

**MEETING: 30/10/2013**

**Ref: 11630**

**ASSESSMENT CATEGORY - Positive Transitions to Independent Living**

**Beyond Youth CIC**

**Adv: J Grieve Combes**

**Amount requested: £77,128**

**Base: Outside London**

**Benefit: London-wide**

**Amount recommended: £38,000**

**Purpose of grant request:** To deliver interventions that tackle the core concerns faced by female prisoners and the root causes of offending and re-offending.

**Background**

Beyond Youth (BY) is a relatively new organisation, originally set up to support young offenders to lead positive, fulfilling, lives through the 'Change 2 Change' model. 'Chance 2 Change' is a group-based intervention which develops the emotional intelligence of those referred in order to make better life choices. BY is founded on the belief that "behaviour is learnt from our environment" and that with the right care, those learned behaviours can be unlearned and replaced with positive ones. Following its success, the programme is now available to adult offenders in the community and in custody. To date, BY has reported impressive non-reoffending rates of 72%.

Initially established as a charity, BY became a Community Interest Company (CIC) at the end of 2010. This was an important development that allowed the organisation to take on loan finance and supports its aim to develop a franchise model that can be rolled out across the prison estate. The organisation is supported by a strong Board including, founder Emma Morris, a Financial Controller and Management Accountant; an experienced stock-broker and investment banker; a recently retired Old Bailey Judge; and a PR expert.


**Funding History**

You awarded Beyond Youth £20,000 in 2011 to deliver their 'Chance to Change' programme with prisoners aged 15-25 in HMP Send and Ashfield. That grant was well reported on.

**Current Application**

Today's application builds on the work delivered under your previous grant but, following changes at HMP Ashfield, focuses solely on work at HMP Send. At HMP Send, BY received more referrals than they could deliver to and there is a course waiting list of 44 women. In response to this demand, BY wants to offer the Chance to Change programme to all





adult women in HMP Send who are serving the last six months of their sentence. You will note from the application that, although HMP Send is based in Surrey, 100% of the beneficiaries will be returning to London upon their release.

If successful, BY would deliver eight 'Chance to Change' programmes per year, each consisting of nine sessions over two weeks. Session topics include life stories, identification of trauma, establishing rules, self-awareness and goal setting. The formal element of the course ends with each participant setting out a five year life plan of what they want to achieve and what they need to do to achieve it. Upon release BY provides 12 months (or more) through-the-gate support and training to participants which could include meeting them at the station in London, attending appointments and supporting them to write CVs. BY also signposts to other organisations, including others you fund such as Working Chance, Blue Sky Development and St Giles Trust.

### **Financial Observations**

Audited accounts for the year ended 31 December 2012 show turnover of £183,754 and a deficit of £103,033 (56% of turnover), all of which was on unrestricted funds. The deficit was a result of increased expenditure levels following growth in the organisation's infrastructure, particularly staffing, whilst income targets were not met, partly due to changes in commissioning for prison services.

At 31 December 2012 unrestricted reserves were in a negative position of £68,501, against a reserves policy target of 3 to 6 months' worth of expenditure, equating to between £154,185 and £308,370 based on total budgeted expenditure for 2014.

The latest forecast for 2013 shows total income of £551,554 and a surplus of £67,051 (12.2% of turnover), comprising a surplus of £33,736 on restricted funds and £33,315 on unrestricted funds. The organisation advises that they expect its unrestricted reserves level to be negative £32,291 at 31 December 2013. The improved income position is explained by the organisation as being due to Big Lottery funding increasing by £253,584 to £323,176 and due to receipt of franchising income, which is forecast at £65,000 for the year (2012: nil).

The organisation plans to eliminate the deficit on unrestricted reserves by 31 December 2014 when the organisation anticipates a surplus of £132,544 (17.7% of turnover), comprising a surplus of £125,676 on unrestricted funds and £6,868 on restricted funds. Total income of £749,280 is expected, of which 68% has been secured. The continued improvement in income is attributed to further Big Lottery funding and franchising income. The unrestricted fund surplus would increase the level of free reserves to £93,385, equivalent to 1.8 months' worth of 2014 expenditure.

### **Officer's Appraisal**

Beyond Youth is a young but ambitious organisation that is already seeing strong results. At the assessment meeting your Officer met a participant of the programme funded by your previous grant and who is now employed by the organisation and an excellent endorsement of what Chance to Change allows people to achieve.

In 2011 founder Emma Morris was a Big Venture Challenge winner. This gives entrepreneurs access to finance, business support and connections to scale their ventures and has allowed BY to grow its infrastructure and activity. When BY first came to you for funding in June 2011, they requested one year's funding as they did not want to become dependent on grant funding. The organisation's aim is to generate income through a franchise model of their work which they will sell to community and commercial organisations working with offenders. This is an ambitious goal to achieve in a short space of time and, with major changes in the commissioning of prison services and the difficult financial environment, they have not fully achieved this model. Franchising income has begun to develop, however, and they are working with the International Centre for Social Franchise (ICSF) to explore new avenues for income generation.

It is recommended that you consider funding the organisation for one year only at this point in time, but at a higher amount than your previous grant of £20,000 which only part-funded the work delivered. Your funding will not only allow BY to meet demand for their services at HMP Send but will help them build their track record and evidence base for specialist work with female offenders.

### **Recommendation**

**£38,000 over one year towards the salary of a full time Project Facilitator and running costs to deliver Chance to Change in HMP Send.**





# The City Bridge Trust

Charity Registration Number: 1035628

## Working with Londoners: Application for a grant

Please read the guidance notes before completing this form

Reference:  
(office use only)

11630

Date Received:

30/01/2013

Programme  
Area:

05

### 1. About your organisation

Name of organisation applying for grant: <b>Beyond Youth CIC</b>	
If the organisation is part of a larger organisation, what is its name?	
Address for correspondence: <b>4 Station Court Station Approach Wickford, Essex</b>	
Postcode: <b>SS11 7AT</b> Is this your home address? <b>No</b>	
Contact person: <b>Ms Emma Morris</b>	Position: <b>Managing Director</b>
Phone: <b>01268 906393</b>	Fax:
E-mail: <b>emma@beyondyouth.org.uk</b>	
Website: <b>http://www.beyondyouth.org.uk</b>	
Legal status of organisation: <b>Company Limited by Guarantee</b>	
If registered, please give charity number:	
Date organisation established: <b>20/03/2006</b>	

### 2. Request for funds

Under which of the Trust's themes are you applying (see our website or brochure for further details)? <b>Positive Transitions to Independent Living</b>
Purpose for which funds are requested: (25 words maximum) <b>To deliver interventions that tackle the core concerns faced by female prisoners and the root causes of offending and re-offending not currently provided by prisons.</b>
How much funding is requested? <b>Year 1: £38,602 Year 2: £38,526 Year 3: £0 Total: £77,128</b>

### 3. Aims of your organisation

- Reduce re-offending behaviour of people aged 14 and over.
- Promote and increase self-esteem, self-confidence, self-belief by delivering a range of topics that are educationally and therapeutically based. By encouraging group involvement and self-expression.
- Promote constructive relationships between group members/staff whilst setting clear, concise boundaries.
- Encourage interaction through group work and discussion, maintaining boundaries and confidentiality.
- Encourage group members to address behaviour, allowing self-development. Offering encouragement to move forward through available support agencies and providing support.
- Help group members understand responsibilities.
- Create a safer, happier society by raising aspirations for the future.

### 4. Main activities of your organisation

Beyond Youth was established to deliver innovative solutions to the problems faced by people who are experiencing emotional distress and demonstrating behavioural concerns within society. We believe that emotional intelligence is as vital to success as academic ability and that with the right understanding, care and support offenders can learn to develop emotionally and change their lives.

We deliver our innovative group based 'Chance 2 Change' programme to people aged 14 and over, who are involved in the criminal justice system. To date we have produced the following outcomes:

- \* Over 500 young people have completed our community programme
- \* Over 270 offenders have completed our programme whilst in custody
- \* 74% of our clients self refer
- \* 68% have been moved into employment, education or training.
- \* 72% have not been returned to custody \* 98% report an increase in self confidence
- \* 97% report feeling more hopeful for the future

Our founder Emma Morris is a Big Venture Challenge winner.

### 5. Number of staff

Full-time	Part-time	Management committee members	Active volunteers
<b>6</b>	<b>1</b>	<b>6</b>	<b>13</b>

### 6. How do you support your volunteers?

All current volunteers are past service users with the exception of our 6 prison peer mentors who are still serving prisoners and we offer full training induction as well as specific training, they receive weekly supervision sessions.

### 7. Property occupied by your organisation

Is the main property owned or leased/rented by your organisation?	If leased/rented, how long is the outstanding lease/rental agreement?
<b>Leased</b>	<b>5 years</b>



## 8. Finance

From your most recent audited or independently examined accounts, complete the following:

Financial year ended -

Month: **December**

Year: **2012**

<b>Income received from:</b>	<b>£</b>
Voluntary income	
Activities for generating funds	
Investment income	50,000
Income from charitable activities	133,754
Other sources	50,000
<b>Total Income</b>	<b>233,754</b>

<b>Expenditure:</b>	<b>£</b>
Charitable activities	154,466
Governance costs	111,946
Cost of generating funds	
Other	20,345
<b>Total Expenditure</b>	<b>286,757</b>
<b>Net (Deficit)/Surplus:</b>	<b>(103,003)</b>
<b>Other Recognised Gains/(Losses)</b>	<b>0</b>
<b>Net Movement in Funds</b>	<b>(103,003)</b>

<b>Asset position at year end</b>	<b>£</b>
Fixed assets	5,981
Investments	
Net current assets	(49,482)
Long-term liabilities	(25,000)
<b>*Total A</b>	<b>(68,501)</b>

<b>Reserves at year end</b>	<b>£</b>
Endowment funds	
Restricted funds	
Unrestricted funds	(68,501)
<b>*Total B</b>	<b>(68,501)</b>

\* Total A and Total B must be the same and should be taken from your balance sheet

## 9. Statutory funding

For the financial year above, what % of your income was from statutory sources?  
None

## 10. Material changes

Describe any material changes to the organisation's activities, structure or financial position since the date of the most recent accounts:

None

## 11. Previous applications to the Trust

Have you applied to the Trust before? If so, please give details:

Month/Year:	10/11	Ref:	10718	Grant received:	£20,000	OR application rejected?	No
Month/Year:		Ref:		Grant received:		OR application rejected?	
Month/Year:		Ref:		Grant received:		OR application rejected?	

## 12. Previous funding received

Funding received by your organisation from the following sources during the last **THREE** years:  
**(i)** City of London (other than the City Bridge Trust) **(ii)** London boroughs **(iii)** London Councils (formerly ALG)  
**(iv)** Health authorities **(v)** Central government departments **(vi)** Other statutory bodies (e.g. Housing Corporation, Arts Council) - List source, years and annual amounts:

	Year: 2010	Year: 2011	Year: 2012
(i)			
(ii)			
(iii)			
(iv)			
(v) NOMS (ESF Funding)			30,000
(vi)			

## 13. Previous grants received

Grants received by your organisation from charitable trusts and foundations (other than the City Bridge Trust) during the last **TWO** years. List source, years and annual amounts:

	Year: 2011	Year: 2012
Shackleton Foundation	10,000	
Foyle Foundation	4,000	
Evening Standard Dispossessed Fund		11,036
Other Donations	15,500	10,857
Big Lottery Fund	27,414	59,879
UnLtd Big Venture Challenge Grant		50,000

## 14. What steps is your organisation taking to reduce its carbon footprint?

Our new premises mean we are now much closer to public transport therefore cutting down on car travel to get to the office. We have further reduced our carbon footprint by car pooling. We have also secured positive partnerships with organisations in London that has allowed us to use their premises for our follow on mentoring work meaning that far less travel is required by our mentors and our participants.

The project itself is very low on waste and resources as we do not rely on handouts or excessive paperwork. We are currently working to reduce this further by installing social impact software that will reduce the need for paper further. Where possible reports and correspondence are sent by email.

Our new office premises operates a full recycling scheme which we are members of.



## 15. Purpose

Complete this section whatever the amount of grant requested. **In addition**, if the request is for £25,000 or more in total, a fuller proposal should be sent with this form. Also, if your application is for all or part of new or existing post(s), please enclose a copy of the relevant job description(s) including the salary level.

**In order to provide the right information, please refer to guidance note 15 before completing this section.**

Female prisoners face different issues to male prisoners including their level of entrenched emotional need due largely to past sexual and physical abuse, separation anxiety and higher levels of mental health issues than male prisoners. In 2010 30% of female prisoners self-harmed compared to 7% of male prisoners (NOMS Incident Report System 2010). The geographical spread of female prisons means they are further from home and miss vital support. Women face different, specific challenges post release such as finding employment that fits their families needs and support to repair these relationships. The Corston Report 2007 focused solely on the issues faced specifically by female prisoners including separation from children, associated guilt and shame; particularly as females are more likely to be the primary carer than men.

Chance2Change has been developed in direct response to the needs of those involved in the criminal justice system and through our intensive programme we will address the following issues;

- Re-offending
- Feelings arising from neglect and abuse
- Domestic violence
- Self-harm and suicide
- Practical through the gate support

Research and consultations proving the need for Chance2Change:

There's a lot of research surrounding female prisoners in particular. The Corston Report (2007) found that:

- Women weren't in control of their lives and felt that they didn't have any choices
- They had a lack of self-confidence and self-esteem and many women self-harmed
- Women felt they were individual and should not be treated otherwise.

Through our own consultations with nearly 200 women at HMP Send (03/12) and HMP Downview (05/12) we found that the women:

- feel no control in their lives, lack confidence, have a sense of failure, reinforcing isolation, disadvantage and social exclusion
- Don't have any choice but to re-offend, feel no one will employ an ex-offender
- lack self-confidence, esteem and emotional skills because of time in custody with no support network to discuss feelings around separation or opportunity to process guilt.

We know there's a need for the project from a prisoner's point of view as we've delivered the Chance2Change programme to nearly 300 participants with great success. We've a comprehensive monitoring system that proves our successes and feedback from participants and prison staff.

Our objectives-on completion of the programme 160 offenders:

- 1)have more understanding of their feelings, behaviours & the effect of this, so less likely to commit a crime, leading to a more positive attitude.
- 2)more confident about expressing opinions, to make appropriate decisions about themselves.
- 3)more aware of opportunities upon release and at least 60% engaged in training, education, employment.
- 4)have access to a package of support allowing them to be effectively introduced to local agencies offering support to create smooth, positive transitions back into the community.

Why we are the right organisation to deliver this: The evidence that we have gathered and have reported back via our last Working with Londoners monitoring report tells us that we are delivering significant change, we're respected as an organisation and valued by beneficiaries. Have the passion and the vision to make real change to the lives of people we work with. We meet the Trust's theme resettlement work with ex-offenders leaving custody because we build trusting relationships as they approach the end of their custodial sentence and prepare them for release with a complete package of support allowing them to seek an alternative to offending and become integrated back into communities and families. Our programme wouldn't be possible without the involvement and feedback of our beneficiaries, they are an integral part of what we do. The attached proposal outlines their involvement. The programme is open to all, irrespective of race, religion, culture, background, sexual orientation or ability.



**16. Explain how you will monitor and evaluate both your own outcomes and those of the programme under which you are applying.**

The project measures both soft outcomes to show distance travelled, and hard outcomes. We intend to monitor, evaluate and develop our work in several stages:

**Soft Outcomes**

- Baseline information is gathered from referring agent.
- A Linear Analysis Scale, covering five main areas of change, is completed at session 1 and session 8
- Written feedback from participants upon completion of the programme.
- Written feedback & assessments from referring agencies upon completion of the programme.
- Group participants are encouraged to develop a forum and feedback experiences helping us improve on our work and package of support that is offered.

**Hard outcomes**

- Re-offending rates are monitored at the 3 month, 6 month and 12 month period.
- Individual case studies tracking engagement in positive activities, employment, education and training.

We have a specific set of outcomes for each year of the grant.

**17. Beneficiaries**

How many people will benefit from the grant per year?

**80**

In which local authority is your organisation based?

**Outside London**

Which borough(s) of Greater London will benefit from this grant?

(if more than one, please give % for each)

**100% of participants will be returning to the boroughs of Greater London, we will be able to specify the boroughs upon referral.**

At what address will the activity be located?

**HMP Send**

What age group will benefit? **Adult**

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

	%		%
White - British		Black - Caribbean	
White - Irish		Black - African	
White - Other (please describe)		Black - Other (please describe)	
Asian - Indian		Black - British	
Asian - Pakistani		Chinese	
Asian - Bangladeshi			
Asian - Other (please describe)		Other (please describe)	
Open to everyone			<b>100</b>

What proportion of the beneficiaries will be disabled people?

**60%**

## 18. Funding required for the project

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

(List main expenditure headings and amounts)

Expenditure heading	Year 1 £	Year 2 £	Year 3 £	Total £
Group Facilitator Salary	30,802	31,726		62,528
Travel	1,850	1,850		3,700
Running Costs	3,000	3,000		6,000
Laptop, Software & Office Equipments	1,000			1,000
Programme Resources	450	450		900
Volunteer Expenses	1,500	1,500		3,000
Training & Development for Beneficiaries	9,900	9,900		19,800
<b>TOTAL</b>	<b>48,502</b>	<b>48,426</b>		<b>96,928</b>

What income has already been raised? (List amounts and main sources)

Source	Year 1 £	Year 2 £	Year 3 £	Total £
Awards for All	9,900	TBC		9,900
<b>TOTAL</b>	<b>9,900</b>			<b>9,900</b>

What other funders are currently considering the proposal?

Funder	£
None as this is continuation funding	
<b>TOTAL</b>	

## 19. Funding requested from the Trust

How much is requested from the Trust? (List main expenditure headings and amounts)

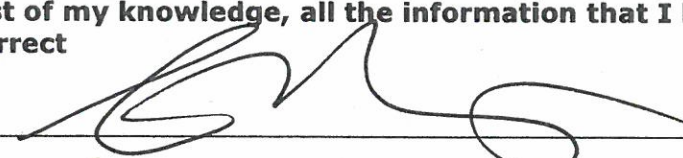
Expenditure heading	Year 1 £	Year 2 £	Year 3 £	Total £
Group Facilitator Salary	30,802	31,726		62,528
Travel	1,850	1,850		3,700
Running Costs	3,000	3,000		6,000
Laptop, Software & Office Equipment	1,000			1,000
Programme Resources	450	450		900
Volunteer Expenses	1,500	1,500		3,000
<b>TOTAL</b>	<b>38,602</b>	<b>38,526</b>		<b>77,128</b>



## 20. Funding requested from the Trust (continued)

When will the funding be required? <b>03/06/2013</b>
Is the activity to continue beyond the period for which funding is requested? If so, how will it be resourced? <b>The programme has been designed to be completely replicable and we are building a franchise model to compliment our plans for growth, for our sustainability and expansion. We had envisaged this happening sooner but due to the current economic climate and budget cuts this has not been possible, we are therefore seeking continuation funding.</b>
If any planning or other statutory consents are required for the project to proceed, what stage have the applications reached? <b>N/A</b>

### Declaration on behalf of applicant organisation

I, <u>EMMA MORRIS</u> (your name)
am an authorised representative of <u>BEYOND YOUTH CIC</u> (your organisation)
within which I am <u>MANAGING DIRECTOR</u> (your position)
<b>To the best of my knowledge, all the information that I have provided in this application form is correct</b>
Signature  Date <u>31ST JANUARY 2013</u>

**Return the completed form to: The City Bridge Trust**  
City of London  
PO Box 270  
Guildhall  
London EC2P 2EJ

#### Please

- **do not send this application by fax or e-mail** – unless applying online, applications must be posted to the Trust
- **do send the information in the checklist** – if items are missing, your application will be returned to you
- **do send only the information in the checklist** – if further information is required, we will contact you
- **do ensure you have signed and dated this form** – we cannot accept forms which have not been signed and dated
- **do use the correct postage** – the completed form and additional materials are likely to exceed 100g in weight