

# The City Bridge Trust

## Bridging Divides: Application for a grant



### About your organisation

#### Organisation Details

Name of your organisation: <b>Safer London Foundation</b>	
If your organisation is part of a larger organisation, what is its name? <b>N/A</b>	
In which London Borough is your organisation based? <b>Southwark</b>	
Contact person: <b>Ms Sherrylyn Peck</b>	Position: <b>Chief Executive</b>
Website: <b><a href="http://www.saferlondon.org.uk">http://www.saferlondon.org.uk</a></b>	Social Media Accounts: <b>@SaferLondon1</b>
What Quality Marks does your organisation currently hold? <b>Our training has been awarded the OCN quality mark. OCN Mentoring and Befriending</b>	

#### Legal Status

Legal status of organisation: <b>Registered Charity</b>			
Charity Number: <b>1109444</b>	Company Number: <b>5190766</b>	CIC Number:	Bencom Number:
When was your organisation established? <b>11/05/2005</b>			
<b>Aims of your organisation:</b> 3. The company is established for the public benefit within Greater London to reduce crime and promote community safety by in particular but not limited to the following means:- a) to relieve persons who are in conditions of need, hardship or distress by reason of their social and economic circumstances; b) to educate young people in understanding crime and to assist young people not to take up or to give up such activity if they have done so; c) to promote training and skills projects relevant to securing employment as a means of keeping young people out of crime; d) to advance public education and awareness by research into crime prevention and in particular the prevention of opportunistic crime and to publish the useful results of such research; e) to provide facilities for public recreation or other leisure time occupation in the interests of social welfare with the object of improving their conditions of life.			

**Main activities of your organisation:**

Safer London is the leading charitable organisation working to prevent violence, sexual exploitation and vulnerability amongst young people in London. We work directly with over 9,000 young people aged 11-24 every year and 5,000 professionals, parents and carers. We work in partnership with the Metropolitan Police, Mayors Office, local authorities and charities in the most deprived and crime-affected areas in London to make sure that young people can access crisis and intensive tailored support. We embed our services across London and we change the way services respond to young people. Our core areas of work are:

- Preventing Child Sexual Exploitation
- Preventing harmful sexual behaviour amongst boys and young men
- Ending gang violence and exploitation
- Mentoring young people to re-engage with education, training and employment
- Training professionals, parents and carers to keep young people safe
- Specialist research and consultancy to map risk in London, collaborate, and design evidence-based projects where there are gaps in provision.

**Your Staff & Volunteers**

Full-time:	Part-time:	Trustee/Board members:	Active volunteers:
<b>58</b>	<b>7</b>	<b>8</b>	<b>84</b>

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?
<b>Leased</b>	<b>June 2019</b>

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

Safer London promotes the use of public transport, doesn't require staff to drive for roles, has recycling facilities in all offices, and our main Southwark office is part of the Better Bankside initiative.

## Finance Details

### Organisation Finances

	<b>Year of most recent audited / examined accounts</b>	<b>Current financial year forecast</b>	<b>Next financial year budget</b>
End of financial year date	31/03/2017	31/03/2019	31/03/2020
Grants & donations:	£2,501,694	£2,907,162	£2,888,000
Earned income:	£29,758	£120,000	£120,000
Other income:	£57	£2,000	£2,000
<b>Total income:</b>	<b>2,531,509</b>	<b>£3,029,162</b>	<b>£3,010,000</b>
Charitable activity costs:	£2,334,520	£2,650,000	£2,600,000
Cost of raising funds:	£0	£0	£0
Other costs:	£598,741	£300,000	£290,000
<b>Total expenditure:</b>	<b>£2,933,261</b>	<b>£2,950,000</b>	<b>£2,890,000</b>
Free unrestricted reserves held at year end:	£245,224	£430,887	£587,887

#### **What is your organisation's reserves policy?**

Summary of policy: The Board's ambition is to work towards maintaining the equivalent of 3 months of operating costs. As a result of the use of reserves to fund pilot activity and to invest in the charity's infrastructure, in 2016-17 the overall funds position reduced from £722,711 to £320,959. Against a background of uneven income streams from statutory and other sources, the Board aims to build up and retain readily realisable reserves across both unrestricted and restricted funds during 2017/18, with an emphasis on unrestricted reserves. The reserves policy will be reviewed annually before the start of every financial year.

For your most recent financial year, what % of your income was from statutory sources?  
**81-90%**

#### **Organisational changes**

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

**From 5 March 2018 we have a new Chief Executive, Ms Sherrylyn Peck.**

## Grant Request

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

**Positive Transitions**

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

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

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

**To support disadvantaged boys and young men who display harmful sexual behaviours to have increased awareness of sex and relationships, the impact of their behaviour, and to make positive choices.**

When will the funding be required? **01/12/2018**

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

City Bridge Trust?  
**No**

Another funder? (if so which)  
**Esmée Fairbairn Foundation, Trust for London, John Lyon's Charity**

How much funding are you requesting?

Year 1:	Year 2:	Year 3:	Year 4:	Year 5:
<b>£56,914</b>	<b>£58,052</b>	<b>£59,213</b>	<b>£0</b>	<b>£0</b>

**Total Requested: £174,179**

### You and your grant request

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

The first project of its kind in London, The Harmful Sexual Behaviours Project, works with boys and young men who display or are at risk of engaging in Harmful Sexual Behaviours, such as sexual preoccupation, sexist banter, sexual bullying, sexual violence, use of hard-core pornography, possession of indecent images/content, inappropriate touching, sexually explicit threats, etc. The project offers one-to-one intensive support for young men aged 11-18, and provides them with the knowledge, skills and confidence to challenge their own and the views of those around them, and to empower them to make positive choices. We launched the pilot project in March 2016 in Hackney and it is now being delivered in Brent and Croydon and improves the lives of 60 young men a year. We wish to deliver this project for the next five years, replicate the model in Hackney and Tower Hamlets in 2019/20, and disseminate lessons learnt.

**What are the changes you hope to achieve?**

The Harmful Sexual Behaviours Project will bring about a change in young men's attitudes towards sex and relationships. As a result of the project young men will have a solid understanding of self and masculinity and the confidence to resist negative influences, they will have increased awareness of harmful sexual behaviours, reduced incidents of sexual harm, and improved wellbeing by the end of their participation in the programme. This will also result in reduced offending behaviour, and improved engagement in education, training and employment. We do not label our project as a perpetrator service, which stigmatises young people and reduces referrals, but as a safeguarding response to be located within local authority safeguarding teams and work in conjunction with the other services that young people need or are involved with, e.g. education. We also support local authorities map risk in the borough and develop their Harmful Sexual Behaviours strategy.

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

The project developed out of the work that we do with girls and young women who experience sexual exploitation. There is a pressing need to support victims but also to address the reasons why young men have harmful sexual attitudes/behaviours. We found that there were no services for young men that looked at their welfare needs, their family context, whether they have been victims of or witnessed abuse, or the effect of peer pressure and media influences. Instead young men end up involved with the criminal justice system, at which point the response to them is punitive, with no opportunity for them to explore their behaviour. 'Children and young people who present with harmful sexual behaviours are commonly both victimised and victimisers and in many cases their harmful sexual behaviours represent one element of a range of predisposing experiences, underlying vulnerabilities and presenting problems in their lives.' (Hackett, NSPCC, 2016)

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

Three Specialist Young Men's Support Workers, one in Croydon and two in Brent, are co-located within the local authority Children and Young People's teams. Young men are referred into the programme via statutory, voluntary and community sector professionals, and self-refer. Following holistic assessment, each young person works with their Specialist Young Men's Support Worker on an intensive one-to-one basis, with a minimum of two contacts and at least one face-to-face session a week. Making use of a range of practical exercises and multimedia tools we spark discussions around identity, gender dynamics, healthy relationships, attitudes to sex, consent and the law, influences (e.g. cultural, media, peer), self-esteem, body image, and positive support networks. Progress is reviewed at six months, intervention is extended if necessary, and reviewed bimonthly. The intensity of the intervention reduces as young men reduce their risky behaviours and make positive decisions for themselves. We signpost as necessary.

**Why are you the right organisation to do this work?**

This project evolved out of 'Empower', a Safer London project that supports over 8,000 girls a year who experience sexual exploitation, first piloted in 2011 and now delivered across 17 London Boroughs. And since 2012 Safer London has worked with the young victims and perpetrators of gang exploitation. This project, now called 'London Gang Exit', is delivered across London in partnership with Mayor's Office for Policing and Crime (MOPAC), the Youth Justice System and the charity Only Connect. Safer London's pioneering approach to safeguarding has been recognised and implemented by statutory services across London, and we train over 5,000 professionals a year in safeguarding. In order to reach the most vulnerable people as early as possible Safer London co-locates all frontline staff in social care teams, we establish strong referral pathways from health, education, probation, etc, and work together to provide a joined up, multi-agency response to young people's needs.

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

Safer London maps provision across London, where good work is happening we complement and enhance existing services. Where there are gaps we design and champion responsive, evidence based support. Whilst there is increasing recognition and demand for a response to Harmful Sexual Behaviours amongst young men, to our knowledge, our project is still the only one of its kind. Understanding of the issues is ad hoc amongst professionals, and our Specialist Young Men's Support Workers have to be resourceful and attend key local authority Child Sexual Exploitation strategy meetings, Multi-Agency Safeguarding Hub (MASH) and police/gang meetings to raise awareness of the programme, the need to not label young men as perpetrators, and to support young men before harmful behaviours escalate. Last year Safer London delivered 17 days of professionals training on Harmful Sexual Behaviours commissioned by Local Safeguarding Children's Boards, schools and local authorities. This also results in increased referrals.

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

Vulnerable and disadvantaged Londoners are more resilient and empowered to make positive choices:

The boys and young men we work with are disadvantaged because they are looked after, have experienced family breakdown, have experienced or witnessed sexual abuse and domestic violence, been exposed to pornography at a very young age, have learning difficulties, and emotional and behavioural issues. The project recognises that all young men need support to navigate the pressures of the media, socialisation, peer pressure and ideas of masculinity that have been normalised, hence we do not label them as perpetrators. Research demonstrates that low confidence and self-esteem are typical characteristics of people who sexually harm. Through the intervention, we see young men change their language, demonstrate a good understanding of consent, empathise with others, and recognise the responsibility they have to challenge the views of their peers. Our project supports young men to transition safely into adulthood.

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

The project recognises that young men can be both victims and perpetrators of sexual abuse themselves, have often experienced trauma themselves, have chaotic home lives, and/or involvement with gangs or serious youth violence. By not stigmatising young men we are better able to engage with young men who will otherwise reject or avoid support, or their parents won't give consent. Working from the 'Good Lives Model' we focus on the young men's strengths and aspirations, on what they are interested in and what they are good at to improve their confidence, resilience and build positive support networks. The 'Good Lives Model' has primarily been used to treat sex offenders in prison and is adaptable as a preventative measure, applicable to all ages, and offers a variety of methods to meet the needs of the young men. Young men report on their own perceptions of their achievements and changes.

**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?**

Safer London is in an incredibly unique position to engage communities and individuals to come together to tackle this issue. We were set up by the Metropolitan Police Service in 2005, our Patron is His Royal Highness The Prince of Wales, our President is the Commissioner for the Metropolitan Police Service, Cressida Dick, and we work in close consultation with the Metropolitan Police Service, MOPAC, and frontline staff are co-located in 32 London Boroughs. Over the past few years we have witnessed a shift in professional's thinking to consider the victim/perpetrator cycle when assessing and responding to young men's sexualised behaviours. This has resulted in an increased understanding of the contributing factors that lead young men to exhibit these behaviours which include experiencing abuse themselves, to a lack of understanding of consent and power dynamics. Safer London has opportunities for young people to be Ambassadors and volunteers for the charity.

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

The project aims to be preventative, reaching out to young men before their harmful behaviour escalates and they reach a crisis point which involves harm to others and their involvement with the youth offending system. We found that by working only with young women who had experienced sexual exploitation, we were teaching them to avoid risk, and conversely placing some of the responsibility on them, rather than teaching all young people not to be sexually harmful. We recognised that to prevent sexual violence from happening, we needed to work with young men. The challenge is educating professionals on the early signs of Harmful Sexual Behaviour, of ensuring early referrals, of reassuring young men, parents, and schools that they will not be stigmatised. Because participation in the project is voluntary and offered in addition to statutory requirements (e.g. probation, Pupil Referral Unit), young people are more motivated to engage.

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

The project is currently being delivered in Croydon and in Brent where we have a strong presence through our 'Empower' and 'London Gang Exit' projects. Specialist Support Workers are based within statutory safeguarding teams and we get referrals from Social Care, Youth Offending Teams, Pupil Referral Units, Child and Adolescent Mental Health Services (CAMHS), schools, parents and voluntary organisations. The workers attend all local authority meetings relevant to safeguarding, gang activity, youth violence, and community safety, and work in close partnership with other local service providers, for example Young Addaction Brent and Brent Centre for Young People. We refer the young men during the intervention and advocate on their behalf to access services that meet their additional needs such as mental health support, family mediation, substance misuse, employment, education and training, and at the end of the intervention to access step down support such as mentoring, and positive social activities.

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

Our aim is to support young people to journey from Coping to Adapting to Thriving. The majority of the beneficiaries will be Coping when we first begin to work together. They are engaging in activities and behaviours that are completely normalised amongst their peer group. We assume that this will be the first time they have open conversations around the topic of Harmful Sexual Behaviours. For young people who have been accused of sexual abuse, while their case is being processed, there is no opportunity for them to reflect on their behaviour. If the case is dropped they may return to their lives without changing anything. Throughout the intervention young people Adapt to new perspectives around gender and relationships, perhaps return to school after a period of exclusion, and by the end of the project they are closer to Thriving, making positive decisions around relationships, education, employment and training.



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

The Harmful Sexual Behaviours Project Manager is introducing virtual meetings between project staff, using an app for conference calls to reduce the amount of travel required. Safer London promotes the use of public transport, doesn't require staff to drive for roles, has recycling facilities in all offices, and our main Southwark office is part of the Better Bankside Initiative.

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

Referrals to the services - work with local authority services create strong referral pathways from statutory, voluntary and community professionals e.g. Social Care, Youth Offending Teams, Pupil Referral Units, Child and Adolescent Mental Health Services (CAMHS); schools, parents and voluntary organisations

One to one contact with young men - with a minimum of two contacts and at least one face-to-face session a week. Specialist Young Men's Support Workers will manage 16-20 individual cases per week.

Attend multi-agency meetings to reinforce referral pathways, map interventions and promote a clear strategy for Harmful Sexual Behaviours across the boroughs, e.g. MACE (Multi Agency Child Exploitation), Child Sexual Exploitation groups, MASH (Multi-Agency Safeguarding Hub).

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

Young men will have increased awareness of Harmful Sexual Behaviours and attitudes towards sex and relationships: 75% of young men have increased understanding of consent and the law; increased understanding of health/unhealthy relationships; increased understanding of how media and culture influences their ideology around sexual relationships.

Young men will have reduced incidents of sexual harm: 75% of young men demonstrate a reduction in risk factors.

Young men will have improved health and wellbeing by the end of their participation in the programme: 80% of young men demonstrate increased self-esteem and confidence and are engaged in services (e.g. substance abuse support, family mediation) and positive activities.



*Subsequently  
Raised*

## 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 Manager	48,160	49,123	50,105	0	0	147,388
3 x Specialist Young Men's Support Worker yr1, 5 in y2 & y3	91,840	154,156	157,239	0	0	403,235
1 x Specialist Young Mens Facilitator full-time y2 and y3	21,168	27,518	28,068	0	0	76,754
Staff travel and subsistence	1,184	2,072	2,113	0	0	5,369
Young people travel and subsistence	600	750	765	0	0	2,115
Phone printing and stationery	2,473	2,522	2,573	0	0	7,568
Clinical supervision, Evaluation in y3 (£7,500)	1,600	3,600	11,172	0	0	16,372
Management £3,580 per head	17,900	25,060	25,561	0	0	68,521
Core costs: rent, rates, HR, IT, etc	34,187	48,564	50,868	0	0	133,618
<b>TOTAL:</b>	<b>224,112</b>	<b>318,366</b>	<b>333,465</b>	<b>0</b>	<b>0</b>	<b>875,943</b>

### What income has already been raised?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Esmee Fairbairn Foundation	45,800	45,800	0	0	0	91,600
Trust for London	57,500	0	0	0	0	57,500
John Lyons Charity	60,000	0	0	0	0	60,000
<b>TOTAL:</b>	<b>163,300</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>209,100</b>

### What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Young Londoner's Fund	113,491	450,947	442,019	0	0	1,006,457
Peter Stebbings Memorial Charity	15,000	0	0	0	0	15,000
<b>TOTAL:</b>	<b>128,491</b>	<b>450,947</b>	<b>442,019</b>	<b>0</b>	<b>0</b>	<b>1,021,457</b>

**How much is requested from the Trust?**

<b>Expenditure heading</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Total</b>
Project Manager full-time Incl. NI & Pension	48,160	49,123	50,105	0	0	147,388
Management	3,580	3,652	3,725	0	0	10,956
Contribution to running costs	5,174	5,277	5,383	0	0	15,834
<b>TOTAL:</b>	<b>56,917</b>	<b>58,052</b>	<b>59,213</b>	<b>0</b>	<b>0</b>	<b>174,179</b>

## Who will benefit?

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

**60**

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

**London-wide**

Does this project specifically target any groups or communities?

This project will specifically work with the following age groups:

**0-15**

This project will specifically work with the following gender groups:

**Male**

This project will specifically work with the following ethnic groups:

**Asian/ Asian British (including Indian; Pakistani; Bangladeshi; Chinese; Any other Asian background)**

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

**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?

**Yes. We have been working with young men displaying harmful sexual behaviour since we launched the pilot project in Hackney in March 2016.**

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: **Sherry Peck**

Role within                      **Chief Executive**  
Organisation:

REVISED BUDGET

Appendix A

	2019/20	2020/21	2021/22	2022/23	2023/24	5 year total
Staff costs	£44,423	£45,334	£46,264	£47,211	£48,178	£231,410
Management	£5,000	£5,100	£5,202	£5,306	£5,412	£26,020
Running costs	£7,494	£7,618	£7,747	£7,880	£8,015	£38,754
Total	£56,917	£58,052	£59,213	£60,397	£61,605	£296,184

