

**MEETING: 07/09/2018**

**Ref: 14681**

**ASSESSMENT CATEGORY - Making London More Inclusive**

**MENCAP Bromley**

**Adv: Kate Moralee**

**Base: Bromley**

**Benefit: Bromley**

**Amount requested: £101,212**

**(Revised request: £140,727)**

**Amount recommended: £141,000**

**The Applicant**

Bromley Mencap (BM) is a user led independent charity working with and on behalf of disabled people. It was set up in 1951, campaigns at a local level and provides numerous services and activities including advocacy, brokerage, support planning, a telephone helpline, welfare benefits support, social and healthcare sessions, carers respite, training and employment schemes, Independent living training, day opportunities and Job Clubs, serving approximately 11,050 disabled people in its lifetime. Its mission is to promote the well-being and development of disabled people of all ages in all areas of their lives and to support their families in partnership with all relevant stakeholders.

**The Application**

The Trust is asked to support a contribution to the costs of three part time specialist Job Trainers to deliver training, work experience and volunteering opportunities for young disabled people. The project will deliver training in horticulture, catering and bike recycling across three social enterprises, located in a recently renovated derelict building on the edge of a local community park. Trainees will have the opportunity to gain qualifications to enhance their independence and life chances. Your officer has recommended an increased grant to cover the full cost of the project as Bromley Mencap have a history of contributing their own resources to all restricted funded projects, not applying a full cost recovery model.

**The Recommendation**

Bromley Mencap is well placed to deliver this service having over 60 years' experience in the field. This project sits well within their current portfolio of services which include a supported internship partnership with Bromley College where 15 internees are supported into employment and another 8 different training and employment programmes. This project has been informed by research into social enterprise funded by Santander and delivered by Goldsmiths University considering other business models across the country. The research recommended the development of social enterprises with several employment and community themes. Following the renovation of the building a pilot service to test the market was delivered from Oct 2017 to March 2018. This has informed the development of this project adopting a person-centred approach by trainers to meet individual needs of trainees. This project fits well with your Making London More Inclusive priority and funding, at a level to include full cost recovery, is recommended as follows:

***£141,000 over three years (£45,700 £47,000 £48,300) contributing to the salaries of three part time Trainers and associated costs to deliver training, work experience and volunteering opportunities for young disabled people in Bromley.***

## **Funding History**

<b>Meeting Date</b>	<b>Decision</b>
18/03/2016	Stepping Stones proposal declined as it did not demonstrate how it could generate enough earned income to repay any potential loan.
08/10/2009	£60,000 over three years (3 x £20,000) towards running costs of a supported employment project for people with autism.

## **Background and detail of proposal**

Disabled people are twice as likely to be unemployed than their non-disabled counterparts and find difficulties securing and maintaining employment. They have also been disproportionately affected by changes to welfare benefits and eligibility criteria. This makes for a very challenging and potentially depressing environment for young disabled people. The London Borough of Bromley's Joint Needs Assessment 2016 underlined the need for greater support for vulnerable people. Of the approximately 3,000 disabled people living in Bromley (2011 ONS Census data) less than half are in employment. Those facing the biggest barriers to employment are those with learning disabilities, autism, physical disabilities and mental health issues.

BM has a track record of delivering specialist training and employment schemes which have resulted in the development of work skills and confidence needed to gain employment. This project supports the training and employment needs of 27 young disabled people per year providing early intervention and investment in their long-term future and life chances. Trainees from this project will be referred to BM's JobMatch service which supports disabled people to seek, secure and retain employment with local businesses. The support also includes welfare benefits advice providing the opportunity to maximise income.

BM will work closely with a wide range of partner organisations, accessing funding from Department of Work and Pensions to support people in employment, with the aim of supporting trainees into mainstream employment. In addition, BM offers disability training awareness to employers, to identify any issues and barriers experienced by disabled people, to increase the likelihood that employment is maintained.

## **Financial Information**

Bromley Mencap has a reserves policy of retaining six months income from the main provider of restricted income plus one year's governance, fundraising and support costs. In 2016/17 the main provider of restricted funds was London Borough of Bromley however in 2017/18 LBB and CCG joined forces to commission services and contracted with Bromley Third Sector Enterprise (BTSE) (of which BM is one of five member organisations). BM is subcontracted to deliver a number of services by BTSE which is now the main provider of restricted income.

Although a deficit is predicted for the 2018/19 year currently the aim is to secure further income deliver an unrestricted break-even.

Year end as at 31 March	2017	2018	2019
	Audited Accounts	Forecast	Budget
	£	£	£
<b>Income &amp; expenditure:</b>			
Income	1,000,333	1,136,037	1,101,900
- % of Income confirmed as at 13/7/18	n/a	100.00%	78%
Expenditure	(927,182)	(1,123,548)	(1,154,500)
Total surplus/(deficit)	73,151	12,489	(52,600)
Split between:			
- Restricted surplus/(deficit)	(36,142)	(17,440)	(33,000)
- Unrestricted surplus/(deficit)	109,293	29,929	(19,600)
	73,151	12,489	(52,600)
Cost of Raising Funds	27,984	30,445	27,700
- % of Income	2.8%	2.7%	2.5%
Operating expenditure (unrestricted funds)	228,266	434,575	339,500
<b>Free unrestricted reserves:</b>			
Free unrestricted reserves held at year end	313,184	343,113	323,513
No of months of operating expenditure	16.5	9.5	11.4
Reserves policy target	271,018	346,018	346,018
No of months of reserves policy	14.2	9.6	12.2
Free reserves over/(under) target	42,166	(2,905)	(22,505)

