

The City Bridge Trust

Bridging Divides: Application for a grant



About your organisation

Organisation Details

| | |
|--|--------------------------------------|
| Name of your organisation: women@thewell | |
| If your organisation is part of a larger organisation, what is its name? | |
| In which London Borough is your organisation based? Islington | |
| Contact person: Ms Caroline Hattersley | Position: Head of Services |
| Website: http://www.watw.org.uk | Social Media Accounts: |
| What Quality Marks does your organisation currently hold? | |

Legal Status

| | | | |
|---|-----------------|-------------|----------------|
| Legal status of organisation: Registered Charity | | | |
| Charity Number: 1118613 | Company Number: | CIC Number: | Bencom Number: |
| When was your organisation established? 02/04/2007 | | | |
| Aims of your organisation: women@thewell envisions a society in which all women are empowered to achieve their full potential free from discrimination, abuse and neglect. We are committed to working towards full abolition of the sex trade. We seek to ensure that all women entrapped in the sex trade are given hope and are supported to see that an alternative future is possible. Through our evidence based exemplar model we provide women with comprehensive support to exit prostitution. | | | |
| We: ? Provide pro-active, supportive services to women involved or at risk of being involved in the sex trade ? Provide a specialist, trauma responsive service in a creative and supportive environment ? Work to enable women to develop sustainable exit strategies from involvement in | | | |

Main activities of your organisation:

Drop-in centre offering hot meals, showers, laundry and access to other services on site including workshops, life-skills and health, supporting women to develop their self-esteem and confidence.

Support and Advocacy offering help with accommodation, employment and training, mental health advocacy, safety planning, benefits, signposting to other services.

Outreach and Support meeting women on the streets and brothels across London offering access to emergency accommodation, crisis support, our drop-in service, referrals to other agencies.

Specialist Independent Sexual Violence Advisor providing support to gain access to justice against those who have committed acts of sexual violence upon them and have controlled and coerced them.

Your Staff & Volunteers

| Full-time: | Part-time: | Trustee/Board members: | Active volunteers: |
|------------|------------|------------------------|--------------------|
| 13 | 3 | 10 | 30 |

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

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

Paid Staff
Yes

Volunteers
Yes

Trustees / Management Committee Members
Yes

Property occupied by your organisation

| Is the main property owned, leased or rented by your organisation? | If leased/rented, how long is the outstanding agreement? |
|--|--|
| Owned | |

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

As well as recycling our waste, we make use of waste materials in our arts and crafts sessions, and we ensure we don't waste energy by being efficient about turning electrical items off at the end of the day. All our lighting is energy efficient.

In our food provision Fairshare via Tesco are our biggest food provider which is food that supermarkets would throw away. This is given to us to use for meals every day. We also have partnerships with Nandos and Pizza Hut for the same things.

Finance Details

Organisation Finances

| | Year of most recent audited / examined accounts | Current financial year forecast | Next financial year budget |
|---|---|---------------------------------|----------------------------|
| End of financial year date | 31/12/2017 | 31/12/2018 | 31/12/2019 |
| Grants & donations: | £660,633 | £613,235 | £662,500 |
| Earned income: | £0 | £0 | £14,520 |
| Other income: | £1,589 | £64,444 | £41,600 |
| Total income: | £662,222 | £677,678 | £718,620 |
| Charitable activity costs: | £577,253 | £630,735 | £688,562 |
| Cost of raising funds: | £23,003 | £20,604 | £27,000 |
| Other costs: | £0 | £0 | £0 |
| Total expenditure: | £600,256 | £651,339 | £715,562 |
| Free unrestricted reserves held at year end: | £128,621 | £154,960 | £158,018 |
| What is your organisation's reserves policy? | | | |
| The management committee has adopted a policy whereby the unrestricted reserves being held by the charity allow for three months of budgeted expenditure in the event of a funding shortfall. | | | |
| 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 main change has been the promotion of our Head of Services to be Director. The Director is responsible for the day to day running of women@thewell.

Grant Request

| | | | | |
|--|----------------|-------------------------------|-----------|-----------|
| Which of the Trust's programmes and priority areas will your application deliver? Positive Transitions/Survivors/Domestic & sexual abuse | | | | |
| Which of the programme outcome(s) does your application aim to achieve? | | | | |
| Please describe the purpose of your funding request in one sentence. We are asking for funding towards the salary and on-costs for a Support and Advocacy post working with women affected by prostitution, trafficking and those enslaved in the sex trade. | | | | |
| When will the funding be required? 02/04/2019 | | | | |
| Is this request to continue work that is currently funded or has been funded in the last year by: | | | | |
| City Bridge Trust? | | Another funder? (if so which) | | |
| Yes | | | | |
| How much funding are you requesting? | | | | |
| Year 1: | Year 2: | Year 3: | Year 4: | Year 5: |
| £38,062 | £39,014 | £0 | £0 | £0 |
| Total Requested: £77,076 | | | | |

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

60 women each year will improve self-esteem, confidence and build resilience enabling them to address issues they are facing now and from the past.

60 women a year will make progress towards exiting from prostitution, sexual violence, sexual exploitation and abuse.

60 women a year will feel supported and better able to access support either from w@w or a partner organisation. They will have improved physical and mental health, and their housing and financial situation will be improved.

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

The support and advocacy worker will support 60 women a year, providing one to one and case work support. They will work with each woman and encourage them to participate in a range of workshops and activities at the Centre.

As they build up trust with each woman, workers will encourage women to access learning and training opportunities, both at w@w and other organisations.

The Support and Advocacy worker will advocate and support women to access the services they need and are entitled to, including housing, benefits, mental health and drug and alcohol support.

You and your grant request

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

Support women affected by prostitution, trafficking and enslavement within the sex trade, to exit.

We are asking for you to fund a Support and Advocacy worker who will work one to one with 60 women at the Centre. They will carry out an initial assessment with each woman so that they can begin to get an idea of the support that she may need and start to develop and understanding of the woman's hopes and aspirations. Through the project we aim to develop a positive meaningful relationship that will allow the S&AW to support the women to be able to make a transition from the sexual exploitation they are trapped in and exit from prostitution. They will help them with issues around safe housing, finances, health and mental health and skills development. But their key objective will be to help each woman begin to believe that she can exit.

How will the project described achieve your stated outcomes?

We know that the process of exiting is complicated and characterised by cycles of attempting to make that transition and falling and then trying again. Over the time that we have been running we have been researching different strategies for exiting. The key will be to build a trusting relationship and to build the confidence and self belief in the women. We recognise the trauma the women have faced. We know that many are both psychologically and practically trapped in difficult situations. The support and advocacy worker will be there to encourage and advocate on the women's behalf, they will ensure that women can access the support they are entitled to and help them to believe that exiting can be a reality for them.

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

Despite the focus on equality for women, the most vulnerable women are still subjected to appalling abuse and exploitation. These women need help to believe that they can exit from prostitution.

Issues we see weekly:

Trafficking - specifically women from Hungary, Romania, Russia and Albania. Gangs are targeting women, promising work, but taking passports away on arrival and forcing them to work in the sex trade. The women have no recourse to public funds and no papers. UK Women are also being trafficked, and trapped by drug dependency and forced into survival sex to pay for their addiction.

Housing - women are staying in abusive relationships rather than becoming homeless, often forced into prostitution. Many have a background of child sexual exploitation.

We are also seeing increasing numbers of women being released from prison without accommodation in place and with no straightforward access to funding for housing.

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

The support and advocacy worker will provide one-to-one support and case work. Starting with an initial needs and risk assessment they will work with each woman and encourage them to participate in a range of workshops and activities at the Centre and in the longer term, training and apprenticeship opportunities with partner organisations. They will advocate and support women to access the services they need and are entitled to, including housing, benefits, mental health and drug and alcohol support.

The nature of the violence experienced by the women we see means that they are not always able to communicate their needs. They get frustrated and can present with aggressive and complex behaviour. This results in them being excluded from services that are meant to help them. Together with this post holder, women can be supported to articulate their needs so that they can get access to support from mainstream services.

Why are you the right organisation to do this work?

We offer a range of services addressing the needs of the women who come to us, services that have been developed in partnership with the women, providing a pathway towards exiting from prostitution.

Outreach

Basic Needs

Emergency welfare and housing

Therapeutic and counselling support

Well-being treatments

ISVA

Training and employment

Specialist exiting support

We also thrive on working in partnership with other organisations. We do not duplicate what is available elsewhere, thus making best use of the resources we have available.

We have 11 years of experience, and this has shaped the w@w of today. We operate a therapeutic environment that recognises the trauma and abuse that all of the women we work with have experienced.

Our team speak the main languages of women trafficked into the sex trade and as such it is easier for us to gain the trust of the women from an early stage.

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

We make sure we are the most suitable organisation to help each woman. The initial needs and risk assessment, makes sure we are not putting women at risk, referring to other organisations if better placed to offer support.

We develop partnerships so that we do not stretch our own resources too far when there are other organisations already doing something or who can complement the work that we are doing. Training is one example where we work with the Luminary Baker and the Mary Ward Centre who provide training opportunities for women, Bakhita House for housing and Cardinal Hume Centre for immigration advice. We also work closely with both the Metropolitan Police and Salvation Army when supporting women who have been trafficked.

We also share our expertise through providing training and individual consultancy with organisations so that they are better able to support the needs of women affected by prostitution.

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

There are a number of ways that those the project aims to support have their views represented and the project adapts to their needs.

Our trustees spend time with the women both as volunteers but also in a more formal feedback session every year.

In one-to-one sessions with staff. Each woman has their own keyworker and they represent the views of the women at team and planning meetings. Women have the opportunity to shape the kinds of support provided at our centre and meet with the Service Manager to review these activities regularly.

We have a number of research projects under way that involve independent researchers undertaking interviews and focus groups with the women we support. This research has helped to, and will continue to, inform the development of the kind of support we offer, to develop new exit strategies, to build on what works and to develop new projects.

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 run workshops and activities specifically to engage and empower the women. Volunteers from the local community deliver many of these activities. They range from cooking, literacy and reading groups to arts and crafts and wellbeing treatments. Activities allow the women to leave the label of 'prostitution' behind and engage in an activity they enjoy.

The activities also allow the women to talk to other women openly about a wide range of issues and experience the possibility of healthy positive relationships and interactions. Many of the well-being treatments allow for them to experience positive touch, perhaps for the first time in their lives.

We will be working with women who are particularly excluded and stigmatised by society. They experience multiple exclusion: trafficking, prostitution, sexual abuse, physical abuse, slavery, homelessness. Many will also have no recourse to public funds and can be involved in the criminal justice system.

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 already identifiable need is to provide support and advocacy to women affected by prostitution or caught up in the sex trade including women trafficked or lured to the UK with the promise of work only to be trapped and forced to work in the sex trade. This project will support these women towards a sustainable exit from prostitution or an escape from slavery.

The preventative nature/early action is based on both, identifying women who may be at risk of falling into prostitution, and on the knowledge that the longer a woman remains trapped in the sex trade the harder it is for her to escape. Other factors including addiction, reliance on housing, no money and psychological slavery mean that she can quickly become deeply entrenched. Early intervention is provided by our outreach team working with the Metropolitan Police Trafficking Unit. The team will refer women to this project.

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

We will work closely with partners including Camden, Islington and Hackney Councils and Bakhita House who help with safe accommodation.

The Salvation Army Trafficking team who provide safe house placements for women who are escaping from trafficking and modern slavery.

We will work with the Cardinal Hume Centre's immigration team to help women who have no papers and no legal entitlement and are unable to access mainstream services.

We also work closely with the NHS, e.g. we have a regular specialist session for women@thewell clients at CHIP, the local GP practice for Homeless and vulnerable people. We are also linked up with the various Drug and Alcohol services in Camden and Islington.

To support women to move on, we will continue to work with training and apprenticeship providers like Mary Ward Centre and Luminary Bakery as well as other employers like Co-op and Waitrose who are supporting our work.

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

Most will begin their journey at the surviving stage and will move along a path towards coping and adapting.

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

The provision of our basic needs includes providing a warm meal each day for women, we are recipients of the FareShare food distribution programme that provides food that would go to waste in Supermarkets to Charities, in addition we have partnerships with our local, Nando's, Pizza Hut, Tesco Bakery and a local French bakery who all provide left over food/ingredients for us to reuse in our kitchen.

We also offer a clothing room for the women that makes use of second hand clothes that are donated and may otherwise go to landfill.

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 |
|------------------------------------|---------------|---------------|----------|----------|----------|----------|
| Support and Advocacy Worker salary | 27,675 | 28,367 | 0 | 0 | 0 | 0 |
| National Insurance and pension | 4,040 | 4,141 | 0 | 0 | 0 | 0 |
| Training | 500 | 513 | 0 | 0 | 0 | 0 |
| Equipment | 1,500 | 1,538 | 0 | 0 | 0 | 0 |
| Consumables | 500 | 513 | 0 | 0 | 0 | 0 |
| Telephone | 432 | 443 | 0 | 0 | 0 | 0 |
| Salesforce licence and IT | 415 | 425 | 0 | 0 | 0 | 0 |
| Management Support | 5,259 | 5,390 | 0 | 0 | 0 | 0 |
| Sessional Training | 3,000 | 3,075 | 0 | 0 | 0 | 0 |
| TOTAL: | 43,421 | 44,404 | 0 | 0 | 0 | 0 |

What income has already been raised?

| Source | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Total |
|---------------------------|--------------|--------------|----------|----------|----------|----------|
| IOLM - management support | 5,259 | 5,390 | 0 | 0 | 0 | 0 |
| TOTAL: | 5,259 | 5,390 | 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 |
|--------------------------------|---------------|---------------|----------|----------|----------|----------|
| Support and Advocacy Worker | 27,675 | 28,367 | 0 | 0 | 0 | 0 |
| National Insurance and Pension | 4,040 | 4,141 | 0 | 0 | 0 | 0 |
| Training | 500 | 513 | 0 | 0 | 0 | 0 |
| Equipment | 1,500 | 1,538 | 0 | 0 | 0 | 0 |
| Consumables | 500 | 513 | 0 | 0 | 0 | 0 |
| Telephone | 432 | 443 | 0 | 0 | 0 | 0 |
| Software licence and IT | 415 | 425 | 0 | 0 | 0 | 0 |
| Sessional Training | 3,000 | 3,075 | 0 | 0 | 0 | 0 |
| TOTAL: | 38,062 | 39,014 | 0 | 0 | 0 | 0 |

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?

Islington

Hackney

Camden

London-wide

Does this project specifically target any groups or communities?

Yes - please enter details below

This project will specifically work with the following age groups:

16-24/25-44/45-64/65-74

This project will specifically work with the following gender groups:

Female

Transgender or other gender identity

This project will specifically work with the following ethnic groups:

Black/ African/ Caribbean/ Black British (including African; Caribbean; Any other Black/ African/ Caribbean background)

Mixed / Multiple ethnic groups

White (including English/ Welsh/ Scottish/ Northern Irish/ British; Irish; Any other White background)

Refugees and asylum seekers

If Other ethnic group, please give details:

This project will specifically work with Deaf and disabled people:

No

This project will specifically work with LGBTQI groups:

No

This project will specifically work with other groups or communities:

Women affected by prostitution

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

The women come to us from a number of routes. Self-referral and word of mouth, Our Outreach Team, other organisations outreach teams, the Police and the Councils

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: **Caroline Hattersley**

Role within **Director**
Organisation: