

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
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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	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 RMCO's supporting them

(4) Lack of Capacity : refugee & migrant communities are not well enough represented in local strategies e.g. LB Islington Commissioning Partnership states RMCO's 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 RMCO's]

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 RMCO's 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 RMCO's e.g. supporting partnership funding bids.

(ii) specialist 1-1 coaching support for RMCO's 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 RMCO's 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 oportunities 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

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

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'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

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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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

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 REQUEST

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

