

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

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| Name of your organisation: Employment Autism | |
| If your organisation is part of a larger organisation, what is its name? | |
| In which London Borough is your organisation based? Westminster | |
| Contact person: Ms Hilary Fertig | Position: Development Manager |
| Website: http://www.employmentautism.net (In development, previously www.ResearchAutism.net) | |
| Legal status of organisation: Registered Charity | Charity, Charitable Incorporated Company or company number: 1096508 |
| When was your organisation established? 07/03/2003 | |

Grant Request

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| Under which of City Bridge Trust's programmes are you applying? Making London More Inclusive |
| Which of the programme outcome(s) does your application aim to achieve? Work supporting young disabled people (aged 16-25) in the transition to adulthood and/or independent living Services helping people with a newly acquired or diagnosed disability to maintain choice and control in their lives |
| Please describe the purpose of your funding request in one sentence. To fund the development and running of pilot work experience programmes and create resources to support organisations to adopt work experience models for autistic people. |
| When will the funding be required? 03/09/2018 |
| How much funding are you requesting? Year 1: £80,000 Year 2: £59,000 Year 3: £63,000 Total: £202,000 |

Aims of your organisation:

To raise awareness of the benefits of employing autistic people and to increase the rate of employment for people with autism, and as a consequence to:

- improve their well-being by raising their self-esteem and confidence
- increase their ability to support themselves and reduce reliance on benefits
- reduce the level of anxiety and depression caused by unemployment, under-employment and erratic work profile

To support employers to offer work placements for autistic young people and disseminate the learning as case-studies, resources and reusable procedures to as wide an audience as possible via an online portal.

To provide evidence-based best practice information and advice on autism in the workplace to prospective employers, HR services, candidates, educational settings, parents, carers and support workers.

Main activities of your organisation:

During its initial set-up phase:

- engaging with autism specialist schools and provisions and organisations/employers to develop pilots for work-experience placements for autistic young people
- raising awareness of the issues of the current low rates of employment among people with autism
- promoting the benefits of employing people with autism
- creating an online portal using the skills of autistic people
- developing resources, case studies, tools and procedures which will assist organisations in finding and supporting work experience placements and making these available via the portal
- to ensure autistic people are involved in the leadership and running of the charity and its services

Longer term plans include:

- to list autism friendly workplaces, work experience and permanent opportunities
- provide a directory of accredited services and professionals offering support in the workplace for autistic people

Number of staff

| Full-time: | Part-time: | Management committee members: | Active volunteers: |
|------------|------------|-------------------------------|--------------------|
| 0 | 1 | 9 | 10 |

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 | N/A: Property is home address |

Summary of grant request

The need for the project

Fewer than 16% of autistic adults are in full-time employment. This compares to 31% of adults with disabilities and 57% of the non-disabled population. Although autistic employees are known to be loyal, high performing and are often well qualified, common recruitment and performance evaluation methods do not showcase their talents or play to their strengths. Early exposure to, and participation in work has been shown by research to be one of the best foundations for successful future employment for people with autism and enables young people to develop their interests and acquire work related skills, a significant factor looked for by prospective employers.

How the work will be delivered

By working with specialist organisations supporting young people with autism and advocating with employers to create work experience opportunities and raising autism awareness, Employment Autism will be able to create case studies and tried and tested processes for supporting work experience. These will be published via the Employment Autism online portal to ensure widespread dissemination of the learning and resources. At each step people with autism will be involved in the planning, creation and ongoing running of the portal.

What your project will aim to achieve

We have already established contact with employers in a wide variety of sectors who are positive about working with us to create opportunities for work placements for autistic young people. We are working in partnership with three specialist autism educational settings who have young people aged 16-25 who are struggling to find work placements to underpin their employability and life-skills training and qualifications. We aim to coordinate work placements for 10 autistic young people during the first year and to disseminate both generic and specific guidance for employers and processes for supporting the young people for use by other settings. In addition to this, evidence-based best practice guidance will be available to support employers, raise autism awareness and provide guidance to other educational settings seeking to place young people in work placements.

In the second year we aim to support the placement of 20 young people and to continue outreach to organisations who may be in a position to offer work placements with the aim of creating a directory of opportunities available for young autistic people.

Why you are the right organisation to deliver the work

Research Autism is an internationally respected and trusted charity with reporting on the scientific evidence behind autism interventions irrespective of whether that evidence is positive, negative or mixed. We have academic, industry and HR experts on our steering group and on the advisory committee to ensure that the charity's project stays focused on the need and that all content published is evidence based. Autistic people are involved in the designing the portal and creating and approving content.

How your project will meet the Trust's programme outcome under which you are applying

By increasing the employability of young people with autism we will be meeting the outcome of making London more inclusive. People with autism are underrepresented in the workplace and by assisting young people at the start of their working lives we aim to:

- prevent the cycle of worklessness which is sadly typical for autistic people
- increase awareness of autism amongst employers and their staff, thus relieving the concerns that unfamiliarity brings.

Meeting the Trust's 'Principles of Good Practice'

Autism affects all communities. Our aim is to promote the employment of autistic people based on their interests and abilities regardless of their backgrounds. As volunteers and paid contributors, autistic people are advising on the leadership, direction, creation and content of the portal.

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? **No**

What Quality Marks does your organisation currently hold?

ResearchAutism.net holds NHS accreditation (the only autism website to do so)

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.

Development and launch of the online portal to ensure widespread dissemination of learning, free at the point of access, with approved content developed by industry experts, academics and those working within the field.

Young people from three different educational settings and with characteristics across the autism spectrum to be placed and supported in work experience placements.

Creation of case studies and reusable procedures and templates based on the pilot work experience placements for both employers and supporting educational settings to be developed and published on the portal.

Creation of a directory of employers who are willing to offer a work experience placement to a young autistic person with a view to developing listings of live placements for publication on the portal.

To provide direct employment or voluntary experience to autistic people in developing and editing content and the creation of the website. In addition to involve autistic people in decision making and planning through the advisory committee and focus groups.

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

The included educational settings and employers are more confident of their ability to set up and support work placements for autistic people.

Young autistic people from 3 different settings aged 16-25 to have experienced work and developed skills with a view to enhancing their CVs and being more confident in their ability to work, improving their self-esteem and refining their area of future work interest.

Case studies and personal experiences of the candidates, support staff and employers created and published and made freely available via the portal to other young autistic people, their parents and carers, co-workers, or anyone interested in advocating for employment for autistic people.

Autism awareness increased among employing organisations and their employees and willingness to continue to offer placements to other young people with the possibility of permanent employment.

Organisations within the greater London area prepared to offer work placements and listed in the portal's directory of employers.

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?

This is intended as an ongoing and evolving resource. Although it is intended that resources of the portal will be free to access, we have received pledges of subscriptions from potential employers and other organisations to ensure the continued availability of the portal.

Who will benefit?

About your beneficiaries

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

30

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

London-wide (100%)

What age group(s) will benefit?

16-24

What gender will beneficiaries be?

All

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

A range of ethnic groups

If Other ethnic group, please give details:

What proportion of the beneficiaries will be disabled people?

91-100%

Funding required for the project

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

| Expenditure heading | Year 1 | Year 2 | Year 3 | Total |
|---|--------|--------|--------|--------|
| Development Manager | 30,000 | 30,000 | 30,000 | 90,000 |
| Portal development | 18,000 | 5,000 | 5,000 | 28,000 |
| Content writing and editing | 13,000 | 9,000 | 9,000 | 31,000 |
| Marketing and communication, including launch event | 7,000 | 2,000 | 2,000 | 11,000 |
| Creation of resources | 5,000 | 3,000 | 3,000 | 11,000 |
| Supporting the students in work placements | 7,000 | 10,000 | 14,000 | 31,000 |
| | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 |

| | | | | |
|---------------|---------------|---------------|---------------|----------------|
| TOTAL: | 80,000 | 59,000 | 63,000 | 202,000 |
|---------------|---------------|---------------|---------------|----------------|

What income has already been raised?

| Source | Year 1 | Year 2 | Year 3 | Total |
|--------------------------------|--------|--------|--------|--------|
| The Potton Charitable Trust | 7,000 | 0 | 0 | 7,000 |
| Fundraising with by associates | 16,000 | 0 | 0 | 16,000 |
| | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 |

| | | | | |
|---------------|---------------|----------|----------|---------------|
| TOTAL: | 23,000 | 0 | 0 | 23,000 |
|---------------|---------------|----------|----------|---------------|

What other funders are currently considering the proposal?

| Source | Year 1 | Year 2 | Year 3 | Total |
|---------------------|--------|--------|--------|--------|
| Waterloo Foundation | 10,000 | 0 | 0 | 10,000 |
| | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 |

| | | | | |
|---------------|---------------|----------|----------|---------------|
| TOTAL: | 10,000 | 0 | 0 | 10,000 |
|---------------|---------------|----------|----------|---------------|

How much is requested from the Trust?

| Expenditure heading | Year 1 | Year 2 | Year 3 | Total |
|---|--------|--------|--------|--------|
| Development Manager (Administrator - sole employee) | 30,000 | 30,000 | 30,000 | 90,000 |

| | | | | |
|---------------|---------------|---------------|---------------|---------------|
| TOTAL: | 30,000 | 30,000 | 30,000 | 90,000 |
|---------------|---------------|---------------|---------------|---------------|

Finance details

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

| | | |
|-----------------------|------------------------|----------------------|
| Financial year ended: | Month: March | Year: 2017 |
|-----------------------|------------------------|----------------------|

| Income received from: | £ |
|-----------------------------------|----------------|
| Voluntary Income | 276,664 |
| Activities for generating funds | 0 |
| Investment income | 0 |
| Income from charitable activities | 5,657 |
| Other sources | 0 |
| Total Income: | 282,321 |

| Expenditure: | £ |
|---|----------------|
| Charitable activities | 341,363 |
| Governance costs | 4,242 |
| Cost of generating funds | 35,163 |
| Other | 0 |
| Total Expenditure: | 380,768 |
| Net (deficit)/surplus: | -98,448 |
| Other Recognised Gains/(Losses): | 0 |
| Net Movement In Funds: | -98,448 |

| Asset position at year end | £ |
|----------------------------|---------------|
| Fixed assets | 0 |
| Investments | 0 |
| Net current assets | 118,470 |
| Long-term liabilities | 86,150 |
| *Total Assets (A): | 32,320 |

| Reserves at year end | £ |
|-----------------------------|---------------|
| Restricted funds | 32,320 |
| Endowment Funds | 0 |
| Unrestricted funds | 0 |
| *Total Reserves (B): | 32,320 |

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

Statutory funding

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

Organisational changes

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| Describe any significant changes to your structure, financial position or core activities since the date of your most recent accounts: As stated in the accounts for year ending February 2017, the Information Centre has been moved to the NAS and the Research Centre to the University of Bath. The charity will now devote its resources to the Development Centre which will focus on employment and hence rename to Employment Autism. |
|---|

Previous funding received

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

| | Year 3 £ | Year 2 £ | Most recent £ |
|---|---------------------|---------------------|--------------------------|
| City of London (except City Bridge Trust) | 0 | 0 | 0 |
| London Local Authorities | 0 | 0 | 0 |
| London Councils | 0 | 0 | 0 |
| Health Authorities | 0 | 0 | 0 |
| Central Government departments | 0 | 0 | 0 |
| Other statutory bodies | 0 | 0 | 0 |

Previous grants received

Please list the grants received by your organisation from charitable trusts and foundations (other than City Bridge Trust) during the last THREE years. List source, years and annual amounts. Please include the 5 largest only.

| Name of Funder | Year 3 £ | Year 2 £ | Most recent £ |
|-----------------------|---------------------|---------------------|--------------------------|
| Barclays | 0 | 0 | 100,000 |
| Stephanie Shirley | 0 | 0 | 50,000 |
| Charlotte Warner | 0 | 0 | 50,000 |
| David Macdonald | 0 | 0 | 50,000 |
| Garfield Weston | 100,000 | 0 | 0 |

Declaration

I confirm that, to the best of my knowledge, all the information I have provided in this application form is correct. I fully understand that City Bridge Trust has zero tolerance towards fraud and will seek to prosecute and recover funds in every instance.

Please confirm: Yes Full Name: **Hilary Fertig**

Role within **Development Manager**
Organisation: