



The City Bridge Trust Committee

ANNEX – APPLICATION FORMS

Date: THURSDAY, 9 MAY 2019
Time: 1.45 pm
Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

15. **GRANTS AND STRATEGIC INITIATIVES RECOMMENDATIONS AND ASSESSMENTS**

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

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- g) Crimestoppers - London Board (Pages 13 - 22)
- h) St. Michael's Fellowship (Pages 23 - 40)
- i) Bail for Immigration Detainees (BID) (Pages 41 - 54)
- j) Legal Education Foundation (Pages 55 - 66)
- k) YWCA England and Wales (Pages 67 - 80)
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John Barradell
Town Clerk and Chief Executive

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- g) 14708 Crimestoppers - London Board**
- h) 14741 St Michael's Fellowship**
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- j) 15238 Legal Education Foundation**
- k) 14899 YWCA England & Wales**
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The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: West London Mission Methodist Circuit	
If your organisation is part of a larger organisation, what is its name? West London Mission	
In which London Borough is your organisation based? Westminster	
Contact person: Mr. Mark Palframan	Position: Fundraiser
Website: http://www.wlm.org.uk	
Legal status of organisation: First Contact	Charity, Charitable Incorporated Company or company number: 1133739
When was your organisation established? 01/10/1887	

Grant Request

Under which of City Bridge Trust's programmes are you applying? Improving Londoners' Mental Health		
Which of the programme outcome(s) does your application aim to achieve? More homeless and transient people having access to mental health services and reporting improved well-being More refugee and asylum seekers experiencing trauma, grief and loss accessing mental health services resulting in improved mental health		
Please describe the purpose of your funding request in one sentence. A front-line service identifying homeless people's underlying mental health issues, assessing their needs, providing immediate support and referring them to the appropriate agencies.		
When will the funding be required? 01/09/2018		
How much funding are you requesting?		
Year 1: £34,740	Year 2: £39,239	Year 3: £40,372
Total: £114,351		

AIMS of your organisation:

Our mission is to transform the lives of people affected by homelessness, empowering them to lead more fulfilling lives. Providing Housing, Health and Education services for street homeless people.

Main activities of your organisation:

We provide drop-in services for street homeless people - helping 250+ people per year off the streets and back into accommodation. We also provide:

- Immediate practical services to alleviate the hardships experienced by those sleeping rough, including a canteen, showers, laundry, clothing store, luggage storage and mail collection;
- advice and support with accommodation, employment and benefits as well as specialist services including out on-site NHS Homeless Health Team (prescribing nurse, podiatrist and counsellor), mental health support services, opticians, haircuts, immigration advice and drugs and alcohol support and now even a vet!
- resettlement support and a programme of group activities including arts, music, IT, English language, running group and football team.

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
5	4	12	12

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	open

Summary of grant request

Two thirds of the rough sleepers who use our service at Seymour Place need help with mental health issues. A grant from the City Bridge Trust in 2011 enabled us to establish a new post of Mental Health worker. They lead on all mental health support issues in the day centre, liaising with other mental health services and managing an ongoing case load of at least 30 clients with mental health issues. This post was subsequently funded from other sources but we are now seeking a grant to continue this vital work for the next three years. Everyone who comes to Seymour Place is assessed and any underlying mental health issues are identified. (Last year we undertook assessments for 617 homeless people.) The Mental Health Worker takes a lead on ensuring that all of these get appropriate support. We anticipate that in the course of a year this will include referring at least 60 clients to other services including outreach teams and community mental health services. Between 5 and 10 formal mental health assessments will be facilitated - with possible sections under the Mental Health Act. This work will include those clients who have immigration issues or are refugees ? anticipating that at least 168 such clients will be supported to access mental health services.

The Mental Health Project Worker will also ensure that all the clients who have identified mental health issues receive the full range of support which the day centre already provides ? including accessing the nurse, therapeutic music sessions, art classes, the weekly running group, basic advice and support with substance misuse issues as well as referral to specialist substance misuse agencies.

Seymour Place is well placed to deliver this service as it is the primary day centre for street homeless people in the north of Westminster which has the highest concentration of rough sleepers in the country. The importance of the day centre in providing a point of contact for rough sleepers with mental health issues has long been recognised by the JHT outreach team who visit the day centre regularly and liaise closely with the project work team.

Covering the salary costs of our specialist Mental Health Project Worker would meet the City Bridge Trust's theme of supporting homeless people in accessing mental health services. As 37% of our current service users are refugees (or other homeless non-EU migrants with immigration issues) this project will also assist those experiencing trauma, grief and loss to access mental health services.

? Service users' views are taken into consideration in all aspects of the work, the monthly meetings are well attended and the issues raised are brought to the staff meetings for action. Service users' questionnaires are issued every six months as well as an ongoing suggestions box.

? Care is taken to welcome people from all backgrounds with special attention paid to the need for interpretation ? currently 75% of our clients are not from the UK.

? The contributions of our volunteers are also highly appreciated and the service could not function without them. Four residential intern volunteers live above the day centre and help with the running of the services. As well as their accommodation they also receive pocket money and a comprehensive package of training and support.

? As a Methodist charity we take our responsibility to be good stewards of creation very seriously and are pleased to reduce our carbon footprint. All our staff cycle or use public transport to get to work. We recycle as much as possible and participate in various food collection recycling schemes (City Harvest, FareShare etc).

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

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

What Quality Marks does your organisation currently hold?

Investors In People

Outputs and outcomes

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

To provide comprehensive assessments for 800 new homeless clients per year; this will include identifying any underlying mental health issues. Ensure that clients with mental health issues will be provided with a full range of support at the Day Centre: hot food, showers, clothing store, luggage storage and postal services.

At least 560 homeless people with mental health issues will be seen by the NHS Homeless Health Team at the day centre.

At least 168 refugees or other homeless people with immigration issues will be supported to access mental health services, including in-house support as well as referrals to external mental health services.

Housing advice and support will be provided for homeless people with mental health issues including referrals to emergency nightshelters, supported accommodation, private rented sector and community initiatives.

Homeless people with mental health issues will be referred to appropriate services - including the outreach JHT team, Community Mental Health services, counselling and other psychiatric services.

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.

Improved well being for at least 560 homeless people with mental health issues through receiving support to access mental health services.

Improved well being for at least 168 refugees through receiving support to access mental health services.

In the course of a year we will assist at least 168 homeless people with mental health issues to move off the streets and into accommodation. Stable accommodation is a key factor in improving well being.

At least 50 homeless people with mental health issues will have improved social integration through participation in our programme of group activities, which should improve their social and mental well being.

At least 35 homeless people with mental health issues will be supported back into paid employment, which should improve their economic as well as their mental wellbeing.

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

Yes, we will apply to other charitable trusts and foundations for grants, alongside our own fundraising activities.

Who will benefit?

About your beneficiaries

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

800

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

Westminster (63%)

Camden (12%)

Kensington & Chelsea (4%)

Lambeth (3%)

London-wide (18%)

What age group(s) will benefit?

0-15

16-24

25-44

45-64

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
salary (Including London Weighting)	25,874	26,872	27,648	80,394
Project Worker Salary	28,689	29,539	30,363	88,591
National Insurance	2,362	2,403	2,601	7,366
NI Costs	2,797	2,914	3,028	8,739
Pension	1,941	2,015	2,074	6,030
Employer Pension Contributions	2,207	2,272	2,336	6,815
share of management costs	5,000	5,000	5,000	15,000
Management Costs	0	0	0	0
Training and equipment	1,000	1,000	1,000	3,000
Training	0	0	0	0
canteen volunteer expenses	3,000	3,000	3,000	9,000
Expenses	0	0	0	0
Central Admin costs 13%	4,380	4,514	4,645	13,539
TOTAL:	38,073	39,239	40,372	117,684

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
Rayne Foundation (£40,000 until October 2018)	3,333	0	0	0
TOTAL:	3,333	0	0	0

What other funders are currently considering the proposal?

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

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
salary costs	30,177	31,290	32,323	93,790
Salary	25,356	29,539	30,363	85,258
Management costs	5,000	5,000	5,000	15,000
National Insurance	2,797	2,914	3,028	8,739
Training and equipment	1,000	1,000	1,000	3,000
Pension	2,207	2,272	2,336	6,815
Volunteer expenses	3,000	3,000	3,000	9,000
Admin 13%	4,380	4,514	4,645	13,539
TOTAL:	34,740	39,239	40,372	114,351

Finance details

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

Financial year ended:	Month: August	Year: 2017
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Income received from:	£
Voluntary Income	435,498
Activities for generating funds	0
Investment income	0
Income from charitable activities	0
Other sources	0
Total Income:	435,498

Expenditure:	£
Charitable activities	431,529
Governance costs	25,734
Cost of generating funds	64,423
Other	0
Total Expenditure:	521,686
Net (deficit)/surplus:	-86,188
Other Recognised Gains/(Losses):	0
Net Movement In Funds:	86,188

Asset position at year end	£
Fixed assets	0
Investments	0
Net current assets	116,641
Long-term liabilities	0
*Total Assets (A):	116,641

Reserves at year end	£
Restricted funds	116,641
Endowment Funds	0
Unrestricted funds	0
*Total Reserves (B):	116,641

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

Statutory funding

For your most recent financial year, what % of your Income was from statutory sources?
0%

Organisational changes

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

The Reverend Sue Keegan von Allmen, Superintendent Minister of the West London Mission, and Chair of the Board of the charity, has announced her resignation in August 2018. Her successor will be appointed in August.

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	3,762	0	0
Central Government departments	38,139	33,027	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 £
Tudor Trust	35,000	35,000	35,000
Tudor Trust	35,000	35,000	36,000
Garfield Weston	20,000	25,000	25,000
Rayne Foundation	0	20,000	20,000
Pret Foundation	12,000	12,000	0
Pret Foundation	12,000	12,000	15,789
Henry Smith Charlty	28,000	28,000	0
Garfield Weston Foundation	25,000	25,000	0
Misslon Alongside the Poor	30,000	0	0
Story of Christmas	5,500	20,000	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: **Mark Palframan**

Role withIn **Fundraising Manager**
Organisation:

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: Crimestoppers - London Board	
If your organisation is part of a larger organisation, what is its name? Crimestoppers Trust	
In which London Borough is your organisation based? Sutton	
Contact person: Ms Asma Choudhery	Position: Trust Fundraiser
Website: http://www.crimestoppers-uk.org	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 1108687
When was your organisation established? 11/01/1988	

Grant Request

Under which of City Bridge Trust's programmes are you applying? Making London Safer		
Which of the programme outcome(s) does your application aim to achieve? Victims of hate crime being more aware of their rights and empowered to reduce feelings of fear More survivors of trafficking accessing quality specialist support to improve their safety, health and well-being and to beginning to reintegrate into society		
Please describe the purpose of your funding request in one sentence. Reducing Hidden Harms in London -running projects enabling victims and the public to report violence and exploitation safely and anonymously enabling increased awareness and empowerment		
When will the funding be required? 24/09/2018		
How much funding are you requesting?		
Year 1: £31,911	Year 2: £31,911	Year 3: £32,344
Total: £96,166		

Aims of your organisation:

Crimestoppers believes that Individuals and communities have a right to be safe from crime and the fear of crime. Each of us has a responsibility to build a country where there are fewer victims of crime. Based in London, Crimestoppers has a long history of working to make the capital safer. Our purpose is to help detect, reduce and prevent crime through the provision of information. We give people tools to act against crime, and through our promise of anonymity vulnerable individuals and communities can stand up against crime and criminals and the fear they bring through intimidation and possible retaliation.

Crimestoppers is the only organisation that guarantees anonymity to everyone contacting us with information on crime. The organisation provides an essential route for those individuals who mistrust law enforcement and are fearful of being identified. These are people who often come from dis-enfranchised and hard-to-reach communities. This year 400,000 people have contacted us, trusting us with their stories.

Main activities of your organisation:

Crimestoppers is a safe alternative for those who wish to disclose information and remain anonymous. We provide the police and other law enforcement agencies with community intelligence they would otherwise not have access to. Our contact centre staff are specially trained to ensure that our service-users retain their anonymity. Telephone calls aren't recorded and all phone lines and online contact is encrypted.

Crimestoppers research shows that over 95% of people who contact Crimestoppers, by telephone or online, would not contact the police or other law enforcement agencies. These people are often the most vulnerable in society, the closest to the crimes and criminals that they are reporting and in most need of our service. All our callers have the guarantee of complete anonymity, which is the single, most important reason for a majority of our calls.

Crimestoppers works to combat different crime types by working in the community, delivering anti-crime initiatives running campaigns and working with local communities and partners.

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
72	29	0	300

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	

Summary of grant request

We require support for our Hidden-Harms project, abuse which is hidden from the public, unrecognised or unreported. This project will reduce these harms by enabling victims and the public to report these crimes safely and anonymously without contacting the police. This is essential in combating this kind of crime where victims can be from vulnerable minority groups or fear reprisals from abusers or gang masters.

Hidden-harms are high harm crimes such as human-trafficking, modern-slavery, domestic-violence and hate-crime. Because unreported, we don't know their exact scale but evidence suggests they are increasing. This project aims to reach 75,000 people across London each year, raising awareness and educating victims on the importance of reporting. This leads to more information to police from victims/public and increased arrests. They also raise the profile of these crimes, cementing their unacceptable nature.

Our projects meet the Trust's outcomes for victims of hate crime, domestic abuse and modern day slavery/trafficking raising awareness and increasing reporting.

?Modern-Day Slavery

This crime is hidden in plain sight. Innocent people forced to work while others control their freedom. We tackle the issue of those used as sex slaves or forced employment, suffering inhumane conditions. Information in other areas where we have run this project has led to gangs being shut down and those held as slaves freed. Confidence that we are a charity not the police and their report is anonymous makes it significantly easier for people to get help. For example, in Yorkshire, information we received led to people being freed from slavery. The project tackled the issue of women used as sex slaves within pop-up brothels, dens for criminals to recruit and house vulnerable women putting them through harrowing ordeals. By enabling victims and communities to report the signs of this problem in their midst, we help people escape these gangs. Sometimes it is victims, residents or even customers who will take the first step, reporting to us that people are being held as slaves.

?Domestic-Abuse campaigns

We focus on deterrent factors, raising awareness of signs of abuse and how to report them with a aim of increasing early intervention. We also urge third parties to give information if someone is experiencing/perpetrating abuse. We will run this awareness project around Christmas time as we have found this period (as well as sporting events) lead to a peak in the number of incidences of this crime.

?Hate-Crime: This project raises awareness amongst vulnerable groups that this abuse is a crime which should be reported and taken seriously. We reach out to vulnerable groups increasing awareness that they can report this crime to us anonymously. We have previously run successful projects in Birmingham and N.Ireland which were very successful.

We provide an invaluable community service, so that anybody who has information about criminal activity can pass it on, without living in fear of the consequences. We are successful at achieving change for victims and have a great track record - over 400,000 people used our service last year.

We will run three outreach campaigns on these issues every year for three years. This will ensure the issues sustain constant visibility and we receive the maximum amount of information to combat them. We pass community intelligence directly to the police through our confidential information sharing agreement.

We are open 24hrs ready to take information. Our outreach campaigns are developed with antislavery teams, police & specialist experts. Our Management committees are run by volunteers and volunteers play a significant role in delivery. We conduct research on our users views to inform better delivery. We are inclusive and promote diversity in all our work.

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?

Crimestoppers has achieved the ISO 27001 International standard for information security management systems (ISMS)

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.

Delivery of Modern Day Slavery campaigns aimed at increasing reports from victims and public about this crime, increasing information passed on to the police and reducing the incidences of Modern Day Slavery in London. This will involve events, adshells, digital promotion, media to gather momentum around this issue.

Delivery of Hate-crime campaigns, increasing understanding amongst specific groups as well as wider public that this is a crime. Aimed at increasing reports on hate-crime to Crimestoppers. Working with vulnerable groups we will run events, adshells, digital promotion, media to increase information and awareness and gather momentum around this issue.

Delivery of Domestic Abuse campaign - increasing information and awareness amongst victims and the public. Targeting people at Christmas time to reduce the incidence of Domestic abuse so people around the victim know what to look out for and how to report. Using traditional/digital media to create awareness-in minority groups

Measuring Increase in information and awareness victims and the public have through number of reports to Crimestoppers on high harm crime

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.

Victims and the public are less willing to tolerate high harm crimes as their profile is increased - making people more aware of them and encouraging them to report crimes anonymously and safely

Reports received from the public by crimestoppers and passed to the police significantly increase, leading to more actionable information to the police and more arrests and charges - (rate of increase will be measured)

The incidence of this kind of devastating crime decreases as more and more perpetrators are taken out of circulation

Victims have more information and feel more confident in reporting their abusers and seeking help, by using our anonymous service without fear of reprisal or harm

We measure increased awareness of High harm crimes through measuring number of reports received. These crimes become less prevalent as we reach a minimum of 75,000 people across London each year over 3 years, raising awareness and educating on the importance of reporting.

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

Yes, we intend to continue -We have made a successful application to the Mayor's Office for Policing and Crime (MOPAC), City of London Police (CoLP) and Metropolitan Police Service (MPS) to support the salary of the London Regional Manager to continue to deliver this project. We envisage them to continue funding this important London role over the next few years

Who will benefit?

About your beneficiaries

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

75,000

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

London-wide (100%)

What age group(s) will benefit?

All ages

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?

1-10%

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 London Worker (Including pension N.I, taxes)	44,926	44,926	44,926	134,778
Modern Day Slavery-posters/social media/outdoor ads/events	5,000	5,000	5,000	15,000
Hate Crime posters/social media/outdoor ads/events	5,000	5,000	5,000	15,000
Domestic Abuse- posters/social media/outdoor ads/events	5,000	5,000	5,000	15,000
Media officer time and Analyst reporting stats to police	2,000	2,000	2,000	6,000
Travel	2,400	2,400	2,400	7,200
%Rent, bills, stationary,admin, finance	5,691	5,691	5,724	17,106
Printing, Internet, phone bills,IT maintenance	3,370	3,370	3,370	10,110
Project design, management and Evaluation	3,450	3,450	3,850	10,750
TOTAL:	76,837	76,837	77,270	230,944

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
MOPAC/City of London Police	44,926	44,926	44,926	134,778
	0	0	0	0
	0	0	0	0
	0	0	0	0
TOTAL:	44,926	44,926	44,926	134,778

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
n/a	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
TOTAL:	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Project design, management and Evaluation	3,450	3,450	3,850	10,750
Modern Day Slavery- digital, advertising posters	5,000	5,000	5,000	15,000
Hate Crime- digital promotion, advertising, posters	5,000	5,000	5,000	15,000

Domestic Abuse digital, advertising, posters	5,000	5,000	5,000	15,000
Media officer time and Analyst reporting stats to police	2,000	2,000	2,000	6,000
Travel	2,400	2,400	2,400	7,200
%Rent, light, utilities, post/stationary,admin, finance	5,691	5,691	5,724	17,106
Printing, internet, phone bills,IT maintenance	3,370	3,370	3,370	10,110
	0	0	0	0
TOTAL:	31,911	31,911	32,344	96,166

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	1,727,000
Activities for generating funds	629,000
Investment income	4,000
Income from charitable activities	2,649,000
Other sources	0
Total Income:	5,009,000

Expenditure:	£
Charitable activities	4,336,000
Governance costs	0
Cost of generating funds	804,000
Other	0
Total Expenditure:	5,140,000
Net (deficit)/surplus:	-131,000
Other Recognised Gains/(Losses):	23,000
Net Movement in Funds:	-108,000

Asset position at year end	£
Fixed assets	390,000
Investments	0
Net current assets	2,146,000
Long-term liabilities	1,237,000
*Total Assets (A):	1,299,000

Reserves at year end	£
Restricted funds	611,000
Endowment Funds	0
Unrestricted funds	688,000
*Total Reserves (B):	1,299,000

*** 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?
61-70%

Organisational changes

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

N/A

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	206,139	94,780	121,064
London Councils	0	0	0
Health Authorities	0	0	0
Central Government departments	1,099,219	931,780	847,582
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 £
Home Office	1,099,219	931,780	847,582
Gloucester PCC	52,755	52,755	52,755
Northern Ireland PSNI / D of J	20,000	20,000	20,000
Bestway Foundation	40,000	40,000	40,000
Scottish Government	80,000	80,000	80,000

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: **Asma Choudhery**

Role within **Trust Fundraiser**
Organisation:

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: St Michael's Fellowship	
If your organisation is part of a larger organisation, what is its name? N/A	
In which London Borough is your organisation based? Lambeth	
Contact person: Ms Hillary Box	Position: Head of Fundraising
Website: http://www.stmichaelsfellowship.org.uk	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 1035820
When was your organisation established? 05/01/1903	

Grant Request

Under which of City Bridge Trust's programmes are you applying? Making London Safer		
Which of the programme outcome(s) does your application aim to achieve? More survivors of domestic violence accessing good quality support services that help them to improve their safety, health and well-being Domestic violence survivors empowered to avoid or leave violent, abusive or exploitative situations		
Please describe the purpose of your funding request in one sentence. DiVa 360: Breaking cycles of domestic abuse in young families, working with young mothers, their children and their ex-partners		
When will the funding be required? 03/09/2018		
How much funding are you requesting? Year 1: £46,000 Year 2: £46,920 Year 3: £47,858 Total: £140,778		

Aims of your organisation:

To improve the lives and futures of disadvantaged families in London and the south east and to secure the best possible future for their children. We look to break intergenerational cycles of poverty, abuse and underachievement and keep families together where this is in the best interest of the child. We aim to help children become healthy, confident and financially independent citizens.

Main activities of your organisation:

- family assessments and support in residency to secure the best possible future for the child; 12-week residencies for families, spot purchased by various local authorities (24 LAs in 2017 - 18); since 1994
- 'Securing Change': support for women losing their child to Court order, to reduce cycles of repeat care proceedings and help women access alternative futures; new pilot service 2018-2021
- 'Jigsaw' accredited family contact service to help families rebuild relationships where children are fostered, adopted or living with the other parent; to promote co-parenting and a more stable experience for the child; includes supervised contact we ordered by LA or Court; since 2010
- outreach to young parents in Lambeth to stabilise their personal situation, build parenting skills and to support these young people into education, employment or training; since 2000

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
47	7	9	6

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	five years

Summary of grant request

Need

Lambeth has one of the highest rates of reported sexual violence in London and this is confirmed by the work we have been doing for many years to support young Lambeth parents. A fifth of the children of parents we work with 1:1 are registered on Child Protection or Child in Need plans because of the dangers posed by domestic violence. Equally we are aware of the need to break intergenerational cycles - parents have often witnessed domestic violence in their own childhood, distorting views and expectations of relationships. We are members of Lambeth's VAWG Forum and chair Lambeth's Voluntary & Community Services Network which works with many different ethnic minority groups. We know there is little intervention/prevention work in our area, and none replicating the services we offer.

We have been commissioned by Lambeth to deliver outreach services to young parents since 2008. In autumn 2018 we realigned our outreach services around our early intervention work to combat generational cycles of domestic abuse. This allows us, whilst building on many years' support for young parents around complex, interrelated issues, to work more strategically and to put a sharper focus on outcomes. This approach has already had some success. Lambeth Early Action Partnership (LEAP) has commissioned us to deliver an additional two weekly groups around domestic abuse for women.

Delivery:

DiVa 360 will deliver evidence based programmes to mothers, fathers and children, all aimed at helping participants, whatever their age, to exit (or not to enter) a lifecycle of domestic abuse as victim or perpetrator. We will also offer one to one support, in some cases in addition to a group programme, in others separate from it; and operate a family contact service which is primarily to allow children from a domestically abusive household to maintain safe contact with the perpetrator.

Our expectations of success are built on published research and our own work in this field over more than a decade. DiVa 360 will be delivered by a well-established and very highly regarded staff team.

Numbers of beneficiaries reflect the bespoke nature of the interventions that are required to effect real change. Entrenched, complex issues rarely have simple solutions.

DiVa 360 is a 3-year project. Evaluation and reporting are included in the budget. Robust evidence will allow us to move towards a more self-sustaining model. Some funding is already in place from Lambeth and other trusts and we have a funding plan to secure the balance. During the past two years, we have made a successful start on reducing our reliance on Lambeth. We have been helped by Social Finance consultancy through the Stepping Stones fund to scope potential markets.

Good Practice

Young parents are actively involved in developing the service and peer groups are a key part of our service delivery. We value diversity and promote our work to hard to reach young people and minorities via the VCS network in Lambeth which we chair. Young parents who volunteer with us are well supported and go on to work with us and other organisations on a professional basis. Our Eco Audit and Review are being used by City Bridge as a particularly effective eco-audit and a good example to share with another organisation.

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.

DiVa facilitated peer support group for young mothers in Lambeth in abusive relationships 46 weeks pa. Sessions focus on eg Freedom Programme, Power and Control Wheel, domestic abuse and the law, impact on children, safeguarding, leaving an abusive relationship. Sessions may build around a participant's urgent issues.

Caring Dads: evidence-based 17-week programme for young fathers in abusive relationships to cover understanding of fathering, own experience, recognising hurtful, abusive and neglectful behaviours, problem solving, rebuilding trust and healing. Partners / ex-partners may attend DiVa.

Children's Community Group Programme ? 12-week psycho-educational, group work programme for children aged 4 - 6 years who have experienced domestic violence. Delivered in parallel with mothers' group; working towards sufficient change to prevent violence in child's future and ensuring children learn safety skills.

One to one practical, emotional and therapeutic support for young mothers fathers to complement DiVa & Caring Dads. Young parents have their own key worker who offers a 'one stop shop' of practical and emotional support. Staff support parents with multiple issues alongside improving parenting skills.

Supervised and family contact ? supervised contact is a common requirement in cases of domestic violence, to protect child and mother. Contact between child and father (where safe) increases children's happiness and wellbeing, their resilience and ability to make friends, and educational achievements.

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

Young mothers having experienced domestic abuse will improved mental and health wellbeing; their confidence and independence will increase; their skills and knowledge around identifying and protecting themselves and their children from domestic abuse will increase; risky behaviours such as involvement with violent (ex)partners, self-harm and substance misuse will decrease.

Young mothers having experienced domestic abuse will feel empowered to access general social, health and education services for themselves and their children.

Young fathers who have abused previous partner(s) will break this cycle. They will value the child's birthmother and her role and enter any new relationship with a full understanding of the destructive impact of domestic abuse on women and children, and the skills and determination to break behavioural patterns.

Children who have witnessed domestic abuse will be safer (reduced risk of child abuse). Their mental and physical health, self-confidence and life chances will improve. They will be better able to form relationships, have meaningful contact with both parents and be and less likely to repeat generational cycles of domestic abuse.

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?

Working with Social Finance with a CBT Stepping Stones grant, we will establish markets for a discrete programme component: Caring Dads for young fathers. Over the 3 years we will extend this exercise to three other services: DiVa for mothers, Community Group Programme, which will be further segmented to reach children in different age brackets, and Jigsaw family contact service.

Who will benefit?

About your beneficiaries

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

312

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

Lambeth (100%)

What age group(s) will benefit?

0-15

16-24

25-44

What gender will beneficiaries be?

All

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

A range of ethnic groups

If Other ethnic group, please give details:

What proportion of the beneficiaries will be disabled people?

1-10%

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 Salaries, Oncosts & Training	226,057	230,577	235,190	691,824
Direct Costs 1:1 support (additional to programmes below)	1,584	1,616	1,648	4,848
Direct Costs for DiVa Group 46 weeks pa	3,470	3,534	3,600	10,604
Direct Costs for Caring Dads 68 sessions pa	8,160	9,823	8,740	26,723
Direct Costs for Children's Community Group Programme	7,260	5,832	4,655	17,747
Direct Costs for Jigsaw Family Contact Centre	4,570	4,656	4,745	13,971
IT	3,684	2,228	2,272	8,184
Membership fees & accreditations	3,783	3,783	3,783	11,349
Central Management	30,400	31,008	31,628	93,036

TOTAL:	288,968	293,057	296,261	878,286
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
Lambeth	117,049	117,049	117,049	351,147
Jigsaw Income (based on current levels)	23,400	23,868	24,345	71,613
Stepping Stones	8,580	0	0	8,580
Trusts & Foundations	33,486	9,939	9,986	53,411

TOTAL:	182,515	150,856	151,380	484,751
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What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
St James's Place Charitable Foundation	54,480	55,570	56,681	166,731
[to be applied from] annual Small Trusts Mailing	0	10,000	10,000	20,000
[to be applied from] London Marathon sponsors	5,000	10,000	10,000	25,000
Other trusts to be identified	0	20,000	20,000	40,000

TOTAL:	59,480	95,570	96,681	251,731
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How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
FT Young Parent Practitioner Salary Scale 33 + LW	32,796	33,452	34,121	100,369
NI	4,526	4,617	4,709	13,851
Pension	1,078	1,100	1,122	3,299
Overheads	7,600	7,752	7,907	23,259

TOTAL:	46,000	46,921	47,859	140,778
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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	149,147
Activities for generating funds	0
Investment income	2,457
Income from charitable activities	2,211,478
Other sources	3,006
Total Income:	2,366,088

Expenditure:	£
Charitable activities	2,272,242
Governance costs	36,191
Cost of generating funds	90,246
Other	0
Total Expenditure:	2,398,679
Net (deficit)/surplus:	-32,591
Other Recognised Gains/(Losses):	0
Net Movement in Funds:	-32,591

Asset position at year end	£
Fixed assets	18,698
Investments	0
Net current assets	1,048,629
Long-term liabilities	0
*Total Assets (A):	1,067,327

Reserves at year end	£
Restricted funds	109,257
Endowment Funds	0
Unrestricted funds	958,070
*Total Reserves (B):	1,067,327

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

Statutory funding

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

1-10% *incorrect = c. 80%+*

Organisational changes

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

None

Previous funding received

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

	Year 3 £	Year 2 £	Most recent £
City of London (except City Bridge Trust)	0	0	0
London Local Authorities	2,222,897	2,394,359	2,086,348
London Councils	29,990	0	0
Health Authorities	0	0	0
Central Government departments	6,000	7,000	6,000
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 £
Trusthouse Foundation	0	10,000	20,000
Leathersellers Trust	125,000	12,500	12,500
Rayne Foundation	0	12,500	12,500
Howberry Trust	0	15,000	0
Clothworkers Foundation	0	21,000	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: **Hillary Box**

Role within **Head of Fundraising**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation:

Ball for Immigration Detainees (BID)

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 Celia Clarke

Position:

Director

Website:

<http://www.biduk.org>

Social Media Accounts:

@BIDdetention

What Quality Marks does your organisation currently hold?

We are accredited by the Office of the Immigration Services Commissioner at Level 3

Legal Status

Legal status of organisation: **Registered Charity**

Charity Number:

1077187

Company Number:

03803669

CIC Number:

Bencom Number:

When was your organisation established? **07/08/1999**

Aims of your organisation:

Our organisation exists to challenge immigration detention through the provision of legal advice and representation to help people get out of detention alongside research, policy advocacy and strategic litigation aimed at challenging existing detention policy and practice. While detention still exists we advocate for meaningful safeguards against arbitrary detention such as judicial oversight of the decision to detain. We are opposed to the separation of parents from their children for immigration purposes, as well as the detention of vulnerable people.

Main activities of your organisation:

Providing free legal advice, information and support to immigration detainees to help them exercise their right to liberty and access to justice

Preparing and presenting free applications for release on bail or temporary admission

Providing legal advice and self-help materials on deportation

Preparing deportation appeals

Carrying out research and using casework evidence to influence decision-makers, including civil servants, parliamentarians, the judiciary and regulatory bodies through policy advocacy

Raising awareness and documenting and publicising injustices through the media and with the general public

Carrying out strategic litigation in furtherance of our strategic objectives, using evidence from casework and research.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
4	6	7	27
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	2 years

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

We have monitored and moved our energy bills. We recycle all our rubbish. Recycling forms part of our induction for volunteers and staff.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	31/07/2017	31/07/2018	31/07/2019
Grants & donations:	£668,560	£560,765	£428,618
Earned income:	£1,810	£5,382	£0
Other income:	£0	£0	£0
Total income:	£670,380	£566,147	£428,618
Charitable activity costs:	£586,547	£0	£0
Cost of raising funds:	£60,663	£0	£0
Other costs:	£0	£0	£0
Total expenditure:	£647,210	£529,640	£532,748
Free unrestricted reserves held at year end:	£240,521	£277,028	£200,028
What is your organisation's reserves policy? We are building towards 6 months of unrestricted reserves.			
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.

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 people access debt and legal services for support before they hit crisis point

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

We would like to request funding for our legal advice and representation on bail and deportation to people held in immigration detention in the UK.

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?

No

Another funder? (if so which)

Comic Relief (partly)

How much funding are you requesting?

Year 1:

£30,000

Year 2:

£30,000

Year 3:

£30,000

Year 4:

£30,000

Year 5:

£0

Total Requested: £120,000

You and your grant request

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

We provide legal advice and representation to people held in immigration detention in the UK on how they can get released from detention, and on deportation matters, as many are also facing deportation from the UK. Three-quarters of our clients at any time (the number varies) reside in London either before or after detention. We run a telephone advice line open four mornings a week, we visit the two London-based detention centres once a month each, and we take on cases for representation. We also produce self-help materials and guide people through the process of representing themselves in court, given the lack of automatic legal representation for those who are detained.

What are the changes you hope to achieve?

Our self-help materials will be available to anyone who is detained or who is facing deportation to help them understand their rights and to help them should they have to represent themselves. Former clients attest to the empowering aspect of understanding their rights and being able to exercise them in a situation in which they feel, and are, particularly powerless. Those who are represented by us, will, we hope be granted bail by the courts and can resume their lives here safely and securely. Our organisation also focuses on challenging detention and deportation policy by producing reports and influencing politicians. We are hopeful that we will see an end to the practice of detaining people for immigration purposes and there will be a restoration of legal aid for family and private life cases. as well as the repeal of the harshest immigration legislation.

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

We have been providing legal support to immigration detainees for 19 years. Detention has no time limit. Legal advice is not automatically provided. Individuals must make appointments and wait. The only entitlement is to 30 minutes' advice. In the last year we supported 5,840 people. There is more demand for support from us than we can meet. Our legal advice sessions in Harmondsworth and Colnbrook are usually over-subscribed and we often see 30-35 people in one session. If we are unable to assist in the sessions, our legal managers and volunteers are available on the phone outside the advice line hours. Statistics from the Tribunal Service show that many people applying for release from detention are unrepresented.

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

All legal staff at BID are qualified to deliver advice on bail and deportation. This is effected through our advice line, our correspondence and our visits. All callers or those who write in are sent information packs and sign up for our self-help. If they meet our priorities for representation (based on vulnerability and long-term detention) their cases will be taken on. Our activities consist of: advice through telephone support and fax; legal (face-to-face) visits; representation. We also act as a pathway to other solicitors and regularly refer clients to other services or lawyers.

Why are you the right organisation to do this work?

We have a strong track record on working on detention. We are accredited by the OISC, who said at our last inspection (inspecting our deportation work, as it was a new work stream for us): "The case files reviewed showed a quality of representation and casework which was excellent to see and a dedication to the client which could not be faulted." and "The breadth of the work involving Immigration law, public law and client care for vulnerable clients is something you would find in very few fields of law." The work in this area emerged from our experience of providing legal advice and representation to people in detention and realising that, without legal aid for family and private life matters, many families would be permanently torn apart by deportation. Our aim is not just to fill a gap, however, but to have legal aid restored.

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

We are the only organisation providing free legal advice and representation on detention. We are the only charity doing the same on deportation. Bail matters are technically still within scope for legal aid. However, because there is no legal aid for Immigration or deportation matters, many legal aid solicitors will not take on only the bail case. Some solicitors' firms may take on deportation appeals pro bono and there is still what's called "Exceptional Case Funding" that an individual can apply for to be granted legal aid. However, many firms will not do this work because of the risk that they will not be paid should the application be turned down. We do not take on cases if someone already has a solicitor. We always signpost client to the free legal advice sessions.

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

The group that BID supports is one of the most disadvantaged and marginalised in the UK today. Anyone subject to immigration detention in the UK can be sent to detention on the instruction of an immigration officer. There is no judicial oversight of the decision to detain, no automatic bail hearing and no automatic legal representation. There is also no time limit on immigration detention. The recent Windrush scandal that came to light demonstrated very clearly how easily people can be taken to detention despite being lawfully in this country. Our work meets your outcomes to enable voice and representation, and to ensure that more people access legal services for support - unfortunately often this is after they hit crisis point, by virtue of them being in detention.

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

We ask our clients for feedback about the service we provide them. As we run legal advice sessions in detention centres and prisons about three times in a week, we ask people to complete feedback forms. In addition, we when represent clients in court, we also ask them for feedback. Our legal managers, because they visit centres regularly, and because we are regularly in touch with clients on the phone, are able to feed in the concerns of our clients in particularly about any detention policy and practice matters. We also carry out regular research into different aspects of detention policy and practice, and participate in strategic litigation - for example, in the Supreme Court as an intervener challenging the "out of country" appeal regime, which, as a result of our evidence, was ruled unlawful.

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 client group is by definition excluded. Over half of those detained are returned to their communities, their detention having served no purpose. We amplify the voices of our clients by, for example, tweeting about them, providing evidence to parliamentary committees (in the past year, the Home Affairs Committee (both written and oral) and the Human Rights Committee (oral), engaging in strategic litigation, and briefing journalists. In the last year, BID's work has appeared in the news on 129 occasions - more than twice a week on average. Should clients wish to, we enable them to speak to journalists once they have been freed from detention, but this is a delicate matter as many have ongoing cases and some do not wish to be reminded of 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?

Our project mainly meets an existing need. However, we do produce a range of self-help materials which are available on our website. These enable people who may be liable to detention to access information about their rights should they be detained. We also give talks to other community groups to raise awareness of detention and of detention powers and how to exercise rights once detained.

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

We work closely with other lawyers. BID's remit is restricted to bail and detention matters, as well as deportation. This means that we try and signpost clients to other services should they need psychological or other support. We also signpost/refer clients to lawyers who may be able to represent them in immigration or asylum cases, and for public law (unlawful detention) challenges. The UK government pays out approximately £4million every year in unlawful detention compensation and BID refers about 70 cases for unlawful detention every year. We also meet regularly with other organisations supporting people in detention. They are aware of our self-help materials and also refer people to our 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 people we provide advice to would be in the first stage of "Surviving". For most people who are detained, there is the abrupt shock of being detained, followed by horror that there are no safeguards and that any release from detention will depend on the resourcefulness of the individual. Some move to the "Coping" stage, and it is only on release that they are usually able to reach "adapting". The "thriving" stage is very often only reached once people are able to regularise their immigration status, which is not easy to do. Even then, they can all too easily be tipped back because of the impact of detention on their mental health. They can also be given limited leave to remain, which restricts their options.

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

Not directly no.

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

Preparation of cases for court

Telephone advice line

Legal advice sessions in detention centres and prisons

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

Individuals reunited with their families, increase their well-being and live safely through being released from detention

Detainees will be better informed about their rights and able to exercise their rights

Confidence and trust gained from personal contact with legal adviser; understanding and awareness raised of personal situation and wider understanding of immigration detention and bail.

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
Legal Manager salary	22,110	22,110	22,110	22,110	0	88,440
Travel	15,530	15,841	16,158	16,981	0	64,510
Translation & interpreting	1,200	1,224	1,248	1,273	0	4,945
Postage, printing & stationery	929	948	967	986	0	3,830
Computer costs	525	536	547	558	0	2,166
Telephone	768	783	799	815	0	3,165
Equipment (leases)	1,020	1,030	1,040	1,050	0	4,140
Management & admin	5,196	5,196	5,196	5,196	0	20,784
Premises costs	3,053	3,114	3,176	3,240	0	12,583
TOTAL:	50,331	50,782	51,241	51,709	0	201,324

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
Legal manager salary	22,110	22,110	22,110	22,110	0	88,440
Travel	1,242	1,242	1,242	1,242	0	4,968
Translation & interpreting	960	960	960	1,242	0	3,840
Postage, printing & stationery	743	743	743	743	0	2,972
Computer costs	420	420	420	420	0	1,680
Telephone	576	576	576	576	0	2,304
Lease of equipment	510	510	510	510	0	2,040
Management & admin	2,165	2,165	2,165	2,165	0	8,660
Premises costs	1,274	1,274	1,274	1,274	0	5,096
TOTAL:	30,000	30,000	30,000	30,000	0	120,000

This project will specifically work with other groups or communities:

We support anyone in detention

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

We aim to facilitate access to our services by accessing translation services if we do not have the languages in house

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: **Celia Clarke**

Role within **Director**
Organisation:

Who will benefit?

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

1,800

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?

We support anyone in detention

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:

Any

This project will specifically work with Deaf and disabled people:

Yes

This project will specifically work with LGBTQI groups:

Yes

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Legal Education Foundation	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Outside London	
Contact person: Mr Matthew Smerdon	Position: Chief Executive
Website: www.thelegaleducationfoundation.org	Social Media Accounts: @The_LEF
What Quality Marks does your organisation currently hold? N/A	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 271297	Company Number: RC000126	CIC Number:	Bencom Number:
When was your organisation established? 24/05/1975			
Aims of your organisation: To promote the advancement of legal education and the study of law in all its branches.			

Main activities of your organisation:

We support all areas of legal education to advance the following objectives:

1. To increase public understanding of the law and the capability to use it.

We want to support people of all ages to build broader legal knowledge and capability. Helping people to learn about when problems may have a law-related solution and securing help to do so means that beneficial opportunities to use the law are not missed

2. To advance high quality thinking, training and practice in legal education and legal services so as to ensure legal needs are met.

We want to support work that explores effective ways of meeting legal needs in sustainable ways and at scale.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
10	4	10	0
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?
Leased	

Environmental Impact

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

We have not taken any specific action in the past year.

Finance Details

Organisation Finances

	Year of most recent audited / examined accounts	Current financial year forecast	Next financial year budget
End of financial year date	30/06/2018	30/06/2019	30/06/2020
Grants & donations:	£619,000	£0	£0
Earned income:	£0	£0	£0
Other income:	£3,962,000	£7,350,000	£7,700,000
Total income:	4,581,000	£7,350,000	£7,700,000
Charitable activity costs:	£7,092,000	£7,219,000	£7,569,000
Cost of raising funds:	£151,000	£131,000	£131,000
Other costs:	£2,469,000	£0	£0
Total expenditure:	£9,712,000	£7,350,000	£7,700,000
Free unrestricted reserves held at year end:	£252,226,000	£262,919,000	£272,103,000
What is your organisation's reserves policy? It is the Governors' policy to maintain the Capital Fund at £200 million in real terms based on 30th November 2012 and for the Fund to provide a sustainable amount for grant and operational expenditure purposes each year over the long term. Based on the value of the Capital Fund at 31st January 2018 the Governors approved a total grant and operational expenditure budget of £7.35 million for the year to 30th June 2019.			
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.

None

Grant Request

Which of the Trust's programmes and priority areas will your application deliver? Advice and Support/Provision of advice and support				
Which of the programme outcome(s) does your application aim to achieve?				
Please describe the purpose of your funding request in one sentence. Co-fund with TLEF six Justice First Fellows based in social welfare advice agencies in London where they will meet legal needs and build skills for a career in this field.				
When will the funding be required? 01/01/2020				
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) Principally TLEF which contributes £1m / year from our own resources; plus				
How much funding are you requesting?				
Year 1: £80,000	Year 2: £160,000	Year 3: £80,000	Year 4: £0	Year 5: £0
Total Requested: £320,000				

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

Increased provision of social welfare legal advice to disadvantaged people in London over two years through the creation of six new posts in specialist social welfare agencies. The agencies will be drawn from the London Legal Support Trust's Centres of Excellence programme.
Longer term increases in the availability of specialist social welfare legal services in London through six Fellows completing their training and going on to establish sustainable careers using law to bring about improvements for disadvantaged groups.
The Justice First Fellowship scheme will continue to grow and support the next generation of specialists in the field of social welfare law, enabling ongoing delivery of services and development of the sector so that it can continue to meet social welfare legal needs.

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

<p>Six specialist social welfare organisations, that have secured London Legal Support Trust Centres of Excellence status, will be selected through open application to host a Justice First Fellow.</p>
<p>Six Justice First Fellows will be recruited, via open application, and deployed full time for two years in host organisations to deliver social welfare advice to 1200 disadvantaged people and, in so doing, meet the requirements for completing compulsory training to qualify as a solicitor.</p>
<p>An additional programme of training, support and development activities will be delivered to support Fellows to develop the wider non-legal skills necessary to meet social welfare legal needs effectively and sustainably.</p>

You and your grant request

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

We are applying to co-fund with City Bridge Trust six new Justice First Fellows (JFFs) to be based in specialist social welfare legal agencies in London. These JFFs will join an expanding number of Fellows across the UK (currently 68) who spend two years in host agencies delivering much needed legal services to disadvantaged groups in the course of meeting the requirements to complete their compulsory training ("the training contract") and qualify as a solicitor. Alongside this service provision, Fellows also develop a project that advances access to justice. This is an essential additional element of the Fellowship, offering the opportunity to deliver valuable services at the same time as developing the non-legal skills needed to go on after the scheme to use the law to bring about positive outcomes effectively and sustainably. Projects have attracted income that have enabled Fellows to stay on in their host organisation.

How will the project described achieve your stated outcomes?

We will recruit six specialist social welfare organisations via a competitive open application process. A qualifying criteria will be that agencies are Centres of Excellence under the London Legal Support Trust's scheme (created with support from CBT). Six JFFs will then be recruited, also via a competitive open application process, to be based in these agencies. Fellows will deliver services, develop an access to justice project and receive wider training all designed to ensure that they are well placed to continue using the law as a tool to bring about positive outcomes for people. CBT has previously partnered with TLEF to co-fund six Fellows in London agencies. We will work with CBT staff to identify key London agencies where a Fellow would be most useful. This contributes to a wider additional benefit of the scheme in strengthening advice organisations and the wider Infrastructure for social welfare advice in London.

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

Welfare reform, changes to legal aid and pressure on local authority budgets has put huge stress on the ability of specialist social welfare law agencies to meet legal needs across the country, including London. The visible daily experience of Londoners, supported by numerous research studies, shows the significant effects of these changes on disadvantaged groups including women (especially those experiencing domestic violence), older people, disabled people and carers, Black, Asian, Minority Ethnic people, children and young people. Another implication is that opportunities for the next generation of social justice lawyers to complete their compulsory training had virtually collapsed. This matters in the short term because fewer services are available but, in the longer term, the legal advice sector needs new specialists coming through to deliver and develop the service and funding models that are needed to ensure the sector is effective and sustainable.

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

TLEF runs the Fellowship scheme to bring through this next generation. We will work with CBT staff to identify key London agencies that could act as host organisations. We will recruit these organisations. The selected host organisations then recruit the Fellows. We will deliver the wider training and development opportunities aimed at helping Fellows to develop the wider non-legal skills necessary to establish effective and sustainable services in the longer term. We will continue to attract co-funding for the scheme from other grant making trusts, City law firms and local Law Societies. Selected host organisations are awarded a grant of on average 80000 GBP over two years to cover the full salary of the Fellow (set by the host in line with their own salary structures), the cost of supervision and a contribution to overheads.

Why are you the right organisation to do this work?

The Foundation focuses on the role of legal education in helping people to understand and use the law. We recognise that law is important tool for bringing about positive wider outcomes, from securing shelter and income to improving physical and mental health. We saw that the collapse in the ability of the social welfare legal sector to offer training contracts meant that talented lawyers with a sense of social justice and a commitment to using the law as a tool for positive change were not be able to train in the areas of social welfare law where help is so desperately needed and on such a wide scale. We established the JFF scheme, now in its fifth year, and are pleased with progress. The scheme attracts quality hosts and Fellows. Those that have graduated so far have gone on into employment in social welfare law.

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

There is no comparable scheme and without its investment in these posts at this point in the development of specialist social welfare lawyers, the capacity of the sector to offer these roles would be virtually nil. The scheme is part of a wider work at the Foundation to support infrastructure development in key social welfare legal agencies. We recognise these wider organisational development challenges facing the sector and support work to develop new models of attracting income and delivering services, including for example by harnessing technology. The scheme also complements work of other foundations committed to supporting the legal advice sector by ensuring supply of new specialists as well as boosting the capacity and energy in the sector. Organisations report frequently to us the boost that having a Fellow has given their organisation.

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

The Fellows will work day to day with some of the most vulnerable communities in London based in key London agencies whose role is to use the law as a tool for positive outcomes, to help people to secure their rights and to hold others to account whether that is a bullying landlord or a public body that may be acting unlawfully. We recruit in a way that reflects best practice in equal opportunity recruitment and a sizable proportion of Fellows themselves have lived experience of the issues faced by communities in London. The current Fellow at Hackney Law Centre (co-funded with CBT) was previously street homeless. Speaking at an event on paths to destitution, he noted that it was a social welfare lawyer that saved his life and that is what drove him to follow that career path himself.

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?

There are two dimensions to this. The Fellows themselves are brought together as part of the wider training and development activities to foster a collective sense of being part of a movement of lawyers, using the law for positive outcomes. The second element is in the work Fellows do directly with communities. As above, day to day delivery of social welfare legal services is an important contributor. More widely the project element is a key opportunity. One example delivered by one of the current CBT-funded Fellows is the development of services for women experiencing domestic violence. This led to development of a network of women's organisations being empowered to use legal remedies to protect women from violence and to a wider successful campaign on access to law which secured £1.2m from the Tampon Tax Fund to take the London-based project to national scale. (Please see article attached under 'detailed proposal').

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?

TLEF is part of the Early Action Funders Alliance. A large proportion of our wider grants centre on developing targeted 'just-in-time' legal education, giving people access to information and services that help identify and resolve problems early and prevent issues becoming more complex and costly to resolve in human and economic terms. Timely access to legal advice can be an absolutely crucial element of acting early to prevent more complex and costly problems, for example by helping someone to recognise that an eviction notice may be unlawful and therefore successfully challenging it and avoiding homelessness. Broader strategic use of law is also relevant. Fellows have been involved in taking cases to the Upper Tribunal, Appeal Court and even the Supreme Court, resulting in changes to public decision making, increasing access to public services and clarifications of the law all of which contribute to resolving problems before they escalate.

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

If the application is successful, key partners will be London Legal Support Trust and CBT. They would help us to identify the six specialist social welfare agencies in London that will host Fellows. BPP Law School delivers the Professional Skills Course that Fellows are required to undertake and currently contribute this to the JFF scheme for free. Young Legal Aid Lawyers is a network that has provided invaluable help in supporting Fellows, and Fellows themselves are now deeply involved in YLAL as committee members and in delivering YLAL Initiatives such as an annual conference for young social justice lawyers.

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?

This is an interesting model. Provision of legal advice can work across these stages but the starting point is perhaps 'surviving'. There is strong evidence on the role of unresolved legal problems in causing or exacerbating paths to destitution. Having recourse to law helps people to secure rights relating to income, shelter and employment and to holding public bodies to account. Having these building blocks in place is key. However, the benefits of resolving legal problems can be wide. For example, there is a growing evidence base on the role of resolving legal problems on improving physical and mental health, demonstrating the essential role in law in helping people to move through the stages outlined to cope, adapt and thrive.

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

This is not a focus of the programme. Information is not available at this point on whether organisations that go on to be selected to host Fellows have instigated work to measure and reduce their environmental footprint, but this could be incorporated into the assessment process if CBT was keen to do that.

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
Grants to round one of three social welfare host organisations	120,000	120,000	0	0	0	0
Grants to round two of three social welfare host organisations	0	120,000	120,000	0	0	0
TOTAL:	120,000	240,000	120,000	0	0	0

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
The Legal Education Foundation	40,000	80,000	40,000	0	0	0
Other funders are contributing to Fellows in other parts of the country but this is not the focus of this bid to CBT so are not listed here	0	0	0	0	0	0
TOTAL:	40,000	80,000	40,000	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Other funders are contributing to Fellows in other parts of the country but this is not the focus of this bid to CBT so are not listed here	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
Grants to round one of three social welfare host organisations	80,000	80,000	0	0	0	0
Grants to round two of three social welfare host organisations	0	800,000	800,000	0	0	0
TOTAL:	80,000	160,000	80,000	0	0	0

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?

No - open to everyone

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: **Matthew Smerdon**

Role within Organisation: **Chief Executive**

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: YWCA England & Wales	
If your organisation is part of a larger organisation, what is its name? n/a	
In which London Borough is your organisation based? Islington	
Contact person: Mr Richard Grassby-Lewis	Position: Trusts and Foundations Manager
Website: http://www.youngwomenstrust.org	Social Media Accounts: @YWTrust (Twitter) @youngwomenstrust (Facebook)
What Quality Marks does your organisation currently hold? None	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 217868	Company Number: 137113	CIC Number:	Bencom Number:
When was your organisation established? 21/07/1914			
Aims of your organisation: Since launching in 2013, Young Women's Trust has become a leading voice for disadvantaged young women with over 2,500 press mentions last year. Our mission is to help and support young women aged 16-30 who face poverty and discrimination, particularly in the workplace. We take three complementary routes to achieve our mission: <ol style="list-style-type: none"> 1. Direct services to individuals to help them overcome their personal barriers to work 2. Research and campaigns to spur change within employment policy and practice 3. Involving the voices of disadvantaged young women and amplifying them in the corridors of power 			

Main activities of your organisation:

Our direct service, "Work It Out", offers up to six free sessions of cutting edge solution-focused coaching over the telephone with professional coaches, and/or a free personalised CV or job application upgrade via email from HR professionals.

Our Policy, Campaigns and Communications team conduct issue research and campaigns to level the playing field for disadvantaged young women. We are currently running a campaign for the National Living Wage to be extended to under 25s. Other campaigns have included Making Apprenticeships Work for Young Women, and What Matters to Young Mums.

Our Participation team runs activities to involve and upskill young women with experience of living on a low income. This includes two residential courses per year; a Champions scheme; a 30 member Advisory Panel; an Ambassadors scheme; opportunities for young women to speak at public events; and a closed online group of over 200 young women.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
10	10	13	100
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?
Rented	5 years

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

We take simple steps to reduce our carbon and refuse footprint such as opening the windows instead of turning on the air conditioning, encouraging staff to only print essential documents, and ensuring that every member of staff knows exactly what and where to recycle. We are not in control of our energy bills. We would be very interested in an eco-audit.

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:	£522,000	£550,000	£0
Earned Income:	£621,000	£620,000	£0
Other income:	£35,000	£39,000	£0
Total income:	1,178,000	£1,290,000	£0
Charitable activity costs:	£1,124,000	£1,300,000	£0
Cost of raising funds:	£292,000	£175,000	£0
Other costs:	£362,000	£490,000	£0
Total expenditure:	£1,778,000	£1,965,000	£0
Free unrestricted reserves held at year end:	£1,160,000	£955,000	£0

What is your organisation's reserves policy?

In accordance with Charity Commission guidance, Young Women's Trust defines free reserves as those funds which are available to spend because they are not endowments, not restricted, not tied up in fixed assets and not otherwise designated.

Having taken into account the major risks faced by the Charity, the Trustees aim to hold sufficient free reserves to fund our planned operating activities for 6 months in case of loss of income. For 2017/2018 this equates to around £955,000.

As at 31 March 2017 the reserves fund is £1.16 million which equates to just over 6 months predicted expenditure for 2017/2018.

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.

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.

We are requesting a grant to enable us to improve the confidence and employability of 4000 young women in Greater London over the next three years.

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?

No

Another funder? (if so which)

We have had various small grants to support our work in London but no

How much funding are you requesting?

Year 1:

£34,000

Year 2:

£33,000

Year 3:

£33,000

Year 4:

£0

Year 5:

£0

Total Requested: £100,000

You and your grant request

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

Work It Out offers up to six free sessions of solution-focused coaching over the telephone or online, and a free CV/job application upgrade via email. Young women can access either or both at times to suit themselves including evenings and weekends. Thus young women unable to afford transport, those with disabilities, and young mothers unable to afford childcare can easily access a high quality and effective service which face-to-face services do not often provide. We are applying for funding towards the direct costs associated with delivering our Work It Out service to 4000 young disadvantaged women aged 16 to 30 in London over the next three years. Specifically, the funding will contribute to the cost of paying the sessional fees of the professional coaches who provide the coaching service, administration and training of the volunteers who provide the CV/job application feedback service, marketing and promotion, and monitoring and evaluation.

What are the changes you hope to achieve?

The coaching service quickly helps struggling young women to become more self-confident and employable. Coaches help young women to recognise their strengths and skills and be able to articulate those in an interview or job application. Last year, 84% of coaching beneficiaries reported improvements in their employment status. The CV/job application feedback service is provided by volunteer HR professionals that give highly personalised and detailed advice based on the type of work and industry/sector the young woman is applying to. Last year, 74% of feedback beneficiaries said they gained more interviews as a result. Through the services, beneficiaries learn what employers are looking for and how to demonstrate those attributes; how to present their work, life and education experiences in the best light; how to manage feelings of low self-esteem; and how to maintain their aspirations in the face of difficulties. These are skills that will last a lifetime.

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

We conducted a national survey in 2013 and found that over one million UK women aged between 16 and 30 struggle to afford the basic necessities of life such as food, rent, clothing, transport or items of personal hygiene. This figure is made up of those who are unemployed, NEETs and economically inactive. In London, youth unemployment and economic inactivity is higher than the national average (2018 London Councils). Thus there are roughly 30,000 unemployed young women in London, and if adding in economically inactive and NEETs, we estimate the number to be around 60,000. We launched the Work it Out project in response to an extensive consultation process with young women that had experience of living on low incomes. In 2014 we delivered to just a few hundred Londoners. In 2017 we delivered to well over 2000 young women across the country, demonstrating the increasing demand for the service.

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

Work It Out offers free provision of up to six sessions of one-to-one support by telephone or online from a professional coach who remains with the young woman throughout her journey. The coaching is practical and highly effective at helping young women to identify approaches to succeeding in the workplace. Coaches also address confidence, self-esteem and other personal issues that impact on a young woman's ability to find and keep work. The service is available at short notice and out of normal working hours including evenings and weekends, making it flexible, fully accessible and inclusive. Young women can also get their CVs and/or job applications upgraded by experienced recruiters to help them get more interviews and more chance of landing a decent job. CV turnaround is within five working days. Marketing is largely online through social media but we do advertise the service elsewhere and have referral partners.

Why are you the right organisation to do this work?

We are the only national organisation representing and supporting young disadvantaged women. Our research and campaigns team conduct extensive interviews and focus groups with young women who have direct experience of living on low incomes and we base all our work on their views. We also identified that young women suffer discrimination (e.g. just being offered 'traditional' women's work) and stigmatisation (e.g. being labelled as 'workshy') by many of the existing careers support services and that a gap existed for an online service. All of our key delivery staff have been with us since the start and are highly experienced at delivering the project. We take an 'asset-based' approach that uses the strengths and skills a young woman has to quickly and effectively boost confidence and employability. Our online methodology allows young women that find it difficult to access face-to-face services to easily avail themselves of a high quality intervention.

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

In 2016 we conducted a review of employment services for young women, and found that, alongside job and transport availability, other issues that limited young women's opportunities to access face-to-face services were:

- ? Caring for others
- ? Low confidence
- ? Poor mental and physical well being

We also looked at the limitations of other services and found that many do not offer any soft skills development despite these being valued by employers; careers advice is narrow and tends to point young women to any job rather than one they want; and young women often hold negative opinions about Job Centres and recruitment agencies and think the advice could be improved.

Work It Out's easy access and high quality thus makes an excellent addition and/or alternative to face-to-face services. This is further evidenced by our referral relationships with Job Centre Plus, Prince's Trust, UpRising, The Mix, and British Red Cross.

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

We want to improve the employability and self-confidence of 4000 disadvantaged young female Londoners. At least 80% will improve their employment status within six months and 90% will improve their confidence immediately. Thus the project will meet the Programme Outcome of 'more Londoners will have improved economic circumstances'. One young woman said: "Before I started coaching, I struggled to name anything I liked about myself. My coach pointed out nice things about me and we made a list. At first I didn't believe a thing on there, but I kept the list and I kept looking at it. Then I began to be able to read job adverts and match my skills with those employers were looking for and the interviews came rolling in! Now my life is totally different. I love my new job and I intend to stay for as long as I can."

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

We offer every young woman who uses the Work It Out services opportunities to feedback her views and comments to us and we offer her various ways to get more involved with our work (please see below). Views and comments are collated into a quarterly report that is presented to project managers that helps to shape and direct the service.

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 Participation Team runs activities to ensure participation at every level of our work by young women affected by the issues we tackle. This includes: two residential courses per year; a Young Women's Champions scheme; a 30-strong Advisory Panel; an Ambassadors scheme; opportunities for young women to speak at public events to influence policymakers/employers; and consulting with a closed online group of over 200 young women. We also take on two trainees per year in our office and have two former service users sitting on our Board of Trustees. Last year, 213 young women with experience of living on low incomes took part in 206 different activities. Other recent achievements include the Advisory Panel designing and delivering a media training day for young women in Birmingham, and peer-interviewing 57 extremely 'hard to reach' young women across the country for our Economic Inactivity research project.

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?

Yes our project meets an identifiable need. Whilst young women that access the project will be at different stages on their journey, our project is not designed to be preventative in any other way than preventing joblessness or inactivity from becoming a way of life. It achieves this by increasing a young woman's resilience, skills, confidence, wellbeing and knowledge, including self-knowledge.

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

We will work closely with the Prince's Trust with whom we have a referral partnership for London. Prince's Trust also hold job fairs and other recruitment drives to which we signpost our young women if appropriate. We will also be working closely with Job Centre plus, particularly in areas of high deprivation. Young Women's Trust Ambassadors from these areas will earn voucher points for putting up posters and leaflets promoting our work in Job Centres.

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 young women will be at the Surviving or Coping stages. Work It Out will quickly move them on through Adapting into Thriving. Here's what one young woman had to say: "I was feeling like I was at the edge of a black hole. I was unemployed and couldn't afford to pay my rent. I saw an ad on Facebook for the Work It Out service and signed up. My coach really helped me quickly see what I was good at and helped me feel great about myself. I saw this lovely part time job and when I sent in my brand new CV they invited me for an interview and I was offered the job on the spot! Because I was feeling so much better about myself, I was able to impress them and after three weeks they asked me if I wanted to go full time. Brilliant!"

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

Our service is highly efficient. With a staff of only 20 (FTE 17.39) we are able to help thousands of young women every year, run effective national campaigns, and put young women with lived experience at the heart of our work. This keeps our overheads, and carbon and refuse footprint very low as we have no need for permanent delivery premises nor staff.

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

Coaching service. The average number of coaching sessions a young woman has is three. We would expect about half of those engaged to take up the coaching. These will occur consistently throughout the requested grant period.

CV/job application feedback service. Young women sign up to the service and email in their CVs or job applications. We guarantee turn around within 5 working days (or faster if they have a deadline). Again this will occur consistently over the requested grant period.

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

Improve the employability of young women through coaching sessions and CV/job application upgrades. 85% will improve their employment status (e.g. gaining employment, changing to a better job, increasing their working hours, or getting a promotion/pay rise). 75% will improve the number of interviews they get.

Improve the self-confidence of young women through coaching sessions and CV/job application upgrades. 95% will say the coaching service makes them feel more confident and able to find and keep work. 90% will feel confident their upgraded CV will improve their chances of getting the job they want.

Improve young women's understanding of what they are good at and how to transfer those skills through coaching sessions and CV/job application upgrades. 85% will improve their understanding of their skills and how to transfer them.

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
Coaching costs (sessional fees)	136,500	182,000	228,250	0	0	546,750
Volunteers (administration, training)	25,000	33,325	41,650	0	0	99,975
Marketing (on and offline)	10,000	10,000	10,000	0	0	30,000
Monitoring and Evaluation	6,000	6,000	6,000	0	0	18,000
Overheads @15% (rent, utilities, HR, Finance, IT)	26,625	34,699	42,885	0	0	104,209
TOTAL:	204,125	266,024	328,785	0	0	798,934

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Trusts and Foundations	59,500	59,500	0	0	0	119,000
Individual donations	50,000	50,000	50,000	0	0	150,000
TOTAL:	109,500	109,500	50,000	0	0	269,000

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Drapers? Charitable Fund	10,000	0	0	0	0	10,000
John Lewis Foundation	30,000	30,000	30,000	0	0	90,000
ACT Foundation	10,000	10,000	10,000	0	0	30,000
TOTAL:	50,000	40,000	40,000	0	0	130,000

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Coaching costs (sessional fees)	26,000	26,000	26,000	0	0	78,000
Volunteers (administration, training)	5,800	4,800	4,800	0	0	15,400
Marketing (on and offline)	1,350	1,350	1,350	0	0	4,050
Monitoring and Evaluation	850	850	850	0	0	2,550
Overheads @15% (rent, utilities, HR, Finance, IT)	0	0	0	0	0	0
TOTAL:	34,000	33,000	33,000	0	0	100,000

Who will benefit?

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

1,333

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:

16-24

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)

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?

We use the National Indices of Deprivation to target areas of greatest need. We have four years experience of delivering Work It Out.

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.

Young women without a mobile phone or internet connection.

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 promote our services via referral partnerships with organisations on the ground.

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: **Richard Grassby-Lewis**

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

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Evelyn Oldfield Unit	
If your organisation is part of a larger organisation, what is its name? Evelyn Oldfield Unit is independent	
In which London Borough is your organisation based? Islington	
Contact person: Mr. Mulat Haregot	Position: Director
Website: http://www.evelynoldfield.co.uk	Social Media Accounts: N/A
What Quality Marks does your organisation currently hold? EOU holds the following accreditations :- (1) PQASSO [level 2], (2) Advice Quality Standard (AQS), (3) Office of the Immigration Service Commission (OISC) (4) OCN Approved Centre	

Legal Status

Legal status of organisation: First Contact			
Charity Number: 1044681	Company Number: 02921143	CIC Number: N/A	Bencom Number: N/A
When was your organisation established? 21/04/1994			
Alms of your organisation: Mission : the EOU aims to provide, develop and co-ordinate support services for marginalised and disadvantaged individuals and their communities, primarily those from migrant, refugee and asylum seeking backgrounds. Objectives : the Mission is achieved through two spheres :- (1) 2nd Tier Services & Support : EOU provides specialist assistance and support services for Refugee & Migrant Community Organisations (RMCO?s) in order that they will build their capacity to govern / manage their organisations and deliver more effective services Furthermore, we support development of partnerships with RMCO?s, mainstream Voluntary Community Sector (VCS) organisations and statutory bodies to build capacity and strategically develop joined up services			

Main activities of your organisation:

(1)?Founding the Future? : 2nd tier support for RMCO?s e.g. from governance to partnership development : 100+ supported annually.

(2)Enhance Project [partnership with Resource for London] : ?hot desking? and 2nd tier support to 25+ RMCO?s

(3)Partnership Development e.g. East London Partnership developing on-line learning : 139 learners and 10 volunteer teachers [2017 ? 18]

(4)?Research For Action And Influence? : specialist research skills training : 25 people trained [2017 ? 18] who now work with 25+ RMCO?s.

(5)Advice : a developing remit comprising :-

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
3	1	8	42
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	Annually with Resource for Lon

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

Over the past 12 months, we have developed our Environmental Policy as led by our appointed Office ?Green Champion? who has supported the team to :-

? save energy,

? reduce waste

? increase recycling

Such steps have included encouraging all staff to :-

? print less,

? not use coloured inks,

? buy recycled products [where affordable],

? ensure all monitors are turned off at close of the office day

? reduce travel by petrol powered vehicles [our staff use public transport when possible]

As a 2nd tier body, we are also encouraging member groups to develop Environmental Policies and we have dedicated a space on our website to influence our membership and any enquirers e.g. RMCO?s, to develop ?green projects?

We have a useful resource bank for groups to promote this message and we are currently working to extend this project.

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:	£196,129	£230,111	£0
Earned income:	£0	£0	£0
Other income:	£0	£0	£0
Total income:	196,129	£230,111	£0
Charitable activity costs:	£169,757	£230,063	£0
Cost of raising funds:	£0	£0	£0
Other costs:	£0	£0	£0
Total expenditure:	£169,757	£230,063	£0
Free unrestricted reserves held at year end:	£74,012	£73,964	£0

What is your organisation's reserves policy?

Trustees have agreed a Reserves Policy which aligns with the recommended Charity Commission good practice guidelines stating that we aim to reserve 3 ? 6 months revenue costs to maintain operations and also prepare a budget to accommodate winding down costs.

Our current income level totals c£196k at current levels, therefore our target will be to hold up to £50k in unrestricted reserves i.e. free reserves, which we currently meet as we hold £74,012.

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.

No changes since accounts of 31 March 2018 were produced.

Grant Request

Which of the Trust's programmes and priority areas will your application deliver? Connecting the Capital/Voice & leadership				
Which of the programme outcome(s) does your application aim to achieve?				
Please describe the purpose of your funding request in one sentence. Bringing together RMCO?s / organisations supporting refugee & migrant communities to create collaborations, links, partnerships, develop leadership and ensure a unified ?voice? which is heard and represented during strategic development.				
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) No				
How much funding are you requesting?				
Year 1: £51,847	Year 2: £512,600	Year 3: £52,136	Year 4: £53,038	Year 5: £53,967
Total Requested: £262,248				

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

?Collaborations? : 50 RMCO?s per year will access specialist resources and support to work collaboratively / in partnership leading to joined-up programmes and strategy which better supports refugee & migrant communities

?Voice? : 200 people each year from refugee & migrant communities will come together on a pan-London basis to develop a strong, unified voice which positively effects community strategies and strengthens the refugee & migrant community sector to work collaboratively [and equally] with mainstream and statutory sectors

?Building Capacity? : 200 people each year [Trustees, staff and volunteers] from 50 RMCO?s will access professional developmental opportunities enabling better leadership and improved capacity to engage in partnerships / collaborations and generally upscale their governance and services delivery, ultimately leading to more positive outcomes for service users

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

Partnership and Collaborations :

Direct support for 50 RMCO?s pa to collaborate and develop partnerships e.g. cross referral, joined-up activities, joint funding bids, etc. Including 1-1 support to prepare partnership plans / agreements, group skills development and coaching to facilitate better joined-up work : 10 partnerships / collaborations developed annually.

Developing a ?Voice? :

200 people each year [Trustees, staff and volunteers] to access :-

?[1] refugee & migrant community Forum : [quarterly] meetings,

?[1] new website resource, developed to connect beneficiaries
?[quarterly] seminars and consultations bringing people together
?[monthly] activities to present views e.g. reports, presentations and web publications

Capacity Building :-

200 people pa to access :-

?[monthly] workshops enabling RMCO?s to establish Forums and engage in local partnerships

?[monthly] training events in leadership and collaborative working

?[monthly] 1-1 / group training in skills development e.g. project planning, fund raising, governance etc. to build RMCO?s capacity

You and your grant request

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

?Community Connections? will comprise 2nd tier, specialist support to develop the voice and leadership skills of the voluntary and community sector as it relates to refugee & migrant communities breaking down into 4 spheres :-

(1) Networking Activities :

(i) Engaging with RMCO?s to form new networks and connect members

(ii) Central Forum : development of a central Forum and resources through which groups can connect and collaborate

(2) Developing Partnership and Collaborations : direct support for RMCO?s e.g. to make joint funding bids.

(3) Consultation Development :-

(i) Raising and addressing key issues as a ?joined-up community?

(ii) Producing regular reports using SMC [Social Metrics Commission] models

(iii) Workshops and meeting with statutory bodies and funders to engage them with migrant & refugee communities

(4) Training and Support :-

(i) Partnership skills development for RMCO?s

(ii) Leadership training building skills to lead RMCO?s

(iii) General RMCO development skills

How will the project described achieve your stated outcomes?

?Community Connections? break down into 3 spheres :-

(1) ?Collaborations? : RMCO?s will access specialist resources and support to work collaboratively / in partnership leading to joined-up programmes which better support refugee & migrant communities

RMCO?s will connect with MOPAC, Police, Home Office, GLA, Councils, Health Authorities and mainstream 3rd sector to address key issues e.g. crime, health and employment.

(2) ?Voice? : pan-London migrant & refugee communities will develop a strong, unified voice which positively effects community strategies and strengthens the refugee & migrant community sector

Furthermore, RMCO?s will better promote themselves which has been identified as a weakness of the refugee & migrant communities sector.

(3) ?Building Capacity? : RMCO?s will access professional developmental opportunities for their trustees, staff and volunteers to enable better leadership and improved capacity to engage in partnerships / collaborations and generally improve their governance and services delivery

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

(1) Census evidences London's 55% Black, Asian, Refugee & Migrant Communities population : a 54% increase since 2001

(2) Refugee & migrant communities are experiencing increasing poverty leading to anti-social behaviour and criminality [SMC Report 'Measuring Poverty']

(3) 'The Way Ahead' [Sept 2018] outlines four key principles which 'Community Connections' will address e.g. developing an equal voice and self-reliance for refugee & migrant communities and RMCOs supporting them

(4) Lack of Capacity : refugee & migrant communities are not well enough represented in local strategies e.g. LB Islington Commissioning Partnership states RMCOs do not have capacity to meet specialist needs and continues to commission mainstream advice agencies

(5) The 'Bridge Report' recommends collaborative & partnership development for refugee & migrant communities to engage them in services and strategic development

(6) 'Enhance' [CBT Funded] : 'Community Connections' responds to feedback from project evaluation [4,000+ beneficiaries and 100+ start-up RMCOs]

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

Activities of 'Community Connections' will include :-

(1) Networking Activities :

(i) developing a pan-London RMCOs membership list [through a 'phased approach' over 5 years]

(ii) developing resources e.g. setting up a specialist central website and other resources e.g. a regular newsletter / 'Info-sheet' etc.

(iii) workshops with statutory bodies and funders to engage with them and promote the unified migrant & refugee communities' voice

(2) Developing Partnership and collaborations :

(i) coaching, consultancy and training workshops for RMCOs e.g. supporting partnership funding bids.

(ii) specialist 1-1 coaching support for RMCOs re : strengthening their 'voice' locally and more broadly

(3) Consultation Development :-

(i) regular networking activities e.g. [quarterly] Forum meetings, holding issue based seminars etc.

(ii) consultations conducted re : key issues and production of ensuing reports

(4) Training & Support : regular training workshops to develop skills of RMCOs e.g. leadership, governance, communications etc.

Why are you the right organisation to do this work?

(1) 2nd Tier Body : EOU is the only 2nd tier body dedicated to RMCO's e.g. we support ROTA and 'Voice for Change' which are generic providers

(2) Track Record :

(i) our successful [BIG funded] 'Community Impact' Project (CIP) supported 600+ RMCO's with capacity building [2008 - 2013]

(ii) CIP was followed by 'Founding the Future' [CBT funded] which successfully supported 48+ BAMER groups annually and 300 individuals [2014 - 17]

(3) Evelyn Oldfield Unit's Sustainability : 25 years experience as a specialist 2nd tier provider to RMCO's ; we have always exceed [funded] project targets,

(4) RMCO-Led : we have 240+ member RMCO's which guide our strategies

(5) Leadership : EOU is the only RMCO representative on the London Strategic Migration Partnership (LSMP)

(6) Strategy : EOU strategically connects to the 'Way Ahead' [member of the 'Equalities Sub-group'] promoting sustainability, collaborations and representation for RMCO's and refugee & migrant communities

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

(1) Filling Gaps :

RMCO's remain excluded from commissioning opportunities e.g. LB Islington Commissioning Partnership : EOU formed IBAA to build capacity of RMCO's to compete for contracts in the absence of provision to support RMCO partnership development

(2) Complementing Provision :

(i) 2nd Tier Body : EOU is the only 2nd tier body dedicated to RMCO's : other 2nd tier providers e.g. Voluntary Action Islington, ROTA and 'Voice for Change', are generic providers

'Community Connections' will focus on RMCO's, delivered by a specialist agency, and connect ensuing networks / collaborations with the mainstream enabling the community voice to be fully representative.

(ii) Statutory agencies e.g. MOPAC, Home Office, GLA, Councils and mainstream 3rd sector e.g. 'The Way Ahead', LSMP, Refugee Council etc. hold Forums, however EOU is often the only representative of the sector e.g. LSMP : 'Community Connections' will represent RMCO's and enable them to participate for themselves.

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

(1) Ongoing surveys to solicit views from RMCO?s maintaining a ?flow? of their Ideas / needs back to us ; ensuing capacity building for RMCO?s to solicit views from their own beneficiaries

(2) Direct 1-1 contact with RMCO?s and assigning trained volunteers to support them ; we will initially represent their views if they feel unable to present them in public

(3) Achieving a pan-London ?ripple effect? via representation / promotions e.g. via ?The Way Ahead?, LSMP, Refugee Council and MRAP.

(4) Developing appropriate media for the ?unified voice? e.g. a central website to publish reports, newsletter to inform the community and regular seminars to present their views

(5) Developing ?leadership? e.g. EOU has developed a ?Leaders Forum? [in COTAS] ; training RMCO?s to develop localised steering groups to engage with their beneficiaries and represent their views

(6) Bringing RMCO?s together via Partnerships e.g. IBAA, and developing presentation skills

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?

Target Groups : ?Community Connections? focuses on RMCO?s and people from refugee & migrant communities, known to be excluded from opportunities due to :-

? Language, cultural and gender constraints [Casey Report]

? ?Lack of capacity? to compete for contracts [feedback from LB Islington Commissioning Partnership]

?Community Connections? will engage and empower individuals, communities and RMCO?s via :-

(1) Establishing resources e.g. a specialist central website, regular newsletter etc. specifically for RMCO?s

(2) Consultation exercises to gain views and input

(3) Coaching, consultancy and training for RMCO?s providing skills and confidence to participate in community activity

(4) Specialist 1-1 coaching and established functions for RMCO?s e.g. Forums, to bring them together, strengthening their ?voice? and further building confidence

(5) Training & development for skills which generally improve confidence and provide the ?tools? for people to participate in community activity and to lead their own RMCO?s regardless of size and capacity

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 Connections? addresses ?responsive? and ?preventative? modes as follows :-

(1) Existing Need : RMCO?s :-

?lack influence and have a perceived lack of specialist capacity e.g. LB Islington refers to this and continues to commission mainstream groups such as CAB ; EOU has already formed IBAA to represent RMCO?s which ?Community Connections? would support.

?remain fragmented and, individually, lack capacity to compete for larger contracts ; as such, they lack influence and find sustainability difficult

?tend to be generic service providers ; they need to develop and promote their ?specialism?

(2) Preventative / Early Action : ?Community Connections? will :-

?operate proactively with RMCO?s to find out the views / needs of refugee & migrant communities to best represent them and ensure they have a platform to communicate them

?align RMCO?s with existing strategies e.g. the ?Way Ahead?, and develop new ideas in response to needs identified.

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

?Community Connections? will require the following links :-

(1) RMCO?s : this is the target group as we want such groups to come together to represent refugee & migrant communities and develop a stronger voice that influences strategy

(2) Individuals from refugee & migrant communities : we want to encourage people who are potential leaders who can represent their communities and ensure their voices are heard

(3) Statutory Bodies e.g. LB Islington, Health Authorities and others that set local strategies to engage with RMCO?s and build dialogue

(4) Funders : we will connect funders with RMCO?s and refugee & migrant communities to build dialogue and develop appropriate priorities e.g. for funder programmes

(5) Key Networks & Strategic Groups : we will continue to represent RMCO?s at Forums and partnerships including ?The Way Ahead?, GLA, LSMP, MOPAC, the Police, Local Authority, Refugee Council and any other in which EOU participates.

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?

Refugee & migrant communities will be at different stages in their lives, however by the nature of 3rd sector programmes, our main target group is 'disadvantaged people', therefore the majority of people we support are 'Surviving' or 'Coping'.

For example, being based in Islington, the borough accommodates some of the UK's most affluent neighbourhoods alongside the most deprived : our beneficiaries i.e. refugee & migrant communities, tend to live within the 10% most deprived in the country e.g. Highbury West & Finsbury Park, and experience severe deprivation.

Furthermore, refugee & migrant communities are, in the main, 'adapting' to the new ways of life and challenges re-settling in the UK bring.

However, many people from targeted communities are 'Thriving' and we target them as community leaders e.g. they have jobs, therefore they also have a role to play as the unified 'voice' represents all of the community who we bring together.

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

EOU has an Environmental Policy and, as a 2nd tier body, supports member RMCO's to develop their own which will be an activity of 'Community Connections' including :-

'The website : Information can be broadcast via the web site e.g. the newsletter, which reduces paper etc. through mail-outs

'Sharing information e.g. feedback from 'Community Connections' which will save other groups from conducting research as they can access and share our learning [thus saving time and resource]

'Partnership development and collaborations will share resources cutting down on duplication and waste

'Model Environmental Policy documents will be available for members to download to guide good practice

'Encouraging members to reduce travel by petrol powered vehicles to attend our meetings, forums and events [our staff and volunteers use public transport when possible]

'Training RMCO's to develop and implement environmental policies which can, in return, be communicated to refugee & migrant communities

You and your grant request

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

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How will the project described achieve your stated outcomes?

Community Connections break down into 3 spheres :-

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(2) Voice : pan-London migrant & refugee communities will develop a strong, unified voice which positively effects community strategies and strengthens the refugee & migrant community sector

Furthermore, RMCOs will better promote themselves which has been identified as a weakness of the refugee & migrant communities sector.

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(i) coaching, consultancy and training workshops for RMCO's e.g. supporting partnership funding bids.

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(4) RMCO-Led : we have 240+ member RMCOs which guide our strategies

(5) Leadership : EOU is the only RMCO representative on the London Strategic Migration Partnership (LSMP)

(6) Strategy : EOU strategically connects to the 'Way Ahead' [member of the 'Equalities Sub-group'] promoting sustainability, collaborations and representation for RMCOs and refugee & migrant communities

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

(1) Filling Gaps :

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- (3) Achieving a pan-London ?ripple effect? via representation / promotions e.g. via ?The Way Ahead?, LSMP, Refugee Council and MRAP.
- (4) Developing appropriate media for the ?unified voice? e.g. a central website to publish reports, newsletter to inform the community and regular seminars to present their views
- (5) Developing ?leadership? e.g. EOU has developed a ?Leaders Forum? [In COTAS] ; training RMCO?s to develop localised steering groups to engage with their beneficiaries and represent their views
- (6) Bringing RMCO?s together via Partnerships e.g. IBAA, and developing presentation skills

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?

Target Groups : ?Community Connections? focuses on RMCO?s and people from refugee & migrant communities, known to be excluded from opportunities due to :-

? Language, cultural and gender constraints [Casey Report]

? ?Lack of capacity? to compete for contracts [feedback from LB Islington Commissioning Partnership]

?Community Connections? will engage and empower Individuals, communities and RMCO?s via :-

- (1) Establishing resources e.g. a specialist central website, regular newsletter etc. specifically for RMCO?s
- (2) Consultation exercises to gain views and input
- (3) Coaching, consultancy and training for RMCO?s providing skills and confidence to participate in community activity
- (4) Specialist 1-1 coaching and established functions for RMCO?s e.g. Forums, to bring them together, strengthening their ?voice? and further building confidence
- (5) Training & development for skills which generally improve confidence and provide the ?tools? for people to participate in community activity and to lead their own RMCO?s regardless of size and capacity

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 Connections? addresses ?responsive? and ?preventative? modes as follows :-

(1) Existing Need : RMCO?s :-

?lack influence and have a perceived lack of specialist capacity e.g. LB Islington refers to this and continues to commission mainstream groups such as CAB ; EOU has already formed IBAA to represent RMCO?s which ?Community Connections? would support.

?remain fragmented and, individually, lack capacity to compete for larger contracts ; as such, they lack influence and find sustainability difficult

?tend to be generic service providers ; they need to develop and promote their ?specialism?

(2) Preventative / Early Action : ?Community Connections? will :-

?operate proactively with RMCO?s to find out the views / needs of refugee & migrant communities to best represent them and ensure they have a platform to communicate them

?align RMCO?s with existing strategies e.g. the ?Way Ahead?, and develop new ideas in response to needs identified.

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

?Community Connections? will require the following links :-

(1) RMCO?s : this is the target group as we want such groups to come together to represent refugee & migrant communities and develop a stronger voice that influences strategy

(2) Individuals from refugee & migrant communities : we want to encourage people who are potential leaders who can represent their communities and ensure their voices are heard

(3) Statutory Bodies e.g. LB Islington, Health Authorities and others that set local strategies to engage with RMCO?s and build dialogue

(4) Funders : we will connect funders with RMCO?s and refugee & migrant communities to build dialogue and develop appropriate priorities e.g. for funder programmes

(5) Key Networks & Strategic Groups : we will continue to represent RMCO?s at Forums and partnerships including ?The Way Ahead?, GLA, LSMP, MOPAC, the Police, Local Authority, Refugee Council and any other in which EOU participates.

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?

Refugee & migrant communities will be at different stages in their lives, however by the nature of 3rd sector programmes, our main target group is 'disadvantaged people', therefore the majority of people we support are 'Surviving' or 'Coping'.

For example, being based in Islington, the borough accommodates some of the UK's most affluent neighbourhoods alongside the most deprived : our beneficiaries i.e. refugee & migrant communities, tend to live within the 10% most deprived in the country e.g. Highbury West & Finsbury Park, and experience severe deprivation.

Furthermore, refugee & migrant communities are, in the main, 'adapting' to the new ways of life and challenges re-settling in the UK bring.

However, many people from targeted communities are 'Thriving' and we target them as community leaders e.g. they have jobs, therefore they also have a role to play as the unified 'voice' represents all of the community who we bring together.

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

EOU has an Environmental Policy and, as a 2nd tier body, supports member RMCO's to develop their own which will be an activity of 'Community Connections' Including :-

'The website : information can be broadcast via the web site e.g. the newsletter, which reduces paper etc. through mail-outs

'Sharing information e.g. feedback from 'Community Connections' which will save other groups from conducting research as they can access and share our learning [thus saving time and resource]

'Partnership development and collaborations will share resources cutting down on duplication and waste

'Model Environmental Policy documents will be available for members to download to guide good practice

'Encouraging members to reduce travel by petrol powered vehicles to attend our meetings, forums and events [our staff and volunteers use public transport when possible]

'Training RMCO's to develop and implement environmental policies which can, in return, be communicated to refugee & migrant communities

See Appendix for Revised Request

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 [Project Co-ordinator]	22,334	23,038	23,763	24,509	25,278	118,922
Staff Travel [& Recruitment Year 1]	1,950	1,236	1,273	1,311	1,350	7,120
Staff Training	1,000	1,000	1,000	1,000	1,000	5,000
Revenue & Promotions	1,200	1,200	1,200	1,200	1,200	6,000
Consultancy [Monitoring & Evaluation]	1,500	1,500	1,500	1,500	1,500	7,500
Training & Networking Events Budget	9,600	9,600	9,600	9,600	9,600	48,000
Consultations & Reports	6,000	6,000	6,000	6,000	6,000	30,000
Capital Costs	1,500	1,000	1,000	1,000	1,000	5,500
Overheads	6,763	6,686	6,800	6,918	7,039	34,206
TOTAL:	51,847	51,260	52,136	53,038	53,967	262,248

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
	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

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
	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
Salary [Project Co-ordinator]	22,334	23,038	23,763	24,509	25,278	118,922
Staff Travel [& Recruitment Year 1]	1,950	1,236	1,273	1,311	1,350	7,120
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Revenue & Promotions	1,200	1,200	1,200	1,200	1,200	6,000
Consultancy [Monitoring & Evaluation]	1,500	1,500	1,500	1,500	1,500	7,500
Training & Networking Events Budget	9,600	9,600	9,600	9,600	9,600	48,000
Consultations & Reports	6,000	6,000	6,000	6,000	6,000	30,000
Capital Costs	1,500	1,000	1,000	1,000	1,000	5,500
Overheads	6,763	6,686	6,800	6,918	7,039	34,206

TOTAL:	51,847	51,260	52,136	53,038	53,967	262,248
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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?

Islington

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:

Male

Female

Transgender or other gender identity

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)

Mixed / Multiple ethnic groups

Refugees and asylum seekers

Other ethnic group

If Other ethnic group, please give details:

All ethnic groups as a specialist in working with refugee, migrant and BME communities and the groups that support them [RMCO?s]

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:

N/A

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

EOU was founded in 1994 to provide specialist assistance for RMCOS ; we have a membership of more than 200 RMCOS, established networks and promotions focussed on reaching RMCOS.

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.

No, as we have specialist expertise and vast experience as a dedicated provider of support and services to RMCOS and all categories of the refugee & migrant communities they support.

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

As above, we have specialist expertise, vast experience as a dedicated provider of support and services to RMCOS and the refugee & migrant communities they support ; furthermore, our centre is fully accessible to all communities with full disabled access

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: **Mulat Haregot**

Role within **Director**
Organisation:

Revised Budget - Evelyn Oldfield Unit

Project Co-ordinator	22,334	23,038	23,763	24,509	25,278	118,922
Staff travel / yr. 1 recruitment	1,950	1,236	1,273	1,311	1,350	7,120
Staff training	1,000	1,000	1,000	1,000	1,000	5,000
Revenue and promotions	1,200	1,200	1,200	1,200	1,200	6,000
M&E	-	-	1,500	-	1,500	3,000
training and networking events	9,600	9,600	9,600	9,600	9,600	48,000
consultation and reports	6,000	6,000	6,000	6,000	6,000	30,000
Capital	1,500	-	1,000	-	-	2,500
overheads	6,763	6,686	6,800	6,918	7,039	34,206
TOTAL	50,347	48,760	52,136	50,538	52,967	254,748

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Greater London Volunteering	
If your organisation is part of a larger organisation, what is its name? n/a	
In which London Borough is your organisation based? Westminster	
Contact person: Ms Margaret Cooney	Position: Chief Executive
Website: http://www.glv.org.uk	Social Media Accounts: @londonplus18
What Quality Marks does your organisation currently hold? None	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1115303	Company Number: 4070342	CIC Number:	Bencom Number:
When was your organisation established? 13/07/2006			
Aims of your organisation: We exist to champion London's civil society through insight, influence and powerful connections. We have three objectives: We will bring people together and convene meetings, events, workshops, training programmes and hackathons to connect people, share information, build skills and shared understanding. We will commission and conduct research to generate new knowledge and insight and collect, collate and critically evaluate good practice to build a robust evidence base that demonstrates what works and why for civil society. We will engage and influence decision-makers, funders and policymakers so that they understand the importance of civil society and the vital role infrastructure plays in underpinning civil society.			

Main activities of your organisation:

Our four main areas of service delivery are evidence-based - we use the evidence we gather to make decisions to inform what we do. In brief:

Data and Intelligence - research, data literacy support, data projects e.g equality data standard project

Networks, partnerships and collaborations - service networks of infrastructure organisations, e.g Pilotlight consortia project, CVSS, VCs, London wide infrastructure forum

Advocacy and voice - Good Work Commission, support Cornerstone Fund projects, advocating for the role of CSOs in social prescribing

Communications, digital content and operations - creating a centralised knowledge and information hub about CSOs in London.

The attached business plan includes an activity plan from July 2019 - July 2020 with details of our activities to date. As a relatively new organisation, our activities and work are evolving constantly and a table version of this document will have a clearer timeline, outcomes, activities and will form the basis of a monitoring framework is being developed.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
4	1	8	0
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 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	8 months

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

Sustainability is part of our ethos and values and we actively minimise our environmental impact. We have chosen our office building as they have an active green approach with an excellent recycling scheme. We avoid printing and focus on being digital first. We have developed a strong environmental policy to support us to continue to minimise our environmental impact as an organisation which is available on request.

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	31/03/2020
Grants & donations:	£232,939	£313,626	£455,120
Earned Income:	£16,638	£0	£0
Other income:	£11,186	£4,689	£0
Total income:	260,988	£0	£455,120
Charitable activity costs:	£224,544	£289,000	£367,799
Cost of raising funds:	£2,499	£3,000	£30,913
Other costs:	£0	£0	£11,250
Total expenditure:	£227,044	£292,000	£409,962
Free unrestricted reserves held at year end:	£41,165	£49,000	£45,717
What is your organisation's reserves policy? The charity maintains a risk-based reserves policy to cover the costs of winding up, payment of redundancy settlements to eligible staff, a final audit, a month's office costs and legal fees, and staff contingency costs. This was last reviewed in November 2018 and there is enough to cover these costs, but it will be updated in 2019 to reflect changed circumstances.			
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.

The organisation Greater London Volunteering became London Plus, with new articles and constitution, a new staff team, brand and website. A transitional board remains in place. London Plus supports civil society across London through the provision of data and intelligence, networking and information and advocacy.

Grant Request

Which of the Trust's programmes and priority areas will your application deliver? Connecting the Capital/Capacity building support				
Which of the programme outcome(s) does your application aim to achieve?				
Please describe the purpose of your funding request in one sentence. Support London Plus to deliver a portfolio of priority projects offering CSOs access to business, technical and enterprise support, and promoting their voice in the issues that matter to Londoners.				
When will the funding be required? 02/09/2019				
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:	Year 2:	Year 3:	Year 4:	Year 5:
£230,000	£285,000	£0	£0	£0
Total Requested: £515,000				

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

Role of local VCS offices in each borough is understood. CSOs are networked, supporting each other across London (sharing expertise and best practice). New opportunities are created through convening events and bringing people together. Increased resources for civil society. Funders/decision makers understand importance of infrastructure and support it.
Evidence base that demonstrates the value of civil society in London is established and accessible The evidence base for the Importance of Infrastructure is developed, well-known, lauded and used.
Londoners Increase and improve their voice in policy making CSOs actively involved in key decision making. Politicians, funders and the public understand the value of CSO infrastructure The value of civil society in London is understood and recognised The culture of voluntary sector funding and attitudes of funders Improves.

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

Convene and connect annually we will deliver: -10 London wide network events -4 sub-regional events -2 large scale thematic events -4 research dissemination events 40 events over 2 years reaching on average 40 organisations per event = 1600 organisations

Evidence-based practice - annually we will:

- Commission one strategic research project
- Produce four thematic analyses of topics of concern for CSOs in London
- 2 multi-partner cross-sector collaborations on focused issues
- Create an online knowledge & resource hub of evidence-based practice
- Open source repository to collate CSO evidence and reviews/evaluations

Speaking up, changing attitudes, annually we will:

- meet 8-12 funders and attend funders networks (London Funders, ACF etc.)
- 8 meetings with policy/decision-makers
- attend appropriate conferences, fora, standing committees and workshops to engage with policymakers to represent the sector
- Collaborate with peers on topics of shared concern - regionally

You and your grant request

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

Two years of funding to enable London Plus to implement an ambitious programme of work developed during our first year, the setup and development phase. This is based on detailed consultation with CSOs across London and we are now ready to implement the projects and strategic programmes for which we have established a clear need and evidence base. In addition to supporting networks, harnessing the power of data for CSOs and increasing CSOs voice and influence, we will deliver three, new projects. A data stories programme helping CSO's to use data to tell their story; a research and network development project to ensure CSOs are equipped to play a full role in London's social prescribing delivery, and a skills development and advocacy project about housing in London. A detailed business plan, with objectives, outcomes and a full list of all activities is included with this application, showing milestones to date.

How will the project described achieve your stated outcomes?

The attached business plan describes our entire portfolio, but all our work, including the three new projects in development, will have three overarching objectives, accompanied by activities and outcomes:

Convening and connecting.

Using our position to run networks across London with the VCS, funders and policy-makers and bring people together by convening meetings, events, workshops, training programmes and hackathons to connect people, share information, build skills and understanding.

The development of evidence-based practice.

Our primary focus for evidence-based practice will be to demonstrate the value, importance and impact of civil society

To speak up and change attitudes.

We will have targeted programmes of engagement and influencing to achieve a shift in attitude towards civil society infrastructure from policymakers, businesses and funders so that the concerns and priorities of Londoners are heard. We will use our own influence and evidence base to shape and inform new policies and funding priorities.

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

From evidence produced by the Way Ahead, and since June 2018, by speaking to London's infrastructure organisations, our strategic partners and the public. The following list indicates where it was felt London Plus could provide targeted and impactful support.

- Help Londoners to have more of a voice in policies affecting their lives.
- Promote the role of infrastructure organisations to funders, decision-makers, public.
- Raise awareness/understanding of what local VCS does at all levels.
- Convene CSOs to reflect and learn, and make space to pursue new ideas.
- Support CSOs to move beyond problem identification to long-term solutions.
- Short-term funding and policy cycles.
- Fill the evidence gap about what works well.
- Develop an evidence-based policy that identifies needs and helps our partners to address them.
- Encourage funders to support what works well rather than pursue 'novelty or 'innovation' for its own sake.
- Convene and connect CSOs for a better understanding of London's needs.

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

To make a difference our delivery will be targeted, focused and specific for greater impact. The work portfolio will prioritise three strategic projects, with a focus on delivering these well. We will collate relevant data, conduct new research, and contribute new intelligence and insights about our priority projects. We will convene and activate networks for supportive and proactive partnership working with the goal of delivering positive outcomes for Londoners. We will also share learning, intelligence, evidence-based practice for a greater impact on identified issues across London through our centralised 'hub' and at network events. We will advocate for CSOs, highlighting their role, expertise, reach and impact in order to support better locality planning and coordination. We will amplify and direct the voice of the local VCS and the communities they serve to ensure that decision makers, businesses, funders and policymakers recognise and value of civil society in the capital.

Why are you the right organisation to do this work?

London Plus emerged from a consensus that for civil society to have a greater impact on Londoners, a more unified approach was needed to help the public, politicians and business better understand the range, complexity and importance of the work that it does. The Way Ahead identified an opportunity to support CSOs differently, by creating a small centralised knowledge and information 'hub' harnessing the power of data and working across institutional boundaries. London faces major challenges; post-Brexit uncertainty, growing inequality, pressure on local government, political polarisation, and ongoing austerity hitting communities and the small organisations that serve them, hard. London Plus is ideally placed to show how CSOs are a powerful and essential force for good, able to work in places and ways that the state, public sector and business find difficult. In doing so it can transform lives, unlock resources, realise assets and help London's diverse communities negotiate change.

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

We are a pan-London civil society infrastructure organisation positioned between a London wide network of localised and specialist infrastructure bodies and higher level, umbrella and strategic level bodies, like NAVCA, NCVO and the GLA, so our position is unique. We lead and convene networks of infrastructure organisations delivering services to smaller organisations and help them to set and shape evidence-based policy to create a better future for Londoners. And we also support them to make sense of regional and national level policy at local level. Our ongoing portfolio will continue to focus on:

- Filling the knowledge/awareness gap about the role of civil society in London
- Addressing the evidence gap about what works, and where there are emerging or unmet needs
- Facilitating better sharing, partnership work and collaboration within and across our networks.

We know there is a need for this approach and will build on our achievements to date.

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

By supporting London's CSOs to improve their impact because that helps to create a city where all Londoners thrive. Our vision reflects this too. We are not a front line delivery body so will always take an evidence-based approach to our work before embarking on any course of action. This project will continue to help our networks support people and communities in London who are underrepresented and experiencing disadvantage. For example; we have an ongoing collaboration with Inclusion London and its membership to help them achieve a better equality data monitoring standard for disabilities. The evidence they had was that the standard currently used was inadequate. The 'Good Neighbours' project we are developing responds to the evidence from our networks of infrastructure bodies that smaller, local community organisations have limited means to engage in planning developments that negatively affect their housing and communities. It will support them to do this.

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?

London Plus works on a number of issues, across different locations and with CSOs and other partners who want to improve the lives of Londoners. Our role will be to support CSOs working at the front line of austerity, using the approaches we have developed so far; to convene and connect networks, support and develop evidence-based policy and practice, and speak up on behalf of, and change attitudes towards civil society for the better. Although the next two years will see our work focus on health and well-being, housing and building data literacy, these are critical issues for Londoners so we will continue to harness new evidence, build relationships and resources to enable excluded organisations, groups and individuals to benefit from them. As an example, our data stories project will incorporate a strand of work with BAME organisations to help them understand how to use race disparity audit data.

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 will be on building capacity and supporting infrastructure organisations to remove need, identify emerging needs and be in a better position to address them. The work that we deliver on data and intelligence, is primarily about helping CSOs to be able to take early intervention. Alongside the data literacy work we deliver, we are developing a programme of research, informed by our networks on one level, which will be delivered in house, or in partnership to develop the evidence base for CSOs to act earlier.

Our advocacy work, in particular, will argue that the relationship between government, business, local government and CSOs should be reset so that London's diverse communities can be supported to overcome difficult challenges by the local or specialist organisations who are often best positioned to help them and understand their needs. This continues the system change work initiated by the Way Ahead

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

We are already working with London's networks of CVSs, Volunteer Centres, CSO employment/skills organisations, specialist infrastructure membership bodies like Advice UK. These will inform our work, shape its direction and some will be either involved in the delivery or direct beneficiaries.

We will continue to work closely with the GLA - Team London, Health and Communities Team, Civil Society team.

Specialist organisations; Inclusion London, ROTA, HEAR, BTEG, the LGBT Consortium will be advisers and delivery partners.

Research partners - universities, and think tanks.

360 Giving, Datakind.

Trust for London and other funders.

Other small charities delivering services - Superhighways, Pilotlight, FSI.

Subject matter specialists - Healthy London Partnership, Healthwatch, CCGs, STPs, tenants rights organisations, housing associations, think tanks, consultancies like Rocket Science.

The membership of the Good Work Commission.

Individual London boroughs and commissioners.

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 organisations, not individuals. Through our networks, we know that the main challenge for small CSOs is that many are barely surviving due to a lack of appropriately targeted resources and funding. Our role is to challenge attitudes and help to change the mindsets of funders and policymakers to help smaller CSOs to adapt and become more sustainable and stronger organisations that can develop to thrive over time.

The organisations that we work with focus on supporting the most needy in society, so their beneficiaries will be at different levels of surviving, coping and adapting. Our role will be to understand what they need from our service to adapt and thrive and provide essential support to their most vulnerable beneficiaries, enabling them to move from surviving to coping, adapting and even thriving.

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

London Plus has developed an environmental policy that informs the way we work. Our work is directed at other organisations and we will seek to work with those organisations that share our commitment to reducing our environmental footprint. Where possible, we will use only digital materials and avoid the need for print.

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 costs (salaries, recruitment, travel, subsistence)	281,653	273,971	0	0	0	0
Volunteer expenses	1,850	1,906	0	0	0	0
Office costs (rent)	36,000	37,080	0	0	0	0
Office costs (other and includes website)	10,350	10,661	0	0	0	0
Project delivery (current & ongoing)	42,500	33,784	0	0	0	0
Project delivery (new projects)	20,000	143,000	0	0	0	0
Governance	11,250	11,588	0	0	0	0
Equipment	3,800	1,442	0	0	0	0

TOTAL:	409,962	513,432	0	0	0	0
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
GLA x 3 grants confirmed	28,500	0	0	0	0	0
CBT Cornerstone (balance c/f)	107,570	0	0	0	0	0
TfL Employment & Skills	19,250	0	0	0	0	0

TOTAL:	155,320	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
CBT (as a delivery partner for Superhighways)	4,800	0	0	0	0	0
Team London Awards	4,500	0	0	0	0	0

TOTAL:	9,300	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
Staff costs (salaries, recruitment, travel, subsistence)	159,451	218,560	0	0	0	0
Volunteer expenses	1,038	1,058	0	0	0	0
Office costs (rent)	20,197	25,850	0	0	0	0
Office costs (other and includes website)	5,807	5,917	0	0	0	0
Project delivery (current & ongoing)	23,844	24,634	0	0	0	0
Project delivery (new projects)	11,221	0	0	0	0	0
Governance	6,312	8,450	0	0	0	0
Equipment	2,132	800	0	0	0	0

TOTAL:	230,000	285,000	0	0	0	0
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Who will benefit?

How many people will directly benefit from the grant per year?
61,500

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?
No - open to everyone

This project will specifically work with the following age groups:
0-15/16-24/25-44/45-64/65-74/75 and over

This project will specifically work with the following gender groups:
Male
Female
Transgender or other gender identity

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 may identify issues with specific groups; eg deaf and disabled people, BAME

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

We will use the expertise of our network who service London and also specialist infrastructure - e.g equalities.

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: **Margaret Cooney**

Role within Organisation: **Chief Executive**

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Auditory Verbal Centre	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Southwark	
Contact person: Ms Emma Johnson	Position: Head of Fundraising
Website: http://www.avuk.org	Social Media Accounts: https://twitter.com/auditoryverbal
What Quality Marks does your organisation currently hold? None	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1095133	Company Number: 04569764	CIC Number:	Bencom Number:
When was your organisation established? 19/12/2002			
Aims of your organisation: We want all deaf babies and children to have the opportunity to listen and speak as equals alongside their hearing peers. We want to raise expectations and outcomes for deaf children. We want to educate and support families and health and education professionals to better understand the needs of deaf children. To achieve the above, we want to increase awareness, understanding and access to Auditory Verbal therapy.			

Main activities of your organisation:

Our organisational focus is in four main areas:

Supporting families through our early intervention programme.
 Training professionals through our internationally accredited training programme.
 Conducting research to strengthen the evidence base for our work.
 Increasing awareness and expectations of what deaf children can achieve.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
9	10	7	28

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?
Rented	2.5 years (until March 2020)

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

At our Bermondsey centre, we have trained staff in the use of light timers, ensuring the centre uses minimal energy when not in use over the weekends and evenings.

We have moved more of our training online in response to trainees' feedback, reducing travel and the associated carbon footprint. Similarly, most of our correspondence is now sent electronically rather than by post.

We continue to recycle extensively and have been successful in repurposing second-hand toys for use with our families in therapy sessions.

We now participate in Hewlett Packard's toner cartridge recycling scheme and we are using a specialist tech recycling company for getting rid of our obsolete electronic kit.

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:	£844,599	£803,000	£0
Earned income:	£274,477	£349,000	£0
Other income:	£154	£0	£0
Total income:	1,119,230	£1,152,000	£0
Charitable activity costs:	£874,344	£610,716	£0
Cost of raising funds:	£151,917	£146,988	£0
Other costs:	£0	£422,856	£0
Total expenditure:	£1,026,261	£1,180,560	£0
Free unrestricted reserves held at year end:	£0	£98,633	£0
What is your organisation's reserves policy? We aim to keep unrestricted reserves at a minimum of £100,000 but bursary requirements are dependent on need as the charity aims to provide financial assistance whenever required and in accordance with the approved terms.			
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.

N/A

Grant Request

Which of the Trust's programmes and priority areas will your application deliver?
Positive Transitions/Disabled people (choice and control)

Which of the programme outcome(s) does your application aim to achieve?
Positive Transitions/Specialist support services are better able to meet the needs of vulnerable and disadvantaged Londoners
Positive Transitions/Londoners experiencing inequality or disadvantage are supported to become more independent

Please describe the purpose of your funding request in one sentence.
To ensure deaf children in London have access to world-class AVT services, helping them to develop listening and spoken language skills which will support their transition to independent, empowered adulthood.

When will the funding be required? **07/01/2019**

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)
The Rayne Foundation, The Mercers Charitable Trust

How much funding are you requesting?

Year 1:	Year 2:	Year 3:	Year 4:	Year 5:
£50,000	£45,000	£40,000	£0	£0

Total Requested: £135,000

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

Deaf children will have better listening and spoken language skills, increased social confidence, and greater independence, laying the foundations for them to thrive at school and beyond.

More professionals will be able to use AVT techniques and deliver Auditory Verbal therapy in statutory settings, ensuring more deaf children are able to access this life-changing early intervention and thereby get an equal start at school.

Greater awareness of the potential outcomes for deaf children; and increased professional and political support for improving the statutory provision of AVT throughout London and the UK.

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

Each year, to deliver regular AVT sessions to 50+ deaf children from London

Each year, to provide training in AVT techniques for at least 30 professionals working in the NHS or local authorities

Each year, to deliver at least 10 outreach days professionals across London and host at least 5 meetings with senior stakeholders.

You and your grant request

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

We are applying for a grant towards the costs of our Bermondsey centre where we give deaf children from across London the language skills and confidence to make successful transitions to school and beyond. Your support over a three year period will help us deliver the second half of our five year strategy which aims to support families of deaf children, increase access to Auditory Verbal therapy, and improve how we work as an organisation.

The strategy was launched in 2016 and our Bermondsey premises have been central to its success. They have enabled us to work directly with more deaf children from London and their families, to train more professionals in Auditory Verbal techniques, and to raise awareness with local and national politicians of the needs of deaf children and the potential long-term impact of Auditory Verbal therapy on their lives.

How will the project described achieve your stated outcomes?

We want more deaf children in London to develop age-appropriate listening and spoken language as a result of improved access to Auditory Verbal therapy (AVT). Without effective support, deaf children may acquire language skills at half the rate of their hearing peers. As a result, they are at risk of lower educational attainment, poorer employment prospects, social exclusion and poor mental health.

Using our Bermondsey centre, and with support from the City Bridge Trust, we want to work directly with more deaf children and their families in the capital, whilst also training more staff based in statutory locations in AVT techniques. Amongst commissioners and politicians, we hope to achieve a significant increase in awareness of the multiple disadvantages facing deaf children, and the efficacy of AVT as a means of addressing these challenges and giving deaf children the skills and confidence to lead successful, independent and fulfilling lives.

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

Severely and profoundly deaf children often start primary school with the language of a two and half year old and on average, deaf children underachieve by over a whole grade per subject compared to children with no identified Special Educational Needs at GCSE. They are also more likely to be socially excluded and suffer poor mental health.

By contrast, 80% of children who complete two years on AVUK's programme achieve at least age-appropriate language, laying the foundations for excellent literacy and numeracy, and providing the child with social confidence.

Despite International evidence in support of AVT, statutory provision is poor across England. In London, there is only one certified Auditory Verbal therapist working in a statutory setting, providing support to families in Hammersmith and Fulham, and since we began delivering AVT in the capital, demand for our therapy and training services has increased as we have added capacity.

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

We will continue to deliver one-to-one AVT sessions, working with 50+ London-based families per annum. Our clinicians will deliver play-based sessions, coaching families so that they can continue to develop their child's listening skills at home. Our clinicians will also liaise with the families' other care providers, working to ensure that the child's needs are understood and met.

We will deliver tiered training to other professionals, providing them with the opportunity to learn AVT techniques and to train as certified Auditory Verbal therapists. Although we have moved much of this training online in response to professionals' requirements, we will continue to deliver training sessions from Bermondsey.

We will also advocate on behalf of the deaf children we work with, inviting local and national commissioners and politicians to the centre, so that they can better understand deaf children's needs, their potential, and the support that is required to realise that.

Why are you the right organisation to do this work?

We are the leading provider of AVT in the UK and the only charity able to train other professionals through to certification as Auditory Verbal therapists. We have invested significant resources in raising awareness of our services with parents and other care providers, and our generous bursary programme ensures families from all backgrounds can access our programme.

The quality of our work has been recognised with recent awards. In March 2017 we were awarded the Model of Excellence Award, by the Centre for Social Justice, given to 'an outstanding, innovative and effective organisation' whose 'model is replicable and/or scalable, and can be potentially used to help disadvantaged people all over the UK build an independent life and realise their full potential.' Our work has also been recognised at the Charity Awards, the National Lottery Awards and the Third Sector Awards where we won Highly Commended Charity of the Year.

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

Whilst there is no duplication of our unique offering within London because of the very limited statutory provision of AVT in the capital, we dedicate significant time and resources to ensuring our work complements the support families receive from other care providers.

Our clinicians work hard to build relationships with each child's Teacher of the Deaf and Speech and Language Therapist, explaining how we are supporting the family and ensuring that the team around the child is well-coordinated. AVUK clinicians often invite other professionals to join AVT sessions so they can better understand our approach.

In addition, we have close relationships with The Portland Hospital in London, with leading paediatric audiologists Chears (who share our Bermondsey centre), and with Whole Child Therapy in Lewisham, combining our different expertise to achieve the best possible outcomes for the children at AVUK.

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

Our AVT programme is centred on parent-coaching and we firmly believe that parents are the best experts on their child. All sessions are adapted in response to parents' observations about their child's progress, what their child enjoys, and any concerns they may have. We hold formal consultations with parents every six months and we have recently benefitted from funding from the People's Postcode Trust which has enabled us to deliver family workshops, inviting parents to meet one another and share their experiences of AVT.

In addition, parents of children who are either on our programme or who have graduated are well represented on our Trustee board. Our Chair, Claire Campbell, has had two children graduate from our programme and there is currently one other parent trustee on the board. Collectively they ensure that the charity's strategy develops in a way which keeps all families' needs at the centre of 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?

Bermondsey has become a hub for the development of AVT, showcasing our work and enabling children, parents, professionals, and politicians to come together on the issue of childhood deafness.

We actively seek opportunities to ensure that no one is excluded from this work. For families, we run a bursary programme which offers bursaries of up to 98% of fees to all UK-based families, dependent on household income. Approximately half of our London caseload claims bursary support.

For professionals, we have a range of training bursaries available which help those who are interested in learning more about AVT to access our courses.

For both families and professionals, we continue to advocate for improved statutory support. Jim Fitzpatrick MP, the Chair of the All Parliamentary Party Group on Deafness, is one of a number of politicians to have visited us in Bermondsey and he is now a strong supporter of our approach.

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?

Given the poor statutory provision of AVT, our work is focused on meeting an identifiable and acute need. 85% of the brain's development is completed by the age of 3½. If by that stage the brain has not regularly been exposed to sound and trained to make sense of it, the window for developing good listening skills begins to close. The early years of a deaf child's life are therefore a neurological emergency and it is essential that we have the capacity, either working directly with families or by working through professionals we have trained, to provide AVT to all families who want to access a programme.

In addition, our work with deaf children gives them the skills and confidence to make more successful transitions to adulthood. This is preventative work: preventing deaf children from falling into a pattern of academic underachievement, mental health challenges, and social exclusion.

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

Our work is reliant on effective collaboration, not only with the families who use our services but also with the other professionals who support a deaf child. At our London centre, our clinicians will continue to engage with Teachers of the Deaf, audiologists, speech therapists, and other professionals to ensure the family has a united team around their deaf child.

We will use the centre to run training and awareness centres for other service providers, statutory, charitable and private, to reinforce the existing referral pathways to our services and to forge new links. In addition, we will use the centre to continue to build links with those individuals and organisations who can shape policy on a local and national level and ultimately ensure that AVT provision improves nationwide, ensuring more deaf children get an equal start at school.

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?

90% of parents of deaf children have little or no prior knowledge of or experience of deafness in their family. Parents on our programme have told us of the shock they feel on receiving the diagnosis and the despair they experience as they worry that the future they envisaged for their child may be unobtainable. When most families join our programme therefore, they are often at stage one: Surviving. Over the two-three years that they are on our AVT programme, our goal is to move them through the different stages, supporting them whilst their child develops the listening and spoken language skills required to thrive at school.

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

We are conscious of our environmental impact and have in place a raft of policies around recycling and energy consumption to limit our footprint. In addition, we have moved much of our training online which reduces the need for participants to travel to our centres and therefore limits transport emissions.

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
London Premises	123,228	135,550	149,105	0	0	407,883
Raising funds (London office)	151,917	167,108	183,818	0	0	502,843
Staff training/confs for London staff	11,353	12,488	13,736	0	0	37,577
Management - London office	45,000	49,500	54,450	0	0	148,950
Travel for London-base staff	4,665	5,131	5,644	0	0	15,440
Marketing (London)	12,442	13,686	15,054	0	0	41,182
Recruitment for London staff	4,293	4,722	5,194	0	0	14,209
IT for London office	29,682	32,650	35,915	0	0	98,247
Other costs (London only)	23,596	25,955	28,550	0	0	78,101
TOTAL:	406,176	446,790	491,466	0	0	1,344,432

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Mercers Charitable Trust	10,000	0	0	0	0	10,000
Rayne Foundation	20,000	0	0	0	0	20,000
Service delivery fees (approx 50%)	167,500	167,500	167,500	0	0	502,500
TOTAL:	197,500	167,500	167,500	0	0	532,500

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Garfield Weston Foundation	98,000	0	0	0	0	98,000
TOTAL:	98,000	0	0	0	0	98,000

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
London centre core running costs (a contribution to the above headings)	50,000	45,000	40,000	0	0	135,000
TOTAL:	50,000	45,000	40,000	0	0	135,000

Who will benefit?

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

170

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:

0-15

This project will specifically work with the following gender groups:

Male

Female

Transgender or other gender identity

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 have worked with deaf children since 2003 and are the leading provider of AVT in the UK with well-established referral pathways

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: **Emma Johnson**

Role within Organisation: **Head of Fundraising**

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Independent Living Agency (ILA)	
If your organisation is part of a larger organisation, what is its name? N/A - ILA is independent	
In which London Borough is your organisation based? Barking & Dagenham	
Contact person: Mr. Terry Miller	Position: Co-ordinator
Website: http://www.independentlivingagency.org	Social Media Accounts: https://www.facebook.com/pg/Independent-Living-Agency-372050662882606/about/?ref=page_internal
What Quality Marks does your organisation currently hold? Advice Quality Standard in Generalist Advice	

Legal Status

Legal status of organisation: Charitable company			
Charity Number: 1064099	Company Number: 3370858	CIC Number:	Bencom Number:
When was your organisation established? 15/05/1997			
Aims of your organisation: Main Aims - the overriding aim of the ILA is to raise awareness of the number of options for disabled people regarding their care needs and work towards ensuring that they have the choice as to how this is managed. The ILA will ensure that disabled people will :- ? have raised awareness, access to information and support to make informed decisions as regards independent living as it applies to themselves and their families ? be supported towards living independently and ultimately live independently if they so choose ? be offered the choice to live independently and provided with resources to be able to do so			

Main activities of your organisation:

ILA offers the following activities to disabled people:-

1. The 'Choices' Project -- 'Choices' provides floating advocacy, support, information, encouragement / assistance with finding accommodation and training on daily living skills.
2. Financial Management Services -- we organise and facilitate the management of direct payments or individual budgets by professionals to ensure the financial aspects of their lives are addressed.
3. Payroll Service -- in order to support disabled people employing their own staff as part of their personal budget management, ILA arranges and facilitates a payroll service thus making this task easier for them.
4. Accessible Transport -- we provide fully wheelchair accessible transportation for all clients enabling them to participate in a community life e.g. to access services and activities.
5. Equipment Service -- ILA provides simple aids for daily living for disabled people to utilise in the home or in the community.
6. Cleaning and Gardening Services -- carried out by DBS (Security Cleared) staff.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
12	16	6	3

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
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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	2 years

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

In terms of reducing our carbon footprint, at ILA we --
 operate a car share scheme to and from work with staff
 set PCs not in use to be powered down
 switch off lights that are not in use.
 recycling paper waste
 purchase sustainable paper for printing.
 and recycling the printer toner(s) and batterle(s).

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	31/03/2020
Grants & donations:	£219,646	£242,905	£210,638
Earned income:	£424,550	£405,088	£413,190
Other income:	£0	£0	£0
Total income:	644,196	£647,993	£623,828
Charitable activity costs:	£268,074	£270,614	£243,537
Cost of raising funds:	£0	£0	£0
Other costs:	£387,912	£382,944	£376,731
Total expenditure:	£655,986	£653,558	£620,268
Free unrestricted reserves held at year end:	£81,100	£75,535	£79,095
What is your organisation's reserves policy? The directors have considered the reserve policy and have concluded that the minimum reserve to be maintained should be at a level which ensures that the charity's core activities could continue for a period of 3 months during a period of unforeseen difficulty. Based on projections for the year ending 31 March 2018 the minimum reserve would be £60,000.			
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.

N/A

Grant Request

Which of the Trust's programmes and priority areas will your application deliver? Positive Transitions/Disabled people (choice and control)				
Which of the programme outcome(s) does your application aim to achieve?				
Please describe the purpose of your funding request in one sentence. Enabling disabled people to develop skills to assist themselves and their [disabled] peers research and arrange their own services from their personal budgets thus managing independent living, choice and control.				
When will the funding be required? 01/06/2019				
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:	Year 2:	Year 3:	Year 4:	Year 5:
£33,081	£33,661	£0	£0	£0
Total Requested: £66,742				

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

<p>[Service Users] Disabled people in receipt of personal budgets will :-</p> <ul style="list-style-type: none"> ? have choices regarding community care, services and activities they can access ? Improve their mental / physical health ? develop personal and financial Independence ? make most effective use of their personal budgets / disability living allowances
<p>[Peer Support Brokers] Disabled people seeking personal development will :-</p> <ul style="list-style-type: none"> ? access new training opportunities, improve their skills and learn new skills ? build confidence in their own abilities ? become 'employment ready' and access further training ? gain employment and/ or voluntary opportunities ? develop personal and financial Independence

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

<p>Peer Support Brokers (PSB's) -- opportunities for 10 disabled people annually [20 over 2 years] to train and become accredited PSB's. They will use new skills to develop activity plans for their peers to manage their personal budgets and they can also be engaged privately as a source of employment.</p>
<p>PSB's work towards their accreditations and attend weekly 1-1 and monthly group study sessions 3-6 months post the training to complete accreditation coursework; PSB's undergo a personal plan on future development goals e.g. further training, volunteering or entering [self] employment or other paid employment.</p>
<p>PSB's supporting service users [20 disabled people over 2 years] to update / modify their personal plans and access community care, services and activities as appropriate [if circumstances change]. Each PSB to complete support plan post accreditation for a minimum of 1 service user.</p>

You and your grant request

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

A request for 2 years of additional funding is being sought by the trust to continue delivering the accredited PSB training programme of which will allow us to provide opportunities no less than 20 more people with disabilities [10 per year] to train, become accredited and engaged as Peer Support Brokers in the local area, enabling them to assist themselves and other disabled peers, to develop their confidence, become engaged in the community, take on other training opportunities, and gain voluntary and/ or paid employment. The project requires funding for the trainer, accreditation, the expenses associated with training delivery and moderation, travel costs, the project co-ordinator to support the learners, and overheads for ILA to manage the project.

How will the project described achieve your stated outcomes?

Within the further 2-year programme, disabled service users [a minimum of 20] will be able to access a range of services supported by the Peer Support Brokerage Team. The service will provide intensive consultancy which includes information, advice and advocacy [on a 1-1 basis] to allow them to draw out their own support plan using their own money [their personal budget] with the support of the accredited Peer Support Brokers. By increasing service user's choice and personal management over their care, we initiate the process leading to independence which is crucial for all disabled people, particularly those newly diagnosed as they can continue their lives with minimal change which were independent before their disability. Disabled people seeking personal development opportunity will all be entitled to be trained and supported 1-1 to become PSBs and those who complete the accreditation can deliver support services to individuals in receipt of personal budgets.

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

The boroughs State of the Sector 2018 report and manifesto identifies Barking and Dagenham as one of the most deprived boroughs in London. The borough accommodates 10,750 disabled adults of working age who lack skills e.g. illiteracy and innumeracy and therefore they are not capable of managing finances yet are being awarded personal budgets of up to £10,000 to spend on their care. There is a lack of impartial, quality advice provision to advise disabled people on how to plan, spend and manage their personal budgets; as such many simply use council provided services. Disabled people therefore have a lack of choice, opportunity and are not accessing the most effective/ appropriate services for their needs as they do not have knowledge to make informed decisions. The ethos of independent living is not being promoted as disabled people do not have adequate skills and knowledge to make their own choices.

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

Training to be delivered over 7 days entailing safeguarding/ direct payments, 6 accredited Peer Support Brokerage sessions, weekly 1-1 sessions with the project co-ordinator and monthly group study sessions for up to 6 months post start date to ensure adequate time is given to support individual and group learning styles. Project Co-ordinator develop personal plans with each learner to see how best to meet their expectations/ future goals.

Overseeing and monitoring learners health and wellbeing and engagement pre/during and post the course. Continue to update the Peer Support Brokerage publicity off and online to promote the service to potential service users; both statutory and private. Project Co-ordinator to continue to talk up, make presentations on and represent the training and the Independent Peer Brokerage Service in forums, and with other agencies across Barking and Dagenham and surrounding localities. Continue to maintain exchange and links between previous cohorts through PSB Forum.

Why are you the right organisation to do this work?

We are the right organisation to deliver this work because Independent Living Agency is a service user led organisation by a group of people with impairments with the purpose to support people receiving Direct Payments. ILA hold 23 years of experience working with disabled clients in Barking and Dagenham and surrounding boroughs. ILA initially received funding to support 4 people in Barking and Dagenham and currently support over 1500 people in the local area. We assist disabled people who choose to employ their own personal assistance. We also provide Impartial Information, training and support through our work to disabled people in which enables them to have physical, financial and psychological independence in order to live in the community with more choice and control over their lives. This choice and control is fundamental to Independent living and the basis on which the ILA is formed, hence our name.

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

We work in strong partnerships and collaboration with all the local advice agencies, health authorities, adult intake teams, and sit on strategic forums with local councils, including Barking and Dagenham Council and Council for Voluntary Service to ensure we remain up-to-date, compliant and compliment and not compete with other groups or organisations in the borough(s) we work in. In terms of this project in particular, we have worked very closely with the sensory teams, the health and well-being co-ordinators, the voluntary sector, the job shops, and community solutions teams to ensure we are reaching out to those disabled service users who may not already be known to us and our services and who may want more hand holding from the trusted agency they are engaged in to encourage them into the service and take up the offer of this project.

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

The co-ordinator meets all trainees Informally wanting to engage in the project (Including people experiencing mental health difficulties and people with learning disabilities). The co-ordinator works with each trainee to ensure that the right adjustments can be made to accommodate everyone e.g. manuals in large print if partially sighted trainee. Co-ordinator monitors all feedback, verbal and paper feedback from all cohorts and shares information with management which has assisted in getting a quieter training room, the workbook being adapted, and including an ILA induction session enabling preamble to the training to include safeguarding. Co-ordinator attends CVS loneliness and mental health meetings and various support forums to ensure the project listens, responds and represents the views and needs disabled people that have come through the project to date. Accredited PSBs then share their views and needs of their with clients and experiences with local authorities within the PSB forum.

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 project gives back choice and control to disabled people who have a lack of independent choices, opportunities and are not accessing the most effective or appropriate services for their needs as they do not have knowledge to make informed decisions. The ethos of independent living is not being promoted, all ILA services are about achieving as much independence as an individual chooses. When disabled people do not have access to information for them to make their own choices ? they are directed to services which can become habitual leading to loss of ability to make their own decisions. Our project wants to continue to work 1-1 to provide information from accredited peer support brokers and have experienced the same issues. This support will enable users to reclaim their independence immediately, build confidence and maintain control of their lives.

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 project; enabling disabled people to develop skills to assist themselves and their [disabled] peers research and arrange their own services from their personal budgets thus managing independent living, choice and control meets the identified need which was raised in the original funding proposal to the Trust. This need is still valid, and is an issue for the vulnerable and disadvantaged disabled community and is why ILA are requesting for continuation funding to enable us train, empower and support more disabled people. Reports and statistics prove people with disabilities are less likely to gain an education, skills or go on to employment as adults ? this is a skills set / work opportunity for which they are genuinely qualified firstly by being disabled i.e. the peer element and proven to date to lead to jobs, volunteering, further training and an increase in self esteem of our PSBs.

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

Since the start of the project, we have worked closely with the National Brokerage Network who deliver and accredit the course content. We have successfully been working with the London region co-ordinator Andrew Carpenter over the past 3 cohorts. As of this New year, Andrew has taken on a full time employment position and as a result we will now be working with the Northern region co-ordinator, Liz Leach of the National Brokerage Network to continue delivering the same course content and accreditation. The National Brokerage Network assess any special adjustments or needs beneficiaries have with the Project Co-ordinator and they mark all course units post delivering the training. The Project Co-ordinator also works closely with ILA Management Staff in order to deliver safeguarding awareness to beneficiaries.

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?

The majority of our prospective PSBs and newly diagnosed disabled people are in the main journeying from the Coping stages [closely followed by those coming from a Surviving stage]. By the end of the training and on completion of the accreditation our PSBs emerge over to Thriving and some move over to the Adapting stage.

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

Yes. We have been doing the following with our beneficiaries to reduce our environmental footprint, and will continue to:

Travel assistance to beneficiaries who require this, in the form of sharing transport
Supporting the trainer to produce a more compact training manual in order to reduce paper wastage

Using electronic mail to email confirmations and other communications such as beneficiaries accreditation workbooks and printing only what they require.

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 & NI	19,625	20,039	0	0	0	39,664
Peer Support Brokers Training	5,654	5,767	0	0	0	11,421
Trainee Peer Support Brokers' travel & expenses [whilst on training]	500	500	0	0	0	1,000
Staff Travel & Expenses	720	734	749			2,203
Staff Travel, Training & Expenses	1,220	1,220	0	0	0	2,440
Room hire for training	1,400	1,400	0	0	0	2,800
Refreshments for training	175	175	0	0	0	350
Evaluation	1,000	1,000	0	0	0	2,000
Advertising, Promotions and information literature	500	500	0	0	0	1,000
Overheads and Revenue	3,007	3,060	0	0	0	6,067
TOTAL:	33,081	33,661	0	0	0	66,742

What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
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
Project Co-ordinator & NI	19,625	20,039	0	0	0	39,664
Peer Support Brokers Training	5,654	5,767	0	0	0	11,421
Trainee Peer Support Brokers' travel & expenses [whilst on training]	500	500	0	0	0	1,000
Staff Travel, Training & Expenses	1,220	1,220	0	0	0	2,440
Room hire for training	1,400	1,400	0	0	0	2,800
Refreshments for training	175	175	0	0	0	350
Evaluation	1,000	1,000	0	0	0	2,000
Advertising, Promotions and information literature	500	500	0	0	0	1,000
Overheads and Revenue	3,007	3,060	0	0	0	6,067
TOTAL:	33,081	33,661	0	0	0	66,742

Who will benefit?

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

18

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

Barking & Dagenham

Havering

Newham

Hackney

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:

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?

Talks and publicity presented to local forums, groups, children centres, charities, local council, & our mailing list which reaches 1200 service users, partner newsletters both online and offline (paper/mailchimp) and via our social media platforms.

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: **Terry Miller**

Role within **Chief Officer**
Organisation:

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: INQUEST Charitable Trust	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Islington	
Contact person: Mr Arnaud Vervolte	Position: Operations Director
Website: http://www.inquest.org.uk	Social Media Accounts: @INQUEST_ORG
What Quality Marks does your organisation currently hold? N/A	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1046650	Company Number: 03054853	CIC Number:	Bencom Number:
When was your organisation established? 10/05/1995			
<p>Aims of your organisation: INQUEST is the only charity in the UK which offers specialist legal, practical and emotional support to the families bereaved as a result of a state related death. Our goal is to end deaths caused by unsafe systems of detention, the use of force, a lack of care and by multi-agency failures, such as with the Grenfell Tower disaster. Where a death has occurred, we work to ensure that families are supported and that the investigation process enables them to secure justice. We also work to influence policy through generating fundamental and far-reaching change in the systems of care, and the investigation, inquest and prosecutorial processes.</p> <p>Founded in 1981, INQUEST works to empower families, who are at the heart of all our work, in order to ensure that their needs are met and their voices heard. We wish to see a fundamental transformation so that the deceased and their families are treated based on the principles of social justice.</p>			

Main activities of your organisation:

Our integrated model of working covers:

? **Family casework:** We support bereaved families to navigate the complex investigation and legal process and work with them to establish the truth concerning the circumstances of the death.

? **Family Participation and Support:** We support families through various support projects, such as the peer to peer mentoring scheme, and work to facilitate family participation into our systemic change work, ensuring the family voice remains central to our work.

? **Policy change:** We use the evidence we gather from our casework to expose failures and achieve systemic and legislative change.

? **Campaigning:** We exert pressure on government and public bodies to ensure accountability and reduce the numbers of deaths.

? **Social Justice, Social Change:** We work in partnership with our supporters, families and other agencies to set the agenda and create a movement for change.

We also manage the Inquest Lawyers Group who provide legal services to many families going through the inquest process.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
9	10	11	4

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
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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?
Rented	5 years and 3 months

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

All staff and volunteers are briefed about our energy efficiency measures. We recycle all recyclable items and ensure our recycling bins are taken out weekly. We have worked hard to make the office as paperless as possible and are briefing our staff and volunteers to not print unless absolutely necessary. We also monitor our energy bills and try to use water, air conditioning and heating as little as possible. Finally it is our policy to ensure that all equipment, especially computers and monitors, are switched off over night and when not in use.

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:	£480,426	£711,000	£0
Earned income:	£102,688	£130,000	£0
Other income:	£18,337	£70,000	£0
Total income:	601,451	£911,852	£0
Charitable activity costs:	£575,802	£901,852	£0
Cost of raising funds:	£402	£10,000	£0
Other costs:	£0	£0	£0
Total expenditure:	£576,204	£911,852	£0
Free unrestricted reserves held at year end:	£106,239	£160,000	£0
What is your organisation's reserves policy? Yes, our reserves policy has been amended this year and now is: "The Board of Trustees will ensure a sufficient level of reserves to enable core operating activities to continue over a period of three months, and to take into account potential risks and contingencies that may arise from time to time."			
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.

Our income has significantly grown through successful fundraising and new projects. This has included a successful programme of fundraising activities but also new grants, such as a significant grant from the Tudor Trust and the Oak Foundation. Our staff group has also increased as a result, with 9 new members of staff joining the organisation.

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/Specialist support services are better able to meet the needs of vulnerable and disadvantaged Londoners 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. Funding for the post of an INQUEST Senior Caseworker supporting London-based vulnerable families bereaved as a result of a state related death.																			
When will the funding be required? 01/03/2019																			
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: 50%;"> Another funder? (if so which) Various funds, including core funding and unrestricted </div> </div>																			
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>£54,403</td> <td>£55,491</td> <td>£56,814</td> <td>£57,733</td> <td>£58,887</td> </tr> <tr> <td colspan="5" style="text-align: center; padding-top: 10px;">Total Requested: £283,328</td> </tr> </table>					Year 1:	Year 2:	Year 3:	Year 4:	Year 5:	£54,403	£55,491	£56,814	£57,733	£58,887	Total Requested: £283,328				
Year 1:	Year 2:	Year 3:	Year 4:	Year 5:															
£54,403	£55,491	£56,814	£57,733	£58,887															
Total Requested: £283,328																			

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

Family members will report greater knowledge and understanding of the legal process

Family members will report feeling supported and less isolated

Family members will report stronger networks with other families and feeling better able to cope and participate in systemic change work

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

250 London-based bereaved families will be provided with first stage advice and specialist casework, focusing on the Inquest and investigation process

250 London-based bereaved families will be provided with ongoing specialist casework and support focusing on the Inquest and investigation process (this in addition to the families mentioned in Activity 1)

100 London-based bereaved families will participate in family meetings, planned for and co-hosted by the Caseworker, and will benefit from networking with other families, support, activities and discussions.

You and your grant request

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

We are requesting funding for the post of an INQUEST Senior Caseworker to support London-based bereaved families. The families we support are bereaved following a state-related death, whether it took place in custody/detention, such as police, prison and psychiatric settings, or through multi agency failings, such as community mental health or in disasters such as the Grenfell Tower fire. A Caseworker's role is to support family members in the very first stages following a death and through the protracted process of the investigation and Inquest, as well as through the various stages of traumatic bereavement. From providing families with information and legal representation to sourcing out counselling and other services specific to their need, and planning and co-hosting family events such as family forums and the family reference group, the Caseworker always proves to be an invaluable source of support and information to families going through isolating and traumatic events.

How will the project described achieve your stated outcomes?

We want each London based family bereaved as a result of a state related death referred to us feeling supported, advised, empowered and is able to cope and adapt:

- ? Each family will receive adequate and thorough support on the Immediate steps following a death, and on the investigation and inquest process, through advice and our Inquest Handbook
- ? Each family will feel supported at a critical time of trauma, Isolation, confusion and stigmatisation
- ? Each family will feel supported in key meetings and at inquest hearings
- ? Each family will get access to high quality and expert legal representation or will provide legally informed casework if we cannot secure legal representation
- ? We will ensure the voice and wishes of the family are listened to and inform every process taking place as a result of the death, whether it is during the Inquest or in subsequent systemic change work.

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

We know there is a need for our work firstly because of the annual number of referrals. In the 12 months leading up to 31/08/18, we supported the families of 201 London-based death cases. 37 of these cases have been prison cases, 45 following police contact, 59 mental health, 8 immigration, and 54 other cases, including 32 Grenfell families, care homes and learning disability.

We know from the families we support how valuable the support is, and we also know from our Family Reference Group that the one constructive criticism always levelled at INQUEST is that we do not have sufficient capacity to support all the families in need of our support.

?I and the family were fully supported by INQUEST when we were left traumatised. They talked me through everything we needed to know moving forward to inquest and beyond?
Bereaved mother, July 2018

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

Initially, the Caseworker:

- ? Provides information to the family on processes and sends copy of our Inquest Handbook
- ? Identifies a solicitor from within the 298 members of our INQUEST lawyers Group (ILG) which we coordinate, if needed; or provides full advice and casework support.
- ? Attends meetings with the family: e.g. lawyers meetings, inquest.

Throughout the process, which is protracted, the Caseworker:

- ? Provides family with details of bereavement counselling and other support
- ? Helps address practical difficulties (time off work, getting support for children via schools)
- ? Provides emotional support
- ? Discusses with family Skills Toolkit, produced with the help of families, an online resource to help bereaved people develop practical skills they need while also coping with the aftermath of a death.

The Caseworker also plans, supports and attends family participation and support events, including family forums where families get together and share experiences and coping mechanisms.

Why are you the right organisation to do this work?

INQUEST is the only UK organisation supporting bereaved families following such deaths and providing severely distressed and stigmatised families with holistic support which fully takes into account the nature of traumatic bereavement. This includes understanding how grieving is suspended until the death is fully investigated, a protracted process involving re-traumatising at various stages.

INQUEST has developed a solid reputation in state-related deaths. This is because many of the issues we work with are extremely complex and multi-layered, and no other organisation can address this level of complexity. We work with partners providing services and support to bereaved families and our evidence-based expertise is recognised, valued and sought after across the UK and beyond.

We are also the right organisation because of our networks and partnerships which add significant value to the support families benefit from. This includes the Inquest Lawyers Group (ILG), 298 lawyers able to provide expert legal representation.

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

INQUEST is the only organisation supporting families bereaved as a result of a state related death. Our expertise is renowned and sought after, and even though we collaborate with other specialist organisations and lawyers, we also are recognised as the leading organisation in our field of work. A good example of this is the aftermath of the Grenfell Tower disaster when our expert knowledge came at a time when families were deeply traumatised, left with no information or support, or with misleading support (such as inexperienced lawyers touting for business in the days following the fire).

?The Grenfell Action Group would like to thank INQUEST for their assistance to our community at a time of dire need. The experience and specialist knowledge provided by INQUEST gave clear and vital information to a traumatised community that allowed residents and bereaved family members to make informed choices about accessing proper support.?

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

Families are at the centre of everything we do, our work cutting across class, ethnicity, gender and geographical locations, and we pay attention to families facing pre-existing disadvantages and where severe trauma is an additional vulnerability increasing the chances of negative outcomes for individuals.

We listen to, involve and empower our families through various means:

? Each family is sent evaluation questionnaires on a regular basis.

? Through our family forum, where all families meet and discuss coping mechanisms and share information.

? Our consultative group of representative families, Family Reference Group, meets three times a year, informing our work and strategy.

The essence of our work is the ongoing challenge of all discriminations and, as such, our services are tailored towards accessibility and the promotion of diversity. As an example, in the first few days after the Grenfell Tower fire, we translated information leaflets into 22 community languages in-house.

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 with people who experience very high levels of exclusion. The very nature of the death and subsequent processes often isolate individuals, because very few organisations understand traumatic bereavement with the additional burden of a struggle for the truth facing well-funded statutory organisations reluctant to admit responsibility. Often this is compounded by other exclusion factors, such as poverty, sexual orientation, or being part of a BAME community. Moreover, in the case of prison and police deaths, families are often stigmatised and ostracised, with adverse media intervention making their predicament much worse.

We bring all our families together in family forums and the Family Reference Group, cutting across issues, ethnic background, class and gender. Often our families talk about the INQUEST community, or INQUEST family, because they learn from, and support each other. Lately, we have been planning a peer to peer mentoring project, which inception Caseworkers are involved in.

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 overarching aim of our organisation is twofold: supporting families through the complexity and trauma of the aftermath of a death in statutory settings or through statutory intervention; and using what we know from our casework and what our families tell us to make systems of care safer, and reduce incidences of untimely deaths. As such, a lot of our work is preventative. We work with the prison service, the Police and various other statutory services to make them aware of the trends we are establishing and promote safer practices through information sharing and training.

The families we support are key to this work, for those who are willing and able to participate. Often, families see the change in systems of care as a legacy of their loved ones, and as such contribute to meetings with senior officials and policy makers, including the government and parliamentarians.

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

We work with many community organisations which work complements ours, such as Action against Medical Accidents (AVMA). We also work with organisations involved in the various strands of our strategic work, such as mental health or learning disability, like Mencap or Mind; organisations supporting children and young people, like Just for Kids Law; or organisations working on issues related to the criminal justice system, such as Women in Prison, the Prison Reform Trust or Clean Break. We also work with other human rights organisations, such as Liberty.

Our most significant stakeholders are the 298 Inquest Lawyers Group (ILG) solicitors and barristers. The ILG represents families and feeds into our strategic and policy work. For instance, they helped us with responding to the consultation by the government on the terms of reference of the Grenfell Inquiry, were most of our recommendations were accepted by the government and helped shaping the process.

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 accessing the project will be at the stages of surviving or coping, with a tiny minority already at the stage of adapting. Most families will first go through initial stages of extreme trauma and grief, compounded by a sense of injustice, and of being unable to know the truth, faced by a powerful state unwilling to examine or admit responsibility. Some are so vulnerable and so isolated and stigmatised that their very lives are at risk. Another significant proportion of families has already gone through the first stages of extreme trauma and are learning to cope with the new circumstances they find themselves in and prepare for the months or years of investigations and the Inquest to come. A small minority come to us having already gone through the first stages and learning to adapt and use what they have learned to change systems, develop and help others.

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

N/A

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
Annual Salary of Caseworker (FTE; Including NI and pensions)	49,458	50,447	51,456	52,485	53,534	257,830
10% Indirect costs	4,945	5,044	5,358	5,248	5,353	25,948

TOTAL:	54,403	55,491	56,814	57,733	58,887	283,328
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
No specific income for London project as yet	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
Henry Smith Charity (generic caseworker)	50,000	50,000	50,000	0	0	150,000

TOTAL:	50,000	50,000	50,000	0	0	150,000
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How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Annual Salary of Caseworker (FTE; Including NI and pensions)	49,458	50,447	51,456	52,485	53,534	257,380
10% Indirect costs	4,945	5,044	5,145	5,248	5,353	25,948

TOTAL:	54,403	55,491	56,814	57,733	58,887	283,328
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Who will benefit?

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

360

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?

No - open to everyone

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:

We work with all the above communities and have expertise in most of the specific issues affecting them.

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

INQUEST is highly recognised in its expertise in issues related to equality and diversity.

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.

Many communities we work with are highly distrustful of authority and do not understand our position in relation to authority. This is particularly pertinent in the case of BAME communities and others, such as the Grenfell community.

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

Through various forums, evidencing our model, briefings, press releases and reports, the media, and through our liaison work with grassroots organisations

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: **Arnaud Vervolte**

Role within **Operations Director**
Organisation:

Bridging Divides: Application for a grant



About your organisation

Organisation Details

Name of your organisation: Pursuing Independent Paths	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Westminster	
Contact person: Mr Bill Feeney	Position: Chief Executive
Website: http://https://piponline.org.uk/	Social Media Accounts: https://twitter.com/PIPLDN; https://www.facebook.com/pursuingindependentpaths; https://www.instagram.com/pursuingindependentpaths/; https://www.youtube.com/user/PIPLDN
What Quality Marks does your organisation currently hold? We are registered with the Fundraising Regulator; we provide ASDAN-accredited training and education; we are working towards PQASSO level 2.	

Legal Status

Legal status of organisation: Registered Charity			
Charity Number: 1088592	Company Number: 04107226	CIC Number:	Bencom Number:
When was your organisation established? 26/04/1984			
<p>Aims of your organisation: PIP encourages and supports adults with Learning Disability and Autism (LD) to achieve their full potential. We have been doing so since 1984 and get incredibly positive feedback from our service users and their families.</p> <p>Our service users like to be called students, it is a reminder they are at PIP to learn and receive training that will help them throughout their lives. Our services empower students to: gain key life and social skills; lead a more independent life; improve health/well-being and self-esteem; engage with their community; think creatively and understand the world around them. A key outcome of our work is improved quality of life for our students and their families/carers.</p> <p>Person-centred planning is at the core of all of PIP's services. We work with our students to produce individualised timetables, based on their goals and skills. We believe in promoting the choice and independence of the people that we support.</p>			

Main activities of your organisation:

We offer flexible/dynamic accredited training, education and community engagement opportunities through;

? W9 Centre (Westminster): Our flagship service supports 57 young adults with LDs through a full range of ASDAN accredited education, skills training, recreational sessions and healthy living.

? SW1 Project (Victoria); enables older, more isolated service users, many who live alone, to access their local community. We offer ASDAN accredited education and personal development training.

? Fruitful Social Enterprise Juice Stall: Twelve PIP students are Fruitful trainees, developing skills in product development, food hygiene, marketing, money management and customer service. Trainees build confidence working as part of a team, interacting with new people and settings.

? Travel Training; in PIP students? local communities and across London to enable adults with LDs to safely learn and practice specific journeys with intensive support.

? Community Development Project; providing one-to-one support to isolated adults with LDs and families who need intensive support to engage with services and the community.

Your Staff & Volunteers

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
17	3	6	70

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	7 years remaining to 2025

Environmental Impact

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

PIP is ?Carbon Smart? silver certified. We have (and adhere to) an up-to-date environmental sustainability policy and improvement plan. Working towards the PQASSO Level 2 framework requires us to consider the environment and sustainability in our policies.

At PIP W9, we teach students how to use recycle bins and keep unused lights turned off. Switches are steadily being replaced with movement sensors. We return empty printer/toner cartridges.

We deliver sessions focussing on environmental issues, promoting students' understanding of how their actions impact upon the World around them. E.g. Gardening on Fridays and Ecology on Tuesdays.

Our Fruitful Juice Stall social enterprise, engaging twelve students in intensive on-the-job training, incorporates learning around environmental impact. For example: We partner with City Harvest London to use surplus food and reduce waste; trainees grow their own produce, pick wild fruit and compost. We use biodegradable cups and straws.

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:	£177,907	£135,000	£0
Earned income:	£794,336	£919,700	£0
Other income:	£222	£1,290	£0
Total income:	972,465	£1,055,990	£0
Charitable activity costs:	£905,025	£1,015,233	£0
Cost of raising funds:	£46,446	£45,000	£0
Other costs:	£0	£0	£0
Total expenditure:	£951,471	£1,060,233	£0
Free unrestricted reserves held at year end:	£333,754	£254,000	£0
What is your organisation's reserves policy? The trustees review PiP's reserves policy annually, balancing the need to hold back sufficient general reserves to protect its charitable objectives with the objective of maximising the funding available for those activities. The trustees have agreed the policy that general reserves should comprise two elements: ? A working capital reserve equal to three months' average student income for the year ? An income shortfall reserve of 15% of total income for 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.

Our designated fund is for the development of a new education/training hub. Our business planning includes risk assessment for the expansion's capital/revenue budgets and a robust fundraising strategy to minimise impact on PiP's current services. Planning is in place to ensure the new Centre becomes less reliant on grants beyond years 1-3, as it reaches capacity and student income increases.

Grant Request

Which of the Trust's programmes and priority areas will your application deliver? Positive Transitions/Disabled people (choice and control)										
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. A two-year extension of our Performing Arts programme, supporting adults with LDs to build confidence, independence, understanding of themselves/the World around them and practical skills in the arts.										
When will the funding be required? 15/02/2019										
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>£38,952</td> <td>£38,952</td> <td>£0</td> <td>£0</td> <td>£0</td> </tr> </table> <p style="text-align: center; margin-top: 10px;">Total Requested: £77,904</p>	Year 1:	Year 2:	Year 3:	Year 4:	Year 5:	£38,952	£38,952	£0	£0	£0
Year 1:	Year 2:	Year 3:	Year 4:	Year 5:						
£38,952	£38,952	£0	£0	£0						

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

Adults with learning disabilities and Autism will demonstrate increased confidence, self-esteem and ambition, raising awareness amongst a wide audience of the issues they face and their abilities.

Adults with learning disabilities and Autism will become more able to express themselves creatively, communicate and cooperate with others, improving their understanding of the self, of others and of the World.

Adults with learning disabilities and Autism will develop practical skills in specific art forms and demonstrate improved health and motor coordination.

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

Dance, drama and digital media workshops/session, mostly delivered from our W9 Centre with others delivered in external studios spaces and performance venues: Drama/dance sessions, facilitated by experienced therapists and PiP staff, employ a range of exercises and techniques. Digital media sessions use technology to bring together music, film/video and imagery.

Cultural trips and visits (e.g. to theatres and interactive installations), usually run as part of our leisure programme (between terms). Trips act as stimuli for students' own performances, build aspirations around what they can achieve, act as an introduction to London's cultural offerings and help them to understand the World.

Each year, the learning and creative output from drama sessions culminates in a public Theatre Production, in front of a 250-strong audience. Students also put on at least two dance performances at community venues/events. Productions are devised and supported by students (promotion/front-of-house). Our music and art groups support soundscaping/set design.

You and your grant request

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

A two-year extension of our Performing Arts programme will engage 56 adults with LDs in total. The programme will provide practical training in physical theatre, dance, and digital media, with performances incorporating other aspects of our work (e.g. music and visual art). The programme will include public dance and theatre performances and trips to cultural events/spaces in London.

This is a development of our existing performing arts programme, building in more dance and digital media sessions. Classroom/studio sessions build confidence and give a voice to all students, including those with severe communication difficulties.

Our experienced staff and external practitioners use therapeutic techniques to help students understand themselves, others and the World around them. We combine digital arts with movement/performance to create a fun, positive environment where students can be active and free. Developing skills around cooperation, teamwork and self-expression is essential in enabling students to lead more fulfilling, independent lives.

How will the project described achieve your stated outcomes?

Each aspect of our Performing Arts programme promotes the development of transferrable skills through varied creative learning/training. Students are supported to think creatively and showcase their talents in public spaces. Key to this programme is public engagement; the programme aims to raise awareness of LD, the issues faced by adults with LDs and showcase our students' talents.

The programme aims to achieve the following outcomes for adults with LDs: Increased confidence and self-esteem; Improved understanding of the self and others; Improved physical ability and motor coordination; improved communication skills, cooperation and teamwork; better able to express themselves creatively; increased understanding of the performing arts and the development of transferrable, practical skills in the arts.

Some PIP students are non-verbal or have severe difficulty communicating. We give students a creative outlet and opportunities to collaborate in a non-judgemental setting and to explore exciting new art forms.

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

This programme is at capacity, with a waiting list of 30+ students across all aspects of the programme. PIP is planning to expand in 2019 and performing arts will be a priority for growth. We are seeking funding from other sources for our expansion project but support from City Bridge is key to securing the existing programme until 2021.

We know that:

- Many PIP students have very low confidence and self-esteem, dual diagnosis with mental health problems and communication difficulties;
- Only 1 in 3 adults with a LD takes part in any education/training (Mencap) and fun, practical activities are critical in removing barriers to engagement;
- People with LDs often suffer from physical health problems and community-based physical activities can alleviate these.
- People with LDs experience stigma and discrimination everyday. We tackle this by raising awareness of LD amongst the public and building confidence/self-esteem in our students.

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

Each year, this programme will deliver:

- 41, three-hour Drama/Theatre sessions, facilitated by Drama Therapists and PIP Development Workers - 15 students per session.
- 81, two-hour Dance sessions, facilitated by PIP Development Workers - 15 students per session.
- 80, 1.5-hour Multimedia sessions, facilitated by a PIP Development Worker - 15 students per session exploring digital arts.
- A PIP Theatre Production, performed in public spaces (e.g. The Tabernacle); devised and performed by PIP students, incorporating music, dance, physical theatre and dialogue. Ticket sales will be fed back into the programme. Students from our 'Employment' group will work on reception, merchandise, ushering and ticket sales.
- At least two public dance performances in public spaces.
- At least four trips to performances/arts venues in London, each engaging 15 students. E.g. in 2018, students saw a mainstream production at the Barbican, by a LD theatre company from Australia.

Why are you the right organisation to do this work?

Person-centred planning is at the core of everything we do. We work with our students to produce individualised timetables, based on their goals, skills and preferences. Students have provided the following feedback on our performing arts programme: 'Building my skills up, like a ladder'; 'I love drama because it's fun'; 'I've got loads and loads of friends who really care about me'; and 'I feel happy'. Family members have told us: 'My sister really enjoys it, it's really overwhelming, it's such an achievement'; 'Fantastic and they put in an incredible effort'; and 'PIP is without doubt a superb organisation, with skilled and committed staff who genuinely have the students' interests and welfare at heart.'

Our six Trustees are also a huge asset, with relevant experience in finance, law, business planning, change management, social enterprise, education and equality. Director, Bill Feeney, has 17 years' experience of supporting vulnerable adults.

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

We develop partnerships to coordinate with local organisations and provide specialist support to students. For example, we are currently in discussion with Spare Tyre Theatre company regarding a collaboration on this programme.

Statutory provision for children with LDs is generally good but, at 18, support drops dramatically and the transition to adulthood is extremely challenging. The local area offers nothing like our performing arts programme: College drama courses do not offer performances in mainstream venues and do not compare in terms of inclusivity, individualised support and collaboration across multiple disciplines (e.g. music).

We carefully coordinate with organisations/forums in west London supporting adults with LDs: Mencap organisations; Westminster Society for People with LDs; Westminster LD Partnership; and Turning Point. We are part of the Westminster Community Network and the Westminster Charity Leaders' Forum, both of which meet quarterly, involve local authorities and cover topical and policy issues (e.g. Grenfell Tower response).

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

We regularly consult with students through: Twice-weekly student meetings; 1-1 student-keyworker discussions; and through the annual student survey. Each year, two Student Reps are elected by their peers ? Reps are spokespeople for all students, reporting to our staff, Trustees and stakeholders outside of PIP.

We work hard to meet the requests of students and their families. Our most popular activities and projects are those that students enjoy the most ? therefore, it is crucial that we listen to what students are telling us. Our Admin Assistant, Jo, is a former PIP student and provides a service user perspective from within our staff team.

We consult with students? parents/carers through: an annual survey; consultation evenings; and meetings with students and their family. This enables us to draw together a wider understanding of our services/activities, and learn about the progress of students at home from the viewpoint of their family.

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?

Most PIP students have severe/moderate LDs and are a particularly excluded group who face inequalities within their community. This programme (and our wider work) engages students with the community through public performances and trips to well-known London venues. We promote understanding amongst the public of the LD community and help our students understand the cultural opportunities available to them in London. Volunteers living/working locally also support this programme.

This programme aims to reduce stigma, support adults with LDs to become more resilient to discrimination and showcase the talent amongst our student group. Our students build confidence and gain skills on the programme, as they are working towards their next dance/drama shows. Our productions are a great way to demonstrate to friends, family and the community all that they have learned and what they can achieve. The recognition and positive feedback that students receive further increases self-esteem and ambition.

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 meets an already identified need, empowering adults with LDs to become an integral part of their local community through the arts. Without programmes like this, adults with LDs can quickly become isolated and anxious. Most students are young adults aged 18-30; we equip them with the skills, confidence and networks to fulfil their potential in adulthood. We also:

- o Equip students for employment (paid or unpaid) through practical skills training (e.g. supporting ticket sales, ushering, merchandising and manning reception at performances).
- o Engage students in training opportunities beyond PIP ? e.g. Student MM recently completed the LD diploma at Central School of Speech and Drama.
- o Improve co-ordination and physical health through dance and movement -both of which are barriers to engagement for our students.
- o Improve communication and social skills developed through physical theatre, mime, and the use of digital media, supporting further development and group learning.

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

This programme is not delivered as a partnership, however we do work closely with individuals/organisations to maximise value and impact:

- o This programme is supported by external practitioners with therapeutic backgrounds. They have built strong, trusting relationships with our students;
- o We have good relationships with arts/theatre venues in London, where we have put on productions in the past, including: the Tabernacle (Notting Hill), the Yaa Centre (Maida Hill) and the V&A Museum.
- o Students' families are invited to all performances, to support their PIP student and see first-hand the progress they have made. Our productions are moving and the positive audience feedback is crucial in emboldening and encouraging students: 'It's overwhelming to watch her perform? It's such an achievement for her.'
- o We develop programme films with external support (e.g. BBC Outreach) to promote PIP, raise awareness of LDs and reinforce students' learning. YouTube channel: PIPLDN

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?

Each PIP student presents different needs, preferences, behaviours and skills. We support adults with a range of disabilities. Our students are not in a 'survival' stage - they have support at home from a family/carers who meet their physiological and care needs but are not always best equipped to provide life-skills training and enable them to achieve their full potential and lead independent lives.

- New students are often 'coping?'; struggling with a variety of difficult issues: communication, confidence and isolation.
- Most students are in the 'adapting? stage; entering adulthood, progressing towards independence and gaining confidence to achieve more.
- Most existing students are 'thriving? but are still on their path to independence and working towards achieving their potential. When students are ready to move on from PIP, the transition is managed carefully in close consultation with the student, their parent/carers and social services.

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

We promote our performances and productions through email newsletters to the PIP community and through social media. To save paper, we no longer send hard copy mailouts.

Our standalone Travel Training project provides intensive training to students in safely using London's complex public transport network. We put that learning into practice through the cultural day trips on this programme, travelling on the underground as a group.

Props and costumes used during performances are subsequently used to decorate our W9 Centre, reminding students of their experiences and achievements. Our productions have touched on environmental issues relating to transport but this has not been a primary focus. The more our students learn about environmental issues in our other sessions going forward, the more they will seek to build these themes into future theatre productions!

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 contribution (6.31% of Service Manager salary +on costs)	2,408	2,408	0	0	0	4,816
Development Worker salaries +on costs (0.7FTE)	19,121	19,121	0	0	0	38,242
Sessional Worker salaries +on costs (1.0FTE)	26,578	26,578	0	0	0	53,156
Drama/Dance Practitioner/Therapist Fees	13,020	13,020	0	0	0	26,040
Volunteer Expenses (travel and subsistence)	2,020	2,020	0	0	0	4,040
Contributions towards staff/student travel, recruitment, training, phones, W9 Centre costs	7,085	7,085	0	0	0	14,170
Theatre performances (venue hire, props and costumes)	3,100	3,100	0	0	0	6,200
Cultural trips to theatres/arts venues/Installations	1,800	1,800	0	0	0	3,600
Overhead contribution: Indirect costs associated with this programme	13,807	13,807	0	0	0	27,614

TOTAL:	88,939	88,939	0	0	0	177,878
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Forecast: Ticket sales from PIP Theatre Performance	2,000	2,000	0	0	0	4,000
Forecast: Student Income (Personal budgets/spot purchases)	38,952	38,952	0	0	0	77,904
Forecast: Student contributions (Theatre trips)	300	300	0	0	0	600
Unconfirmed grant funding from other sources	8,735	8,735	0	0	0	17,470
TOTAL:	49,987	49,987	0	0	0	99,974

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Eranda Rothschild Foundation	8,735	8,735	0	0	0	17,470
The Hobson Charity Ltd	8,735	0	0	0	0	8,735
The Robert Gavron Charitable Trust	8,735	0	0	0	0	8,735
MackIntosh Foundation	8,735	0	0	0	0	8,735
TOTAL:	34,940	8,735	0	0	0	43,675

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Project management contribution (6.31% of Service Manager salary + on costs)	1,054	1,054	0	0	0	2,108
Development Worker salaries +on costs (0.7FTE)	8,374	8,374	0	0	0	16,748
Sessional Worker salaries +on costs (1.0FTE)	11,640	11,640	0	0	0	23,280
Drama/Dance Practitioner/Therapist Fees	5,703	5,703	0	0	0	11,406
Volunteer Expenses (travel and subsistence)	885	885	0	0	0	1,770
Contributions towards staff/student travel, recruitment, training, phones, W9 Centre costs	3,103	3,103	0	0	0	6,206
Theatre performances (venue hire, props and costumes)	1,358	1,358	0	0	0	2,716
Cultural trips to theatres/arts venues/installations	788	788	0	0	0	1,576
Overhead contribution: indirect costs associated with this programme	6,047	6,047	0	0	0	12,094
TOTAL:	38,952	38,952	0	0	0	77,904

Who will benefit?

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

46

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

Westminster

Kensington & Chelsea

Brent

Islington

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:

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:
Specifically with adults with learning disabilities and Autism

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.

Inclusivity is a priority for us and we do not exclude students by nature of ethnicity, sexuality or gender. PIP employs a Positive Behaviour Support (PBS) approach to managing behaviour, promoting inclusivity for those with challenging behaviours and minimise disruption to other students who may struggle with loud, busy environments.

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: **Bill Feeney**

Role within **Director**
Organisation: