Marketing Officer	0	0	0	4,500	4,500	9,000
Session delivery	0	0	0	20,490	20,490	40,980
Venues	0	0	0	2,400	2,400	4,800
Marketing	0	0	0	4,000	3,000	7,000
Training and Development	0	0	0	5,336	5,336	10,672
Sundries (phones, mileage, medals)	0	0	0	1,340	1,340	2,680
Management	0	0	0	5,989	5,989	11,978
TOTAL:	0	0	0	70,742	69,742	140,484

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Hounslow Council - Short Breaks	0	0	0	11,670	11,670	23,340
Charges / fees	0	0	0	4,600	4,600	9,200
London Community Foundation iWill fund	0	0	0	4,200	0	4,200
TOTAL:	0	0	0	20,470	16,270	36,740

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Project Co-ordinator (inc on-costs)	0	0	0	19,500	19,500	39,000
Funding Officer	0	0	0	6,000	6,000	12,000
Media / Marketing Officer	0	0	0	6,000	6,000	12,000
Session delivery	0	0	0	3,410	3,410	6,820
Training and Development	0	0	0	1,136	1,136	2,272
Marketing	0	0	0	4,000	3,000	7,000
Sundries (phones, mileage, medals)	0	0	0	1,340	1,340	2,680
Management	0	0	0	3,864	3,864	7,728
TOTAL:	0	0	0	43,750	42,750	86,500

Who will benefit?

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

200

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

Hounslow

Does this project specifically target any groups or communities?

This project will specifically work with the following age groups:

0-15,16-24,25-44

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

Yes

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

Through deaf friendly media and through network created by our profoundly deaf project co-ordinator. We have delivered this project successfully for the past 2.5 years already.

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Peter Shears**

Role within **Senior Project Manager**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Calthorpe Project	
If your organisation is part of a larger organisation, what is its name? n/a	
In which London Borough is your organisation based? Camden	
Contact person: Ms. Louise Gates	Position: Project Co-ordinator
Website: http://calthorpeproject.org.uk/	Social Media Accounts: www.facebook.com/calthorpeproject; Twitter.com/CalthorpeProj/
What Quality Marks does your organisation currently hold? London Youth Quality Mark - Bronze	

Legal Status

Legal status of organisation: Charitable company			
Charity Number: 292578	Company Number: 01888351	CIC Number:	Bencom Number:
When was your organisation established? 14/11/1982			
Aims of your organisation: ??An inner city oasis: a community garden and centre where people grow and learn together taking care of each other and the environment.?? The objects for which the Company is established are: (A) To promote the benefit of the inhabitants of the King's Cross area (hereinafter called the 'area of benefit') without distinction of sex or of political, religious or other opinions by associating the local authorities, voluntary organisations and inhabitants in a common effort to advance education and provide facilities in the interests of social welfare for recreation and leisure-time occupation with the object of improving the conditions of life for the said inhabitants; (B) To establish or secure the establishment of a community centre and to maintain and manage, or to co-operate with any local statutory authority in the maintenance and management of, such a Centre for activities promoted by the Company and its constituent bodies in furtherance of the above objects.			

Main activities of your organisation:

The Calthorpe Project is an open garden and community hub in Kings Cross, Camden. Recognized as an inner-city oasis, The Calthorpe Project brings together people of different ages, cultures, and abilities to enjoy open green space, learning and recreational facilities. We have more than 30,000 visits to our ½ hectare garden annually, in addition to those who attend our events and take part in our programmed activities. Our service users range from new-born babies to retired people over 80 years of age.

Our activities include:

A supported volunteering and horticultural training programme for people with disabilities, mental health issues and challenges related to aging.
Supported organic allotments for disadvantaged and older people
Sustainable food growing incorporating a closed loop food cycle, vegetarian cafe and waste recycling facility.
Supervised environmental activities for children aged 0-14 and their families.
Sports development including coaching and training for young people.
Community classes and activities with partner organisations the Mary Ward Centre and Explorer Scouts.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
4	12	7	53
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff Yes	Volunteers No	Trustees / Management Committee Members Yes	

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?
Leased	20 years

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

We have recently received funding to conduct a community consultation and feasibility into the installation of solar panels on the roof of our building to generate 15 kWp of solar energy meeting 40% of our requirements. We currently have solar panels for our anaerobic digester that composts cooked food waste from our café and local residents. The food waste generates organic liquid fertilizer and biogas used to heat our indoor growing spaces during the winter. We offer training sessions in anaerobic digestion, organic food growing and upcycling timber. We demonstrate rain water harvesting in our early year's garden and water collected from our greenhouse fills our pond. We separate our waste and have a weekly recycling collection. Our café uses biodegradable takeaway boxes and drinking containers and our early year's crèche uses biodegradable baby wipes. Around 50% of our cleaning products and rubbish bags are also biodegradable.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2018	31/03/2019
Grants & donations:	£293,839	£239,784	£295,533
Earned income:	£45,362	£61,435	£65,000
Other income:	£261	£140	£0
Total income:	339,462	£301,359	£360,533
Charitable activity costs:	£317,524	£304,520	£301,533
Cost of raising funds:	£69,326	£75,000	£59,000
Other costs:	£0	£0	£0
Total expenditure:	£386,850	£379,520	£360,533
Free unrestricted reserves held at year end:	£96,283	£18,122	£18,122

What is your organisation's reserves policy?

The Calthorpe Project aims to accumulate between 3-6 months operating costs. The Calthorpe Project is also responsible for maintaining and insuring Fixed Assets including property, which has been valued for insurance purposes at £1,080,000 (the Valuation?). A description of the building and the Valuation is more particularly described in the Replacement Cost Assessment report dated 8 August 2016 and prepared by Earl Kendrick Chartered Surveyors. In the event of an insurance claim the Valuation allows for replacement costs of the building, estimated to take up to 24 months to totally rebuild.

For your most recent financial year, what % of your income was from statutory sources?
21-30%

Organisational changes

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

We have seen a significant reduction in reserves due to the failure of several large grant applications. The salary cost for key staff is therefore being paid out of reserves. We have updated our fundraising strategy and no longer employ a part time fundraiser.

Grant Request

Under which of City Bridge Trust's programmes are you applying? Connecting the Capital														
Which of the programme outcome(s) does your application aim to achieve? Connecting the Capital\Londoners experiencing Inequality or disadvantage have greater wellbeing and independence through improved access to arts, sports and other community facilities and services														
Please describe the purpose of your funding request in one sentence. To fund a supported volunteering programme based on gardening to improve social and physical well-being for economically disadvantaged people who are older, live with disabilities or with mental health challenges.														
When will the funding be required? 15/10/2018														
Is this request to continue work that is currently funded or has been funded in the last year by: <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> City Bridge Trust? No </div> <div style="width: 45%;"> Another funder? (if so which) Big Lottery's Reaching Communities </div> </div>														
How much funding are you requesting? <table style="width: 100%; border: none;"> <tr> <td style="width: 20%;">Year 1:</td> <td style="width: 20%;">Year 2:</td> <td style="width: 20%;">Year 3:</td> <td style="width: 20%;">Year 4:</td> <td style="width: 20%;">Year 5:</td> </tr> <tr> <td>£37,006</td> <td>£47,740</td> <td>£38,208</td> <td>£38,684</td> <td>£39,170</td> </tr> </table> <p style="text-align: center; margin-top: 10px;">Total Requested: £200,808</p>					Year 1:	Year 2:	Year 3:	Year 4:	Year 5:	£37,006	£47,740	£38,208	£38,684	£39,170
Year 1:	Year 2:	Year 3:	Year 4:	Year 5:										
£37,006	£47,740	£38,208	£38,684	£39,170										

You and your grant request

What, specifically, are you applying for (your project)?

The Calthorpe Project's Supported Volunteering programme will enable an average of 115 economically disadvantaged local people to participate in well-being activities in our ½ hectare, accessible green space, per year. Volunteers with physical / learning disabilities, mental distress, age-related physical/ mental challenges or people suffering exclusion and social isolation due to cultural/language barriers are directly supported to participate in year-round garden activities, including:

- ? growing food for their own consumption
- ? propagating plants from seeds and cuttings
- ? maintaining growing spaces and herbaceous borders
- ? organising and/or participating in cultural food growing and sharing events

The Volunteer Manager provides ongoing pastoral care and encourages volunteers to discuss projects, other interests, personal development and challenges. We offer training so participants can complete tasks to gain AQA accreditation and progress to other volunteering opportunities. We also support volunteers to participate in social, civic and recreational activities at the Calthorpe and beyond.

What are the changes you hope to achieve?

We aim to empower our volunteers to better manage their own lives in ways that are more satisfying, and meet their needs through activities that are aimed at improving well-being and resilience. We want people to take what they learn in the garden into their every-day lives.

We want to improve access to green space and the benefits of gentle exercise and healthy eating for disadvantaged people. Similarly, we support people to overcome social isolation by bringing people together and helping them practice social skills. We encourage people to express their needs, interests and opinions in constructive ways.

We also hope to improve community cohesion despite the age, ethnic and economic differences among our diverse local population. Our volunteers model this by working together, and also make significant contributions to maintaining the garden and producing community events that bring local people together.

How do you know there's a need for this work?

We conducted a needs assessment in 2017 which included a review of ONS statistics and a survey of garden users.

Economic deprivation is high in our ward, with 42% of residents economically inactive. Economic and social polarisation has increased, making our role as a community centre ever more important. Our area ranks high on loneliness/ isolation, with 53% of people 65+ living alone. This is reflected in the increase of older people coming to us with referrals from GP's for exercise and social activity.

Our role as a green space has never been more critical. Pollution levels in central London are unacceptably high. All eight LSOAs in our ward are in the worst 20% nationally for the 'Living Environment' indicator (includes: housing in poor condition, housing without central heating, air quality and road traffic accidents.) Five of the eight LSOAs in our ward are amongst the most deprived 100 nationally.

How will the work be delivered - specifically, what will you do?

The Volunteer Manager receives referrals and holds an initial intake meeting which includes a needs & risk assessment, registration, baseline evaluation and orientation.

Volunteers who require one-to-one support have regularly scheduled sessions with the Volunteer Manager. They receive gardening and horticultural training and an AQA certification, if desired.

People ages 65+ may opt to join an older people's gardening group. The weekly sessions start with 90 minutes of gardening, followed by a lunch that always includes harvested vegetables and special dishes prepared at home. We discuss the principles and benefits of healthy eating, and share recipes.

We provide supported allotments which may be run by individuals, families or social groups, such as older female Bangladeshi gardeners.

Volunteers are encouraged and supported to socialize, including helping and befriending newer volunteers. They work together to develop entries for gardening competition and produce community events such as the Chelsea Fringe and Open Days.

Why are you the right organisation to do this work?

We have successfully delivered supported volunteer gardening for over 25 years, continuously improving using a co-production process, to ensure that we deliver the outcomes that our beneficiaries value and need. To gauge our success, we collect feedback from participants, their care coordinators and referral agencies that measure and describe our impact. In 2017, the last year of our Big Lottery funded programme, 50 out of 53 supported volunteers reported increased physical and mental wellbeing through their participation at the Calthorpe.

Specifically:

83% gained confidence

75% got more exercise

73% learned new skills

70% felt less lonely

50% improved recovery from illness or injury

Our long standing partnerships are a further testimony to the quality of service we deliver. We have been receiving referrals for at least 5 years from: Hillside Clubhouse, Thrive, City and Islington College Supported Learning, Westminster Kingsway College Supported Learning and Westminster Employment Service.

How does your work complement and not duplicate other services within your area?

We have the only green space in the local area that offers supported gardening, food growing and AQA training in horticulture for disadvantaged older people and people with disabilities.

Both our Director and our Volunteering Manager actively build relationships with other local services so we can stay abreast of what is on offer and collaborate rather than duplicate efforts. The Calthorpe is a member of C4, Camden's consortium of community projects and the London Association of City Farms & Community Gardens, a consortium of open green projects.

We partner to provide services. For example, our Spanish speaking older gardeners needed to learn English in order to navigate the NHS, so we partnered with the Mary Ward Centre to provide English for Health classes. We allow organizations that have specialist skills but not space to run programmes for local people, including the Refugee Connection and Community by Design.

How will this proposal meet the Programme Outcome(s) under which you are applying?

This project supports people with economic disadvantage, disability and/or older people to access and actively participate in well-being opportunities, while contributing to a community environmental project.

We partner with local health providers, social care agencies and educational programmes to reach people who may not know about our service. The Volunteering Manager works with each new referral individually to identify and address barriers to participation. This includes ongoing pastoral care through 1-to-1 sessions, and consultation with the referral agency. The volunteers themselves form a social network through which new participants are befriended and encouraged to take part in activities. As an open access project, participants engage with the wider community daily, and particularly when we host community and social events.

Our volunteers provide approximately 4000 hours of service per year that maintains the garden, improves the local environment and demonstrates good environmental stewardship.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

The Calthorpe Project was created by the community and continues to be accountable to local people through its membership and open access policy. Our trustees represent disadvantaged communities, including people from BME backgrounds, people with disabilities and older people.

In 2016 we were designated a Camden Council Strategic Partner, in recognition of our understanding of and provision for disadvantaged residents. We meet regularly and they provide us with up-to-date information and analysis. We are also a member of the Kings Cross Safer Neighbourhood Panel, as crime is a significant local issue.

We survey our users annually and talk with them often. For example, parents who regularly bring children after school told us that not only do they love outside space, but as a safe space we offer a critical alternative to local streets. This has informed both our sports offer and our play scheme.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

The Calthorpe actively supports local people to participate in decision making about their local area. We host meetings for the Mount Pleasant Association which represents local views on the development of the area around the Royal Mail Group's Mount Pleasant sorting office. We encourage our participants to attend the meetings and support them to express their views. As a result issues that are important to our users are represented in the planning priorities. This includes:

- ? Air pollution
- ? Traffic management/intrusion/control ? parking, bicycles, street furniture
- ? Encouraging the excellent primary schools and supporting the cause of a Secondary School south of the Euston Road
- ? Retaining and enhancing local green spaces and increasing green spaces where possible ? and insisting that new developments have green roofs and green walls

Staff members and volunteers support those with disabilities or language barriers to participate in these meetings.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

The project is designed to meet individual needs and goals. Many participants are looking for activities that can help them manage their conditions and lead more fulfilling lives. For example, some of our older participants have been referred to us because gardening is good exercise for people with arthritis. Some of our participants with mental health conditions find that gardening and spending time outside improves their mood and helps them manage anxiety. Our 1-to-1 training enables volunteers with learning disabilities to learn at their own pace and eventually go on to other volunteering projects.

Additionally, the project can act as an early intervention for older participants and those whose underlying conditions may get worse with age. For example, one of our participants recently had a heart operation. Although she cannot do any gardening at the moment, she still comes and meets with her group to socialise while she recuperates.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We have active partnerships with organizations who refer clients to us: Hillside Clubhouse Thrive, City and Islington College supported learning, Westminster Kingsway College supported learning, Westminster Employment Service and more recently, Camden NHS, Islington NHS and Age Concern. We are currently in discussions with Camden Alcohol Service and St. Mungo's to work with their clients as well.

Our Volunteer Manager stays in contact with the key worker as long as the client stays with us. Together they monitor progress and address any issues.

We partner with outside organizations to deliver activities. We work with UCL, and recently hosted a plant orbiter to grow herbs. This summer we are partnering with Community By Design to run upcycling workshops for volunteers to make signs for the garden.

The Volunteer Manager supports clients to move on. For example, we recently placed a volunteer with Groundwork for a paid apprenticeship.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Our project is a mix of participants at the Coping and Adapting stages. Some of our participants are merely coping and are referred by GPs or social care agencies because they are socially isolated, spending most of their time indoors and not getting exercise or eating well. A gentle project like ours can help reconnect them to the outside world, stimulate their interest and encourage them to set goals or make plans. Our aim is to develop their resilience so that they can use what they have learned with us outside the garden.

We also receive referrals from colleges and other charities for people who are in the adapting stage. They may already be engaged in learning or volunteering and want to expand their skills by learning gardening. Many of our participants who train for the AQA fall into this category.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

Our volunteers take a full and active role in every aspect of our work. They help us maintain our ½ hectare garden which includes vegetable and flower beds, a woodland play area, a wild garden planted with native species, a pond and beehive.

Volunteers also take part in our 'Living Lab' project, which is a closed-loop food-waste-energy system. We grow a wide range of foods; harvest produce to create nutritious meals in our community café; digest food waste to create renewable biogas and liquid fertilizer; use the fertilizer to enhance plant growth; and use biogas for cooking and heating indoor growing space in winter.

All of the volunteers at the Calthorpe take pride in the environmental role that we play in the community and take lessons about reducing environmental impact back home to friends and families.

What are the main activities or outputs you want to deliver?

Supported allotment gardening 5 days per week for 28 economically disadvantaged people per year including 12 older Bangladeshi women, 9 older people ages 60+ and 3 families totalling 7 people (parents and children). All ages.

Weekly 2-hour, 1-1 supported gardening activities and horticultural (AQA) training for 50-70 people per year with complex needs including physical/learning disabilities, mental health challenges, long term unemployment and history of substance misuse. Ages 18-65.

Two, 3-hour older people's gardening and social groups per week for 20-40 older people per year. Sessions include healthy lunch. One group will be offered in Spanish and one in English. Ages 65+.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

Increased social connections and improved emotional wellbeing for people who socially isolated due to economic disadvantage, age, disability or mental distress.

Increased physical activity and healthier eating for older people and people with disabilities.

Improved community green space for Kings Cross area via 4,000 volunteer hours annually.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Volunteer Manager Salary (35 hrs scale 27 plus NI and pension)	30,780	31,366	31,681	31,999	32,320	158,146
Project running costs (utilities, rent, outreach and publicity)	8,452	8,748	9,054	9,371	9,699	45,324
Monitoring and Evaluation, including external evaluation in year 2	2,000	12,000	2,000	2,000	2,000	20,000
Volunteer Expenses (transport, lunch)	715	740	766	793	820	3,834
AQA Award Scheme costs (20 people £20 each)	400	400	400	400	400	2,000
Equipment and activity costs (seeds, compost, tools and gardening consumables)	2,500	2,588	2,678	2,772	2,869	13,406
Line management costs	2,790	2,818	2,846	2,875	2,903	14,232
Administration costs	2,560	2,611	2,663	2,717	2,771	13,322
	0	0	0			0

TOTAL:	50,197	61,270	52,088	52,925	53,782	270,264
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Westminster Kingsway College	900	900	900	900	900	4,500
Plant sales	2,000	2,150	2,250	2,350	2,450	11,200
Corporate volunteer days	5,000	5,000	6,000	6,000	6,000	28,000
hording rental & pitch	5,350	5,429	5,510	5,591	5,674	27,554

TOTAL:	13,250	13,479	14,660	14,841	15,024	71,254
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What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0			0

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Volunteer Manager Salary (35 hrs scale 27 plus NI and pension)	30,780	31,366	31,681	31,999	32,320	158,146
Project running costs (utilities, rent, outreach and publicity)	4,226	4,374	4,527	4,685	4,849	22,662
Monitoring and Evaluation, including external evaluation in year 2	2,000	12,000	2,000	4,685	4,849	20,000

TOTAL:	37,006	47,740	38,208	38,684	39,170	200,808
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Who will benefit?

How many people will directly benefit from the grant per year? 115
In which Greater London borough(s) or areas of London will your beneficiaries live? Camden
Does this project specifically target any groups or communities?
This project will specifically work with the following age groups: 16-24
This project will specifically work with the following gender groups: Male
This project will specifically work with the following ethnic groups: Asian/ Asian British (Including Indian; Pakistani; Bangladeshi; Chinese; Any other Asian background)
If Other ethnic group, please give details:
This project will specifically work with Deaf and disabled people: Yes
This project will specifically work with LGBTQI groups: No

This project will specifically work with other groups or communities:

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

We have been providing supported volunteering for people with disabilities, older people and members of the Bangladeshi community for 25 years. People are referred to us through these networks as well as Age UK, St. Mungo's, and

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Louise Gates**

Role within **Director**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Copleston Centre	
If your organisation is part of a larger organisation, what is its name? Copleston Centre	
In which London Borough is your organisation based? Southwark	
Contact person: Rev Edward Collier	Position: Chair of Trustees
Website: http://www.coplestoncentre.org.uk	Social Media Accounts: coplestoncentre
What Quality Marks does your organisation currently hold? None	

Legal Status

Legal status of organisation: First Contact			
Charity Number: 1116694	Company Number: 05651247	CIC Number:	Bencom Number:
When was your organisation established? 05/09/1978			
Aims of your organisation: To create a spirit of openness, acceptance and harmony by working with all members of the community, particularly those at risk of social exclusion, through offering opportunities to enhance the physical, mental, emotional and spiritual well-being of groups and individuals. To work with the community to enable it to develop in a way that improves the quality of life of its members and to enable people to develop their physical, mental and spiritual capacities so that they may grow to full maturity, self respect and dignity as individuals and members of society			

Main activities of your organisation:

Our space is multicultural, multi-faith and inclusive in its provision of a wide range of community-focused services and activities. The Centre partners other charitable organisations and locally run groups, such as SDCAS (Asylum Seekers), Copleston Together (lunches for predominantly older residents), Looking at Books (running for 34 years) and an onsite nursery.

Current activities provided on site include: Robes Project (Providing a safe place to sleep and a hot dinner and breakfast for homeless guests), Art Therapy, Art Café, Wednesday Drop-in, Church activities, Copleston Together, Pilates, Counselling Service, Higher Praise Christian Fellowship, Looking at Books, Christ Consolation Church, Salvation Parish Church, Pilates, Southwark Day Centre for Asylum Seekers, ?Stay & Play? Parent & Toddler Group, Talking About Music, Older Peoples Bingo, Future Players Boxercise, Peckham Rye Sings, Begue Begue Drummers, Toddler athletics, Tai Chi for older people, private and community lettings.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
0	3	10	9

Do you have a Safeguarding policy? **Yes**

Are the following people in your organisation subject to DBS checks?

Paid Staff
Yes

Volunteers
Yes

Trustees / Management Committee Members
No

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?
Leased	23 years

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

New zoned heating system to reduce energy consumption

Support reuse of unwanted clothes and goods through distribution to refugees and asylum seekers, and occasional "pre-loved" sales

Participation in scheme to redistribute unsold food from local outlets to local people in financial hardship

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/12/2017	31/12/2018	
Grants & donations:	£47,402	£35,500	£0
Earned Income:	£60,522	£60,192	£0
Other income:	£38	£30	£0
Total income:	107,963	£95,722	£0
Charitable activity costs:	£69,029	£60,000	£0
Cost of raising funds:	£1,901	£1,500	£0
Other costs:	£61,201	£30,000	£0
Total expenditure:	£132,131	£91,500	£0
Free unrestricted reserves held at year end:	£52,581	£56,803	£0

What is your organisation's reserves policy?

Many charities use a rule of thumb of three months of charitable expenditure (excluding restricted funds) which in the case of the Copleston Centre would be around £13,000 (in unrestricted funds).

In the Management Committee meeting held 21st November 2017 it was agreed that the Reserves Policy would be amended to include sufficient reserve funds to be accumulated over the next three financial years allow full settlement of the Centre's Trust pension liability in the event of Centre closure. As of 31st December 2017 this was noted as £53,384 in the FRS 102 ? SECTION 28 Accounting Disclosures document.

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

Organisational changes

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

None

Grant Request

Under which of City Bridge Trust's programmes are you applying? Connecting the Capital																			
Which of the programme outcome(s) does your application aim to achieve? Connecting the Capital\Londoners experiencing inequality or disadvantage have greater wellbeing and independence through improved access to arts, sports and other community facilities and services																			
Please describe the purpose of your funding request in one sentence. Develop and expand our programme of community based projects with a strong focus on social inclusion for older people, including those with mental health concerns																			
When will the funding be required? 01/10/2018																			
Is this request to continue work that is currently funded or has been funded in the last year by: <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> City Bridge Trust? No </td> <td style="width: 50%; vertical-align: top;"> Another funder? (If so which) Catchpole Fund </td> </tr> </table>					City Bridge Trust? No	Another funder? (If so which) Catchpole Fund													
City Bridge Trust? No	Another funder? (If so which) Catchpole Fund																		
How much funding are you requesting? <table style="width: 100%; border: none;"> <tr> <td style="width: 20%;">Year 1:</td> <td style="width: 20%;">Year 2:</td> <td style="width: 20%;">Year 3:</td> <td style="width: 20%;">Year 4:</td> <td style="width: 20%;">Year 5:</td> </tr> <tr> <td>£38,184</td> <td>£40,552</td> <td>£37,862</td> <td>£0</td> <td>£0</td> </tr> <tr> <td colspan="5" style="text-align: center; padding-top: 10px;"> Total Requested: £116,598 </td> </tr> </table>					Year 1:	Year 2:	Year 3:	Year 4:	Year 5:	£38,184	£40,552	£37,862	£0	£0	Total Requested: £116,598				
Year 1:	Year 2:	Year 3:	Year 4:	Year 5:															
£38,184	£40,552	£37,862	£0	£0															
Total Requested: £116,598																			

You and your grant request

What, specifically, are you applying for (your project)?

We intend to replicate for over-65s a successful model developed in our award-winning mental health project whereby people engaging in primarily social activities were enabled to access more targeted provision.

Project delivery will be through two complementary volunteer-supported initiatives which build on existing activities:

? Drop-In sessional ?Silver Linings Café?, a ?social front door? operating as a social centre and gateway to advice, talks and information on local activities, healthcare and nutrition, including pathways to volunteering.

? ?Positive Health Matters? programme providing and signposting to activities focused on improving physical and mental wellbeing. We have an exciting portfolio of planned activities and collaborations to add to our current offerings.

? We will signpost to other Centre user groups and external activities/ support, - working closely other local community organisations.

? Led by a 0.5 FTE Coordinator the project will be supported by a Silver Linings Advisory Board.

What are the changes you hope to achieve?

We hope to solve/ mitigate these problems:

Lack of confidence; Low horizons; Limited social interaction/ social isolation; Depression; Lack of engagement with outside world; Lack of physical activity

Our target group:

Older people aged 65 or over living in south Southwark, focusing on two wards: The Lane & Peckham. Self-referral and third-party referral

Anticipated measurable effect:

Improved well-being using EMWAS score; Increased physical activity; Increased social interaction; Users able to access specialist provision

The wider benefits:

Reduced dependence on GP & other services; Improved community cohesion; Early Identification/ accessing specialist services, e.g. dementia

Our goal for long-term change:

A better connected, more resilient community; Happier lives locally; Older people stay well independently for longer

How do you know there's a need for this work?

Demographic data indicates a growing need for services for Southwark's elderly population, as the number of those aged 65+ increases significantly. Many suffer from social isolation (60% live alone) and Southwark has the sixth highest level of reported mental health issues with its older people dying earlier.

37% of Southwark's VCS organisations report care of the elderly population is going 'not so well' or 'really badly'; and nearly one third that things had 'worsened' over last year.

We met or contacted 19 local VCS organisations (two with signposting responsibilities).

Feedback indicated significant gaps with unmet demand in south Southwark for inclusive well-being projects focused on over-65s and their carers, and also insufficient signposting to existing under-used services.

We conducted original research - a SurveyMonkey survey, a focus group, with informal feedback from Centre users, local residents, volunteers and church members, reiterating these conclusions and helping us prioritise specific activities.

How will the work be delivered - specifically, what will you do?

? Provide gateway social hub for our activity programme 'Positive Health Matters' and volunteer opportunities

? Primarily focused on social inclusion with community members supported by staff members and volunteers

? Including advice, talks and information on local activities, healthcare and nutrition

? Involvement of service users in managing café and defining user needs - e.g. information, activities, talks

? Signpost to other services (voluntary and statutory sectors) such as Southwark Council local AgeUK, and South London Cares

? Silver Sounds - musical events for older age group, based on popular precedent, Black History month (October 2018)

? Collaborative Marsden Road London Wildlife Garden project (including meal preparation of grown produce)

? Facilitated walking group exploring local area and green spaces

? Commissioned experts to deliver classes: : Dancing, Gentle yoga and Pilates to strengthen muscles, improve posture and balance, Tai chi based on longevity studies from East.

Why are you the right organisation to do this work?

We are the right organisation to deliver this project because we are a multi-purpose local community centre with a long and successful experience of working with the target beneficiaries. This includes over 23 years of experience in enabling meaningful social contact between older people, including those with mental health issues and the wider community. Older people lead projects; are represented on the Trustee Board and in volunteer roles. We value diversity and work effectively in strong partnerships with other Southwark organisations to tackle social exclusion and isolation in the borough's deprived areas and neighbourhoods. We are proud to welcome weekly over 400 people from all backgrounds through our doors. We will be aided by our experience and reputation gained in our award-winning mental health project whereby people engaging in primarily social activities were encouraged and enabled to access more targeted provision.

How does your work complement and not duplicate other services within your area?

We've undertaken significant consultation with other service providers and signposting agencies. There have been a couple of instances where our planned programme (in response to user consultation) looked likely to duplicate other services. This indicated (1) need to increase visibility of our partner's project, which we undertook to do as part of our own, and (2) proposed activity should not be delivered by us.

We already work closely with user groups within the Centre, other local community organisations and wider older peoples' networks in Southwark, also local referral networks, healthcare providers such as GPs, local NHS and local care networks. Most importantly we work collaboratively with other delivery organisations (e.g. LinkAge Southwark & South London Cares) to ensure complementary delivery and ongoing information-sharing.

Our project fits perfectly into the Council's Older People's Strategy which is based on a series of local/ community based projects signposted out of a central Hub.

How will this proposal meet the Programme Outcome(s) under which you are applying?

It will provide older people with opportunities to increase their health, well-being and independence through improved access to arts, activities and other community facilities and services.

Sessional drop-in cafe will act as 'social front door', serving to reduce loneliness and increase independence. The series of talks and advice sessions as well as the signposting to other open activities and specialist provision (e.g. Alzheimers Groups for those with the condition and their carers), will improve access to activities and wellbeing services.

Our portfolio of activities will be stimulating, regular, inclusive, accessible, fun and provided by expert sessional workers to support well-being through increased independence, socialisation and increased physical activity. These include: Readers Group; Musical appreciation; Dancing; Gentle Pilates; Tai chi; MenDers Club & women's equivalent; Silver Sounds; Marsden Road London Wildlife Garden project; Walking group exploring local area, guided walk participation; Arts participation; volunteering opportunities, cafe, ?Green internships?, musical mentoring.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

Leadership: The project will be supported by a Silver Linings Advisory Board, made up of client-group representatives (many of whom will be financially disadvantaged as well as older), representation from Peckham Citizens and an external representative of a partner organisation focused on the older age group, e.g. LinkAge or AgeUK.

Delivery: Project Co-ordinator will conduct regular feedback sessions with clients, providers, administration staff and volunteers in addition to regular monitoring of data returns.

One of our partner organisations (Peckham Citizens) incubated and hosted by Copleston Centre, is an alliance of local organisations that develop people's capacity to tackle injustice. It is part of the Citizens UK group. We anticipate that the Copleston Silver Linings Project will draw on Peckham Citizen's experience as well as feed into its priorities.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

The central tenet of this programme is to engage people through a 'social front door'. That means that we will provide a sessional open access drop-in café, which of itself will be bringing people together. The Project Co-ordinator will monitor participation closely to ensure that it develops into a welcoming, well-attended space for local older people to come together in a relaxed way. This will inform outreach strategies to maximise attendance from housebound older residents. Encouragement to volunteer is planned to enable increased resilience and independence as well as reduce social isolation and improve community cohesion.

The building is wheelchair accessible, with accessible toilets. As part of our wider networks we engage with particularly 'excluded' people, e.g. the Southwark Day Centre for Asylum Seekers (SDCAS) which we host every Tuesday.

Our plans to provide off-site activities (e.g. at Kingswood Estate Community Shop) will support older residents who feel geographically excluded.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

We aim to provide a broad range of services that not only meet identifiable needs but also act preventatively.

Some of the preventative outcomes will be directly linked to proposed activities, for example talks about recognising signs of dementia could support early identification and signposting to specialist services. However, a growing body of research indicates the preventative power of increased physical activity in the elderly, as per our planned programme, as these extracts from A Compendium of Factsheets: Wellbeing Across the Lifecourse (DoH, 2014) indicate:

'There is strong evidence that increased physical activity improves the wellbeing of people in general and older people in particular. For older people this can be delivered through community based exercise programmes which can include mixed exercise, strength resistance, aerobic exercise and walking groups. Effective programmes target the least active and are community based'.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

Stakeholders and partners engaged with:

1. Project development, implementation and delivery

- ? Copleston networks (centre and church)
 - ? Southwark Day Centre for Asylum Seekers
 - ? South London Cares
 - ? Southwark Council Older People's Strategy team
 - ? Peckham Citizens
 - ? Southwark social prescribing group
 - ? Southwark Pensioners Group
 - ? Local Care Network (consortia of local GPs)
 - ? Southwark Giving project
 - ? Southwark Carers
 - ? Community Southwark
 - ? Older People's Group, Southwark (facilitated by AgeUK)
 - ? AgeUK (Lambeth and Southwark)
 - ? Pembroke House
 - ? Time and Talents (north Southwark)
 - ? SAIL project (Safe Active and Independent Living, delivered by care 'navigators' based in GPs practices)
 - ? Silver Sounds
 - ? LinkAge
 - ? Kingswood Estate Community Shop*
 - ? MenDers Club*
 - ? London Wildlife Trust (Marsden Road)*
 - ? URC East Dulwich Grove*
 - ? The Albrighton Estate Community Centre*
- (*off-site venues)

2. Recruitment process for 0.5 Project Co-ordinator (dissemination of role, assistance in interview) LinkAge. AgeUK.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Coping & Adapting.

We believe that engagement with the project will not only help people move positively between these stages but that they will be helped to maintain their stage - e.g. as the users attend the garden project they will become more active and develop friendships. When a mishap happens (e.g. a minor fall) then their recovery time will be shorter as they will feel incentivised to re-engage with the group and maintain activity levels, rather than stay at home.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

The physical activities (dancing, pilates and tai chi), through encouraging increased physical activity which may reduce dependence on cars or ambulances.

Walking group will encourage greater use of public transport

The Garden project will encourage the growing of local produce

What are the main activities or outputs you want to deliver?

A ?Silver Linings Café? - a sessional drop-in café which will provide a ?social front door? or hub operating as a social centre and gateway to providing advice, signposting, and talks on specialist provision (e.g. re Alzheimers), local activities, healthcare and nutrition, including pathways to enable volunteering on this project.

A ?Positive Health Matters? programme that will provide and signpost to engaging activities which will include physical and mental well-being activities.

Activities will be provided by commissioned sessional staff supported by volunteers.

Signposting will be to other relevant local activities, enabled through up-to-date mapping provided by LBS, AgeUK and LinkAge.

Volunteer development - we will provide internal and external volunteer opportunities, managed by the Project Coordinator, and supported by our links with LinkAge and South London Cares. We will learn from their deep experience in developing highly effective volunteer support, including technical aspects such as training in wheelchair handling.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

Improved well-being using Warwick Edinburgh Mental Wellbeing Scale (WEMWS) score

Increased physical activity

Increased social interaction

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Recruitment and staffing	25,100	25,092	25,594	0	0	75,786
Marketing	400	400	400	0	0	1,200
Core costs & monitoring	4,203	4,565	4,341	0	0	13,109
Activity direct cost	16,534	20,156	17,416	0	0	54,106
TOTAL:	46,237	50,213	47,751	0	0	144,201

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Participant contribution	8,052	9,660	9,888	0	0	27,600
TOTAL:	0	0	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
TOTAL:	0	0	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Recruitment and staffing	25,100	25,092	25,593	0	0	75,785
Marketing	400	400	400	0	0	1,200
Core costs & monitoring	4,203	4,565	4,341	0	0	13,109
Activity direct costs	8,482	10,496	7,528	0	0	26,506
TOTAL:	38,185	40,553	37,863	0	0	116,600

Who will benefit?

How many people will directly benefit from the grant per year? 250
In which Greater London borough(s) or areas of London will your beneficiaries live? Southwark
Does this project specifically target any groups or communities?
This project will specifically work with the following age groups: 65-74
This project will specifically work with the following gender groups:
This project will specifically work with the following ethnic groups:
If Other ethnic group, please give details:
This project will specifically work with Deaf and disabled people: No
This project will specifically work with LGBTQI groups: No

This project will specifically work with other groups or communities:

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

The Copleston Centre and Church is trusted by the local community and sister organisations in the field, after working for 40 years with older local residents and their families.

Are there any groups or communities you think your organisation will find hard to include through this project?

Yes - please specify

If yes, please specify which groups or communities? Where possible using the categories listed above.

Older people who have become very isolated, including those who are totally housebound

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

This is part of the role of the Project Co-ordinator, who we will support to develop innovative mechanisms to do this, including engaging with statutory services such as GPs

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: **Rev. Edward Collier**

Role within Organisation: **Chair of Trustees**

14952 Revised Budget Request 5.12.18

Funding required for the project (Copleston Centre)

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Recruitment & staffing	25,100	25,092	25,594			75,786
Activity Delivery	16,534	20,156	17,416			54,106
Marketing	400	400	400			1,200
Core cost contribution	4,203	4,565	4,341			13,109
TOTAL:	46,237	50,213	47,751			144,201

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Participant contribution	4,920	5,928	6,048			
TOTAL:	4,920	5,928	6,048			

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
TOTAL:						

We are keen to ensure sustainability of our programmes as well as offering a wide variety of activities at a highly affordable rate (the need for variety being a key demand research finding). We therefore have budgeted that we offer some activities free to all, others at £1 (to half of all participants) and for the other half of participants at a voluntary contribution (budgeted at average £3 - £5 depending on activity).

Annual estimated participant contribution: year 1: £4,920, Year 2: £5,928.00, Year 3: £6,048, total £16,896.00

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Recruitment & staffing	25,100	25,092	25,594			75,786
Activity Delivery	11,614	14,228	11,368			37,210
Marketing	400	400	400			1,200
Core cost contribution	4,203	4,565	4,341			13,109
TOTAL:	41,317	44,285	41,703			127305

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: HEAR Equality and Human Rights Network	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Islington	
Contact person: Ms Christine Goodall	Position: Co-ordinator
Website: http://www.hearequality.org.uk	Social Media Accounts: @HEAR_Network
What Quality Marks does your organisation currently hold?	

Legal Status

Legal status of organisation: Registered Charitable Incorporated Organisation			
Charity Number: 1168591	Company Number:	CIC Number:	Bencom Number:
When was your organisation established? 03/08/2016			
<p>Aims of your organisation: HEAR is a London civil society pan-equalities and human rights network connecting and supporting equalities organisations across all equality characteristics to get their voices heard and influence policy and the environment within which people work for equality and human rights. HEAR's values are under-pinned by the conviction that those who have direct experience of inequality and discrimination are best placed to develop strategies to achieve equality. HEAR objectives are to:</p> <p>Bring together specialist equality organisations, user-led and grass roots groups and experts by experience to work together on issues that impact on the lives of those experiencing disadvantage and discrimination.</p> <p>Facilitate networking, peer learning, the building of solidarity and understanding through collaboration and partnership.</p> <p>Highlight and champion the vital role of user-led groups and experts by experience in tackling inequality and disadvantage and seeking lasting solutions.</p> <p>Promote the inclusion of accessibility and inclusion principles across all civil society work in London.</p>			

Main activities of your organisation:

Regular steering group and network meetings to share learning and expertise and collaboratively steer activities of the network.

Providing information, resources and other support about equality and human rights to network members through bi-monthly email bulletins to over 1000 recipients.

Providing equality and human rights information and resources through HEAR website and social media, including 'Solidarity' page where members can ask for support and solidarity around campaigns.

Facilitating and convening networks and activities that support campaigning, voice and policy work, particularly across different equality strands and intersectional issues.

Peer learning events, workshops and training seminars.

Supporting members to input meaningfully into consultations in London and facilitating access to decision makers.

Signposting to other forms of support on issues related to equality, access, inclusion and rights, and linking members for mutual support.

Contributing expertise to projects and facilitating contributions of members.

Activities to further the development of specialist second-tier support for civil society in London, e.g. through the Way Ahead.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
1	1	3	2
Do you have a Safeguarding policy? No			
Are the following people in your organisation subject to DBS checks?			
Paid Staff No	Volunteers No	Trustees / Management Committee Members No	

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	Rolling license for desk space

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

As a small organisation employing 2 staff HEAR does its best to minimise the environmental impact of its work. We only print paper copies of documents when absolutely necessary, and where possible always print on both sides of pages to minimise paper consumption. We re-use items such as name badges, folders etc. Used for meetings and conferences. We avoid single use, for example paper cups for water in the office. We fully cooperate with all the environmental actions expected of us as tenants of Voluntary Action Islington, for example use of re-cycling bins in the kitchen, re-cycling of paper, energy saving etc. Additionally we try to use catering provided by community kitchens and are mindful of the practices of suppliers.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2018	31/03/2019
Grants & donations:	£0	£88,127	£84,595
Earned Income:	£0	£4,944	£1,500
Other income:	£0	£0	£0
Total income:	0	£93,071	£86,095
Charitable activity costs:	£0	£55,544	£67,963
Cost of raising funds:	£0	£1,831	£7,058
Other costs:	£0	£0	£0
Total expenditure:	£0	£57,375	£75,021
Free unrestricted reserves held at year end:	£0	£4,944	£0
What is your organisation's reserves policy? In future years HEAR seeks to maintain free reserves equivalent to three months' core expenditure. Based on expected expenditure in 2017 & 2018, this will amount to approximately £6,250. Free reserves are considered to be those unrestricted funds that are not tied up in fixed assets.			
For your most recent financial year, what % of your income was from statutory sources? 0%			

Organisational changes

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

HEAR is preparing its first examined accounts, became an independent charity in 2016, previously a hosted network since 2004. Previously host organisation was legally responsible, we now have 3 trustees and formal charity membership structure, held our first AGM in January 2018, where accounts at '0' were approved for year ending Mar 2017; hosts audited accounts showing HEAR accounts attached

Grant Request

Under which of City Bridge Trust's programmes are you applying? Connecting the Capital														
Which of the programme outcome(s) does your application aim to achieve? Connecting the Capital\Civil society organisations are more effective and resilient														
Please describe the purpose of your funding request in one sentence. Bridge divides by better connecting equalities civil society organisations, particularly grassroots and user-led, across London, across equality strands and across specialisms, and with decision-makers, to increase their resilience and voice.														
When will the funding be required? 01/10/2018														
Is this request to continue work that is currently funded or has been funded in the last year by: City Bridge Trust? Another funder? (if so which) Yes														
How much funding are you requesting? <table style="width: 100%; border: none;"> <tr> <td style="width: 20%;">Year 1:</td> <td style="width: 20%;">Year 2:</td> <td style="width: 20%;">Year 3:</td> <td style="width: 20%;">Year 4:</td> <td style="width: 20%;">Year 5:</td> </tr> <tr> <td>£49,930</td> <td>£42,472</td> <td>£33,914</td> <td>£33,914</td> <td>£33,914</td> </tr> </table> <p style="text-align: center; margin-top: 10px;">Total Requested: £194,144</p>					Year 1:	Year 2:	Year 3:	Year 4:	Year 5:	£49,930	£42,472	£33,914	£33,914	£33,914
Year 1:	Year 2:	Year 3:	Year 4:	Year 5:										
£49,930	£42,472	£33,914	£33,914	£33,914										

You and your grant request

What, specifically, are you applying for (your project)?

Build upon HEAR's previous work growing and supporting an active, pan-equality, intersectional network of London civil society organisations, supporting the development of Way Ahead principles, and embedding them in practical action.

Do this through providing activities and support that will bridge several important divides, and strengthen existing connections:

- between front-line organisations, civil society activists and campaigners in different parts of London

- between specialist front-line organisations and others working in different specialisms, across equality strands

- between individuals, groups and organisations of different sizes and scales

- between equality specialist organisations and those that are not equality specialists

- between small grass-roots and user-led groups and campaigns and decision-makers

These bridges and connections will support:

- civil society action that is not limited by artificial divisions

- greater resilience and effectiveness through access to shared learning and mutual support

- improved equality of voice and influence

- increased involvement of user-led groups in co-production and decision-making

What are the changes you hope to achieve?

Through this project we will break down the divides identified above, resulting in the following changes:

- small, user-led and grassroots equalities groups from all parts of London are able to increase their voice and influence in decision-making that crucially impacts on their lives and the lives of those with whom they work, and have increased meaningful connections with the GLA and other statutory partners
- equalities groups and organisations of all sizes and specialisms are in the same rooms with equal voice and influence, solidarity on shared concerns is increased and small groups feel more valued and less marginalised
- specialist equality organisations improve how they use and share the data they have on the work they do
- non equality-specialist organisations increase their understanding of equality issues through stronger connections to equality specialist groups, particularly those that are user-led
- equality organisations are better able to campaign collaboratively and on Intersectional issues

How do you know there's a need for this work?

Recently the environment for civil society groups in London, and the Londoners experiencing discrimination, marginalisation and inequality that they support, has changed dramatically. Infrastructure support has shrunk, particularly in relation to equalities, whilst the needs of people seeking support from front-line groups have become ever-more urgent. More Londoners experiencing disadvantage and inequality first-hand are setting up groups and campaigns to work together to address these concerns. Our members tell us that they are experiencing barriers to shaping decisions that affect them; they want support to 'open doors' to forums, networks and decision-making structures that provide them with a stronger, more effective voice; small groups want to be heard on an equal footing with larger organisations; they want support finding out about the work of others with whom they can build solidarity; they want increased understanding of equality issues across civil society and user-led organisations to be valued for their expertise.

How will the work be delivered - specifically, what will you do?

We will :

Organise events, conferences, workshops and topic-specific roundtables, enabling civil society groups, campaigners and activists across all equality specialisms and of all sizes to meet, share learning, build solidarity

Ensure smaller and user-led equalities civil society groups meet with decision-makers, including the GLA and other statutory colleagues

Work closely with London Hub, ensuring small equalities groups are included in work around data and voice and influence.

Hold quarterly steering group meetings to enable sharing of intelligence on equalities across London

Provide network members (currently approximately 1000) with twice-monthly email newsletters providing information about activities, consultations, events, training opportunities, calls for solidarity, campaigns, policy developments and other important resources related to equality and social justice

Act as focal point for pan-equality civil society work in London, providing groups and individuals with links to appropriate sources of support and collaboration

Maintain relevant content on our website, including the HEAR Solidarity pages

Why are you the right organisation to do this work?

HEAR is the only pan-London pan-equality intersectional network, and as such reaches civil society groups, campaigners and activists across all equality strands, and of all sizes and capacities, from individual local or topic-specific activists, unfunded groups of volunteers, small grassroots and user-led groups, to larger pan-London equalities charities, enabling them all to work together, share learning and build solidarity. As a result HEAR has built up expertise in intersectional work that can not be done effectively without groups with many different specialisms and interests working together, and which our members value highly. We enable groups to work together to address some of the more challenging issues facing disadvantaged Londoners, such as hate crime. We also have strong links with the GLA and other statutory colleagues. All this means that we are in the best position to bridge the divides and build the connections we have identified.

How does your work complement and not duplicate other services within your area?

HEAR is unique as the only London pan-equality network of civil society organisations. Our core strength is that we work across all equality strands and specialisms, focusing on intersectional issues, bringing together specialists from different fields to facilitate peer learning, improved inclusion and greater solidarity, also including in our work social justice organisations in fields such as homelessness and violence against women and girls. Our unique position enables all these different types of group to come together and work more effectively for the Londoners they support. Our focus on intersectional issues means we are not duplicating the work of our specialist members. We work closely with, and complement, the work of the Equality and Diversity Forum, but there is no duplication because EDF is a national network, operating at national policy level. HEAR therefore adds value to and complements the work of civil society equality groups through this unique position.

How will this proposal meet the Programme Outcome(s) under which you are applying?

Project will build on Way Ahead principles, resulting in more effective and resilient London equalities civil society groups and organisations, by providing mechanisms and activities enabling them to collaborate, share expertise and learning, use data more effectively, increase their visibility both within civil society and with statutory stakeholders and decision-makers, have greater influence on decisions that impact on their beneficiaries. Focusing particularly on smaller, grassroots and user-led groups across all equality strands will boost confidence and provide a stronger combined voice. We know from experience that working together on Intersectional issues Impacting on many disadvantaged Londoners increases the effectiveness of the work of individual groups.

It will Improve voice and representation for Londoners facing disadvantage and discrimination through the specific focus on user-led groups and 'experts by experience', and by including individual civil society equality campaigners and activists, supporting them to open doors and effectively contribute to better decision making.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

The project involves and is guided by people and groups that are particularly disadvantaged, often excluded from wider systems of support and voice. Our steering group involves pan-London specialist equality bodies, enabling a wide reach across specialist networks and the disadvantaged Londoners they work with. HEAR, as a pan-equality intersectional network, will involve many diverse groups of disadvantaged Londoners, particularly intersectional communities (e.g. disabled refugees) and groups supporting those experiencing challenging lives (for example homeless people). We know that these communities often function within specific systems and networks that do not provide the opportunity to gain strength by working together. They often feel 'invisible' and hence lacking voice and influence in wider civil society. Throughout, the project will meaningfully involve user-led groups in shaping the work, building accessibility, inclusion and good equality practice into all that we do, and constantly listening to the priorities of those who we support.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

Supporting disadvantaged communities to come together on specific issues of importance to them is central to this project. The groups, campaigners and people with lived experience we work with tell us they need more effective ways of finding others with whom to collaborate and find strength in solidarity, particularly beyond their immediate geographical location or area of specialism. Work we have done,, e.g. on hate crime, on mental health service provision, on support for disabled women experiencing violence, and on threats to community transport, has shown that many issues where strength can be gained through solidarity are not limited by specific localised or specialist systems. This project will combine physical 'coming together' with effective additional means to collaborate across boundaries. It will provide an inclusive equalities community through which groups can tell others about the issues that matter to them, ask for solidarity and contribute expertise for the benefit of others.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

This project combines meeting already identifiable need, sometimes acute, with some more preventative action. The need for support for smaller, grassroots and user-led equality groups has grown in recent times, with inequality, discrimination and disadvantage increasing in London at the same time as infrastructure support within civil society has diminished drastically. The project will provide support and resources to help address this clearly identifiable need. However in recent times, particularly through its involvement in the Way Ahead, HEAR has increased its reach, and the involvement of, new and emerging equality-focused user-led groups, campaigners and civil society activists just starting out on their journey. Involvement and engagement in the project will help these groups to maximise their effectiveness through joint action, increase their visibility and influence, and gain encouragement and confidence in solidarity at this crucial stage in their development.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We will need to work closely with:

Civil society specialist equality front-line groups, particularly those that are user-led
Specialist equalities infrastructure bodies

The Hub for London, particularly around network building, data and voice and influence

Other infrastructure, including CVSs

Other agencies working with the most disadvantaged Londoners, for example law centres, advice agencies, CABs

Individual campaigners and activists

Place-based community groups, for example tenants groups

The GLA, particularly on civil society engagement, diversity and inclusion

Local authorities

CCGs

Other statutory-sector decision-makers that have influence over the lives of marginalised Londoners

Funders

Those working on new initiatives on mapping and network-building

Trade unions and academic institutions

We are constantly seeking views from our members on what is the most valuable support for them to increase their effectiveness and resilience. Identifying partners to support the dissemination of learning will be very important, particularly towards the end of the project.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Most organisations we work with are 'surviving'. Inequality and disadvantage faced by Londoners have increased whilst the resources of small groups that work to support them have diminished. They are often frustrated by not being able to contribute effectively to decision-making because their scarce resources are increasingly needed for vital front-line service delivery. Others might be said to be coping, perhaps having been able to find ways of collaborating. Many have been forced to adapt to new circumstances, imposed by the external environment, both in terms of funding and support, but also in the circumstances of the disadvantaged people they work with, e.g. legislative changes. A small number might identify as thriving, generally larger organisations less impacted by current changes. We want to support everyone at all stages of their journey, and support those who thrive to share learning and experience for the benefit of those surviving, coping or adapting.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

Although there is not a specific environmental aspect to this project, as a small organisation employing 2 staff HEAR does its best to minimise the environmental impact of its work. We only print paper copies of documents when absolutely necessary, and where possible always print on both sides of pages to minimise paper consumption. We re-use items such as name badges, folders etc. Used for meetings and conferences. We avoid single use, for example paper cups for water in the office. We fully cooperate with all the environmental actions expected of us as tenants of Voluntary Action Islington, for example use of re-cycling bins in the kitchen, re-cycling of paper, energy saving etc. Additionally we try to use catering provided by community kitchens and are mindful of the practices of suppliers.

What are the main activities or outputs you want to deliver?

50 civil society groups, campaigners and activists have direct contact with statutory sector decision makers and contribute to consultations and policy development

200 civil society groups, campaigners and activists take part in events, roundtables or workshops to support collaboration and shared learning

email bulletins containing resources, information, news, opportunities to engage in activities, events and consultations relevant to equalities and human rights sent twice-monthly to 1000 civil society groups, activists and campaigners across London

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

equality organisations are better able to campaign collaboratively and on intersectional issues

Equalities groups, civil society campaigners and activists across London have increased voice and influence in decision-making and increased meaningful connections with the GLA and other statutory partners

Equality specialist groups, civil society campaigners and activists have increased their awareness, knowledge and understanding of other equalities issues

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salaries including NI and pension	35,290	28,232	21,174	21,174	21,174	127,044
Travel and expenses	2,000	1,600	1,200	1,200	1,200	7,200
Cost of workshops and events	4,500	4,500	3,000	3,000	3,000	18,000
Office space	3,540	3,540	3,540	3,540	3,540	17,700
Telephone, printing etc	300	300	300	300	300	1,500
Governance, fees, professional charges	3,800	3,800	3,800	3,800	3,800	19,000

TOTAL:	49,930	42,472	33,914	33,914	33,914	194,144
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What Income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0	0	0	0
	0	0	0	0	0	0

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

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
none at present for this specific project	0	0	0	0	0	0

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salaries including NI and Pension	35,290	28,232	21,174	21,174	21,174	127,044
Travel and expenses	2,000	1,600	1,200	1,200	1,200	7,200
Costs of workshops and events	4,500	4,500	3,000	1,200	1,200	18,000
Office space	3,540	3,540	3,540	3,540	3,540	17,700
Telephone, printing etc	300	300	300	300	300	1,500
Governance, fees and professional charges	3,800	3,800	3,800	3,800	3,800	19,000
	0	0	0	0	0	0

TOTAL:	49,930	42,472	33,914	33,914	33,914	194,144
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Who will benefit?

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

1,000

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

London-wide

Does this project specifically target any groups or communities?

This project will specifically work with the following age groups:

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

No

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

As a pan-equality intersectional network We specifically target all disadvantaged and discriminated communities and the small and user-led groups that work with them; we are experienced in drawing in to the network groups less often included,

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Christine Goodall**

Role within **Network Coordinator**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Locality	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Hackney	
Contact person: Mr David Moynihan	Position: Head of Services (South)
Website: http://www.locality.org.uk	Social Media Accounts: @localitynews
What Quality Marks does your organisation currently hold? Investors in People	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1036460	Company Number: 2787912	CIC Number:	Bencom Number:
When was your organisation established? 08/02/1993			
Aims of your organisation: To seek to win allies and influence policy in favour of localised community-led solutions, consulting with members in this work. To help community organisations through programmes to promote community asset ownership, community enterprise, and social action. To increase membership, continue to support members in difficulty, and enhance connectivity between members and their engagement with Locality and the wider movement			

Main activities of your organisation:

Locality is the national membership network for community organisations. We have over 600 members across the country (120 in London) all supporting local people in a local area. These are independent community led organisations operating at the local level - firmly rooted in a sense of place, and committed to positive economic, social or environmental change. They are typically flexible and responsive organisations, providing multi-purpose and holistic solutions to local problems and changes. We support community organisations to be strong and successful, to meet local needs and to give people a purpose, a good places to live and good health. We believe the power of community will build a fairer society. We have four main areas of work:

1. Peer learning and connection through the membership network
2. Resources for local people to get involved & create change in their community
3. Specialist advice and support
4. Campaigning to create a better operating environment for community organisation

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
40	2	9	3
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff No	Volunteers No	Trustees / Management Committee Members No	

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	

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

Locality promotes the work of community-led organisations, advocates on their behalf by commenting on and contributing to public policy developments, briefing and lobbying central/local government, and liaising with a wide range of organisations at all levels. Locality is committed to minimising the environmental impacts of the organisation and to the improvement of the local, national and global environment within the confines of our own resources. In working towards these objectives Locality endeavours to prevent pollution and meet or surpass all applicable legislation to ensure the protection of its employees, the community at large and the environment.

We do this by for example: ensuring the requirements of all relevant legislation and regulations are met/exceeded; taking into account environmental factors in our decision-making processes; reducing waste of energy and other natural resources; separating out at source, categorising/disposing all waste products; encouraging staff to minimise their use of cars for travel.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	30/06/2018	30/06/2019
Grants & donations:	£0	£0	£0
Earned Income:	£4,561,000	£6,429,000	£6,247,000
Other income:	£0	£0	£0
Total income:	4,561,000	£6,429,000	£6,247,000
Charitable activity costs:	£4,808,000	£6,611,000	£6,352,000
Cost of raising funds:	£0	£0	£0
Other costs:	£0	£0	£0
Total expenditure:	£4,808,000	£6,611,000	£6,352,000
Free unrestricted reserves held at year end:	£1,678,000	£1,104,000	£999,000
What is your organisation's reserves policy? Locality's policy on unrestricted reserves is to have at least 6 months essential core running costs plus sufficient funds to cover any necessary restructure and a loss of unconfirmed income			
For your most recent financial year, what % of your income was from statutory sources? 41-50%			

Organisational changes

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

In 2018/19, Locality is changing its financial year from 1st April-31st March to 1st July to 30th June

Grant Request

Under which of City Bridge Trust's programmes are you applying?

Connecting the Capital

Which of the programme outcome(s) does your application aim to achieve?

Connecting the Capital\Civil society organisations are more effective and resilient

Please describe the purpose of your funding request in one sentence.

We will build capacity and voice within civil society organisations; by strengthening evidence base of what works; & supporting community organisations to adapt, become resilient and thrive in challenging times.

When will the funding be required? **01/10/2018**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

Another funder? (if so which)

No

How much funding are you requesting?

Year 1:

£52,816

Year 2:

£53,872

Year 3:

£54,950

Year 4:

£0

Year 5:

£0

Total Requested: £161,638

You and your grant request

What, specifically, are you applying for (your project)?

Our project will build capacity and voice within civil society organisations in London. It will do this by strengthening the evidence base of what works in terms of community organisations adapting, becoming resilient and thriving in challenging times. Our experience of working with civil society organisations has told us that they prefer to learn from the experience of their peers. The project will build relationships ? between different sectors and also between neighbourhood- borough-London levels. As England?s most densely populated region, London?s most articulate and responsive voice is often at the neighbourhood level. For this voice to be effective ?it also has to be connected to wider strategic networks and structures (at borough or city-wide levels) to ensure it can influence and channel resources. Finally, the project will also fortify the role and resilience of community organisations ? by examining needs/strengths/opportunities and delivering a peer-learning improvement programme.

What are the changes you hope to achieve?

?Developing an evidence base? strand - civil society organisations will have a more prominent role in inspiring and directing others to achieve within the sector. They will also become much more active neighbourhood-based centres for understanding and responding to local needs and issues using a robust evidence base. Finally, they will be equipped to support strategic partners to deliver co-production exercises with service users.

?Building relationships? strand - established neighbourhood-based civil organisations will have a strong collective voice, which influences strategic bodies in London. In turn, this will create a better operating environment for civil organisations across London.

?Strengthening role and resilience? strand - over 100 civil society organisations with an improved understanding of their respective strengths and weaknesses, with additional skills/resources to help address weaknesses and with improved governance/accountability structures. Furthermore, some organisations will develop the skills and resources to share their strengths with others in the sector.

How do you know there's a need for this work?

Locality has over 120 community members in London and we are in regular dialogue with them to support their work, thereby having an insight about their challenges ? principally, maintaining and sustaining essential community-led services, activities and assets in capital within the current political/economic/social environment. This is allied to our understanding of current pressures on these organisations in the capital. We know from these that:

1. They are facing an increased demand on their services. Recent research has found that that as many as 4 in 10 Londoners have an income below the level that is deemed necessary for a minimum socially acceptable standard of living. Furthermore, there is evidence of an increased polarisation of neighbourhoods within the city as unimaginable wealth and extreme poverty live together side by side.
2. Civil society organisations are facing financial constraints due to a loss of local authority and other available grant income.

How will the work be delivered - specifically, what will you do?**1. Developing an evidence base strand**

? A series of detailed profiles of community organisations intended to act as inspirational as well as technical support guides to others in the sector.

? Help community organisations collect credible data about their communities/neighbourhoods.

? Co-production centres - support community organisations to become the facilitators and natural settings for co-production exercises.

2. Building relationships

? Forge closer relationships with pan-London policy bodies such as City Hall/London Councils, and individual borough authorities

? Locality London - we will create a London Locality hub within our overall network

3. Strengthening role/resilience

? Strategic planning for resilience ? diagnostic to comprehensively assess their organisational strengths and weaknesses, highlighting actions needed

? Plugging common gaps - running up to 3 workshops per annum, seeking to plug common areas of weaknesses, with a strong peer-to-peer element.

? Governance and representation - improving community organisations? accountability to their communities.

Why are you the right organisation to do this work?

We believe in the power of local communities to build a fairer society. We have over 600 England members all supporting local people in a local area. We work across housing, employment, health and wellbeing, arts/culture, the environment and more. Locality currently supports a network of 120 community organisations across London. These are independent community led organisations operating at the local level - firmly rooted in a sense of place, and committed to positive economic/social/environmental change. They are typically flexible and responsive organisations, providing multi-purpose and holistic solutions to local problems.

Locality exists to support these organisations to start, organise, and become resilient. We believe that community organisations are more important than ever and that there is the opportunity to ensure that every neighbourhood in London has a resilient community organisation. However, operating landscape is increasingly difficult, with rising demand for their services at a time of continued austerity.

How does your work complement and not duplicate other services within your area?

Due to a difficult financial climate, there are not only fewer infrastructure bodies; those that remain are investing fewer resources in their policy functions.

We believe a key part of our role is to act as a fearless, credible and influential voice on behalf of our members. We have recently expanded our policy team to three, to grow our advocacy/influencing work on behalf of members, to create a better operating environment for community organisations.

The project will complement Locality's existing policy work in London and support additional, London focused policy capacity to achieve a step change in our advocacy and influencing activities in London. As far as we are aware, there are no other national voluntary sector infrastructure organisations that have a specific London policy focus. It will enable us to amplify our voice and work collaboratively with emerging Hub for London and engage with CVS's in different boroughs.

How will this proposal meet the Programme Outcome(s) under which you are applying?

? Local communities have better, more sustainable, assets ? by strengthening key neighbourhood based community organisations and improving their sustainability our interventions will strengthen assets for London?s local communities

? Civil society organisations are more effective and resilient ? through an improved evidence base, strong relationships with wider/strategic bodies and service providers, and through a strengthened role/resilience ? participating community organisations will be more effective and resilient.

? Londoners experiencing inequality or disadvantage are better heard etc ? by working with London?s community organisations, who are close to their constituent communities, and by creating better links between them and with London strategic bodies ? we will ensure Londoners experiencing inequality/disadvantage are better heard/represented, thereby improving decisions.

? Londoners experiencing inequality/disadvantage have greater well-being/independence ? our strengthening of community organisations also means that they are more likely to continue to provide a range of community services/activities in their neighbourhoods

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

We will amplify the role and voice of community organisations in London and therefore in turn will make much more prominent the views/needs of disadvantaged people. The community organisations we work with in this project are typically ?anchoring? organisations in their neighbourhoods - reflecting and being agile to the needs and want of residents in their communities. We believe they are much more better placed than local authorities, strategic and infrastructure organisations for representing and responding to the views/needs of disadvantaged groups, but this does not mean that this role could not be strengthened. Therefore, as part of our ?strengthening role and resilience? strand, we will be challenging these community organisations to improve their accountability to their communities - testing whether they are representing all constituent sections of their neighbourhoods and putting in place actions to ensure that the voices of more disadvantaged/marginalised groups are represented in their work.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

Resilient community organisations are crucial to ensuring that London?s success is something that can be shared by all of its communities. Locality?s members ? community organisations ? exist to empower local people to be in charge of their own destinies - an independent power base so marginalised voices can no longer be ignored. These organisations also act to retain wealth in the local area and ensure that local residents benefit from local growth. They also provide inclusive spaces and services, bringing together people from all types of backgrounds and enabling them to meet each other and forge trusting relationships. These actions go some of the way to reducing economic and social exclusion.

Through the project we will be supporting participating community organisations to strengthen their role in empowering and supporting the typically more excluded sections of the community.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

Community organisations and the voluntary sector in general across London face a number of regionally specific challenges, which are often quite different or amplified to those facing the rest of the UK. By 2030 London's population is projected to grow to 10 million, presenting challenges around ageing, housing, health services, education and poverty. In grappling with these challenges, and with shrinking resources, London's local authorities are not only rationalising resources, but also changing the way they work, with many looking at sharing services, or at commissioning across borough boundaries. All these factors have profound implications for London's community organisations. London is currently undergoing a transformation with rapidly changing neighbourhoods and gentrification creating new challenges around social integration. Locality's members are at the frontline of this transformation, both reacting to the challenges and helping to shape responses in their neighbourhoods to meet local needs, in the face of increasing inequalities.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

Locality have already begun to build relationships with the Mayoral team, including the Deputy Mayor for Housing and the Deputy Mayor for Social Integration. We are keen to build on these foundations and build stronger relationships with City Hall. Sadiq Khan's priorities as Mayor - tackling the housing crisis, making London a fairer, more equal, more cohesive and greener city - closely align with Locality's vision of 'a fair society where every community thrives'.

Alongside this, we hope to develop the work we have been doing in London boroughs like Lambeth, Hackney and Waltham Forest, to work closely in partnership with innovative local authorities, as they seek new ways to deliver better services in an era of ongoing spending restraint and rapidly rising demand. This work with local authorities would provide an opportunity to develop the work we have led as part of the Way Ahead (convening a 'task/finish group')

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Our members tend to be based in the poorest neighbourhoods in the country. 80 per cent of Locality's members work in the 50 per cent most deprived wards in the country. Many of our members work with people who experience severe multiple disadvantage and have particular expertise in providing services for people who traditional services find 'hard to reach'.

Previously, our members' work had been additional to services provided by the state, but, following years of austerity, we now hear that they are under pressure to provide more basic services to fulfil essential need.

So our members, as multi-purpose organisations, will typically work with people across these four stages. However, it is our belief that there is now a greater emphasis among our members on moving people from 'surviving' to 'coping'; whereas traditional community development work might have been more focused on the journey from 'coping' to 'adapting'.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

All strands of the project will strengthen community organisations' commitment to reduce their environmental footprint. As part of the 'strengthening role and resilience' strand, we will include (within the Lighthouse diagnostic) an assessment of community organisations' work in this area - highlighting where work is needed or (if they are exemplars) how they can share their approach. Through the 'Building Relationships' strand, we believe that we can strengthen local commitments on issues such as environmental sustainability through improved relationships with strategic bodies. Furthermore, through the 'developing an evidence base' strand we will be supporting community organisations to share good practice and review local data on issues such as this.

What are the main activities or outputs you want to deliver?

Developing an evidence base: through a series of detailed profiles of London community organisations; helping community organisations collect credible data about their communities/neighbourhoods; and supporting community organisations to become the facilitators and natural settings for co-production exercises.

Building relationships - forge closer relationships with pan-London policy bodies and individual borough authorities; and creating a London Locality hub within our overall network - with a remit to amplify the voice of community organisations across London.

Strengthening role and resilience - strategic planning for resilience - diagnostic to comprehensively assess their organisational strengths and weaknesses; plugging common weaknesses, with a strong peer-to-peer element; and governance and representation support.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

Developing an evidence base strand: London community organisations have better information about 'what works?', about the profile of needs and issues with their neighbourhoods (and how they can plug information gaps), and can act as a facilitator of co-production activity between local residents and strategic bodies/service providers.

Building relationships - closer relationships between London's community organisations and its more strategic bodies will improve the operating environments for the former and the reach and relevance of policies for the latter.

Strengthening role and resilience - the work in this strand will directly lead to improvements in the effectiveness and sustainability of London's community organisations. It will also lead to self-sustaining peer learning networks to further bolster improvements within the sector.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Staffing: (Head of Services) x 0.15 / Head of Policy x 0.15 / London Development Manager x 0.2 / Policy Manager x 0.2 / Policy Officer x 0.1	42,627	43,479	44,349	0	0	130,455
Marketing and promotion	2,000	2,040	2,081	0	0	6,121
Events (hire and refreshments)	1,300	1,326	1,353	0	0	3,979
Overheads (@15%)	6,889	7,027	7,167	0	0	21,083
TOTAL:	52,816	53,872	54,950	0	0	161,638

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Staffing: (Head of Services) x 0.15 / Head of Policy x 0.15 / London Development Manager x 0.2 / Policy Manager x 0.2 / Policy Officer x 0.1	42,627	43,479	44,349	0	0	130,455
Marketing and promotion	2,000	2,040	2,081	0	0	6,121
Events (hire and refreshments)	1,300	1,326	1,353	0	0	3,979
Overheads (@15%)	6,889	7,027	7,167	0	0	21,083
TOTAL:	52,816	53,872	54,950	0	0	161,638

Who will benefit?

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

100

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

London-wide

Does this project specifically target any groups or communities?

Community organisations

This project will specifically work with the following age groups:

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

No

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:

Community organisations

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

Through our existing network

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **David Moynihan**

Role within **Head of Services (South)**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: RedbridgeCVS	
If your organisation is part of a larger organisation, what is its name? NAVCA	
In which London Borough is your organisation based? Redbridge	
Contact person: Mr Ross Diamond	Position: Director
Website: http://www.redbridgecvs.net	Social Media Accounts: Twitter: @redbridgecvs www.facebook.com/redbridgecommunity /
What Quality Marks does your organisation currently hold? VCQA (for our Volunteer Centre) IAG Matrix (for our training provision)	

Legal Status

Legal status of organisation: First Contact			
Charity Number: 1005075	Company Number: 2569614	CIC Number:	Bencom Number:
When was your organisation established? 19/12/1990			
Aims of your organisation: <ol style="list-style-type: none"> 1. Redbridge voluntary and community sector to be strong and strategic partners when working with local statutory bodies and promoting a positive vision of Redbridge. 2. Redbridge voluntary and community sector to maintain its independence and flexibility. 3. RedbridgeCVS to be a credible and authoritative representative of the voluntary and community sector. 4. RedbridgeCVS to be able to respond to Redbridge voluntary and community sector support and development needs; enabling Redbridge's voluntary and community sector to grow to meet local needs. 5. RedbridgeCVS to encourage, support and facilitate the development of sustainable communities. 6. RedbridgeCVS to provide sound planning for sustainability in order to continue the furtherance of our work supporting the voluntary and community sector in Redbridge. 			

Main activities of your organisation:

RedbridgeCVS provides a range of infrastructure support to Redbridge's voluntary sector, including through the provision of an integrated Volunteer Centre. We provide training, fundraising support, networking, information, volunteer brokerage and support with local consultation and engagement activities. We currently provide a range of public health-related projects and a social prescribing programme. We manage a number of multi-borough employment and skills contracts with London Councils (ESF Poverty Programme), as well as delivering some local employment and skills support as a sub-contractor with other ESF projects.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
9	24	9	8
Do you have a Safeguarding policy? No			
Are the following people in your organisation subject to DBS checks?			
Paid Staff Yes	Volunteers No	Trustees / Management Committee Members No	

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	12 months - rolling contract

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

We have not undertaken additional environmental sustainability actions in the past 12 months. We rent our premises in a multi-user building so cannot impact the purchase of green energy etc. However, we do recycle paper, and purchase recycled and/or sustainable products whenever we can.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2019	
Grants & donations:	£787,662	£2,075,007	£0
Earned income:	£73,049	£29,222	£0
Other income:	£1,073	£1,040	£0
Total income:	861,784	£2,105,269	£0
Charitable activity costs:	£833,679	£834,716	£0
Cost of raising funds:	£0	£0	£0
Other costs:	£38,302	£1,064,519	£0
Total expenditure:	£871,981	£1,899,235	£0
Free unrestricted reserves held at year end:	£350,938	£556,972	£0

What is your organisation's reserves policy?

The Company funds have been applied wholly in pursuit of charitable objectives.

RedbridgeCVS believes that the Charity should hold emergency operating costs because;

(i) it has not endowment funding and is depending on income from grants and contracts from year to year, which are inevitably subject to fluctuation; and

(ii) It requires protection against and the ability to continue to operate despite catastrophic of lesser but damaging events.

The Trustees believe that the minimum level of the emergency operating costs should be the equivalent of three months operating costs (calculated and reviewed annually).

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

51-60%

Organisational changes

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

N/A

Grant Request

Under which of City Bridge Trust's programmes are you applying?
Connecting the Capital

Which of the programme outcome(s) does your application aim to achieve?
Connecting the Capital\Civil society organisations are more effective and resilient

Please describe the purpose of your funding request in one sentence.
To support and enhance RedbridgeCVS's information provision and make a significant improvement in local civil society groups' effective use of IT, including having their own online presences.

When will the funding be required? **01/10/2018**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

No

Another funder? (if so which)

RedbridgeCVS has funded this from reserves/earned income in recent years

How much funding are you requesting?

Year 1:

£67,117

Year 2:

£66,469

Year 3:

£67,622

Year 4:

£68,787

Year 5:

£69,962

Total Requested: £339,957

You and your grant request

What, specifically, are you applying for (your project)?

We want to fund a 5 day a week Information Officer post at RedbridgeCVS to further develop and maintain our own client relationship database, effectively manage our internal information systems, comply with relevant data protection legislation and best practice, improve and enhance our external communications (including our website, eNews, social media), host and manage monthly Voluntary Sector Network meetings, and produce (or source) and publicise a range of downloadable toolkits and guides of use to our members. We also want to provide direct support to member organisations in strategically managing their use of IT, including through the delivery of on-site IT health checks and support to develop and deliver action plans to meet their needs, such as for online presences (such as Facebook pages or Wordpress websites) and improved use of IT to organise and monitor their work, publicise their services and communicate with stakeholders.

What are the changes you hope to achieve?

Many groups are failing to seize the opportunities that IT offers for them to promote their activities and work more effectively, as systems become easier to use and more affordable (including via the use of smartphones). We want to support our members to become more sustainable and resilient though being better connected and engaged with each other and the wider community, through the effective use of IT, and through making better use of online tools and resources.

We want to provide a comprehensive range of relevant, accurate support and advice to the voluntary sector from RedbridgeCVS via our information service and to ensure that civil society groups have the capacity to make use of these tools. We will improve our systems and information services through developing an online directory of groups, improving our monitoring systems, providing an enhanced website and making more regular and effective use of social media.

How do you know there's a need for this work?

Low levels of funding locally mean that many member organisations are volunteer led, and many are run by BAMER people who have English as a second language. Our members tell us they have low confidence levels in their use of IT. Of 252 member groups, only 110 have a website. Effective IT management is vital for voluntary groups. IT-based monitoring systems facilitate reporting to funders and identification of gaps in provision, and many funders insist on online applications. Potential and existing service users, volunteers and other stakeholders expect to access information about organisations via websites, email and social media. Our member organisations are failing to seize these opportunities.

In the absence of a dedicated Development Worker, we provide a range of online tools to help local groups. This needs improving and our members need support to ensure they can access and use this Information.

How will the work be delivered - specifically, what will you do?

We currently employ an Information Officer for 4 days per week, funded from reserves. We have run at a deficit for the past three years. We now seek to employ an Information Officer for 5 days a week to:

- ? Develop our member database and make details available on our website
- ? Redesign our website and weekly bulletins
- ? Improve internal monitoring / impact measurement systems
- ? Ensure we post online content daily
- ? Organise 10 meetings of our Voluntary Sector Network pa
- ? Make available 5 new online guides, toolkits or template policies pa
- ? Invite groups to apply to for support packages including:
 - o Deliver training to 10 groups pa in IT management, use of social media and/or website maintenance
 - o Support 8 groups pa to develop a Wordpress website, and a further 8 to develop a Facebook page.
 - o Deliver onsite IT Healthchecks for 8 groups pa

Why are you the right organisation to do this work?

The work we plan with organisations requires a range of skillsets: an understanding of IT issues, and knowledge of the working practices and needs of local voluntary organisations, as well as their trust. Only RedbridgeCVS is able to provide this.

Our Information Officer manages our IT, including over 20 computers, a server, a database and our website, and has worked in voluntary sector IT, including providing consultancy services to small groups, since 2000. He currently, organises monthly Voluntary Sector Network meetings, adds content (such as toolkits etc.,) to our website and manages our eNews and social media presence.

RedbridgeCVS? Mission Is: ?To promote, support and develop a strong, effective and independent voluntary and community sector in Redbridge.? In our 2017 annual survey, 79% of respondents felt we understood the needs of small community groups, 72% that we represented them well and 65% that no other group does what we do.

How does your work complement and not duplicate other services within your area?

Currently no organisation provides support to Redbridge voluntary organisations to help them improve their strategic IT management. No other comprehensive database of Redbridge?s voluntary organisations and other community assets exists, and no other organisation delivers information services similar to our own for local voluntary sector organisations. RedbridgeCVS collaborates with a wide range of stakeholders including local voluntary organisations, Redbridge Council and BHR CCGs, etc. We also work with a range of sub-regional and pan-London organisations, including the London CVS Directors Network and the new London Plus hub (which has been established in direct response to ?The Way Ahead? report). These links allow us to work alongside other local and regional bodies to generalise best practice, signpost appropriately and avoid duplication in messaging. Our work complements the work of other information providers and support agencies in the borough, sub-regionally, regionally and nationally.

How will this proposal meet the Programme Outcome(s) under which you are applying?

Civil society organisations will become more effective and resilient by the project:

- ? helping groups to develop online presences, thereby publicising their work more effectively, attracting new service users and volunteers ? including younger volunteers ? and enhancing their credibility with funders and referral agencies
- ? helping groups use IT more effectively, thereby improving Internal systems, eg around funding applications, monitoring and communication
- ? enabling RedbridgeCVS to develop and maintain an accurate online directory of local voluntary organisations with details of the services they offer, thereby raising the profile of the local sector and its services
- ? ensuring that RedbridgeCVS continues to inform groups of current and forthcoming opportunities for funding, commissioning, networking, training and events
- ? ensuring that RedbridgeCVS is able to effectively manage our own IT, including our CiviCRM database ? which we use to manage all our services including our Volunteer Centre and Social Prescribing projects

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

Redbridge is an enormously diverse borough. 57% percent of residents are members of non-white ethnic groups ? higher than ?inner city? boroughs like Tower Hamlets (55%) or Hackney (45%). 54 of our 252 member organisations work with specific ethnic minority communities, and many more work with BAMER people as part of their overall work. 7 out of 21 wards include neighbourhoods which are among the 20% most deprived in England. These neighbourhoods are concentrated in the south of Redbridge, borough where over 100 of our member groups are based.

When recruiting groups to the project we will prioritise those addressing disadvantage. We will provide participating groups with opportunities to provide feedback that will inform further development of the project. We conduct an annual survey where all our member groups can give feedback on different areas of our work, including this project.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

As outlined above, we will seek to work with groups supporting disadvantaged communities. This will help them to engage and empower individuals from those communities.

Training will be a key part of this project (eg using social media, maintenance of websites, IT management). We will deliver training in groups involving participants from a range of communities, encouraging them to share experiences and develop common work, eg by setting up Facebook groups. Increased use of websites and social media in general will encourage further collaboration. (Our training provision is charged for, on a sliding scale based on turnover, and subsidised via a contract from Redbridge Institute).

The project will also deliver monthly Network meetings, which bring groups together to share concerns and best practice. At least one Network meeting per year will focus specifically on this project ? giving opportunities for feedback, recruitment and discussion of ways of enhancing the work.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

Our project seeks to support a wide range of small civil society organisations. These groups themselves provide a range of early intervention services that prevent people from reaching thresholds for formal state-funded services. These include working with people who are at risk of becoming socially isolated, physically unhealthy, or vulnerable in a range of other ways. This project seeks to meet identified needs of these groups, such as the need to improve their own skills, knowledge and practice in relation to governance systems and procedures by enabling them to access information regarding funding opportunities, training etc. We also see our efforts to improve these groups' IT skills and online presences as interventions to prevent these groups from themselves needing further support (eg as their current memberships may decline in numbers and future potential beneficiaries increasingly expect and rely on online visibility and engagement) to ensure survival and sustainability.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We will work with our member organisations to collect information for our online directory and to organise Network meetings. We will share information with other CVSs, and will seek support from Circle Interactive, who provide us with web hosting and support our use of Drupal and CiviCRM.

We will also liaise with other organisations providing IT training and development work to voluntary groups, such as the Superhighways project at Kingston Voluntary Action. Our staff attend events such as Impact Aloud conferences, VCSS Camp Unconferences and monthly NetSquared sessions to enable us to network with others doing similar work.

For the IT health checks and associated action planning, we will need to ensure the active and ongoing engagement of participating groups. We will also signpost members to resources including NCVO's KnowHow NonProfit site, TechTrust (who provide donated software) and AbilityNet (who give advice on accessible hardware and software).

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

We work with groups at each of these stages in their own organisational development. The project will help keep these groups better informed (via maintaining and improving our information service and thereby helping their own sustainability and independence) and better able to engage with their own members and stakeholders through their own use of IT. As funding becomes ever-harder to secure, social divisions deepen, and the use of technology becomes the norm, many of the organisations that we exist to support risk falling further behind. These are the people we want to engage through this project. We have seen IT help a small number of local organisations to adapt and even thrive, as it has boosted their ability to communicate, influence stakeholders, organise events and raise funds. We believe that our planned interventions and support can help more individuals and groups develop in this way.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

Groups with improved IT skills and policies will be able to reduce their environmental impact, for example by using electronic communication and data storage rather than paper. Electronic communication such as social media, email and Skype will reduce the need for groups' staff, volunteers and service users to travel.

What are the main activities or outputs you want to deliver?

Develop our member groups' use of IT:

Deliver training to 10 groups per year in IT management, use of social media and/or website maintenance. Support 8 groups per year to develop a Wordpress website, and a further 8 to develop a Facebook page. Deliver onsite IT Healthchecks for 8 groups.

Use the information we hold more effectively:

Make our monitoring systems more consistent (and more GDPR-compliant) by rolling out use of CiviCRM to four RedbridgeCVS projects/services; make details of over 100 member organisations publicly available by the end of year 1, and all members by the end of year 5.

Better promote our activities and those of our members:

Increase our social media presence by posting content daily; redesign our website and weekly email bulletin to make them more engaging; make available 5 new online guides, toolkits or template policies and organise 10 Network meetings per year.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

Local voluntary organisations will be able to take advantage of the opportunities offered by IT and be better able to organise their work, communicate internally and externally, promote their work, recruit volunteers and raise funds. They will become more sustainable, and better able to support service users.

RedbridgeCVS will make better use of information we hold, allowing us to work more efficiently, improve our compliance with the law, respond strategically to gaps in service provision and provide improved information about the services of our members for the public and other external stakeholders.

RedbridgeCVS will help local groups to be more sustainable through our being better able to provide them with engaging communications including: tools and information for developing their organisations, enhancing their relations with the public sector, timely information about funding opportunities, sharing best practice and facilitating collaboration and community development.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salary - Information officer	38,899	39,288	39,681	40,078	40,478	198,424
NIC & Pension	7,313	7,386	7,460	7,535	7,610	37,304
Training	250	250	250	250	250	1,250
Overheads	8,065	8,226	8,391	8,559	8,730	41,971
Travel	160	180	200	220	240	1,000
Printing, postage, stationery and publicity	900	1,050	1,190	1,330	1,470	5,940
Management and recruitment	8,930	8,089	8,250	8,415	8,584	42,268
IT Equipment	800	0	0	0	0	800
Network meetings x 10 pa	1,800	2,000	2,200	2,400	2,600	11,000
TOTAL:	67,117	66,469	67,622	68,787	69,962	339,957

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
NA	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
NA	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salary - Information officer	38,899	39,288	39,681	40,078	40,478	198,424
NIC & Pension	7,313	7,386	7,460	7,535	7,610	37,304
Training	250	250	250	7,535	7,610	1,250
Overheads	8,065	8,226	8,391	8,559	8,730	41,971
Travel	160	180	200	220	240	1,000
Printing, postage, stationery and publicity	900	1,050	1,190	1,330	1,470	5,940
Management, finance and recruitment	8,930	8,089	8,250	8,415	8,584	42,268
IT Equipment	800	0	0	0	0	800
Network meetings x 10 pa	1,800	2,000	2,200	2,400	2,600	11,000
TOTAL:	67,117	66,469	67,622	68,787	69,962	339,957

Who will benefit?

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

150

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

Redbridge

Does this project specifically target any groups or communities?

This project will specifically work with the following age groups:

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

No

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Ross Diamond**

Role within **Chief Executive Officer**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Voluntary Action Lewisham	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Lewisham	
Contact person: Ms Lillian Brown	Position: Development Support Officer
Website: http://www.valewisham.org.uk	Social Media Accounts: www.twitter.com/VALewisham; www.facebook.com/VALewisham
What Quality Marks does your organisation currently hold? We intend to apply for the Green Mark, a quality mark for Green Compliance	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1085026	Company Number: 4123800	CIC Number:	Bencom Number:
When was your organisation established? 02/10/1967			
Aims of your organisation: Voluntary Action Lewisham (VAL) is the Council for Voluntary Services (CVS) for the London Borough of Lewisham. We are the umbrella organisation that supports the development of the voluntary and community sector (VCS). VAL's overall aim is to maximise the effectiveness of VCS organisations in Lewisham. Since December 2017, LBL awarded VAL the contract to widen our remit to supporting volunteering in Lewisham, extending our reach to individuals/social activists locally. Our objectives are: <ul style="list-style-type: none"> - Provide leadership to strengthen the influence of local CSO's in Lewisham - Support CSO's to improve their ability to achieve their aims effectively - Support effective engagement of CSO's in Lewisham with CSO and multi-agency networks - Undertake and support activities that foster effective community development - Work in partnership with CSO's, statutory and private organisations to strengthen the work of the sector - Provide volunteering brokerage service for Lewisham 			

Main activities of your organisation:

VAL provides support to nonprofit organisations and civil society in the borough of Lewisham, through training and advice, and leading the voluntary and community sector by providing a voice and influence at local government level. We lead on volunteering in the borough, championing the benefits of volunteering and supporting individuals looking to volunteer, along with organisations recruiting volunteers. VAL now manages the Mulberry Centre, working to transform it into a social action centre for the borough.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
5	4	8	5
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff No	Volunteers No	Trustees / Management Committee Members No	

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?
Leased	8 months

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

our actions are small but consistent. We reuse materials, double-side photocopy, recycle waste and use what we need.

Moving to the Mulberry Centre in 2017 is an exciting move, managing a community building for the first time. Keen to reduce our environmental-impact we are interested in applying for a City Bridge Trust eco-audit to better understand and prioritise changes we can make for the lowest environmental impact.

We recently completed our first digital-impact report and are considering applying for the Green Mark, an environmental quality mark to identify best practice in Green compliance.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2019	
Grants & donations:	£305,354	£301,560	£0
Earned Income:	£23,932	£53,377	£0
Other income:	£0	£0	£0
Total income:	329,286	£354,937	£0
Charitable activity costs:	£323,099	£341,577	£0
Cost of raising funds:	£0	£5,000	£0
Other costs:	£5,289	£8,360	£0
Total expenditure:	£328,388	£354,937	£0
Free unrestricted reserves held at year end:	£189,381	£186,196	£0
What is your organisation's reserves policy? Organisation's reserve policy is to maintain 6 months worth of budgeted expenditure of the year.			
For your most recent financial year, what % of your income was from statutory sources? 61-70%			

Organisational changes

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

N/A

Grant Request

Under which of City Bridge Trust's programmes are you applying?
Connecting the Capital

Which of the programme outcome(s) does your application aim to achieve?
Connecting the Capital\Civil society organisations are more effective and resilient

Please describe the purpose of your funding request in one sentence.
Lewisham's Civil Society Organisations (CSOs) and Partnerships (CSPs) will UNDERSTAND, DEMONSTRATE and COMMUNICATE their impact using various digital and non-digital methods, receiving expert training, tailored support, networking and resources.

When will the funding be required? 01/12/2018

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?	Another funder? (if so which)
Yes	

How much funding are you requesting?

Year 1:	Year 2:	Year 3:	Year 4:	Year 5:
£49,000	£51,000	£0	£0	£0

Total Requested: £100,000

You and your grant request

What, specifically, are you applying for (your project)?

VAL's successful City Bridge Trust funded Show Your Impact (SYI) programme ends November 2018, having directly benefited 30 CSOs and hundreds more via online tools.

We now seek two years' extension funding to increase emphasis on digital tools, to support a further 14 Lewisham-based CSOs (two cohorts of 7 groups), and expand scope to support 6 partnerships (CSPs), (two cohorts of 3).

A part-time Development Worker will co-ordinate:

- 7 workshops p/annum
 - 40 hours of tailored support to implement impact tools
 - Resources on our website
 - Peer-networking event and informal peer-networking throughout the programme
 - Impact Conference, including sharing cross-borough impact tools/resources developed across CVS Impact programmes and enabling online sharing of Impact resources.
- Primary beneficiaries will be two cohorts of 7 CSOs/3 CSPs selected to participate. Subject to space, up to 35 other CSOs will access training, 50 will attend a Conference and 350+ will benefit from online sharing of impact tools.

What are the changes you hope to achieve?

Over 2 years, 14 CSOs and 6 CSPs in Lewisham will:

UNDERSTAND their Impact; how they can use Impact tools to become more efficient and effective at supporting beneficiaries and in partnership working

DEMONSTRATE their impact with greater confidence. Using the most appropriate digital and non-digital tools to capture impact, participants gather solid evidence that demonstrates what they do works, thus increasing their effectiveness and resilience

COMMUNICATE their impact more effectively. By understanding digital and non-digital communication options for different target audiences, CSOs can adopt the most effective communication methods. By communicating their impact with target beneficiaries they can reach more people. Doing so with partners and funders strengthens relationships and they become more resilient and sustainable

A further 50 CSOs/CSPs will come together to build their impact tools knowledge at the conference, enjoy networking opportunities and more than 350 will be better informed about impact tools via our webpages.

How do you know there's a need for this work?

We have a waiting list of 10 groups with 20 more from our recent survey wanting support with impact and partnerships.

Need for impact support remains high in the current competitive environment. In June 2018 71% of survey respondents wanted support with Impact measurement.

94% of June 2018 survey respondents said they are working in partnership. However, partnerships will not reach their full potential without embedding suitable Impact/outcomes tools and this may jeopardise future funding.

VAL's 2017 conference held two 'outcomes and digital tools' workshops - the highest subscribed sessions that day. Feedback from 70+ attendees was extremely positive, and groups wanted more impact support especially social media/online resources. 65% of the existing 2018 learners wanted to focus on adopting digital tools.

Big Lottery have already referred groups to our Show Your Impact programme. Lewisham Council and local housing associations want to do the same. Demand remains high.

How will the work be delivered - specifically, what will you do?

A part-time Development Worker, supported by communications and administration staff, will co-ordinate the programme.

Training will be delivered at our own and other venues around the borough in partnership with Superhighways and other experts. Each annual cohort will attend all 7 sessions and up to 35 additional learners will self-select sessions.

Cohort CSOs will receive two 121 support sessions with Superhighways/VAL to help them develop an outcomes framework and/or implement digital impact tools. Cohort partnerships will receive two expert-led surgery sessions to support development of outcomes frameworks. All will receive informal telephone/e-support.

VAL will facilitate informal peer-networking, building on connections made through group training. The Y4 peer event will support 20 past/present learners to share expertise eg video-making.

The Y5 conference will inspire 50 attendees with Impact development updates from NPC/other experts, local groups and cross-borough impact projects. Our website will

Why are you the right organisation to do this work?

We possess broad borough and sector knowledge and established relationships with sector organisations and partnerships. As the only organisation providing impact capacity building support in Lewisham, we are excited at the prospect of broadening the programme to include partnerships and a focus on digital tools in response to expressed local needs. One local funder plans to refer groups to our impact programme, recognising the benefits for applicants struggling with limited Impact knowledge and support. Committed to good practice we subscribe to Inspiring Impact's Code of good impact practice.

Our cohort model is proven to work! 80% of previous core learners attended the full programme. In addition to their progress in outcomes measurement and communication they formed supportive peer relationships and found ways to work together ? evidenced by six sets of partnership activity reported by one year's cohort. We plan to build on these achievements with the extended programme.

How does your work complement and not duplicate other services within your area?

We are the only organisation delivering an Impact programme in Lewisham. We receive referrals from local neighbourhoods, forums, BAMER agencies, funders and statutory partners. We ensure that we have partners both in the south of borough, where we have identified low knowledge of impact, and in northern wards, where disadvantage is high.

On the delivery side we will partner with New Philanthropy Capital, Superhighways and local experts such as Impact Matters, ensuring we are not reinventing their excellent work. We have also benefited from dialogue with CVSs that run outcomes programmes in neighbouring boroughs.

In all our work with CSOs we encourage them to complement each other's work rather than duplicate. Start-up groups are made aware of the need to identify existing services and how they might work with them. The new partnership element of our programme adds extra weight to this way of working, encouraging collaboration not duplication.

How will this proposal meet the Programme Outcome(s) under which you are applying?

Our programme will support Lewisham's CSOs/CSPs to be more effective and resilient, evidenced by previous participants' outcomes:

EFFECTIVE because our interventions are proven to increase understanding, confidence and skill, helping CSOs/CSPs focus their work for the greatest impact on end beneficiaries/cause. 89% of Y1&2 cohorts were 'more confident' about achieving outcomes as a result of participating. One Theory-of-Change developed during the programme by one CSO provided 'better information to understand how we improve services.' They used it to communicate their work to potential partners, resulting in a successful merger and a more effective and sustainable organisation.

RESILIENT because the skills learned make CSO/CSPs better able to secure/renew funding and withstand setbacks. A participating Family Centre made simple changes to their impact reporting, resulting in praise and continuation funding from their main funder. Lastly, Y3 cohorts previously unsuccessful in securing funding separately are now applying for funds as a strong partnership.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

Our programme responds to the views and needs of organisations supporting disadvantaged people. This February, 23 CSOs and activists, serving some of the most vulnerable from Evelyn and New Cross wards (highest concentrations of deprivation in Lewisham), asked for 'more networking/collaborating opportunities', to 'explore joint - solutions'. Along with VAL member responses to our June survey they confirmed that they want impact support and for this to extend to partnerships.

Our strategic work means we know the particular needs in the borough, eg. one partner noted many CSOs applying for funds in south Lewisham don't understand outcomes. Our project will respond by delivering three trainings to venues in south Lewisham, across three wards - Bellingham, Downham and Whitefoot, where disadvantage is high. Our programme will be promoted throughout the borough but if oversubscribed we will prioritise organisations with potential to make the greatest impact on the most disadvantaged people in Lewisham

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

This programme will directly engage and empower individual activists, communities and partnerships to come together to achieve their common goals.

In Y4 of this programme, 20 'peer-experts' including previous years' learners, will come together to ; share/exchange skills around impact. 3 peer-experts will share case studies of applying impact knowledge, theory-of-change and videos for communicating impact.

The Impact conference in Y5 will connect c.50 CSOs/CSPs with sector experts, encouraging cross-fertilisation and joint working. Cross-borough connections with neighbouring impact programmes (Bromley, Southwark) will also be forged and good practice resources and tools used will be shared with local CSOs, fostering links between organisations to work more effectively towards common goals.

We know that smaller, less well-resourced CSOs from the most deprived wards are often in greatest need of support, especially around impact. Those working with additionally disadvantaged communities - BAMER, children/young people, disability, LGBT & older people - will be prioritised.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

We have strong evidence of need for this programme from event evaluations and feedback together with our June 2018 survey (detailed previously).

This programme stops CSOs going a long way down the line of delivery before properly incorporating impact measurement into their work. After a review of the programme in Y2, we adjusted our programme so that participating CSOs must complete an outcomes framework ahead of receiving tailored support. This nudge resulted in the CSO quickly progressing their understanding of the concept of impact and associated terminology, vastly increasing the likelihood of embedding it into the CSO with the upcoming support. We will retain this approach including devising and using a similar outcomes tool for partnerships, increasing engagement from the programme outset.

Engaging with impact measurement is also a key component of increasing CSOs sustainability and is one preventative measure that may forestall loss of income or funding.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

CSOs' voices will be paramount when developing the programme and continuous feedback is built into our programme.

We also intend to build upon the strong connections and partnerships formed in Y1-3: New Philanthropy Capital helped us launch the programme, giving expertise through their role within the Inspiring Impact programme which helped shape this work.

Superhighways and other experts will deliver some of our digital tools training and 121 support as we have found this both effective and highly valued by our learners. Specialists will also support with the new partnerships work, particularly partnership models and specific digital impact tools.

Neighbouring CVSs running impact programmes (Southwark, Bromley, Barking/Dagenham) will share tools and learning from those boroughs with Lewisham.

To ensure we reach CSOs in need of impact support in South Lewisham, we will develop referral pathways for the four Neighbourhood Forums and Phoenix housing association.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Most participants begin somewhere between coping and adapting. Our programme supports CSOs to adapt and grow in their resilience. Many of their beneficiaries are merely surviving personal and social challenges such as the introduction of universal credit, poor mental or physical health, and poverty.

Members who attended our February 2018 consultation event confirmed they were attempting to adapt to significant pressures by moving more toward partnership working and trying to become less dependent on statutory funding.

By supporting CSOs and CSPs to adapt to the challenges they face, embedding impact measurement and communication into their work, they will be more likely to attract funding and work efficiently to better support their vulnerable beneficiaries.

Our role as a local Civil Society support organisation is pivotal to supporting CSOs and CSPs to navigate the four stages and ultimately to thrive, in line with the Way Ahead vision of a 'thriving civil society'.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

Small consistent changes are helping reduce our environmental footprint including reusing materials, circulating notes electronically, double-sided photocopying, recycling waste, using what we need.

Our recent move to the Mulberry Centre is an exciting challenge for VAL, managing a community building for the first time. Keen to reduce our environmental impact we are interested in applying for a City Bridge Trust eco-audit to understand and prioritise changes we can make for the lowest environmental impact.

Our move toward a digital focus in the programme will impact positively on our footprint. Y1&2 users of the Quick Tap survey agreed that it was far easier and quicker to get results collated and analysed!

We recently completed our first digital-Impact report and are considering applying for the Green Mark, an environmental quality mark to identify best practice in Green compliance.

What are the main activities or outputs you want to deliver?

Training:

Promotion in Y1/Y2

Two ?Taster/Recruitment sessions? for c.50

Recruit cohort each year-(14 CSOs, 6 CSPs).

Deliver seven workshops p.a.

1. Monitoring and outcomes
2. Collecting data digitally
3. Communicating impact digitally
4. Theory-of-change & digital tools
5. Soft outcomes & digital tools
6. Partnership-models
7. Digital impact-tools for partnerships

Tailored Support:

Each year two 121 support sessions to 14 CSOs and two ?partnership surgery? sessions each to 6 partnerships

Sessions will support them to understand and develop an appropriate outcomes framework and adopt the best digital tools for outcome measurement and communication

Peer-Networking and Resources:

Provide an online information hub, formal peer-learning, conference and cross borough impact links

- 350+ online beneficiaries of impact/digital tools
- Y4 formal peer-learning event for 20 past & present peers with informal peer-networking throughout programme
- Y5 Impact conference for 50 including sharing cross-borough impact tools/resources

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

CSOs/CSPs UNDERSTAND impact and how they can use impact tools to become more efficient and effective at supporting their beneficiaries. They use this understanding to plan the outcomes they want to achieve and how best to deliver these. By understanding partnership models and relevant impact tools, partnerships work more effectively.

CSOs/CSPs DEMONSTRATE their impact with greater confidence ? by using most appropriate digital/non-digital tools to capture impact, CSO's gain solid evidence; for users, funders, stakeholders to show that what they do works and understand where more is needed to achieve planned outcomes as a single organisation or as a partnership.

CSO's/CSPs COMMUNICATE their impact more effectively ? by understanding their options, how best to communicate their work/Impact to their target audiences, CSO's reach, benefit more people. By sharing new expertise with peers, partners and cross-borough, they build stronger relationships, secure more support for their causes; are more resilient and sustainable.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Staff Cost - Part time Specialist Development Worker and Part time staff support (salary, NI, Pension); Travel; Staff Training and Development	34,340	33,970	0	0	0	0
Support & Marketing Costs - Stationery; Printing & Photocopying; IT Maintenance, Software & Hardware; Marketing and publicity	3,050	3,050	0	0	0	0
Activity Costs - Facilitation; Room hire; Refreshments/catering; Training materials	7,650	9,950	0	0	0	0
Administration & Management cost - contribution to central costs of organisation - management, governance and administration	4,504	4,697	0	0	0	0
TOTAL:	49,544	51,667	0	0	0	0

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Staff Cost	34,340	33,970	0	0	0	0
Support Costs	2,506	2,383	0	0	0	0
Activity Costs (higher in Y2 due to conference)	7,650	9,950	0	0	0	0
Administration & Management cost	4,504	4,697	0	0	0	0
TOTAL:	49,000	51,000	0	0	0	0

Who will benefit?

How many people will directly benefit from the grant per year? 410
In which Greater London borough(s) or areas of London will your beneficiaries live? Lewisham
Does this project specifically target any groups or communities?
This project will specifically work with the following age groups:
This project will specifically work with the following gender groups:
This project will specifically work with the following ethnic groups:
If Other ethnic group, please give details:
This project will specifically work with Deaf and disabled people: No
This project will specifically work with LGBTQI groups: No

This project will specifically work with other groups or communities:

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

VAL will use a range of media to target groups: enews, has over 50 years experience in providing services for diverse groups in Lewisham

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Rachel Henry**

Role within **Connections Manager**
Organisation:



Bridging Divides: Application for a grant

About your organisation

Organisation Details

Name of your organisation: Blind in Business Charitable Trust	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? City	
Contact person: Mr Dan Mitchell	Position: Training & Fundraising Manager
Website: http://www.blindinbusiness.org.uk	Social Media Accounts: #blindinbusiness
What Quality Marks does your organisation currently hold? NA	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1011957	Company Number:	CIC Number:	Bencom Number:
When was your organisation established? 01/06/1992			
Aims of your organisation: 1 To give employers confidence to take on blind people. 2 To help blind and visually impaired students and graduates to achieve graduate recruitment scheme jobs. 3 To raise the aspirations and abilities of young blind people so they can find their first good job. 4 To take young people away from depending on State benefits and into training for good jobs. 5 To give parents and carers of blind people the understanding of what their children can do in the future, with the professional technology advice of Blind in Business. 6 To help young blind and visually impaired people to build their confidence and aspirations of what they can do in the future.			

Main activities of your organisation:

We offer a Training Service which gives career planning to blind and visually impaired children aged 13-16.

We offer a Employment Service for undergraduates and graduates (most of them afflicted by poverty, disadvantage and need) to help them to their first good job.

We travel throughout the UK, working with children and their parents, students and graduates so they develop confidence to match their abilities and move into graduate jobs.

We work with employers so any anxiety or nervousness about taking on blind young people is defused and they do.

We show parents/carers of blind children what they can achieve so their children develop the confidence, with it, to go to University and get good jobs.

We do this work from our office in the City. We do not charge for our services.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
4	2	8	20
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff Yes	Volunteers Yes	Trustees / Management Committee Members No	

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?
Leased	6 months - renewing now

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

We promote environmental excellence through all our activities and raise awareness with users.

In the last year we have been working towards a paperless office. We have also reduced our electricity bills by 30%.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2019	31/03/2020
Grants & donations:	£180,993	£200,000	£200,000
Earned income:	£0	£0	£0
Other income:	£567	£600	£600
Total income:	£181,560	£200,600	£200,600
Charitable activity costs:	£185,562	£185,000	£185,000
Cost of raising funds:	£30,851	£30,851	£30,851
Other costs:	£4,450	£4,450	£4,000
Total expenditure:	£193,863	£195,000	£185,000
Free unrestricted reserves held at year end:	£185,857	£180,857	£190,000
What is your organisation's reserves policy? "The Trustees aim to ensure that reserves of at least 9 months of expenditure are maintained. This will enable the charity to operate soundly even during a slowdown of fundraising and be wound-up in a orderly fashion of the event of a decision by the Trustees to cease operations. The level of reserves required is reviewed and agreed annually. The Trustees look favourably on a year's reserves". Annual report and accounts.			
For your most recent financial year, what % f of your income was from statutory sources? 0%			

Organisational changes

Describe any significant organisational changed to your structure, financial position or core activities since the date of your most recent accounts.

NA

Grant Request

Under which of City Bridge Trust's programmes are you applying?

Positive Transitions

Which of the programme outcome(s) does your application aim to achieve?

Positive Transitions/Londoners experiencing inequality or disadvantage are supported to become more independent

Positive Transitions/Vulnerable and disadvantaged Londoners are more resilient and empowered to make positive choices

Please describe the purpose of your funding request in one sentence.

To support blind and visually impaired Londoners towards graduate employment and working directly with employers to raise their confidence in employing those with little or no sight.

When will the funding be required? **03/12/2018**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

Another funder? (if so which)

Yes

How much funding are you requesting?

Year 1:
£42,000

Year 2:
£42,000

Year 3:
£0

Year 4:
£0

Year 5:
£0

Total Requested: £84,000

You and your grant request

What, specifically, are you applying for (your project)?

We are applying for the salary of our Employment Manager (£37,000) and a contribution of salary for our Training Manager to conduct life coaching sessions (£5,000) Total £42,000 a year for two years.

The work they deliver is helping blind and sight impaired people into good graduate jobs.

The work will be carried out in our office in the City of London, helping the most isolated blind and sight impaired people throughout all London boroughs.

This work has been done since 1992 and we wish to continue it because there is a need for it now and for the foreseeable future.

What are the changes you hope to achieve?

The changes are that those with little or no sight will have improved confidence in their own abilities to find and secure employment in London, and actually **WILL** achieve these jobs.

Isolated blind and sight impaired people will come to our office in the City and work seriously with us until they secure a good job.

We will change their negative views regarding employment and help to transform them into confident people and develop their personalities to become more employable. We will do this with employers as well.

This work has progressed over the three years you have funded it, as it has done in the past.

How do you know there's a need for this work?

There are some 400 blind and visually impaired young people at University each year. We work with 100 or so of them and 60 get very good graduate recruitment scheme jobs. Part of the need is thus filled but there are up to 300 others who need our work.

The need grows because parents/carers of those with little or no sight can over-protect their children. They have decisions made for them, they often can't think for themselves. This creates isolation and often negative stereotypes in candidates.

We want to continue the work you have funded, as there is a great need for it. We want to continue with the support and direction we have already given our current candidates and help new candidates as they progress through their final year of University into a good job.

How will the work be delivered - specifically, what will you do?

The work will be delivered in our office in the City and also at external events with employers in the City.

We work with each client individually to help them towards employment with good CVs and suitable application letters, practise interviews - all the things needed to achieve a job. We will continue to work with up to 120 people a year.

We shall continue using our monitoring framework which we developed with your guidance so we can help as many people as possible into work.

We shall use our network of employers to offer mock interviews with these candidates which shall make them more prepared for the recruitment process.

The events we will deliver will help blind and sight impaired people to become more employable and develop their confidence in their own abilities.

We will show blind and sight impaired people the right technology to cope in the workplace.

Why are you the right organisation to do this work?

We are experts in sight loss. Two of the four staff are visually impaired.

We understand the needs of our clients based on our experiences of working in the fields of employment, specifically for disadvantaged people.

The ethos of this small, City charity exists to develop the confidence and aspirations of those with little or no sight so they achieve good (graduate) jobs.

As the years progress the staffs' knowledge and experience expands. We and the Board have over 30 years experience helping such people and our way of doing it is firm but sympathetic so that our candidates (who are often nervous and unconfident) enjoy coming to this office and doing hard and serious work with us. This includes them talking with employers: over the years we have got to know most employers especially in the City and can call on many law firms, banks, insurance and other companies.

How does your work complement and not duplicate other services within your area?

We remain unique in what we are offering. We are the organisation others in the sector refer people towards with regards to helping people into work. No other organisation does what we do.

We complement other work done with those with little or no sight, as we are helping people to their goals in life. To accept their sight loss and to move on and work. Not to be hindered by their disadvantage in life, but to use their ability not disability to progress to an independent life not dependent on State benefits.

We do not duplicate any work in the arena.

How will this proposal meet the Programme Outcome(s) under which you are applying?

1 Londoners experiencing inequality or disadvantage are support to become more independent

We meet this priority because our clients face inequality from those with sight and also employers preconceptions regarding what they can do in the workplace. Or can't do.

We support these people to become independent and to make the positive transition from education to employment.

2 Vulnerable and disadvantaged Londoners become more resilient and empowered to make positive choices.

Our candidates are vulnerable and disadvantaged because of their sight loss and often further sight deterioration, together with their isolation and lack of confidence in their own abilities.

We help them to become resilient and empower them to make positive choices about their lives.

We develop them to make the right choices in life, by showing them how to support themselves and think about their future and to turn those thoughts into action and results.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

We run monthly focus groups for candidates we are working with and also those we have placed into work. We do this to make sure we are helping people in the right way and also making sure that we adapt to current trends. The people themselves tell us clearly how their needs are being met.

We also make sure we gauge candidates' confidence before we work with them and after.

We monitor all feedback and take-on-board the feedback we receive, so we may improve the service. We carry out surveys of all our past clients to see how well - or badly - we have worked with them. The results each time are very favourable. They are borne out by the fact that most of them achieve very good graduate jobs and recognise that they would not be able to do this without our help.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

We engage candidates by offering a service that meets their needs. We explore new areas to create changes in the industry. For example, we have trailed a gaming project, helping those with little or no sight to play computer games and virtual reality. This is done in the hope of changing the fully sighted gaming community and to make games more accessible. We do these new projects because clients express a need for change, then we react.

These projects and our focus groups show us what clients want and how current and old (Alumni) candidates can work together to make the sighted world more inclusive to them.

We are now recruiting blind and visually impaired young people to be Trustees. We already have four visually Impaired Trustees. This shows how committed we are to the views of our clients. Certainly we work with people who are indeed particularly excluded.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

The focus has been identified as blind and visually impaired graduates and undergraduates. They have often gone through life with an eye condition that has changed, often deteriorated. For some this is sudden and they need great help, for others it is over time and again they need our help to develop the confidence to cope with it.

We include elements that incorporate early action by meeting with many parents of blind and visually impaired children and the children themselves so that our early action leads to them to know about and use IT and confidence to move to A-levels and University.

The other work of this charity focuses on giving students with little or no sight the confidence to make career decisions. We developed this work to combat poor career development offered to blind and visually impaired people eg basketmaking, piano tuning and shampoo filling.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

The Board is made up of City people with the widest experience of employment and we work closely with them to introduce our candidates before they might apply for a graduate job.

We deliver this work ourselves, but we also involve employers. We need their support to host events and to also take part in events as interviewers. But more importantly, to take on blind and sight impaired people. Without them, we don't exist. We have good relations with many employers, especially in the City so they take our candidates. Those who have won the job (against up to 3,000 competitors) help us to send others to achieve jobs themselves.

We work closely with organisations such as Rothschilds, The Bank of England, Ashursts, Allen & Overy, the Foreign Office, the whole Civil Service, Metropolitan Police, BBC, Microsoft - for jobs that have intense competition and at which our candidates succeed.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

We feel the main theme is coping. Often coping with the sight they have or often coping with what knowledge they have regarding sight loss.

Many candidates only know what's technology there is if they have been informed. especially the latest technology, about which we know. Many cope with their sight and struggling in life not knowing about what careers are open to them. This is why we exist, to change the coping into knowledge and the knowledge into power to start making informed decision for yourself and move to an independent life.

For many they also have to think positive about surviving with sight loss. Even coming to terms with the little sight they have, can have a major effect on their interest in life.

They adapt by working with us and they thrive by achieving the graduate jobs they want.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

We encourage a paperless office. We make sure that candidates complete job applications do not print their applications, but they use the specialist technology we have in our office to access any printed information they have been provided.

We also encourage candidates to complete online application forms and also e-mail their applications.

WithIn the last 12 months this has seen a reduction of 85% of printed information in our office.

What are the main activities or outputs you want to deliver?

Career/education/ training guidance:

Each client will have a individual plan shaped towards their needs. This will be shaped by the clients' needs and goals. this will be assessed regularly and be at the forefront of each clients progression.

Life coaching:

Dan Mitchell a qualified life coach at Blind in Business will work with each client to make sure they are on-track with their progression but most importantly help them believe in themselves.

Technology awareness:

Each person will have to try technology to help them cope at home and eventually within education / the workplace. We have a library of latest technology to help each client. We develop the technology solutions and update them when new technology emerges.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

Confidence: each client will have improved confidence in their own ability. They will have reversed the negatives of sight loss over time.

Aspirations: Clients will have clear ideas of what they wish to progress towards with regards to education/training or employment.

Life changes: positive futures will be creating with our support for each person, even if they have suffered sight loss already or recently. Each year we can and do help 60 (at least) young people In London to further education or employment.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Employment Manager Salary	37,000	37,000	0	0	0	74,000
Training Manager - Life Coaching	5,000	5,000	0	0	0	10,000
TOTAL:	42,000	42,000	0	0	0	84,000

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
You are the only funder we have approached.	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
You are the only funder.	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Employment Manager Salary	37,000	37,000	0	0	0	74,000
Training Manager - Life Coaching	5,000	5,000	0	0	0	10,000
TOTAL:	42,000	42,000	0	0	0	84,000

Who will benefit?

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

120

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

London-wide

Does this project specifically target any groups or communities?

Blind and visually impaired people only - children, parents, students and graduates

This project will specifically work with the following age groups:

16-24,25-44

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

Asian/ Asian British (including Indian; Pakistani; Bangladeshi; Chinese; Any other Asian background)

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

No

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:
Blind and visually impaired people only - children, parents, students and graduates

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

We shall use our expertise and networks specifically within the education sector. We know all the networks and places to find these people as we have done so since 1992.

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Dan Mitchell**

Role within **Training & Fundraising Manager**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Clean Break Theatre	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Camden	
Contact person: Ms. Lillian Ashford	Position: Senior Development Manager
Website: http://www.cleanbreak.org.uk	Social Media Accounts: Twitter: @CleanBrk / https://www.instagram.com/cleanbrk/ / https://www.facebook.com/cleanbreak
What Quality Marks does your organisation currently hold? Positive About Disabled People, registered with the Fundraising Regulator and the Independent Theatre Council	

Legal Status

Legal status of organisation: Charitable company			
Charity Number: 1017560	Company Number: 2690758	CIC Number:	Bencom Number:
When was your organisation established? 01/03/1979			
Aims of your organisation: <p>Clean Break is a women's theatre company, founded in 1979 by two women prisoners at HMP Askham Grange. The theatre we make shines a light on Injustices faced by women in the criminal justice system, and enables women themselves to challenge oppression and achieve more fulfilling and creative lives. Our work takes place in theatres, women's prisons, community settings and at our London studios, where we provide holistic learning and support for the women we work with.</p> <p>Our vision is for a society where women can realise their full potential, free from criminalisation. Informed by nearly 40 years experience and guided by a comprehensive consultation with our beneficiaries, staff, tutors, artists and wider stakeholders, Clean Break has developed a new model and exciting future with a refreshed mission which will see us: Producing groundbreaking theatre which puts women's voices at its heart and creates lasting change by challenging injustice in and beyond the criminal justice system.</p>			

Main activities of your organisation:

We make award winning theatre that gives voice to the hidden stories of women and criminal justice, developed through collaboration with artists, Members (women with lived experience of the criminal justice system), and sector partners. Our productions target those best placed to effect change: from theatre audiences, to those less likely to engage with the arts or the issues raised, to those strategically positioned to affect change.

Core to this work is our new Members Programme: a programme of workshops and creative opportunities which offer our Members a gateway to participation in the life of the Company and beyond in the theatre industry. Women develop confidence, resilience, theatre skills and talents within an environment of holistic support, trauma-Informed practice and progression. We offer opportunities to work with emerging and established artists on diverse projects, inspiring aspiration and giving Members a platform to tell their stories and be heard within a wide public debate about women in the criminal justice system.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
8	14	8	60

Do you have a Safeguarding policy? **Yes**

Are the following people in your organisation subject to DBS checks?

Paid Staff Yes	Volunteers Yes	Trustees / Management Committee Members No
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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	

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

In the last year we have:

- Decreased our carbon footprint by 7% and our energy consumption by 9% despite increasing building use by 45%. We plan to decrease emissions further this year.
- Reduced courier and taxi usage and signed up for regular reports from our 0% Carbon Emissions transport company on the Company's emissions through courier service use.
- Switched to a digital-only Human Resources system.
- Implemented a new paper use strategy which has reduced paper use by 10%
- Been voted runner up in the Camden Business Sustainability Awards for best employee engagement
- Been awarded the 'Going Green' level of carbon certification valid for 2017-2018 by Camden Climate Change Alliance
- Increased flexible working so a higher number of staff work from home at least 1 day a week
- Purchased office plants as air filters

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2019	
Grants & donations:	£909,675	£1,056,018	£0
Earned income:	£218,694	£247,427	£0
Other income:	£16,221	£0	£0
Total income:	1,144,590	£1,303,445	£0
Charitable activity costs:	£1,116,240	£1,149,172	£0
Cost of raising funds:	£132,116	£154,273	£0
Other costs:	£0	£0	£0
Total expenditure:	£1,248,356	£1,303,445	£0
Free unrestricted reserves held at year end:	£66,830	£96,015	£0
What is your organisation's reserves policy? In light of the charity's current business model, activities and risk profile, the Board considers that the charity should aim to hold free reserves equivalent to approximately 3 months' expenditure on core costs (£200,000). This level of reserves should provide sufficient flexibility to cover temporary shortfalls in working capital, allow the charity to cope with and respond to unforeseen emergencies and also provide the charity with the opportunity to invest in new opportunities and innovation.			
For your most recent financial year, what % of your income was from statutory sources? 1-10%			

Organisational changes

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

We are currently restructuring to realise the ambitions of our 2018-22 Business Plan. This includes introducing a new three-woman leadership team. A new Executive Director will soon join Joint Artistic Directors Róisín McBrinn and Anna Herrmann. This model has been developed by our Chief Executive, Lucy Perman, who leaves Clean Break this summer after 21 years with the company.

Grant Request

Under which of City Bridge Trust's programmes are you applying? Positive Transitions														
Which of the programme outcome(s) does your application aim to achieve? Positive Transitions\Londoners experiencing inequality or disadvantage are supported to become more independent														
Please describe the purpose of your funding request in one sentence. Member Support Programme														
When will the funding be required? 22/10/2018														
Is this request to continue work that is currently funded or has been funded in the last year by: City Bridge Trust? Another funder? (if so which) No														
How much funding are you requesting? <table style="width: 100%; margin-top: 10px;"> <tr> <td style="width: 20%;">Year 1:</td> <td style="width: 20%;">Year 2:</td> <td style="width: 20%;">Year 3:</td> <td style="width: 20%;">Year 4:</td> <td style="width: 20%;">Year 5:</td> </tr> <tr> <td>£60,000</td> <td>£50,000</td> <td>£40,000</td> <td>£0</td> <td>£0</td> </tr> </table> <p style="text-align: center; margin-top: 10px;">Total Requested: £150,000</p>					Year 1:	Year 2:	Year 3:	Year 4:	Year 5:	£60,000	£50,000	£40,000	£0	£0
Year 1:	Year 2:	Year 3:	Year 4:	Year 5:										
£60,000	£50,000	£40,000	£0	£0										

You and your grant request

What, specifically, are you applying for (your project)?

We will deliver a programme of comprehensive support for women with lived experience of the criminal justice system who are participating in our Members Programme: a programme of artist-led theatre workshops and performance opportunities which build women's creative skills, give them a voice, and provide robust progression routes into creative careers.

This support will help women overcome barriers to engaging with the programme (such as mental ill-health, unstable or unsafe housing, financial barriers etc.), while building their resilience, confidence and independence: helping them make more positive choices and take steps towards the futures they want for themselves and their families. It draws on the company's skills and experience, over 40 years, of providing effective support for women with lived experience of criminal justice, and will be delivered in our inspiring, creative, women-only and trauma-informed Kentish Town studios by our specialist Member Support Team, in partnership with other specialist organisations.

What are the changes you hope to achieve?

Members will gain the space, knowledge and support they need to take action to address complex, interlinked, long-term issues, often grounded in trauma. Within our inspiring, trauma-informed and women-only studios, Members will build trusting relationships with our Support Team, developing an insight into Members' needs and aspirations rarely possible in less specialised environments.

The right support at the right time will enable women to overcome the often complex challenges holding them back. Members will develop a sense of agency and independence, becoming able to identify their direction. Their wellness will improve and they will become more able to keep themselves well. Their increased resilience will enable deeper engagement with our Members Programme, and its life-changing opportunities to build confidence, self-esteem and skills. This includes robust opportunities to build positive identities as creative professionals, as they are supported to realise successful careers in the creative industries.

How do you know there's a need for this work?

Trauma (often linked with domestic or sexual violence) is frequently at the core of our Members' needs, alongside mental health, substance misuse, housing, benefits, poverty, low self-esteem and poor support networks. This complex picture makes it very difficult to turn their lives around without help.

But they struggle to get the right help. Services are often hard to find and access, only address a specific issue, require the retelling of very difficult stories to multiple professionals, aren't gender specific or trauma informed (e.g. placing an incredibly high risk young woman in unsafe, mixed temporary accommodation) and, critically, define women by their needs and vulnerabilities. Clean Break turns this on its head? coordinating a holistic and sustained approach to meeting women's needs, within a programme that defines women by their strengths and potential (as artists, experts by experience), and empowers them to effect wider change through productions and creative projects.

How will the work be delivered - specifically, what will you do?

Throughout her time with Clean Break (typically two years) each Member will build a trusting relationship with our Support Team, who will offer holistic casework support (e.g. around housing or benefits), specialist referrals (e.g. counselling, domestic violence services), and a listening ear. The team will also coordinate three annual onsite surgeries in partnership with specialist organisations (e.g. a 'keeping safe' session with Solace Women's Aid, or housing surgeries).

Members will also have access to our new weekly Health and Wellbeing Group, designed to respond to the high levels of mental health needs amongst our Members. It will be co-facilitated by ex-Members, and will include guidance around self-care, alongside participative workshops such as singing, yoga and Painting.

Members will access support from our safe, women-only and trauma informed studios in Kentish Town. We will cover Members' travel and childcare costs, and provide a simple lunch prepared by our Catering Volunteer.

Why are you the right organisation to do this work?

We are an award winning theatre company, with four decades experience effecting change for women with lived experience of criminal justice. We are leaders in this field, winning the 2016 Longford Prize for penal reform, and 2017 Tonic Theatre Award for diversity in the arts. We have a strong track record of meeting women's distinct needs: 90% of women engaged over the past 25 years said their confidence improved; and independent research has found that Clean Break is an often transformational experience for highly vulnerable women, and that just 5% reoffended.

Our productions augment our impact, empowering women who have previously been unheard and unseen to use the skills they develop at Clean Break to illuminate and improve other women's experiences. These projects frequently target those most powerfully positioned to effect change, with recent productions reaching the House of Lords, probation teams and personality disorder conferences.

How does your work complement and not duplicate other services within your area?

Our work is unique within London, bringing together: a focus on the distinct needs of women with lived experience of criminal justice; holistic, gender-specific and trauma-informed support; opportunities to develop performance and creative skills; and opportunities to participate in high quality artist-led theatre projects, taking steps towards creative careers. This powerful combination is at the heart of why our work is so successful, and we have developed a dynamic lectures and training offer which shares our practice more widely. We do, however, partner extensively in order to join up and extend the impact and effectiveness of our work. This includes a network of specialist support partners (e.g. domestic violence refuges, mental health teams), frontline services (e.g. prisons, probation), other creative organisations working with vulnerable people (e.g. Geese Theatre Company), leading arts organisations (e.g. the National Theatre and Roundhouse) research and advocacy partners (e.g. universities, Women In Prison), and many more.

How will this proposal meet the Programme Outcome(s) under which you are applying?

The women we work with, from across London, are often at the intersection of multiple identities (e.g. race, gender) and in combination with poverty and class they are some of the most acutely disadvantaged in modern day society. Over half have mental health needs, 70% struggle with substance misuse and 1 in 4 have no qualifications.

This programme addresses the multiple challenges and vulnerabilities they face holistically. It combines the tailored support they need to unravel complex issues and work towards specific goals, with opportunities to build vital knowledge and skills through workshops and theatre projects (e.g. confidence, performance skills, communication, team-working). Fundamentally, women find the deep engagement with the arts which is at the programme's heart inspiring and life changing - helping them uncover meaning and creativity in their lives, find their voice, discover with their talents and potential, and take steps towards futures they didn't think were possible.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

A Member's Advisory Panel will ensure Members have the mechanisms to be heard, inform and influence our programmes, ensuring our work continues to meet their needs and offers the most effective opportunities for change.

Our monitoring and evaluation processes will be reframed and refined to ensure we are capturing meaningful data which gives voice to all our stakeholders and which will be used to inform and shape our programmes, ensure our activities are effective and enable us to realise our goals and outcomes, vision and mission.

Clean Break also has an ambition for a current or former Member to join our Trustee Board.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

Women in the criminal justice system often struggle to have their voices heard, and experience extensive marginalisation. This project creates a platform from which to use their unique insight to effect change.

The support Members receive builds their resilience and independence, helping them overcome barriers to engaging with our Members Programme. Launched this year, our Members Programme replaces our acclaimed Education Programme, which ran for 25 years. The new programme responds to Members' requests for more public-facing performance opportunities and more support to build careers in the arts. Women will be involved at the heart of the Company's work - developing and performing in theatre productions and projects - with a focus on using this work to address key issues affecting women, and engaging diverse audiences to effect change: from challenging misperceptions in the general public, to improving the knowledge and skills of frontline workers, to influencing policy and practice.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

Members will either already have a history of offending, or be at risk of offending due to specific indicators (e.g. combined mental health and substance misuse issues). The issues our Members face are often complex and interlinked, and our holistic approach subsequently addresses both identified and potential future needs. For example, we might prevent a Member becoming homeless (and more vulnerable) by helping her secure the full benefits she is entitled to, and accessing debt advice. Trauma is often a root factor in wider issues women face. We help women address this through long-term support, referrals to specialist services such as counselling, while helping her develop skills and strategies to manage symptoms such as anxiety and panic attacks. Trauma-informed practice is at the heart of everything we do, creating a safe and effective environment for women to learn, grow and become stronger.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

Some of the women who join Clean Break are in an early stage of rehabilitation or support for addiction or mental health needs. With their permission we work with and keep in touch with their agencies and share information to ensure each individual has the best support possible. For those without existing support, we identify needs and link with support networks in their area of residence which is both gender and culturally appropriate.

The Support Team is also experienced in identifying mental health needs and recognising gaps in community provision. We have the connections to raise awareness of individual circumstances and if necessary will raise a safeguarding alert to ensure the individual at risk receives immediate response, perhaps through respite care.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Most Members will move from coping to adapting and thriving during their engagement at Clean Break.

Tailored support will offer women tangible tools - a card with effective coping methods, an active strategy such as tapping fingers and/or recognising when to avoid or remove oneself from a situation. These tools will be something they can do independently wherever they are and in whatever situation. We will make connections with our partners to provide specialist advice and support, resolving issues which are creating obstacles in their ability to thrive.

As a result of our holistic approach, Members will be enabled to fully engage in the life of the Company, working with artists and trainers to develop new theatre and present their work to invited and public audiences. The experiences, skills and networks they develop within our safe environment will build their confidence, amplify their voice and lead to positive sustainable choices.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

We have a mantra of 'digital by default' and in support of this we plan to invest in 10 iPads across the senior staff team and key departments in order to reduce printing and improve ability to work on cloud software. For Member support, this will include all registers, evaluation and monitoring in sessions using Survey Monkey or similar data collection. The iPads might also be used interactively in delivery of sessions replacing hard copy scripts and other printed materials.

What are the main activities or outputs you want to deliver?

Provide one to one support (including casework support, signposting and referrals to expert partner organisations) for 70 women with lived experience of the criminal justice system, three days per week over three seasons per year.

Offer a range of onsite support and surgeries from specialist organisations in response to key needs (e.g. counselling and therapy, housing advice, legal surgeries)

Deliver a weekly two-hour Health and Wellbeing Group, over three seasons per year, open to all Members

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

Members will become more hopeful, their wellbeing improves and they begin to identify and take steps towards positive goals

Members will become resilient enough to engage with opportunities for further learning and development, such as the creative workshops which form part of Clean Break's Members' Programme

Members will become more independent, gaining the confidence to participate in Clean Break's public-facing projects (e.g. productions) and to pursue projects and long-term goals outside the company (e.g. external productions, further education and training)

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Member support costs (travel, childcare, lunch and refreshments, hardship fund)	19,696	19,445	21,700	0	0	60,841
Staff supervision	3,000	3,060	3,121	0	0	9,181
Volunteer and staff expenses	1,160	3,228	3,334	0	0	7,722
General programme costs (Including onsite therapist, events, tutor training etc.)	3,108	3,133	3,190	0	0	9,431
Health and Wellbeing Group	4,650	4,653	4,674	0	0	13,977
Direct delivery staff (Artistic Director, Head of Participation, Support Manager, Participation Projects Manager, Volunteer Coordinator, Members Assistant)	38,180	38,944	39,722	0	0	116,846
Other Staff (project management support from non-delivery staff, such as Finance and HR)	14,035	14,316	14,602	0	0	42,953
Capital costs (Interactive learning tools and Member area refurbishments)	12,500	1,000	25,000	0	0	38,500
Overheads (contribution to core costs, such as building management and audit) + contingency at 2%	25,122	25,415	26,440	0	0	76,978
TOTAL:	121,452	113,194	141,783	0	0	376,428

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
29th May 1961 Charitable Trust	5,000	0	0	0	0	5,000
Individual giving	7,500	5,000	0	0	0	12,500
Robert Gavron Trust	10,000	10,000	0	0	0	20,000
Esmee Fairbairn Foundation	20,000	15,000	10,000	0	0	45,000
TOTAL:	42,500	30,000	10,000	0	0	82,500

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Big Lottery Fund (part of a Reaching Communities Application)	15,000	15,000	15,000	0	0	45,000
Other funds will be raised from securing additional trust, individual and corporate supporters, and through our earned Income strategy	0	0	0	0	0	0
TOTAL:	15,000	15,000	15,000	0	0	45,000

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Member support costs	9,730	8,589	6,122	0	0	24,441
Staff supervision	1,482	1,352	881	0	0	3,714
Volunteer and staff expenses	573	1,426	941	0	0	2,940
General programme costs	1,535	1,384	900	0	0	3,819
Health and Wellbeing Group	2,297	2,055	1,319	0	0	5,671
Direct delivery staff	18,862	17,202	11,207	0	0	47,271
Other staff	6,934	6,324	4,120	0	0	17,377
Capital costs	6,175	442	7,053	0	0	13,670
Overheads and contingency	12,411	11,226	7,459	0	0	31,097
TOTAL:	60,000	50,000	40,000	0	0	150,000

Who will benefit?

How many people will directly benefit from the grant per year?
70

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

Does this project specifically target any groups or communities?
Women with lived experience of the criminal justice system, and those assessed as being at risk of entering it

This project will specifically work with the following age groups:
16-24

This project will specifically work with the following gender groups:
Female

This project will specifically work with the following ethnic groups:

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:
No

This project will specifically work with LGBTQI groups:
No

This project will specifically work with other groups or communities:

Women with lived experience of the criminal justice system, and those assessed as being at risk of entering it

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

Through Member led recruitment days and outreach visits, working closely with referral partners. We will reach serving prisoners through our prison-based work.

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Lillian Ashford**

Role within **Senior Development Manager**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Face Front Inclusive Theatre Ltd	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Enfield	
Contact person: Ms Annie Smol	Position: Associate Director
Website: http://www.facefront.org	Social Media Accounts: @FaceFrontUK
What Quality Marks does your organisation currently hold? None at present.	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1116506	Company Number: 05154096	CIC Number:	Bencom Number:
When was your organisation established? 07/06/2004			
Aims of your organisation: The charity's main objective is to maintain, improve and advance education, providing opportunities for people with disabilities and those who are socially disadvantaged by the encouragement of the arts, including theatre, drama, poetry, singing, dance, movement and music. Face Front Inclusive Theatre produces professional, entertaining and challenging theatre led by disabled and non-disabled artists. Face Front (FF) wants to create a more inclusive world through multi-sensory theatre and uses the transformational power of the arts in order to redress inequality and improve emotional well-being. Our objectives are to: ? Use the arts as a tool for social engagement in all aspects of society. ? Provide programmes that enable disabled adults and children to participate in the arts. ? Develop productions that explore social issues, raise awareness and enable people to engage in the process of change. ? Support talent development and create pathways to employment in the arts for disabled people and those not traditionally involved in the arts.			

Main activities of your organisation:

Face Front Inclusive Theatre:

- tours interactive, issue-based plays and workshops to schools, theatres and community settings, with professional disabled and non-disabled artists to improve emotional well-being and redress social injustice for disadvantaged people in deprived areas.
- runs participatory performing arts based groups for disabled/disadvantaged people of all ages, backgrounds and abilities to give them a voice and improve confidence, social skills and quality of life.
- runs training programmes to develop disabled artists, targeting learning disabled artists.
- runs training programmes to improve the lives of disabled people for professionals working in education, social care, VCS and health

We focus on particular themes including;

- a) Transition of disabled young people from education to adult life
- b) Sex and relationships helping young people to make informed and healthy choices
- c) Anti-bullying including verbal, physical, sexual and cyber-bullying
- d) Identity - particularly in terms of diversity and disability
- e) Domestic violence and how it affects the mental health of children

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
1	3	13	10
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff	Volunteers	Trustees / Management Committee Members	
Yes	Yes	Yes	

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?
Leased	3 years

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

Face Front is committed to reducing our environmental impact and consider factors in the following ways:

- Recycling used cartridges through a licenced disposal service.
- Default printer setting is both sides in black and white.
- At the end of the day all lights, kettles, microwaves and toasters are switched off. Taps are checked to ensure they are properly turned off.
- Employees work in an office reducing the need to heat entire building.
- Energy consumption considered when purchasing new equipment.
- Monitoring consumption with electrical bills
- Sharing considered as option before new purchases
- Environmentally friendly products purchased wherever possible.
- Office equipment recycled wherever possible.
- Promoting use of telephone/Skype for conferencing to reduce travel
- Encouraging use of public transport or bicycles where possible
- Actively using council recycling services
- Continually monitor environmental performance.
- Increasing staff, trustee and volunteer awareness and positive action through training.
- Using local labour and materials where available to reduce CO2.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2018	31/03/2019
Grants & donations:	165,712	£192,317	£208,117
Earned income:	84,300	£57,316	£52,670
Other income:	19,869	£8145	£780
Total income:	£269,881	£257,778	£261,567
Charitable activity costs:	232,548	£220,3366	£235,038
Cost of raising funds:	28,301	£24,354	£25,000
Other costs:	0		
Total expenditure:	£260,849	£244,720	£260,038
Free unrestricted reserves held at year end:	108,917	£121,975	£123,504

What is your organisation's reserves policy?

The trustees have set a reserves policy which requires:

Reserves be maintained at a level which ensures that there are sufficient funds to cover Face Front's core activity for a period of three to six months during a period of unforeseen difficulty.

A proportion of reserves be maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of the organisation's financial planning,

budget and forecast cycle. It takes into account:

Risks associated with each stream of income and expenditure being different from that budgeted

Planned activity level

Organisation's commitments

For your most recent financial year, what % of your Income was from statutory sources?

1-10%

Organisational changes

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

None

Grant Request

Under which of City Bridge Trust's programmes are you applying? Positive Transitions														
Which of the programme outcome(s) does your application aim to achieve? Positive Transitions/Vulnerable and disadvantaged Londoners are more resilient and empowered to make positive choices Positive Transitions/Londoners experiencing Inequality or disadvantage are supported to become more Independent														
Please describe the purpose of your funding request in one sentence. Developing learning disabled artists to create original interactive Inclusive theatre and performing arts clubs to support young learning disabled people and their carers in the transition from child to adulthood.														
When will the funding be required? 04/01/2019														
Is this request to continue work that is currently funded or has been funded in the last year by: City Bridge Trust? Another funder? (if so which) Yes														
How much funding are you requesting? <table style="width: 100%; border: none;"> <tr> <td style="width: 20%;">Year 1:</td> <td style="width: 20%;">Year 2:</td> <td style="width: 20%;">Year 3:</td> <td style="width: 20%;">Year 4:</td> <td style="width: 20%;">Year 5:</td> </tr> <tr> <td>£35,000</td> <td>£35,000</td> <td>£0</td> <td>£0</td> <td>£0</td> </tr> </table> <p style="text-align: center; margin-top: 10px;">Total Requested: £70,000</p>					Year 1:	Year 2:	Year 3:	Year 4:	Year 5:	£35,000	£35,000	£0	£0	£0
Year 1:	Year 2:	Year 3:	Year 4:	Year 5:										
£35,000	£35,000	£0	£0	£0										

You and your grant request

What, specifically, are you applying for (your project)?

We are applying for funding for our Artistic Director/Transition programme manager for three days a week and a contribution towards project costs focusing on young learning disabled people and their carers having choice and control over decisions that will effect their lives, running a programme of work around transition about options, Independence and how to express what you want including:

- 2X tour across London of Interactive play and workshops for 1600+ learning disabled young people plus parent/carers from 14 ? 25 years over 2 years about the transition from school to adult life.
- Training for 60 teachers and transition professionals along with the Council of Disabled Children, on how to support young learning disabled people going through transition
- Training for 10 young disabled artists and 7 to be employed
- 3 theatre groups for disabled people in transition, to gain confidence and Independence skills through creative activities.

What are the changes you hope to achieve?

We want to:

- reduce stress and anxiety around transition from school to the adult world for young learning disabled people and their parents/carers.
- help young learning disabled people understand their options and express their choices to parents/carers and transition professionals improving their quality of life.
- enable transition professionals to improve their ability to support young learning disabled people's choices by understanding the emotional transition journey of the young people.
- improve the options and life chances for young learning disabled people by raising awareness amongst policy makers and service providers.
- provide training and employment for 10 disabled artists to establish or develop their professional arts careers and be role models for LDD young people going through transition.
- Improve the confidence, self esteem and independent choice of young learning disabled people going through the transition to adulthood through regular, participatory performing arts groups.

How do you know there's a need for this work?

Face Front have been working with young learning disabled people for over 18 years and specifically around transition, for 10 years. We have used national and local research/statistics from the Council of Disabled Children and the Transition Information Network as well as a literature review undertaken by an academic from Kings College London on our behalf. The research highlighted how often young disabled people are excluded from the decisions effecting their transition from child to adult and the resulting inequality of opportunity for these young people and anxiety generated for young people and their parents/carers around transition. From our current City Bridge project, we have observed and recorded directly how young learning disabled people are still unaware of many of their options and that they have the right to choose for themselves, therefore they miss opportunities and become frustrated and disenfranchised, our project has prevented these damaging experiences.

How will the work be delivered - specifically, what will you do?

For the theatre/workshop tours, we will train, employ and work with 6 learning disabled artists and 3 artist mentors. They will rehearse the show with a director and company manager, including using Makaton sign language throughout, film and illustrations to aid understanding, music, song, poetry, dance and drama. We will book and tour the show to 18 venues including special schools, colleges and theatres across London for young learning disabled people and their parents/carers. The show includes options such as apprenticeships, college, day services and the character's emotional journeys, including over-protective parents, professionals who don't understand, peer pressure and concerns around transition. The audience use role-play, discussion and voting to change the outcomes for the characters.

We will also train 30 transition professionals with the Council of Disabled Children and support 3 participatory performing arts groups in Enfield, Hounslow and Stratford for 60 young LDD people of transition age.

Why are you the right organisation to do this work?

Face Front is right to deliver this work because we are inclusive, run by disabled and non-disabled arts professionals, we specialise in multi-accessible ways of communicating through the arts and have a strong reputation for the quality of our work with disabled people as proved by regular support from the Arts Council, London Councils, Enfield, Camden and Haringey Councils, BIG lottery and our previous and current funding from City Bridge. We have over eighteen years experience of working with disabled young people and disabled artists and have worked on the theme of transition for over 10 years particularly in the pathfinder borough of Enfield. We have strong partnerships with national organisations supporting young learning disabled people such as Council of Disabled Children and the Transition Information Network. We have been delivering the project with great success for nearly three years and have evidence of the outcomes achieved (See past reports)

How does your work complement and not duplicate other services within your area?

There are groups in London that work with learning disabled artists (LDD) and young people such as Access all Areas and Corell, but Face Front is unique in its experience and use of LDD artists to create and deliver a touring production about transition for young LDD people. Our work complements the advocacy and training delivered by our partners Council of Disabled Children, Transition Information Network and the Independent Advice and Support Service, who provide details about specific services in each area and have expert knowledge of the law regarding the rights and choices of young disabled people. We also work with each boroughs Local Offer of services for disabled people which Face Front promotes in our programme. Furthermore, we link with arts and voluntary groups in each borough we visit, in order to signpost the young people and schools to other opportunities and support regarding transition and the arts.

How will this proposal meet the Programme Outcome(s) under which you are applying?

Face Front will be working with young learning disabled Londoners experiencing inequality and disadvantage through a programme that explores the often times challenging transition between school and adult life. Through various carefully researched scenarios, the programme enables the young people to understand their options around transition and how to express their choices to adults or peers who may be used to speaking for them. The programme also trains and informs carers and professionals as to how they can better support LDD young people to make their own decisions and choices including the legal rights of LDD young people to choose for themselves, such as the Children and Families and Care Acts 2014 and the Mental Capacity Act 2005. Alongside this, we will offer LDD young people the opportunity to develop their own pathways in the performing arts to help improve their confidence, social life and independence.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

The project has been created through working with 100+ disabled young people, carers and the professionals who work with them and the scenarios in the play come directly from their experiences. The touring show was created by learning disabled artists and is mainly delivered by them. As we have been touring over the past two years, we have been able to run focus groups and workshops to see how effective the programme is and to update the show based on recent experiences. The grassroots work we do alongside the touring programme in our performing arts clubs with LDD young people, keeps us in direct and regular contact with our target group and up to date with issues they are facing. Our young LDD artists represent their voices to the policy makers and service providers who work with LDD young people through our training programmes with the Council of Disabled Children.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

Young LDD people are excluded because their impairment can make it challenging to make choices and decisions without appropriate support and they also experience a lot of prejudice and inequality, even more so for those who also come from diverse ethnic backgrounds, have mental health issues or are LBGTQI+. Our transitions project engages and empowers all young LDD people through a motivating show and workshop that is entertaining, emotional and accessible for all. LDD actors are role models and the show has challenging yet familiar scenarios with negative outcomes so that the audience comes together to make positive changes by helping the LDD characters express the choices that will empower them. The training helps carers and professionals understand the emotional journeys and legal rights of LDD young people transitioning so they too can empower. The performance clubs bring young LDD Londoners together to express their 'voice' through creative activities/performances.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

Face Front's project does address an identifiable need in terms of the anxiety LDD young people and their families face regarding their transition from a 'safe' full time school to the wider and more frightening world of college, apprenticeships, day services or voluntary work, of relationships and leaving home. There are local and national voluntary organisations and parents groups and acts of law working on this transition, however in our experience, there is a great deal of fear around transition and still adults are making the choices on behalf of young people instead of the young LDD people's own voices being heard. Therefore our project also incorporates early action in terms of helping young people and their families understand the options available and empowering the young people to be able to express themselves, and the adults around them to know how to listen and support them make their own choices.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We will work closely with:

- 1) London special schools and colleges to ensure that they are prepared for our/their visit, use of our resources and support the young people and their families before, during and after our visit.
- 2) Council of Disabled Children and the Transition Information Network for up to date information on transition before the project, to co-lead the training for transition professionals both face to face and through webinars, to share resources during the project and to inform them of LDD young people's wishes and how well they are being delivered for declination to policy makers and service providers across London after the project.
- 3) Local special and mainstream schools that LDD people attend to recruit for our performing arts 'transition' clubs and for support through the project
- 4) Parents and carers to support their awareness of young people's rights and how best to help them

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

In our project people will start at different stages. Most of the young LDD people will be coping with day to day support at home and school but unaware that they can have a say in their future with little or no support to communicate what they want. Some will be adapting with greater support and ability to express themselves. Face Front wants to move LDD young people who see the show onto adapting and some to thriving along with the key people in their lives, their carers and professionals who will be inspired and informed to work with them. For the young LDD people who join our performing arts clubs, we would expect the participants to start at the coping stage, but throughout the year to move to adapting and then to thriving as they make shows about issues of concern improve their confidence, independence and make friends.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

We want to extend our current City Bridge project and are committed to reducing our environmental footprint for this project, as we are for all our projects/core activities in the following ways:

- Work towards a paperless office use scripts from electronic devices
- In rehearsals and venues all electrical equipment to be switched off when not in use. Taps checked to ensure they are properly turned off.
- Energy consumption considered when purchasing equipment for tour
- Use recycled props, set and costume where possible
- Sharing considered before new purchases
- Environmentally friendly products purchased wherever possible.
- Promoting use of telephone/Skype for conferencing to reduce travel
- Encouraging use of public transport or bicycles where possible, or vehicle sharing when needed.
- Actively using council recycling services
- Continually monitor environmental performance.
- Increasing project staff awareness through training.
- Using local labour and materials where available to reduce CO2.

What are the main activities or outputs you want to deliver?

2 X tours doing a total of 40+ interactive transition 'It's my move' shows and workshops to 36 venues featuring 6 LDD performers and director to 800+ young learning disabled people, their carers and staff.

Training for; 1) 10 young learning disabled artists (LDD) to receive 7 sessions in the performing arts, 2) 60 transition professionals over 2 years in supporting the decision making of young LDD people. Also 5 LDD artists have work placements, 7 employed on our transition project and our other programmes.

3 performing arts clubs in Enfield, Stratford and Hounslow for 60 young LDD people in total aged 14 - 21 to explore skills around positive transitions for 180 sessions over the project. Each club to run for 30 sessions each year.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

To reduce stress and anxiety around transition from school to the adult world for young learning disabled people and their parents/carer's, to help young LDD people understand their options and be able to express their choices to parents/carer's and transition professionals improving their quality of life.

To enable transition professionals to understand the emotional transition journey for young people to improve their ability to achieve what is best for the young person and progress the options and life chances for young LDD people by raising awareness amongst policy makers and service providers.

To improve the confidence and independence and reduce isolation for 60 young learning disabled people going through transition, through three performing arts clubs and improve the career pathways of 10+ learning disabled artists creating positive role-models and inspiring young people in transition to follow their dreams.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Transition Programme Manager AD Salary X 3 days	20,000	20,000	0	0	0	40,000
Creative freelance teams for touring: X 5 LDD actors @£95pd X 28days, 3 artist facilitators @£120pd X 28 days, Directors fee@£1500, Makaton trainer fee @£75	24,955	24,955	0	0	0	49,910
Production costs: Travel, Van hire, Room hire, set + props, sound, materials,	5,550	5,550	0	0	0	11,100
Administration: Tour Booker @£20ph X 96hrs, Administrator @£20ph X 160hrs	5,120	5,120	0	0	0	10,240
Overheads and Insurance	4,830	4,830	0	0	0	9,660
Marketing and Resources	750	750	0	0	0	1,500
3x Performing Arts Transition Clubs: 3X Arts Facilitators @£100persession 3 X Support @£50per sess X 30 sessions + Transport + Room hire	21,900	21,900	0	0	0	43,800
Training sessions for professionals	2,000	2,000	0	0	0	4,000
TOTAL:	85,105	85,105	0	0	0	170,210

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Arts Council England	20,930	0	0	0	0	20,930
Sales (Clubs - confirmed, school+training Fees expected)	18,575	18,575	0	0	0	37,150
Enfield/Haringey Councils	2,000	2,000	0	0	0	4,000
In Kind (Room hire)	3,600	3,600	0	0	0	7,200
TOTAL:	45,105	24,175	0	0	0	69,280

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Arts Council	0	10,930	0	0	0	10,930
Children In Need	5,000	15,000	0	0	0	20,000
TOTAL:	5,000	25,930	0	0	0	30,930

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Artistic Director X 3 days a week salary	20,000	20,000	0	0	0	40,000
5 x LD actors @£95 per day X 14 days	6,650	6,650	0	0	0	13,300
3 X Artist mentors @ £120pd X 14 days	5,040	5,040	0	0	0	10,080
Tour Booker @£20ph X 8 hours X 12 weeks	1,920	1,920	0	0	0	3,840
Travel and Transport	600	600	0	0	0	1,200
Set/Props/Materials	790	790	0	0	0	1,580
TOTAL:	35,000	35,000	0	0	0	70,000

Who will benefit?

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

870

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

London-wide

Does this project specifically target any groups or communities?

This project will specifically work with the following age groups:

0-15,16-24

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

Mixed / Multiple ethnic groups

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

Yes

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

We will access our audiences and participants of young people with learning disabilities through the schools, colleges and youth clubs that they attend, either by touring to the schools/colleges/youth clubs or by inviting school groups to local theatres.

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Annie Smol**

Role within **Associate Director**
Organisation:



Bridging Divides: Application for a grant

About your organisation

Organisation Details

Name of your organisation: Kalayaan	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Kensington & Chelsea	
Contact person: Ms Rita Gava	Position: Director
Website: http://www.kalayaan.org.uk	Social Media Accounts: @kalayaan
What Quality Marks does your organisation currently hold? Kalayaan is regulated by the Office of the Immigration Services Commissioner, OISC n. N201200050	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1146596	Company Number: 7968872	CIC Number:	Bencom Number:
When was your organisation established? 01/04/1987			
<p>Aims of your organisation: Kalayaan's aim is to improve the quality of life of migrant domestic workers. Isolation within the employer's household and language barriers make them particularly vulnerable to exploitation and abuse. They rely on their employer for work, accommodation and immigration status, and for information about their rights in the UK. Most of our beneficiaries are women. Many have been trafficked to the UK for domestic slavery. Changes in law in 2012 removed most of their rights: those arrived before 2012 retain the right to renew the visa and eventually settle, but those arrived afterwards obtain a temporary, non renewable 6-month visa, so if they escape abuse they have very limited options.</p> <p>Kalayaan's goals are:</p> <ul style="list-style-type: none"> to increase migrant domestic workers' knowledge of their rights and ability to exercise them to identify victims of modern slavery and ensure they get adequate support to increase access to justice to raise awareness among policy makers on issues affecting migrant domestic workers to reduce their isolation 			

Main activities of your organisation:

Our main activities are:

- 1:1 legal advice on immigration and employment rights
- identification of victims of trafficking and referrals into the National Referral Mechanism so that victims can receive the support and assistance to which they are entitled under the European Convention on Action against Trafficking
- form checking service for migrant domestic workers applying for visa renewal or settlement
- referrals to pro bono/Legal Aid immigration and employment solicitors
- provision of free literacy and English classes
- policy work aimed at Improving legislation affecting migrant domestic workers

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
5	1	6	20

Do you have a Safeguarding policy? **Yes**

Are the following people in your organisation subject to DBS checks?

Paid Staff Yes	Volunteers No	Trustees / Management Committee Members No
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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?
Leased	3 years

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

Kalayaan has been following recycling and minimum paper consumption procedures for many years.

We are conscientious about recycling paper, packaging, food packaging, ink cartridges, water filters, etc.

We only heat the rooms that are in use at the time.

We dispose of electrical equipment responsibly.

We print double-sided and only when necessary.

We travel to meetings and events by public transport.

In the last year we also focused on training service users, particularly those attending the English classes (where food is often shared before and after lessons), on recycling food packaging and other materials. With the help of the English teachers, this subject was introduced also as a way of learning new English vocabulary, combining the two educational purposes.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2018	31/03/2019	
Grants & donations:	£234,112	£240,000	£0
Earned income:	£0	£0	£0
Other income:	£0	£0	£0
Total income:	234,112	£240,000	£0
Charitable activity costs:	£217,314	£231,250	£0
Cost of raising funds:	£216	£250	£0
Other costs:	£3,733	£4,000	£0
Total expenditure:	£221,263	£235,250	£0
Free unrestricted reserves held at year end:	£98,730	£100,000	£0
What is your organisation's reserves policy? The trustees decided years ago that it would be prudent to build up sufficient general reserves to cover at least three to four months of core operating expenditure. This is thought to be necessary to cover any short-term reduction in restricted fund income, which makes up the bulk of Kalayaan's funds. Free reserves have been at a healthy level for a number of years now.			
For your most recent financial year, what % of your income was from statutory sources? 1-10%			

Organisational changes

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

N/A

Grant Request

Which of the Trust's programmes and priority areas will your application deliver?

Positive Transitions

Which of the programme outcome(s) does your application aim to achieve?

Positive Transitions/Londoners experiencing inequality or disadvantage are supported to become more independent

Positive Transitions/Vulnerable and disadvantaged Londoners are more resilient and empowered to make positive choices

Please describe the purpose of your funding request in one sentence.

to offer specialist advice and support to migrant domestic workers who have suffered abuse and exploitation, especially victims of modern slavery

When will the funding be required? **01/01/2019**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

No

Another funder? (if so which)

yes, this is ongoing work done by several staff, we are applying to cover

How much funding are you requesting?

Year 1:
£54,200

Year 2:
£56,850

Year 3:
£59,650

Year 4:
£61,950

Year 5:
£63,750

Total Requested: £296,400

What 3 main differences or outcomes do you want to achieve through your funding proposal?

At least 150 migrant domestic workers a year will have increased knowledge of their immigration and employment rights and will be empowered to make informed choices regarding their future and access justice.

At least 70 migrant domestic workers a year will have more control on the visa renewal and settlement application process and will be more independent from their employers with regards to their immigration status.

At least 30 victims of modern slavery a year will receive the support they are entitled to under the Council of Europe Convention on Action against Trafficking in Human Beings and will be able to start rebuilding their lives

What are the main activities or outputs you will deliver to achieve these differences?

20 one-to-one advice sessions per week: clients receive information about their immigration and employment rights, have an assessment of their situation and are presented with their options. Advice includes a form checking service for people applying for visa renewal or settlement

Identification of victims of modern slavery and referrals into the National Referral Mechanism for further support and accommodation. On average, Kalayaan refers about 35 individuals a year.

You and your grant request

What, specifically, are you applying for (your project)?

Kalayaan would like a contribution to the cost of its advice and support services to migrant domestic workers living in London. We are applying for the salary of one immigration lawyer and associated service delivery costs. The immigration lawyer is already in post, and will continue to provide face to face advice, casework, visa renewal and settlement application form checking services, trafficking assessments and NRM referrals, and expert witness reports in support of trafficking cases.

How will the project described achieve your stated outcomes?

Kalayaan aims to empower migrant domestic workers who are at disadvantage because of the isolated nature of their job and their lack of knowledge of their rights in the UK. By providing information on their rights and supporting them in exercising them, Kalayaan aims for the following changes for migrant domestic workers:

- they will have increased knowledge of their immigration and employment rights and will be able to make informed choices
- they will be more empowered to renew their visa and apply for settlement without depending on their employer or expensive solicitors
- they will take legal action to regularise their immigration status where possible
- they will be better equipped to negotiate with employers
- they will take legal action to claim their employment rights
- victims of trafficking for domestic servitude will receive the statutory support they are entitled to
- they will have a support network and feel less isolated

How do you know there's a need for this work?

Kalayaan's services are always oversubscribed. We provide advice to over 200 people each year. The majority of migrant domestic workers have little knowledge of the rules and restrictions of their Overseas Domestic Worker visa, and little money to access private solicitors. Our service users come on a specific visa, with specific rules and restrictions, and need specialised advice. As we work solely with this client group, we have specialised knowledge of all immigration law relating to the Overseas Domestic Worker visa.

Visa and settlement applications are very complex and workers often depend on employers or expensive solicitors to help them, but we offer a free form checking service.

In addition, many migrant domestic workers have only Sunday off. In order to meet their need, we offer advice session every Sunday. We also specialise in the identification of victims of trafficking for domestic slavery, which without expertise can go undetected.

How will the work be delivered - specifically, what will you do?

Kalayaan offers at least 20 one-to-one advice sessions weekly. New clients receive information about immigration and employment rights, an assessment of their situation, and are presented with options to access their rights, regularise their status etc. We thoroughly assess working conditions to spot indicators of modern slavery, and if necessary arrange a full assessment and NRM referral. On average we identify and refer over 35 victims a year.

Existing clients come to discuss immigration or employment issues, and have their applications for visa renewal or settlements checked. Often employers are unwilling to help with these complex forms, and solicitors would charge over £700. Not only do we check the forms for free, but make sure applicants understand the requirements and are in control of the process. On average we check over 70 applications a year.

We also refer to Legal Aid or pro bono solicitors for free representation.

Why are you the right organisation to do this work?

Kalayaan is the only UK advice organisation that works specifically with migrant domestic workers. We have been operating since 1987 and we have built a strong relationship of trust with the migrant domestic workers community in London. The vast majority of our service users come following recommendations of former users.

All Kalayaan advisers are qualified to give immigration advice and have expertise on the specific immigration rules on overseas domestic workers. We have two immigration lawyers and three immigration advisers regulated by the Office of the Immigration Services Commissioner (OISC).

Due to its recognised expertise on migrant domestic workers, in 2009 the Home Office nominated Kalayaan First Responder: we are one of few designated frontline organisations that can identify victims of modern slavery and make referrals to the Competent Authorities through the National Referral Mechanism (NRM).

How does your work complement and not duplicate other services within your area?

There are no other UK advice organisations that work specifically with migrant domestic workers.

As First Responders, we support other organisations, law centres and solicitors who refer potential victims of modern slavery for assessment and NRM referrals.

Kalayaan is a member of the Anti-Trafficking Monitoring Group, a coalition of leading UK-based anti-trafficking organizations, who monitor the British Government's implementation of the Convention and makes recommendations.

Kalayaan works closely with other anti-trafficking or migrant rights organisations, such as Anti-Slavery, Amnesty International, the Anti-Trafficking and Labour Exploitation Unit (ATLEU), Unite the Union, and Liberty.

Kalayaan also has close relationships with migrant domestic workers self-help groups, such as the Voice of Domestic Workers (within Unite the Union), Kanlungan, The Filipino Domestic Workers Association and the Indonesian Networking Development United Kingdom. These organizations refer people to us for advice and we refer our service users to them when they need the support of their community.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

Kalayaan firmly believes in service users' participation, at all levels of the organisation. Kalayaan's constitution states that migrant domestic workers will always be represented on the Board of Trustees. This ensures that our service users are fairly represented and that all strategic reviews receive an input based on direct experience. Currently we have one former service user sitting on the board, and we are recruiting for another one.

We also organise regular consultations with our beneficiaries, both to get feedback and suggestions on direct services and to involve them in policy work. We collect. Recently, for example we worked with a focus group of domestic workers to make policy recommendations to the Home Office with regards to the information meetings they are planning to run for newly arrived overseas domestic workers.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

Our beneficiaries often experience exclusion, both because they live in isolated conditions within the private household, (sometimes kept in conditions of slavery and not allowed out at all), and also because of their limited knowledge of their rights, (often worsened by limited knowledge of the English language), which makes them vulnerable to exploitation.

Kalayaan has very strong connections within the community of migrant domestic workers in London, and thanks to the relationship of trust with former service users and with several self-help community groups, we are able to reach migrant domestic workers who have just escaped from abusive situations, or even when they are still trapped (if they can somehow communicate with the outside world), because they are referred to us by members of their community. This means that we can also rely on the community for practical and emotional support of new service users.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

The project will primarily support victims of modern slavery: if they have just escaped their trafficker, they will be in a phase of identifiable acute need: homeless, destitute, no support system, no documents, possibly a precarious immigration status, in many cases traumatised and possibly in need of medical help or counselling. Kalayaan will support them by referring them into the NRM and ensuring that they receive the support they are entitled to.

As described, Kalayaan also provides immigration advice to other migrant domestic workers. In particular, it supports domestic workers who need to renew their visa or want to apply for settlement. In these cases, our work can be considered preventative: by ensuring that applications are correctly filled and that the relevant supporting documents are provided, we prevent vulnerable migrant domestic workers from the risk of having their applications refused and potentially becoming undocumented.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

Kalayaan works closely with the migrant domestic workers' community, to continue to spread information about our organisation by word of mouth, particularly with former service users, who bring new individuals in need to us.

We also need interpreters, to ensure proper communication and assessment of clients who speak no or little English. We have a contract with a telephone interpreting provider.

We rely on our network of community groups to provide practical and emotional support.

We have a network of Legal Aid and pro bono solicitors to whom we refer clients in need of free representation.

For clients whom we refer into the NRM, we work with the government's contracted Victim Care Co-ordinator, to ensure they deliver adequate statutory care to victims of modern slavery. Currently the contractor is the Salvation Army, and we work with their main sub-contractor for London, Hestia.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

For domestic workers whom Kalayaan identifies as victims of slavery, the journey starts at the surviving stage, with acute needs: homelessness, destitution, no proof of ID or immigration status. Through the NRM referral clients move, physically and mentally, to safety, and can start recovering. Kalayaan supports their journey by liaising with statutory providers and solicitors, monitoring that all needs are addressed. If the Home Office concludes the client was a victim of slavery, Kalayaan ensures she knows and exercises her right to apply for discretionary leave or a 2-year domestic worker visa. A regular status and the right to work can dramatically improve the client's quality of life.

Other clients coming for advice may be at a different stage of their journey, perhaps adapting to life in the UK, learning to negotiate the immigration rules. Kalayaan helps them to gain knowledge and confidence and be more in control.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

Kalayaan already adheres to a green policy, and we will continue to ensure that all staff, volunteers and service users, are informed of our recycling procedures and adopts them when using the centre.

Funding required for the project (SUBSTANTIALLY REVISED)

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
staff cost (salary, ENIC, pension)	148,000	152,500	160,000	168,000	173,000	801,500
Rent and rates	28,000	28,000	28,000	30,000	30,000	144,000
Clients costs	8,500	8,800	9,100	9,400	9,700	45,500
Office costs	21,200	21,900	22,700	23,500	24,300	113,600
Other staff costs	8,300	8,600	8,900	9,200	9,500	44,500
Governance	4,500	4,700	4,800	5,000	5,200	24,200
Contingency (10% excl. salaries)	7,000	7,300	7,500	7,800	8,000	37,600
TOTAL:	225,500	231,800	241,000	252,900	260,000	1,210,900

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Oak Foundation	50,000	50,000	0	0	0	0
Esmee Fairbairn Foundation	50,000	50,000	0	0	0	0
Barrow Cadbury Trust	35,000	0	0	0	0	0
Other grants and donations	46,000	0	0	0	0	0
TOTAL:	181,000	100,000	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Samworth Foundation	15,000	35,000	35,000	20,000	0	105,000
Big Lottery Fund	50,000	50,000	50,000	0	0	150,000
Tudor Trust	25,000	25,000	25,000	0	0	75,000
other funders	0	50,000	50,000	50,000	0	150,000
TOTAL:	90,000	160,000	160,000	70,000	0	480,000

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Staff cost (salary, ENIC, pension)	38,700	41,000	43,500	45,000	46,500	214,700
Rent and rates	5,600	5,600	5,600	6,000	6,000	28,800
Clients costs	1,700	1,750	1,800	6,000	6,000	9,000
Office costs	4,300	4,400	4,500	4,700	4,800	22,700
Other staff costs	1,600	1,700	1,750	1,800	1,850	8,700
Governance	900	950	1,000	1,050	1,100	5,000
Contingency	1,400	1,450	1,500	1,550	1,600	7,500
TOTAL:	54,200	56,850	59,650	61,950	63,750	296,400

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Who will benefit?

How many people will directly benefit from the grant per year?
200

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

Does this project specifically target any groups or communities?
Yes - please enter details below

This project will specifically work with the following age groups:
16-24,25-44,45-64,65-74

This project will specifically work with the following gender groups:
Female

This project will specifically work with the following 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)
Other ethnic group

If Other ethnic group, please give details:
Latin American

This project will specifically work with Deaf and disabled people:
No

This project will specifically work with LGBTQI groups:
No

This project will specifically work with other groups or communities:
migrants who have entered the UK on an overseas domestic worker (ODW) visa

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?
we have been supporting the migrant domestic workers' community for 31 years, we are well trusted and recommended. We have specialised knowledge on the ODW visa and are also First Responders in the identification of victims of modern slavery

Are there any groups or communities you think your organisation will find hard to include through this project?
No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?
We already offer advice services on Sundays, the only day off for many domestic workers, and we use interpreters when service users cannot communicate in English

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: **Rita Gava**

Role within **Director**
Organisation:

N. Funding required**What is the total cost of the proposed activity/project?**

	Y1	Y2	Y3	Y4	Y5	TOT
Staff costs	38700	41000	43500	45000	46500	214700
Rent and rates	5600	5600	5600	5600	5600	28000
Clients costs	1700	1750	1800	1850	1900	9000
Office costs	4300	4400	4500	4700	4800	22700
Other staff costs	1600	1700	1750	1800	1850	8700
Governance	900	950	1000	1050	1100	5000
TOT	52,800	55,400	58,150	60,000	61,750	288,100

What income has already been raised?

None for this project

What other funders are currently considering the proposal?

None at present

How much is requested from the trust?

	Y1	Y2	Y3	Y4	Y5	TOT
Staff costs	38700	41000	43500	45000	46500	214700
Rent and rates	5600	5600	5600	5600	5600	28000
Clients costs	1700	1750	1800	1850	1900	9000
Office costs	4300	4400	4500	4700	4800	22700
Other staff costs	1600	1700	1750	1800	1850	8700
Governance	900	950	1000	1050	1100	5000
TOT	52,800	55,400	58,150	60,000	61,750	288,100

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Kensington & Chelsea Citizens Advice Bureau Service	
If your organisation is part of a larger organisation, what is its name? Citizens Advice	
In which London Borough is your organisation based? Hammersmith & Fulham	
Contact person: Ms Lorna Reid	Position: Chief Executive Officer
Website: http://www.citizensadvice.org.uk/local/kensington-chelsea/	Social Media Accounts:
What Quality Marks does your organisation currently hold? Advice Quality Standard (AQS) plus we employ five solicitors with appropriate oversight and regulation from the Solicitors Regulation Authority	

Legal Status

Legal status of organisation: Charitable company			
Charity Number: 1057195	Company Number: 3174842	CIC Number:	Bencom Number:
When was your organisation established? 01/01/1939			
Aims of your organisation: To provide advice, support and representation to those living, working or studying in the Royal Borough of Kensington and Chelsea and to positively affect policies and decisions affecting peoples' lives.			

Main activities of your organisation:

Delivering holistic advice, support and representation on welfare benefits, employment, housing, debt, immigration, consumer matters and other matters.

Delivering advice through a network of outreach projects including home visiting and a service in HMP Wormwood Scrubs.

Providing advice and support for residents and families affected by the Grenfell Tower fire.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
23	10	8	20
Do you have a Safeguarding policy? No			
Are the following people in your organisation subject to DBS checks?			
Paid Staff Yes	Volunteers Yes	Trustees / Management Committee Members No	

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	2 years

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

We actively recycle and have a number of recycling points across our premises.

We are progressing to using less and less paper by scanning documents to our shared devices.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2018	31/03/2019	
Grants & donations:	£717,523	£710,589	£0
Earned income:	£778,607	£742,822	£0
Other income:	£0	£0	£0
Total income:	1,496,130	£1,453,411	£0
Charitable activity costs:	£1,337,836	£1,453,246	£0
Cost of raising funds:	£15,000	£16,000	£0
Other costs:	£0	£0	£0
Total expenditure:	£1,352,836	£1,469,246	£0
Free unrestricted reserves held at year end:	£118,901	£115,000	£0
What is your organisation's reserves policy? Trustees consider that there should be unrestricted funds neither committed nor invested in fixed assets of between three and six months of resources expended. That would be between £338,000 and £676,000 in general funds. At 31 March 2018 the free reserves amounted to £118,901 and the trustees are considering ways in which additional unrestricted funds will be raised.			
For your most recent financial year, what % of your income was from statutory sources? 71-80%			

Organisational changes

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

N/A

Grant Request

Under which of City Bridge Trust's programmes are you applying?

Positive Transitions

Which of the programme outcome(s) does your application aim to achieve?

Advice & Support\More people access debt and legal services for support before they hit crisis point

Please describe the purpose of your funding request in one sentence.

To provide advice and representation on social welfare matters to inmates and staff at Wormwood Scrubs prison.

When will the funding be required? **17/12/2018**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

Another funder? (If so which)

Yes

How much funding are you requesting?

Year 1:

£96,898

Year 2:

£119,232

Year 3:

£121,836

Year 4:

£0

Year 5:

£0

Total Requested: £337,966

You and your grant request

What, specifically, are you applying for (your project)?

Kensington & Chelsea Citizens Advice Service has been operating a full-time service based in HMP Wormwood Scrubs since 1994 delivering advice and support on welfare benefits, housing, employment, debt and immigration as well as other legal matters. Our two full-time staff see over 2,000 prisoners a year. We have been fortunate to receive two years funding from City Bridge Trust for this project and are now requesting a further three years funding. We have previously received similar funding from the Money Advice Service but this is currently being recommissioned and we do not know if the funding will be available post April 2019 although we are bidding for it. We therefore request full funding from April 2019.

What are the changes you hope to achieve?

We aim to contribute to improvements in an inmate's rehabilitation by providing timely advice and support on housing, benefits, debt, employment and immigration matters. We understand that being able to inform an inmate about their housing whilst they are in prison goes a long way to alleviating the stress around having somewhere to live on release. It also assists families who may be struggling to manage the affairs of the family member who is in prison. Information and support on claiming benefits on release or maintaining benefits whilst in prison assists an inmate's financial situation as does being able to give advice on outstanding debts. We believe that providing professional advice and advocacy to ensure individuals have proper access to their rights and entitlements is a clear route to reducing re-offending, not least through helping ex-offenders to experience bureaucracies and officialdom working for, rather than against, their interests.

How do you know there's a need for this work?

Of all groups using the Citizens Advice Service in the community, young men are the most under-represented. The prison population is already socially excluded by the fact of their incarceration. In addition, many prisoners have mental or physical health problems, poor levels of education and lack family or community support.

We are aware that re-offending, often at a relatively low level, is significant amongst our users and, at the extreme, we know that some will re-offend as the security of prison is perceived to be more attractive than the accommodation, and income options, available to them on the outside. In the 20 years we have delivered this project it has always been taken up by significant numbers of inmates.

How will the work be delivered - specifically, what will you do?

We receive referrals from prison staff on newly admitted inmates and those being prepared for release. For newly admitted inmates we discuss with them any matters that need our intervention such as liaising with landlords, social security agencies, creditors. We link up with families where appropriate to let them know we are taking action. For those inmates who are being prepared for release we explore their options for housing, benefits claims, immigration matters, employment prospects and try to secure what we can whilst we are working with them. Where we can we link them on release with Citizens Advice services in their home area to continue this work.

For inmates who are moved within the prison service we are able to continue to provide advice and support.

Why are you the right organisation to do this work?

We are uniquely able to deliver a holistic advice service on pertinent areas of social welfare law. We have delivered this service for 24 years and have built up good relationships built on trust and good outcomes with prison staff, inmates and external organisations. We are able to link up inmates on release with other Citizens Advice services in order to ensure a continuity of advice and support.

How does your work complement and not duplicate other services within your area?

There are no similar services in HMP Wormwood Scrubs.

How will this proposal meet the Programme Outcome(s) under which you are applying?

We will provide advice and support to assist ex-offenders to maximise their ability to successfully be rehabilitated by working to secure housing and income for them on their release. Ex-offenders are often disadvantaged and vulnerable in trying to navigate official services and their vulnerability increases when support is not in place.

We are influenced by the purpose and findings of the Farmer Report, The Importance of Strengthening Prisoners' Family Ties to Prevent Reoffending and Reduce Intergenerational Crime - Lord Farmer August 2017 and aim to make our contribution to strengthening ties between inmates and their families by reducing economic hardship arising from imprisonment.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

We routinely gather feedback from inmates on how our service can improve such as preferred methods of communication and accessibility. From the volume of work we undertake we are able to inform national policy making on the needs of inmates on release.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

We work to empower inmates to continue to secure their rights on release by informing them of the correct actions they need to take. We consider all the inmates we work with to be particularly excluded. Our clients do not share a geographical reach outside of prison but we do try to work closely with the inmate and their families where appropriate.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

We regard this work as meeting an acute need such as the potential to lose housing and income

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

Her Majesty's Prison Service, the probation service, prisoners and their families, other citizens advice services for follow up work.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

We believe our users will begin their journey with us at the stage of surviving. We aim to work with them and their families where appropriate to move towards coping and adapting.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

Our move to a cloud service will assist with reducing the use of paper.

What are the main activities or outputs you want to deliver?

To provide advice and support on housing, welfare benefits, debt, employment and immigration to 1200 inmates per year.

To provide advice and support where appropriate to inmates' families to help them adapt to their new economic situation which has arisen from imprisonment.

To liaise with prison services, probation and other support services to highlight and support prisoners needs in preparing for release and being assisted with rehabilitation.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

To achieve better security of housing and income for inmates whilst in prison and on release.

To achieve better security of housing and income for inmates' families during imprisonment and on release.

To be able to feed into prison policy and practice on assisting inmates with pre-release and rehabilitation.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Post 1 - Senior Specialist Adviser Inclusive	44,054	44,935	45,834	0	0	134,823
Post 2 - Senior Specialist Adviser Inclusive	30,025	44,935	45,834	0	0	120,794
employers pension	1,698	1,715	0			3,413
Post 3 - Part time (0.6) Administrator inclusive	14,284	21,163	21,586	0	0	57,033
Staff training and reference materials	1,120	1,171	1,207	0	0	3,498
Volunteer expenses and training	680	750	788	0	0	2,218
Insurance	233	239	246	0	0	718
External audit fees & CItA Membership fees	1,444	1,488	1,562	0	0	4,494
Office and IT costs and Rent	14,308	14,551	14,779	0	0	43,638
Recruitment costs for Administrator	750	0	0	0	0	750
TOTAL:	106,898	129,232	131,836	0	0	367,966

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
HM Wormwood Scrubs -donation in kind-rent	10,000	10,000	10,000	0	0	30,000
TOTAL:	10,000	10,000	10,000	0	0	30,000

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Post 1 - Senior Specialist Adviser inclusive	44,054	44,935	45,834	0	0	134,823
Post 2 - Senior Specialist Adviser Inclusive	30,025	44,935	45,834	0	0	120,794
Post 3 - Part time (0.6) Administrator inclusive	14,284	21,163	21,586	0	0	57,033
Staff training and reference materials	1,120	1,171	1,207	0	0	3,498
Volunteer expenses and training	680	750	788	0	0	2,218
Insurance	233	239	246	0	0	718
External audit fees & CitA Membership fees	1,444	1,488	1,562	0	0	4,494
Office and IT costs and Rent	4,308	4,551	4,779	0	0	13,638
Recruitment costs for Administrator	750	0	0	0	0	750
TOTAL:	96,898	119,232	121,836	0	0	337,966

Who will benefit?

How many people will directly benefit from the grant per year? 2,000
In which Greater London borough(s) or areas of London will your beneficiaries live? London-wide
Does this project specifically target any groups or communities? Male Prisoners in HMP Wormwood Scrubs
This project will specifically work with the following age groups: 16-24
This project will specifically work with the following gender groups: Male
This project will specifically work with the following ethnic groups:
If Other ethnic group, please give details:
This project will specifically work with Deaf and disabled people: No
This project will specifically work with LGBTQI groups: No

This project will specifically work with other groups or communities:
Male Prisoners in HMP Wormwood Scrubs

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

The service is delivered within the prison. We have been delivering this service for over 20 years and work closely with staff and external organisations to reach inmates who can benefit from the support we provide.

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Lorna Reid**

Role within **Chief Executive Officer**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Latin American Women's Aid	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Hackney	
Contact person: Ms. Angie Herrera	Position: Fundraising Officer
Website: http://lawadv.org.uk/	Social Media Accounts: Twitter: @LawaLondon Facebook: Latin American Women's Aid
What Quality Marks does your organisation currently hold? AQS	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 299975	Company Number: 2261724	CIC Number:	Bencom Number:
When was your organisation established? 30/11/1986			
Aims of your organisation: LAWA is a dedicated BME-led specialist women's organisation, that has 30 years expert experience in supporting Latin American and other Spanish and Portuguese speaking (LASP) BME women and children who are experiencing gender violence (GV) to break free from abuse and improve their lives. It is our main goal to enable our beneficiaries? social, economic and personal empowerment, promoting women's independence and autonomy, as well as non-violent environment for women and their children to thrive. We encourage our clients to achieve positive transitions and to start a new life and facilitate their integration into the wider UK society through tailored advice services, advocacy, culturally sensitive counselling and emergency accommodation. Since 1987 LAWA has been running the only women's refuge for Latin American women and children in the UK and Europe and an advice centre with various comprehensive services offering effective support in addressing harmful practices such as domestic violence (DV), sexual abuse and trafficking.			

Main activities of your organisation:

Our Services include:

- Emergency accommodation provision for Latin American and other BME women and their children.
- Intensive emotional and practical support, key working sessions and counselling, holistically addressing GV and intersecting needs of BME women
- Tailored specialised counselling services for children at the Refuge.
- Weekly drop-in sessions for general advice
- Free English Classes and crèche service
- Legal and Employment Advice
- Change Maker programme; a peer support empowerment programme for Latin American women and girls
- Nationally unique family support service to address the specific Impact of violence on children and family relationships
- Community outreach services and activities to decrease isolation.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
2	9	7	10

Do you have a Safeguarding policy? **Yes**

Are the following people in your organisation subject to DBS checks?

Paid Staff	Volunteers	Trustees / Management Committee Members
Yes	Yes	Yes

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?
Leased	Three years for each Refuge

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

Our main office is located at The Print House (Hackney), which is a building powered by 70% solar energy from its own solar panels on the roof. The solar photo voltaic (PV) panels are the biggest solar installation of its kind in London and are made up of 184 square meters of PV roof tiles. These generate 21,000 kilowatt hours of electricity/year whilst saving over 12 tonnes of carbon dioxide. This makes The Print House one of the most productive PV roofs (per sqm) in the UK. At LAWA, all our IT equipment is refurbished, in order to avoid the production of further electronic waste. At the building there is also a collection point of batteries and other small electronic waste, and a recycling policy. Furthermore, at the Refuges we have a compulsory recycling policy for residents, and we encourage all women to have a reduced and conscious water/electricity consumption.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2018	31/03/2019	
Grants & donations:	£190,696	£285,906	£0
Earned income:	£0	£0	£0
Other income:	£95,274	£100,000	£0
Total income:	285,970	£385,906	£0
Charitable activity costs:	£326,923	£489,306	£0
Cost of raising funds:	£242	£450	£0
Other costs:	£0	£0	£0
Total expenditure:	£327,165	£489,756	£0
Free unrestricted reserves held at year end:	£129,095	£0	£0
What is your organisation's reserves policy? In the view of this risk the trustees are aiming to build up the reserves, through the raising of unrestricted funds, to a level that would at least provide some security to cover periods when there is a shortfall in the receipt of charitable grants.			
For your most recent financial year, what % f of your income was from statutory sources? 31-40%			

Organisational changes

Describe any significant organisational changed to your structure, financial position or core activities since the date of your most recent accounts.

None

Grant Request

Under which of City Bridge Trust's programmes are you applying?

Positive Transitions

Which of the programme outcome(s) does your application aim to achieve?

Positive Transitions\ Vulnerable and disadvantaged Londoners are more resilient and empowered to make positive choices

Please describe the purpose of your funding request in one sentence.

From fear to freedom: expand the support for Latin American, BME and LBTQI women & their children to overcome traumatic gender/domestic violence, forced prostitution & human trafficking experiences, and thrive.

When will the funding be required? **01/10/2018**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

No

Another funder? (If so which)

-

How much funding are you requesting?

Year 1:

£83,780

Year 2:

£82,280

Year 3:

£82,280

Year 4:

£82,280

Year 5:

£82,280

Total Requested: £412,900

You and your grant request

What, specifically, are you applying for (your project)?

This grant will provide funding towards the service provision at the new Refuge, and to expand the scope of the services provided at our Advice Center. More specifically, we are seeking resources for a Refuge worker/50% who will manage the new house, support women with the practical and emotional needs they have when arrive. As we will be doubling our bed spaces, this grant will contribute to increase our capacity to reach the most vulnerable groups of BME women who at this time are falling through services gaps across the sector. At the Advice Center this funding will enable us to expand our tailored-services provision to the LBTQI Latin American women, through the inclusion of a LBTQI adviser and outreach worker/40%. This specialized services aim not only to support the LBTQI Latin American women, often discriminated and victims of hate crime, but also to carry out outreach and prevention activities.

What are the changes you hope to achieve?

This initiative will empower women and children of Latin American background and other Spanish/Portuguese speaking BME and LBTQI women who have suffered gender violence to take control over their lives by increased provision of holistic, person-centered services. Beyond working on domestic violence, helping LASP BME women to build better lives for themselves, this initiative becomes an opportunity to address and prevent gender based violence (GBV) in our communities in the long term, and supporting beneficiaries' social, economic and personal empowerment.

In the case of LBTQI Latin American and other BME women, this project will contribute to reduce the inequalities they face when seeking for support, due to the additional prejudices they experience as a result of their migrant background combine with their sexual orientation. By offering an inclusive and non judgmental service, they will increase their resilience and empowerment to make positive choices in the coming future.

How do you know there's a need for this work?

Addressing the needs of Latin American and other BME/LBTQI women fleeing GV and the intersecting disadvantages that shape their abuse experience is an issue mostly misunderstood by generic services. The importance of specialist services has been widely evidenced for example in Imkaan's reports, where women have stated they have a clear preference for BME-VAWG services that make them feel safer (Imkaan,2013). While funding for specialist services is decreasing, violence is not: every week, two women are killed in the UK, and in the past 10-years 50% of specialist BME-refugees have disappeared (Imkaan,2017), greatly impacting BME-survivors, who face additional barriers accessing support. BME-women are twice-as-likely as non BME-women to be living in poverty thereby at greater risk of social exclusion and homelessness upon trying to exit abuse (DAHA,2017). The fact that 4/5 BME-women are turned down upon trying to access refuge (Imkaan,2015) proves they are in urgent need of specialist services.

How will the work be delivered - specifically, what will you do?

As in our current Refuge, we will respond with a holistic-approach:

- Emergency accommodation and tailored/holistic support: Personal safety planning, risk/needs assessment, emergency response to high risk DV/abuse cases, 15 1:1 key-working sessions (practical/emotional support).
- Floating support for community resettlement after leaving the refuge, and for women at risk of GV unable/unwilling to access a refuge: undertaking comprehensive needs, risk assessment and safety planning, facilitating resettlement support into new accommodation/community to ensure a smooth transition.
- Children and Young People (CYP) Support: providing emotional/practical support; improving relationships with mothers and wider community and addressing mental/physical health-needs.

At the Advice Center we will expand the service provision by including specialized services for LBTQI Latin American and other BME women who are seeking support to overcome DV. Among other areas, we offer advice on: prevention workshops, personal safety planning, DV risk assessment, housing benefits, and police and social service contact.

Why are you the right organisation to do this work?

For the past 31 years, LAWA has been providing the only refuge space for Latin American and other Spanish and Portuguese speaker BME women in Europe and the UK. Rather than only offering crisis intervention and sign posting support, we ensure that we provide meaningful, personalised, empowering support throughout a survivor's journey. We have 31 years of expertise in managing and delivering high impact projects tailored to BME communities: 98% of LAWA's residents reported that they improved their overall well-being, 83% did not return to abusive partners, saving lives and costs related to re-victimization, 73% were employed upon exiting our refuge increasing significantly their independence, 85% of our advice users over the past year stated that they wouldn't have been able to exit their violent relationships had it not been for LAWA's support, 65% reported that they had not felt confident to approach mainstream services prior to accessing LAWA support.

How does your work complement and not duplicate other services within your area?

LAWA's services are unique in the UK as there is no other organisation with a specialized tailored approach exclusive for Latin American women seeking for emergency accommodation nor Latin American LBTQI women GV advice service program. On one side, our new refuge is located in the borough of Barnet where there is no other BME emergency accommodation provision. We do work in deep coordination with the Violence Against Women and Girls (VAWG) Barnet council office, to ensure all women experiencing gender violence receive the support that better respond to their specific needs. With regards to the LBTQI services, we have been able to establish that, although there is a range of service provision for this community across London, there is a lack of service specialized on gender violence that responds to their specific needs with regards to the prevention, hate crime and domestic violence.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

The focus of this initiative responds to an already identified need, that is, as the matter of fact, constantly growing. Our work is designed to support Latin American and other BME women and their children withstanding various forms of GV, including DV, sexual exploitation/harassment, trafficking, hate crime, child abuse and harmful practices. Every week, two women in the UK are killed by their partners/ex-partner (Women's Aid, 2017), and one in four lesbians and bisexual women have experienced domestic abuse in a relationship (Stonewall, 2012). Research shows that the vulnerability of women and CYP from BME backgrounds, such as Latin Americans is exacerbated as they are generally trapped in violent relationships for about 40% longer than their British equivalents, typically due to a lack of knowledge of their rights, limited language skills and other barriers that reinforce fear of seeking support (Imkaan, 2010).

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

With regards to the emergency accommodation provision, before the opening of the new house, it was necessary to work together with the housing association in order to obtain a second property to manage. Thanks to the good and close relationship we have had for the past 30 years with the housing association managing the first Refuge, we have now signed a tenancy agreement.

During the delivering of our services, we are always aiming to work in permanent coordination with the statutory services offices, such as police, social services and borough's councils. In this sense we work in partnership with six London boroughs: Hackney, Islington, Barnet, Southwark, Lambeth, and Hammersmith and Fulham. Being close to the community is also a key approach for us, specially for LGBTQI women who must face the additional fear of being discriminated because of their sexual orientation or endure the lack of specialized services for them.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

On one side, this Initiative will support women who have survived gender violence but who's lives are still at risk, by responding to their most urgent need: emergency accommodation (Women's Aid, 2018). Based on this, all women that stay at the Refuge start at the surviving stage, as they are seeking to save their lives of the risk of being killed by the perpetrators. We do, however, support women through out all stages during their time at the Refuge. Although all women have their own personal journey, our tailored holistic approach at the Refuge aims to support and encourage them to make the positive transition from the surviving stage to the adapting and thriving one.

On the other hand, BME LGBTQI women who approach our advice center, but who do not require emergency accommodation, will initiate their journey at the coping stage.

How will this proposal meet the Programme Outcome(s) under which you are applying?

- Vulnerable and disadvantage Londoners are more resilient and empowered to make positive choices: LBTQI women from ethnic minorities face additional barriers when addressing DV and accessing services due to fear of discrimination, cultural homophobia, Insufficient specialist support provision for LBTQI BME women. By putting in place a tailored advice service provision that takes into account all the intersections they face as migrant LBTQI women, we encourage them to regain the control of their lives to make better choices.
- Specialist support services are better able to meet the needs of vulnerable and disadvantage Londoners: 90.5% of refuge service users expressed their most urgent need is housing, whereas refuge providers were forced to reject 1/5 of all referrals due to lack of space (11.867 women) in 2016/2017(Women's Aid, 2017). By increasing our emergency accommodation capacity from 12 to 36 rooms, we are seeking to respond to the most critical need.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

We have learnt that on-going beneficiary consultation and Involvement forming trustful non-judgmental relationships must always be part of our project delivery. Our approach incorporates different formal and informal tools that aim to collect the practical and emotional needs that women have when they are at the Refuge or when they use other services. These tools are compounded by formal surveys, one to one meetings, and feedback forms. Hence our services are informed by the needs of our beneficiaries, making them more effective.

At LAWA, we have 30 years of experience, that have been also years of evaluation and learning, allowing us to improve our model and to respond in a more effective manner to the Latin American women we work with. We are constantly working to ensure that the beneficiaries are located at the center of our project delivery, and that their voices are properly heard.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

Our ultimate goal is the empowerment of the women we work with. We encourage them to gain the strength to take back the control over their lives and to thrive, together with their families. Rather than only offering crisis intervention and sign posting support, we ensure that we provide meaningful, personalized, empowering support throughout a survivor's journey, e.g. by accompanying beneficiaries to key meetings and appointments (such as housing appointments, court cases, etc.) and advocating on their behalf, while also upskilling them (e.g. through language courses and making them aware of their rights and entitlements) and building their confidence so that they can gradually tackle these independently. Latin American and other BME/LBTQI women do face more challenges -migration status, lack of English language, poverty- in order to get the support they need when fleeing violence, and therefore they constantly find themselves in an excluded situation and facing isolation.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

Throughout all the physical spaces (both refuges and main office/advice center) where we deliver our services, we will continue to implement our own recycling policies and following the ones stated by the building management company (previously explained). As we consolidate the service provision in the new Refuge, many more women will become familiarized with environmentally friendly practices, as they start to follow the rules defined in the house for this matter. As part of our floating support, we will encourage women to continue recycling practices in their own homes, once they leave the refuge and are resettled in their own places.

What are the main activities or outputs you want to deliver?

Provide 12 safe refuge emergency spaces at any given time for women with or without children (a total of 36 women per year), advice and advocacy to vulnerable women and their children in order to overcome the risk of continuing being exposed to the violence or killed by the perpetrator.

Provide on-going holistic, tailored advice and support in the fields of education, employment, housing, and mental health to at least 180 women and their children (approximately 360) at the Refuge (throughout the course of the 5 years), in order to help them rebuild their lives after experiencing domestic violence.

Provide specialized and tailored advice services in the fields of legal aid, education, employment, housing, mental health, prevention services and outreach work to at least 600 LBTQI women at our Advice Centre, in order to support them rebuild their lives after experiencing domestic violence.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

Women and children experiencing domestic violence are able to lead off their transition journey from violence to freedom, and to increase their overall wellbeing, through access to safe refuge, emergency accommodation and customized crisis interventions -practical and emotional- provided by LAWA.

Women and children accessing the refuge improved their self-esteem, economic wellbeing, autonomy, long term mental health and strengthen their recovery process by receiving long-term culturally specific counselling in their first language, which ultimately leads to their healing and empowerment.

Latin American LBTQI women increased their quality of life and are able to overcome traumatic gender/domestic violence experiences through access to tailored holistic support and prevention.

Funding required for the project

Revised

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Refuge coordinator (100%)	31.186	31.186	31.186	31.186	31.186	155.930
<i>Pension and National Insurance</i>	4.314	4.314	4.314	4.314	4.314	21.570
LBTQ adviser and outreach worker (40%)	14.186	14.186	14.186	14.186	14.186	70.930
<i>Pension and National Insurance</i>	1.314	1.314	1.314	1.314	1.314	6.570
Director (30%)	10.828	10.828	10.828	10.828	10.828	54.140
<i>Pension and National Insurance</i>	722	722	722	722	722	3.610
Recruitment	3.700	-	-	-	-	3.700
Staff training	2.100	2.100	2.100	2.100	2.100	10.500
Staff clinical supervision	2.400	2.400	2.400	2.400	2.400	12.000
LBTQ - Outreach events/workshops	2.988	2.988	2.988	2.988	2.988	14.940
Travel and volunteer costs	4.224	4.224	4.224	4.224	4.224	21.120
Office rent, rates, heats and light	3.600	3.600	3.600	3.600	3.600	18.000
Printing, postage and stationary	1.500	1.500	1.500	1.500	1.500	7.500
Telephone & IT systems	2.500	2.500	2.500	2.500	2.500	12.500
Insurance	1.500	1.500	1.500	1.500	1.500	7.500
Translation and Interpretation	-	-	-	-	-	-
Communications - M&E	1.740	1.740	1.740	1.740	1.740	8.700
Professional and legal fees	3.680	3.680	3.680	3.680	3.680	18.400
TOTAL:	92.482	88.782	88.782	88.782	88.782	447.610

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Ministry of Housing, Communities & Local Government	24.450	24.450				48.900
TOTAL:	24.450	24.450	-	-	-	48.900

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Comic Relief (as part of a partnership)			17.750			17.750
Funder to be Identified			6.700	24.450	24.450	55.600
TOTAL:	-	-	24.450	24.450	24.450	73.350

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Refuge coordinator (50%)	15.593	15.593	15.593	15.593	15.593	77.965
<i>Pension and National Insurance</i>	2.157	2.157	2.157	2.157	2.157	10.785
LBTQ adviser and outreach worker (40%)	14.186	14.186	14.186	14.186	14.186	70.930
<i>Pension and National Insurance</i>	1.314	1.314	1.314	1.314	1.314	6.570
Director (10%)	3.609	3.609	3.609	3.609	3.609	18.045
<i>Pension and National Insurance</i>	241	241	241	241	241	1.205
Recruitment	3.700	-	-	-	-	3.700
Staff training	2.100	2.100	2.100	2.100	2.100	10.500
Staff clinical supervision	2.400	2.400	2.400	2.400	2.400	12.000
LBTQ - Outreach events/workshops	2.988	2.988	2.988	2.988	2.988	14.940
Travel and volunteer costs	4.224	4.224	4.224	4.224	4.224	21.120

Office rent, rates, heats and light	3.600	3.600	3.600	3.600	3.600	18.000
Printing, postage and stationary	1.500	1.500	1.500	1.500	1.500	7.500
Telephone & IT systems	3.500	3.500	3.500	3.500	3.500	17.500
Insurance	1.500	1.500	1.500	1.500	1.500	7.500
Translation and Interpretation	-	-	-	-	-	-
Communications – M&E	1.740	1.740	1.740	1.740	1.740	8.700
Professional and legal fees	3.680	3.680	3.680	3.680	3.680	18.400
TOTAL:	68.032	64.332	64.332	64.332	64.332	325.360

Who will benefit?

How many people will directly benefit from the grant per year? 228
In which Greater London borough(s) or areas of London will your beneficiaries live? Southwark
Does this project specifically target any groups or communities? Latin American and other Spanish and Portuguese speaker women (from Angola, Mozambique, etc.), other BME women and Latin American LBTI women
This project will specifically work with the following age groups: 0-15
This project will specifically work with the following gender groups: Female
This project will specifically work with the following ethnic groups: Black/ African/ Caribbean/ Black British (Including African; Caribbean; Any other Black/ African/ Caribbean background)
If Other ethnic group, please give details: Latin American women
This project will specifically work with Deaf and disabled people: No
This project will specifically work with LGBTQI groups: Yes

This project will specifically work with other groups or communities:

Latin American and other Spanish and Portuguese speaker women (from Angola, Mozambique, etc.), other BME women and Latin American LGBTI women

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

LAWA has been carrying out outreach work in key spaces such as children's centres, hospitals, community hubs, in the boroughs where there is a prevalent Latin American community. We will increase these efforts within the LGBTI Latin American community

Are there any groups or communities you think your organisation will find hard to include through this project?

Yes - please specify

If yes, please specify which groups or communities? Where possible using the categories listed above.

Latin American women, other BME women and LGBTI Latin American women are often categorized as "hard to reach" groups due to the additional barriers they face that prevent them from accessing supporting services.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

100% of our work aims to reach these communities and is directed to respond to the needs they have when fleeing any form of gender violence. We will maintain and expand our outreach activities in order to increase the service availability awareness.

-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: **Yenny Tovar**

Role within **Director**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Noa Girls	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Barnet	
Contact person: Mrs Naomi Lerer	Position: Director
Website: http://www.noagirls.com	Social Media Accounts:
What Quality Marks does your organisation currently hold?	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1130834	Company Number: 6880752	CIC Number:	Bencom Number:
When was your organisation established? 29/07/2009			
Aims of your organisation: <p>To support vulnerable adolescent girls (aged 12-24) from the Orthodox Jewish community who are at risk of or subject to abuse, neglect and mental health difficulties.</p> <p>To provide practical, emotional and therapeutic support to enable girls to regain their self-worth and create the possibility of a healthier and more productive future.</p> <p>To build each girl's self esteem.</p> <p>To provide the care and skills to empower girl to lead more positive and independent lives.</p> <p>To create relationships of trust with assigned keyworkers and mentors to encourage girls to access external services and therapy that they would not otherwise engage with due to cultural barriers and fear of stigmatisation.</p> <p>To improve community understanding and acceptance of the issues the girls face. At present knowledge of the challenges the girls face can lead to stigmatisation. Combined with cultural sensitivity and fears around confidentiality, this stigma prevents young women and girls who are struggling from accessing the support they need.</p>			

Main activities of your organisation:

Noa's main methodology is through the use of assigned keyworkers building relationships of trust with girls. Keyworkers encourage girls to engage in Noa programmes, external services and therapy. Keyworkers provide wrap around tailored and practical care, working with and advocating for girls in every area of challenge in their lives. Whether it is an eating disorder, an abusive parent, personal hygiene, accessing suitable housing or access to the most appropriate drug rehab programme, bullying or self-harm, keyworkers will encourage girls to identify their struggles and work toward creating coping mechanisms and solutions.

Noa also acts as a bridge to external services, building trust so that girls will have enough confidence to accept support from and engage with them. Once engaged within the services, Noa liaises with the girls and the service providers to smooth any cultural misunderstandings or friction.

Noa provides a range of programmes including tutoring, business projects, therapeutic cooking, drop-in service and an in-house gym.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
2	10	3	21
Do you have a Safeguarding policy? Yes			
Are the following people in your organisation subject to DBS checks?			
Paid Staff Yes	Volunteers Yes	Trustees / Management Committee Members Yes	

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?
Leased	Donated for donor's lifetime

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

Our organisation, staff, volunteers and users all follow standard 'green' practice reasons such as recycling. As a charitable organisation we monitor our utility bills to reduce energy use for financial reasons as well as 'green' purposes.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	30/04/2017	30/04/2018	30/04/2019
Grants & donations:	£294,305	£416,885	£458,287
Earned income:	£0	£0	£0
Other income:	£0	£0	£0
Total income:	294,305	£416,885	£458,287
Charitable activity costs:	£219,917	£336,390	£414,862
Cost of raising funds:	£21,634	£28,581	£42,033
Other costs:	£0	£0	£0
Total expenditure:	£241,551	£364,971	£456,895
Free unrestricted reserves held at year end:	£88,502	£89,000	£90,300

What is your organisation's reserves policy?

From our audited accounts, page 2:- The trustees consider the level of funds to be adequate having regard to the planned level of charitable activities to be undertaken by the charity.?

We hold a higher level of reserves since we work with vulnerable people and, as is best practice in this area, we maintain a sizeable surplus to provide a financial 'safety net' for our organisation. In this way, we could ensure that, whatever the future financial circumstances of our funders may be, we would have enough reserves to continue helping our current most needy girls.

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

Organisational changes

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

We are expanding our Board to welcome an additional Trustee, Emma-Jane Welder. This expansion reflects the growth of the organisation. Emma-Jane is a founding partner of Maurice Turnor Gardner LLP who brings her professional experience as a top trusts and charity solicitor with her to our dedicated Board. Formal paperwork is being currently processed.

Grant Request

Under which of City Bridge Trust's programmes are you applying?

Positive Transitions

Which of the programme outcome(s) does your application aim to achieve?

Positive Transitions\Londoners experiencing inequality or disadvantage are supported to become more independent

Please describe the purpose of your funding request in one sentence.

Core funding to enable us to support vulnerable adolescent girls from the London Jewish community and provide them with practical, emotional and therapeutic support at the point of referral.

When will the funding be required? **01/10/2018**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

No

Another funder? (if so which)

Core funding is received from sustainable funders and grants

How much funding are you requesting?

Year 1:

£26,387

Year 2:

£27,341

Year 3:

£23,951

Year 4:

£0

Year 5:

£0

Total Requested: £77,319

You and your grant request

What, specifically, are you applying for (your project)?

We are applying for core funding for 3 years to provide emotional, practical and therapeutic support to vulnerable adolescent girls aged 12-24 from the London Orthodox Jewish community.

Our girls face any number of challenges stemming from traumatic life events, dysfunctional home situations and/or mental illness. The majority of our girls suffer from multiple, complex and inter-linked issues. Abuse (physical, sexual and emotional), neglect, depression, bullying, homelessness, rape, self-harm, substance abuse, eating disorders, foster care, suicidal thoughts are just some of the issues our girls struggle with.

These girls encounter additional obstacles due to the cultural stigmatisation within the OJ community. They face exclusion from their schools, community and even their families. Fears around privacy and confidentiality create barriers to girls accessing or engaging with statutory services or voluntary organisations.

We provide girls with the support and skills to regain their self-worth, empowering them to lead healthier, more productive futures.

What are the changes you hope to achieve?

The majority of our girls, at the time of referral are, in their own eyes completely disempowered and disenfranchised by circumstance and/or by the challenges they face. Their only form of ?control? or ?power? is the damaging behaviours that they exhibit whether it be addiction, self-harm, eating disorders or risky sexual behaviours. Noa empowers girls to face the challenges in their lives and to move towards a more productive, healthier and more independent lifestyle.

We aim to empower them practically, whether it is through academic support, employment, adequate housing, sex education so that they have the tools to make informed decisions going forward.

Equally important is the empowerment of self. The majority of the girls suffer from crippling lack of self-esteem. All of our work is geared towards building that self-esteem so these girls believe in themselves and have the strength and confidence to make the right choices in life.

How do you know there's a need for this work?

Since 2015 we have grown from supporting 40 girls to over 80. This number is limited by our resources and not by our referrals which constantly outstrip our ability to take on all girls referred. We currently have a waiting list of 14 girls and the schools we work with are pressing us to take on more and more girls. This expansion reflects the current trend of growing mental health issues amongst adolescent girls and our growing reputation within the community we serve and the levels of trust we have built.

We are the only organisation to provide the level of care and support to our demographic. Due to cultural sensitivities and fears, many of our girls and their families will not turn to any other organisation. At the same time we are trusted by statutory services for our high level of professionalism and our work ethics and standards.

How will the work be delivered - specifically, what will you do?

Noa's main methodology is through the use of assigned keyworkers building relationships of trust with girls. Keyworkers encourage girls to engage in Noa programmes, external services and therapy. Keyworkers provide wrap around and practical care, working with and advocating for girls in every area of challenge in their lives. Whether it is an eating disorder, an abusive parent, personal hygiene, accessing suitable housing or access to the most appropriate drug rehab programme, bullying or self-harm, keyworkers will encourage girls to identify their struggles and work toward creating coping mechanisms and solutions through an individualised programme tailored to meet each girl's specific needs.

Once engaged within the services, Noa liaises with the girls and the service providers to smooth any cultural misunderstandings or friction.

Noa provides a range of programmes including academic tutoring, business projects, therapeutic cooking, a drop in service and an in-house gym.

Why are you the right organisation to do this work?

Noa has over 9 years of experience working with girls at risk in the OJ Community who face significant cultural barriers to accessing services. In our experience, they need a specialised service to provide services in a culturally sensitive environment and/or help them build the confidence and trust to access external services.

Noa Girls is currently the only organisation with sufficient trust in the community to do this. We work with the Jewish girls high schools, community leaders and organisations in sensitive situations who listen to our advice and judgment. At the same time, Noa is recognised by statutory and local authority bodies such as social services, CAMHS, the Tavistock as leaders in the sector whom they turn to with referrals, for interventions and training. This is due to Noa's firm code of confidentiality and discretion for the girls balanced with its unbreakable adherence to child protection and statutory duties.

How does your work complement and not duplicate other services within your area?

No other organisation provides services in the same manner to Orthodox girls in the London Jewish community. Whilst there are some organisations (and we work with them) who provide services in specific areas which touch on some of the challenges our girls face, no service provides a similar wrap-around multi-disciplinary service to the same level of care within a culturally sensitive environment.

We are the only organisation that has built sufficient trust and relationships with community institutions to ensure cooperation and referral of girls in need. Many of our girls, and/or their families are distrusting of external services and, if not for Noa, they would have no address they would be willing to turn to. We don't just signpost to other services but we work until girls gain enough confidence to access and engage with external services (which we try to encourage wherever possible) utilising them to the greatest extent.

How will this proposal meet the Programme Outcome(s) under which you are applying?

The girls we help are severely vulnerable due to their life circumstances and/or their mental health. In addition, they face significant cultural barriers to access to service which places them at a further disadvantage. Through building relationships of trust we encourage girls to access the services they need (and wouldn't otherwise approach) and acquire life skills like budgeting, business skills, cooking, etc. We also provide girls with, or access to, therapy both formal (CBT, DBT, psychoanalytical, equine, family etc) and informal (therapeutic art, dance) to help them identify and meet their challenges head on. The self-knowledge and awareness acquired through this process builds up their resilience and, together with the practical skills gained in a non-judgemental, understanding and caring environment, empowers our girls to make healthier life decisions. All of our programmes aim to build the girls' self-esteem giving them the self-confidence and ability to live more independently.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

We have rigorous monitoring and evaluation using Outcome Stars, Trauma Symptom Checklist and SDQs as well as anecdotal feedback. We have think tanks both of current girls and of alumnae, girls who have graduated from our services, who come together periodically with Noa workers (the director, clinical manager and senior keyworker) to discuss ideas, strategies or constructive criticisms of the services provided by Noa. The aim of these forums is to adapt and/or add to the services we provide to better meet the needs of our girls. Due to the sensitive nature of our work and many of the girls' desire for privacy, the think tanks are sometimes augmented by individual meetings with girls who would rather give their feedback and ideas in a more private setting. These views are then (anonymously) fed back into the think tanks to allow for the greatest engagement with our current and previous girls.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

The sensitivity surrounding our work necessitates a great deal of discretion in communicating what we do. We deliberately keep a low public profile to protect our girls and their perceived reputations. The high level of discretion we maintain ensures we can reach girls deep within the community that would not turn anywhere else for help, those most excluded from accessing services available.

Concurrently, through our work we are decreasing some of these stigmas. We educate the community, particularly communal and pastoral leaders and head-teachers about the issues girls face, the need to deal with issues in a non-judgmental way and following strict legal guidelines rather than ignoring issues, victim blaming or 'sorting it out' within the community. We also work with the Police, the Child Protection Unit and Sexual Exploitation team, and social services to educate their officers about the community and how they can interact more successfully with them.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

Our work is meeting an acute (and increasing) identifiable need demonstrated by our growing waiting list and feedback from community head teachers. Any funds received will support girls who desperately need help, many of whom will not seek it from any other service.

That said, our experience shows that the more we expand and, as a result, work ever closer with community institutions and statutory services and professional bodies, the greater the opportunity to educate, destigmatise the issues in question. We educate teachers to identify early indicators of girls at risk and immediate action plans to minimise or prevent downward spirals in behaviour and mental health. We educate external services how to best deal with the community thereby smoothing relationships between the two in the aim of allaying fears of these services to ensure better cooperation and future referral so that vulnerable girls can access services earlier and more fully.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We will continue to work closely with both community institutions and external services to ensure the greatest level of referrals and the best service for our girls. We work with schools to help support our girls in their academic and social surroundings, advocating for girls and (where appropriate) assisting staff in how best to deal with girls' challenges. We work collaboratively with other charitable organisations in this sector such as JAMI, Norwood, Jewish Women's Aid to ensure resources can be shared and, where applicable, will refer girls (or their family members) to access parts of their services.

We will continue to work closely with statutory services, social services, the police, NHS such as CAMHS (both in North West London and Hackney) and the Tavistock to receive referrals, to access services and to work with them when girls do use them to maximise engagement and minimise any cultural friction.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

At point of referral, girls can be categorised as either 'high risk' or 'low risk' (although these categories can switch as a girl engages and more of her background is revealed). 'High risk' girls are typically surviving which may still include suicide attempts, overdoses and psychiatric in-treatment. 'Low-risk' girls may be coping, though again this may include harmful behaviours such as eating disorders, substance abuse and self-harm. At this point of time, given the pressing need of the community we do not take on anyone who can be said to be functioning on a higher level than this. Even the short term interventions we may take will, at the point of referral, typically be classed at no higher point than coping.

It is our job and aim to progress our girls to adapting and ultimately thriving though this may take months and years of dedication and work.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

We are a local organisation set in the heart of the community providing services to, in the main, local referrals. Even those girls from outside the locality (ie from Hackney) are usually already in the area for some other reason (they go to school there, socialise etc). In this way we reduce the travel footprint for services, preventing them from seeking services further abroad. We, of course, adhere to basic environmental ?green practices? (recycling etc) and girls are made aware and follow these practices in the building.

What are the main activities or outputs you want to deliver?

One-to-one keyworking (weekly sessions) for each girl supported. In this time, keyworkers will provide tailored person-centred emotional and practical support for girls in areas of specific challenge for the individual girl and build relationships of trust with girls creating a platform of engagement with external services, therapy and Noa programmes.

Girls will be encouraged to participate in the appropriate Noa programmes. These include therapeutic cooking, business projects, therapeutic art, in-house gym, tutoring, therapeutic music and movement etc. All of these programmes are aimed at providing girls with safe forums of expression and/or learning new skills whilst concurrently building self-esteem.

Girls will be provided with practical life tools for more independent living. They will either be supported to achieve academically and move on to higher education or vocationally to be able to work. They will be coached in social skills, hygiene, healthy food preparation where appropriate.

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

Girls will become more resilient and able to face the challenges in their lives healthily and productively without resorting to harmful behaviours. Girls will be given the tools and confidence to confront the pain that they live with and to heal and progress past it.

Girls will experience increased self-esteem and sense of self-worth. We provide a sense of nurturing and care that many of these girls' families are unable to provide for their daughters. This sense of self-worth carries through to all aspects of their lives leading them to make healthier more productive choices.

By providing girls with practical tools for financial independence and other life skills such as budgeting, healthy food preparation, social skills etc we are giving them the best chance for independent futures. Girls will have broader life options and the necessary skills for adult life.

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Key working Salaries, NI and pensions	26,387	27,341	23,591	0	0	77,319
Clinical Manager Salary, NI and pensions	15,637	16,367	17,109	0	0	49,113
Clinical Supervision	1,200	1,218	1,236	0	0	3,654
Additional Activity Costs	4,368	4,434	4,500	0	0	13,302
Capacity building/Professional Training	500	500	500	0	0	1,500
Monitoring, Evaluation and Learning	500	500	500	0	0	1,500
Overheads	0	0	0	0	0	0
Staff admin	4,581	4,743	4,907	0	0	14,231
	0	0	0	0	0	0
TOTAL:	53,173	55,103	52,343	0	0	160,619

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Core funding provided/pledged by sustainable funders	25,786	20,000	15,000	0	0	60,786
Monitoring and Evaluation (Big Lottery Fund)	500	500	500	0	0	1,500
Capacity Building and Professional Training (Big Lottery Fund)	500	500	500	0	0	1,500
	0	0	0	0	0	0
TOTAL:	26,786	21,000	16,000	0	0	63,786

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Keyworker salaries, NI and Pension	26,387	27,341	23,591	0	0	77,319
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0

TOTAL:	26,387	27,341	23,591	0	0	77,319
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Who will benefit?

How many people will directly benefit from the grant per year? 12
In which Greater London borough(s) or areas of London will your beneficiaries live? Barnet
Does this project specifically target any groups or communities? Orthodox Jewish community
This project will specifically work with the following age groups: 0-15
This project will specifically work with the following gender groups: Female
This project will specifically work with the following ethnic groups: White (including English/ Welsh/ Scottish/ Northern Irish/ British; Irish; Any other White background)
If Other ethnic group, please give details:
This project will specifically work with Deaf and disabled people: No
This project will specifically work with LGBTQI groups: No

This project will specifically work with other groups or communities:

Orthodox Jewish community

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

We have 9 years experience working within this community and have built a solid reputation in this sector with referrers

Are there any groups or communities you think your organisation will find hard to include through this project?

Yes - please specify

If yes, please specify which groups or communities? Where possible using the categories listed above.

We have limited resources, therefore we have chosen to focus on our specialist area specifically 12-24 year old vulnerable girls from the Orthodox Jewish community who are particularly disadvantaged in accessing mainstream services due to cultural barriers. We will therefore be unable to take as a priority anyone outside this demographic.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Naomi Lerer**

Role within **Director**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: SurvivorsUK	
If your organisation is part of a larger organisation, what is its name? N/A	
In which London Borough is your organisation based? Tower Hamlets	
Contact person: Mr Alan Robertson	Position: Operations Manager
Website: http://survivorsuk.org	Social Media Accounts: facebook.com/SurvivorsUK, @SurvivorsUK
What Quality Marks does your organisation currently hold? We are a member of the Survivors Trust and are in the process of becoming accredited under LimeCulture's Quality Standards for Services Supporting Male Victims/Survivors	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1077484	Company Number: 03792760	CIC Number:	Bencom Number:
When was your organisation established? 02/06/1986			
Aims of your organisation: <p>The primary Object of SurvivorsUK is to provide protection of health and relief of sickness and distress to males who have suffered sexual abuse and rape and to promote any charitable purpose for the benefit of such males and their carers and families.</p> <p>Our vision is that anyone affected by male sexual violation is appropriately supported</p> <p>Our mission is to help men who have been sexually violated and raises awareness of their needs</p>			

Main activities of your organisation:

SurvivorsUK helps men deal with the impact of rape, sexual abuse or sexual assault whether they experienced it as an adult or as a child. We're here to give men the confidence to access help and offer them a non-judgemental and respectful place to talk and heal. We currently deliver:

- * face to face, telephone and online counselling services
- * a groupwork service
- * an Independent Sexual Violence Advisor (ISVA) service which supports survivors who have reported to the police or are considering reporting to the police
- * a national online helpline which can be accessed through webchat, WhatsApp, email, SMS or telephone
- * a counselling/support project embedded in Westminster hostels targeting homeless men in the borough
- * awareness raising through online campaigns like our #WeSeeYou campaign

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
6	2	7	0

Do you have a Safeguarding policy? **No**

Are the following people in your organisation subject to DBS checks?

Paid Staff
Yes

Volunteers
Yes

Trustees / Management Committee Members
No

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	26 months

Environmental Impact**What action have you taken in the past year to progress environmentally sustainability principles and practice?**

We have recycling bins in both our staff and client areas. We ensure that all lights and computers are switched off at the end of the day. When buying office supplies and equipment we are mindful of environmental impact and try to buy those supplies produced with least environmental impact.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/03/2017	31/03/2019	01/01/2001
Grants & donations:	£441,541	£498,252	£0
Earned income:	£24,763	£17,760	£0
Other income:	£36	£0	£0
Total income:	466,340	£516,012	£0
Charitable activity costs:	£398,055	£570,558	£0
Cost of raising funds:	£14,870	£2,400	£0
Other costs:	£0	£0	£0
Total expenditure:	£412,925	£572,958	£0
Free unrestricted reserves held at year end:	£150,194	£178,060	£0
What is your organisation's reserves policy? The board made the decision this year, based on organisational growth, to increase the reserve policy amount to £100k. This figure allows for a suitable period of time to be funded for the organisation to close its operations should we lose all of our funding.			
For your most recent financial year, what % of your income was from statutory sources? 51-60%			

Organisational changes

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

The organisation's staffing structure has changed. Andy Connolly, who was acting CEO/Director of Client Services, will now have the job title Director. This is a move back towards the previous structure with some small changes. Alan Robertson, as Operations Manager, will take on more of the previous CEO's duties.

Grant Request

Under which of City Bridge Trust's programmes are you applying?

Positive Transitions/Survivors of domestic and sexual abuse; modern day slavery; trafficking; or hate crime

Which of the programme outcome(s) does your application aim to achieve?

Positive Transitions/Vulnerable and disadvantaged Londoners are more resilient and empowered to make positive choices

Positive Transitions/Specialist support services are better able to meet the needs of vulnerable and disadvantaged Londoners

Please describe the purpose of your funding request in one sentence.

To provide counselling support to male survivors of sexual abuse, sexual assault and rape.

When will the funding be required? **01/01/2019**

Is this request to continue work that is currently funded or has been funded in the last year by:

City Bridge Trust?

Yes

Another funder? (if so which)

MOPAC, London Community Foundation, Comic Relief

How much funding are you requesting?

Year 1:

£60,000

Year 2:

£60,000

Year 3:

£0

Year 4:

£0

Year 5:

£0

Total Requested: £120,000

You and your grant request

What, specifically, are you applying for (your project)?

We are applying for funds to continue the vital and lifesaving provision of counselling services to male victims of sexual abuse, sexual assault and rape in London. We plan to recruit a 0.8 FTE staff counsellor and fund the essential work of our Director who manages and leads our client services.

Our staff counsellor will carry out assessments of new clients; provide face to face, online and telephone sessions to each client for up to a year; raise awareness of the service through outreach; and attend clinical supervision to ensure a high level of care.

Our Director is responsible for managing our counselling, groupwork and helpline services, as well as networking, promotion and outreach for the organisation. Their work includes developing and implementing our strategy to become a more flexible, client centred and positive organisation, while remaining respectful and focused on the serious nature of the work we do.

What are the changes you hope to achieve?

We know that our work changes lives. We work with people to achieve positive change across a broad range of indicators ? practical, emotional, health and wellbeing. The biggest increases we see are In men reporting being able to express and explore their feelings and problems (80%), coping strategies and the ability to plan/make decisions (67%), able to function day-to-day (70%), and improved wellbeing and mental health (68%). With a 0.8 FTE counsellor we will provide 828 counselling sessions to roughly 30 individuals.

We also want to maintain our space as a safe and non-judgemental one for male survivors who often have nowhere else to go. We struggle to secure funds for the core elements of our organisation, like the Director?s salary, but without them we cannot run the organisation and develop new services and strategies to try to reach the vast majority of male survivors who go without support.

How do you know there's a need for this work?

A snapshot of 25 clients is indicative of the chronic and acute impact of rape and sexual violence on people?s lives. All report relationship difficulties and self-esteem issues; 24 suffer with depression; 20 have PTSD, sexual health problems and/or severe anxiety; 17 have drug, alcohol and/or anger management issues; 15 have chronic, debilitating health problems; 10 experience disassociation and/or suffer insomnia; 6 gave a declared mental health diagnosis. One person took his life.

We currently have 190 clients on our waiting list for face-to-face, telephone and online counselling. The majority of these people are based In London so would be suitable for this project. In addition, we receive on average 28 new counselling referrals per month.

How will the work be delivered - specifically, what will you do?

CBT has kindly, for the last three years, funded sessional counsellors and a contribution to our Director?s salary. He is leading a change in the way we provide counselling by moving from sessional counsellors to staff counsellors. The staff model gives us greater flexibility to meet the needs of clients? (e.g. working around clients? commitments, offering a blend of face to face and telephone support), increases capacity for outreach, and avoids wasted time when clients do not attend.

Otherwise the project delivery is the same as it has been previously with clients self-referring to the service, being assessed, being allocated to a counsellor and attending counselling in 12-week blocks for up to one year. Our staff counsellor will attend supervision on a fortnightly basis to ensure they are fully supported.

We are not seeking funds for groupwork as we have applied to Big Lottery Fund to expand this service.

Why are you the right organisation to do this work?

Founded in 1986, we have over 30 years of experience of supporting male survivors of sexual violence. Although it is sometimes possible for these survivors to get help elsewhere, few other organisations have the same in-depth knowledge, and, unfortunately, there is the risk of other health professionals handling disclosures in unhelpful ways. Our approach is based on an understanding of what it is like for a man to be abused, the risks and effects that it might bring, and seeking to empower clients to get the support they want, rather than being offered a prescribed model.

We empower survivors and give people ownership of their counselling as much as possible by giving them options around when they speak to a counsellor, their preferred gender of a counsellor, how many sessions they feel is right for them. Sexual violence takes control away ? we work hard to give that control back.

How does your work complement and not duplicate other services within your area?

We are the only organisation in London working exclusively with male survivors of sexual abuse, sexual assault and rape. We know that many men want to access an organisation that expressly understands their experience and needs.

Even accounting for those services which do work with male survivors, albeit not specifically, there is insufficient support, hence our large waiting lists ? people simply do not have anywhere else to go.

We work closely with leading sexual violence organisations in London including the four Rape Crisis centres, the Havens and Galop to ensure that everyone has access to a service.

How will this proposal meet the Programme Outcome(s) under which you are applying?

We are applying under the Positive Outcomes funding programme. This project meets all three outcomes:

- * Londoners experiencing inequality or disadvantage are supported to become more independent ? this project will support survivors, many of whom struggle to access services due to their experience of abuse, to live more independent lives by improving their wellbeing and day to day functioning.
- * Vulnerable and disadvantaged Londoners are more resilient and empowered to make positive choices ? by improving survivors? wellbeing, ability to make decisions and ability to explore feelings, we give them the tools to move forward and make positive choices.
- * Specialist support services are better able to meet the needs of vulnerable and disadvantaged Londoners ? funding these two posts gives us substantial capacity and allows us to sustain as well as develop and improve our organisation and the services we offer survivors.

How will you ensure that your project will hear and represent the views and needs of disadvantaged people and/or diverse communities?

We are in the early stages of setting up a service user group to offer feedback on our services and a steer on service development. We currently have a group of ex-groupwork members but we are keen to expand this to users of all our services.

We give clients the opportunity to give feedback on the service, through a questionnaire, when their counselling end and use this to develop and improve our work.

How does your project engage and empower individuals and/or communities to come together on this issue? Will you be working with people who are particularly excluded?

Male survivors often find themselves in a minority. The majority of sexual violence services work mainly or exclusively with women meaning men can often feel ignored and excluded.

Whilst we use the term men, our definition of men is not rigid, and we work with anyone who feels we are the right service for them. This project will be inclusive in that it is working with men, who are a minority in the field of sexual violence, will provide accessible spaces to meet for anyone who needs it and will be open to LGBT+ and BAME survivors. We recognise that survivors from BAME communities, for example, may face additional barriers around the stigma of sexual violence.

Some of our clients, after finishing counselling, become ?ambassadors? for our organisation and the cause: they become fundraisers, talk at awareness raising events, write stories for our blogs.

Is the focus of your project meeting an already identifiable need (acute or otherwise) or are there elements which are preventative and/or incorporate early action?

Our counselling service responds to past abuse. Much (around 70%) is abuse that has taken place when the clients were children.

While we do not do preventative work around sexual violence, our interventions do help to prevent clients' mental health deteriorate further and therefore need further intervention, potentially including acute mental health services. The average time it takes for survivors to access support through statutory services can compound trauma, leading to complex symptoms and diagnoses e.g. complex PTSD.

Who might you need to work closely with in delivering this project - whether before, during or afterwards?

We have extensive networks and collaborations with a wide range of organisations representing the sexual violence sector and marginalised communities across London to ensure we reach people who need help the most. For example, currently we are working in partnership with GALOP, the LGBT anti-violence charity to deliver a pan-London programme, and with Westminster City Council, to deliver a pilot rough sleeping initiative. We have extensive referral networks who signpost clients to us including police, Sexual Assault Referral Centres (SARCs), prison services, mental health teams, sexual health centres and other voluntary sector organisations. In addition, we have recently secured funding for an Engagement and Outreach Worker who will further improve our links with all London councils.

Our aim as a funder is to help people move positively between any of the four stages of Surviving, Coping, Adapting and Thriving. For your project at which of these stages will most people begin their journey?

Our clients come with a diverse range of experiences and access our services at various points in their journey, but most will be 'surviving' or 'coping'. Through a counselling intervention we hope to move those who are struggling the most to 'coping' and those 'coping' to 'adapting' and/or 'thriving'.

Our offer of 12 months of counselling to survivors means that there is time to explore and move through the above stages. We know that short-term counselling does not always offer sufficient space to explore and begin to resolve an experience as traumatic and complex as sexual violence.

We measure client improvements using the CORE Outcome tool which records clients' changes in relation to subjective well-being, problems/symptoms, life functioning and risk/harm. Clients and staff complete CORE forms at the initial assessment stage and at the end of therapy after the final group session.

Will there be any elements of this project that will help you or your beneficiaries to reduce your environmental footprint?

As part of our general operations we try to reduce our environmental footprint as much as possible. We have moved our note-keeping online so are using less paper and ensure that we save electricity by turning off lights and computers at the end of the day.

What are the main activities or outputs you want to deliver?

Provide 828 counselling sessions per year (total 1,656 sessions) to roughly 30 clients per year (total 60)

What 3 main differences or outcomes do you hope the activities you have described above will achieve?

75% of clients accessing the service feel more empowered and have better choice and control in their lives

70% of clients accessing the service report a reduction in the impact of sexual violence

75% of clients accessing the service are satisfied with the service provided

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salary - counsellor	28,672	28,672	0	0	0	0
Salary - director	20,285	20,285	0	0	0	0
Core costs	5,009	5,009	0	0	0	0
Rent	4,364	4,364	0	0	0	0
CPD	240	240	0	0	0	0
Supervision	1,430	1,430	0	0	0	0
TOTAL:	60,000	60,000	0	0	0	0

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
N/A	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
N/A	0	0	0	0	0	0
TOTAL:	0	0	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Salary - counsellor	28,672	28,672	0	0	0	0
Salary - director	20,285	20,285	0	0	0	0
Core costs	5,009	5,009	0	0	0	0
Rent	4,364	4,364	0	0	0	0
CPD	240	240	0	0	0	0
Supervision	1,430	1,430	0	0	0	0
TOTAL:	60,000	60,000	0	0	0	0

Who will benefit?

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

30

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

London-wide

Does this project specifically target any groups or communities?

This project will specifically work with the following age groups:

This project will specifically work with the following gender groups:

This project will specifically work with the following ethnic groups:

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

No

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:

How will you target the groups/communities you have identified? What is your expertise in providing services for these groups?

Are there any groups or communities you think your organisation will find hard to include through this project?

No

If yes, please specify which groups or communities? Where possible using the categories listed above.

If yes, what steps will you take to make your services accessible to and meet the needs of the groups/communities you have identified?

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: **Alan Robertson**

Role within **Operations Manager**
Organisation: