

MEETING: 12/02/2014

Ref: 11969

ASSESSMENT CATEGORY - Bridging Communities

**Foundation for Women's Health Research
and Development - FORWARD**

Adv: Karisia Gichuke

Amount requested: £90,000

**Base: Hammersmith &
Fulham**

Amount recommended: £90,000

Benefit: London-wide

Purpose of grant request: Leadership and Para-counselling training and Peer Support for African women affected by FGM.

Background

Foundation for Women's Health and Development (FORWARD) is an African Diaspora women-led charity dedicated to advancing and safeguarding the sexual and reproductive health and rights of African girls and women. The charity was established 20 years ago, and works to change practices and policies that affect access to healthcare, dignity and wellbeing, including female genital mutilation (FGM), and child marriage. The charity does this through education and training of stakeholders to respond appropriately, providing advice and advocacy services and working directly in communities to raise awareness and assist them to articulate their needs.

Funding History

None.

Current Application

Female Genital Mutilation (often referred to as FGM) is a destructive operation, during which the female genitals are partly or entirely removed or injured with the goals of inhibiting a woman's sexual feelings. Most often the mutilation is performed before puberty, often on girls between the age of four and eight, but recently it is increasingly performed on newborn babies. The practice is illegal in the UK, however, it is estimated that over 24,000 girls under the age of 15 are at risk of FGM in the UK and that 66,000 women in the country are living with the consequences which are severe in the short and long-term.

There is limited data available on the number of women at risk of affected in the UK or London. In 2011, over 3,500 women who had experienced FGM gave birth in London the city. Those most at risk include African women who have settled in the UK, many of whom have limited autonomy in relation to health and wellbeing due to multiple barriers such as language, lack of information, or fear of stigma which prevents them

from accessing services. Many women from FGM-affected communities have little opportunity to learn about their sexual and reproductive health and the life-long effects of FGM, nor do they have enough opportunities for education on the topic or safe places to discuss the issues with other women affected.

This project will focus on community outreach, which is a crucial aspect of preventing the practice. It will increase awareness among FGM-affected communities on the health consequences, and increase women's skills and confidence to speak out against the practice, training leaders who will then be advocates in their own communities. The project will also improve the coordination and collaborative working of groups working on the issue.

Financial Observations

Audited accounts for the year ended 31 March 2013 show a surplus of £3,547 (0.5% of turnover), comprising a surplus on restricted activity of £6,526 partially offset by a deficit on unrestricted funds of £2,979.

The charity's reserves policy is to hold up to 20% of the annual budget as unrestricted reserves, which based on the current year would amount to £218,377. At 31st March 2013 free unrestricted reserves stood at £67,666, equating to 6% of the 2013/14 budget (or 0.75 months' worth of total expenditure).

The budget for the current year, 2013/14, shows total income of £1,223,714 all of which is confirmed. After expenditure of £1,091,885 a surplus of £131,829 is anticipated comprising £136,635 on restricted funds partially offset by a deficit of £4,807 on unrestricted funds. The organisation is forecasting a surplus of £8,650 in 2014/15 on a turnover of £1,190,650, of which £850,650 (71%) has been secured.

Officer's Appraisal

The quality of services offered to BME women affected by FGM is often inadequate and there is a severe lack of culturally appropriate work at a community level, impeding effective care. Research has shown that community-based preventative work has led to increased rejection of FGM. Partnerships between community groups and frontline professionals as well as mixed ethnicity/age groups are some key elements in tackling FGM successfully, and are integral to this project.

Recommendation

£90,000 over three years (3 x £30,000) towards a project providing leadership and para-counselling training and peer support for African women living in London affected by FGM.



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)

11969

Date Received:

05/07/2013

Programme
Area:

02

1. About your organisation

| | | |
|---|--|---|
| Name of organisation applying for grant: Foundation for Women's Health Research and Development - FORWARD | | |
| If the organisation is part of a larger organisation, what is its name? | | |
| Address for correspondence: Suite 2.1 Chandelier Building, 8 Scrubs Lane London | <table border="1"><tr><td>RECEIVED The City Bridge Trust 1 & JUL 2013</td></tr></table> | RECEIVED The City Bridge Trust 1 & JUL 2013 |
| RECEIVED The City Bridge Trust 1 & JUL 2013 | | |
| Postcode: NW10 6RB Is this your home address? No | | |
| Contact person: Ms Kekeli Kpogon | Position: Head of UK Programmes | |
| Phone: 02089604000 | Fax: 08029604014 | |
| E-mail: kekeli@forwarduk.org.uk | | |
| Website: http://www.forwarduk.org.uk | | |
| Legal status of organisation: Registered Charity | | |
| If registered, please give charity number: 292403 | | |
| Date organisation established: 30/08/1985 | | |

2. Request for funds

| |
|---|
| Under which of the Trust's themes are you applying (see our website or brochure for further details)? Bridging Communities |
| Purpose for which funds are requested: (25 words maximum) Leadership and Para-counselling training and Peer Support for African women affected by FGM |
| How much funding is requested? Year 1: £30,000 Year 2: £30,000 Year 3: £30,000 Total: £90,000 |

3. Aims of your organisation

FORWARD's aim is to fulfil the sexual and reproductive rights of African women and girls. Our core values focus on protection, provision, participation and partnership.

FORWARD's primary target group for all activities and services are African women and girls affected by Female Genital Mutilation (FGM).

FORWARD aims to:

- Prevent female genital mutilation, child marriages and related health violations and other forms of gender based violence
- Increase access to sexual and reproductive health services; human rights education and livelihood programmes for vulnerable girls and women
- Improve the knowledge base of civil society partners and capacity to lobby governments and donor agencies for enabling policies and programmes
- Enhance voice and leadership of Diaspora African women in shaping their well-being in UK and influencing development of girls and women in Africa

We have a vision where women and girls live in dignity, are healthy, have choices and equal opportunities.

4. Main activities of your organisation

FORWARD operates in the UK, Europe and Africa to facilitate change in practices and policies that affect access, dignity, rights and well-being of African women. Our areas of focus are: female genital mutilation (FGM), child and forced marriage and obstetric fistula.

In the UK, our principal focus is the elimination of FGM among affected African communities and core activities include:

- Public education and training to statutory agencies from health, education, to social services and children's services to enable them to respond effectively to girls at risk of FGM and safeguard and signpost those living with FGM.
- Provision of information, advice and advocacy services: this includes development of resources and information on FGM and specialist services; advice on supporting women and girls affected by FGM, child protection and community engagement, signposting to specialist services. Our advocacy work based on research, entails policy support and awareness raising campaigns.
- Empowering women and girls: we work directly with women and girls to raise their voices, articulate their needs and exercise their rights through various trainings and a monthly support group.

5. Number of staff

| Full-time | Part-time | Management committee members | Active volunteers |
|-----------|-----------|------------------------------|-------------------|
| 6 | 11 | 12 | 6 |

6. How do you support your volunteers?

Following volunteers induction to the organisation, the Training and Development Coordinator offers fortnightly pastoral care in addition to supervision meetings held between volunteers and their line managers to review agreed job descriptions. At the end of the volunteering period exit interviews are conducted

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? |
| Rented | 1 year |

8. Finance

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

Financial year ended - 31 Month: **March**

Year: **2013**

| Income received from: | £ |
|-----------------------------------|----------------|
| Voluntary income | 753,092 |
| Activities for generating funds | |
| Investment income | 918 |
| Income from charitable activities | 25,518 |
| Other sources | |
| Total Income | 779,528 |

| Expenditure: | £ |
|--|----------------|
| Charitable activities | 761,101 |
| Governance costs | 14,880 |
| Cost of generating funds | |
| Other | |
| Total Expenditure | 775,981 |
| Net (Deficit)/Surplus: | 3,547 |
| Other Recognised Gains/(Losses) | |
| Net Movement in Funds | 3,547 |

| Asset position at year end | £ |
|----------------------------|----------------|
| Fixed assets | 4,743 |
| Investments | |
| Net current assets | 187,332 |
| Long-term liabilities | |
| *Total A | 192,075 |

| Reserves at year end | £ |
|----------------------|----------------|
| Endowment funds | |
| Restricted funds | 124,409 |
| Unrestricted funds | 67,666 |
| *Total B | 192,075 |

* 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?
16%

10. Material changes

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

11. Previous applications to the Trust

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

| | | | |
|-------------|------|-----------------|--------------------------|
| Month/Year: | Ref: | Grant received: | OR application rejected? |
| 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) London Councils | 31,072 | 31,072 | 31,072 |
| (iv) Westminster PCT | 30,000 | 30,000 | 7,500 |
| Bristol PCT | 22,500 | 22,500 | 22,500 |
| (v) Department of Health-WHEC | 15,660 | 16,000 | 16,000 |
| Home Office-FGM Fund | | 5,000 | 5,000 |
| Home Office-Crime Innovation Fund | 0 | 0 | 11,259 |
| (vi) EHRC | 3,500 | | |
| Big Lottery | 0 | 0 | 10,000 |

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 |
|---------------------------------|------------|------------|
| Wates Foundation | 17,500 | 15,000 |
| City Parochial/Trust for London | 30,000 | 22,500 |
| Sigrid Rausing Trust | 100,000 | 100,000 |
| Lankelly Chase Foundation | 0 | 15,000 |
| Esmee Fairbairn Foundation | 90,000 | 90,000 |
| John Lyon's Charity | 0 | 20,000 |

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

- In addition to recycling paper, FORWARD's office has recycling bins for glass and aluminium.

- To reduce electricity consumption, all computer monitors are switched off when not in use and office lights are turned on at night.

- Our outreach work and travels within London are conducted by public transport.

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.

African women in the UK are primarily migrant women, many of them refugees, asylum seekers who have limited health and wellbeing choices due to language barriers, lack of information or fear of stigma. FORWARD's research shows that at least 24,000 girls under the age of 15 are at risk of the most severe form of FGM and 66,000 women are affected by FGM in the UK.

Data from London's five FGM specialist clinics revealed that between 2006-2012, 2100 women and girls in London sought hospital treatment for FGM, 708 needed admission and or surgery; and 3500 women gave birth in London who had experienced FGM in 2011.

FORWARD used Participatory Ethnographic Evaluation Research to gather evidence on perceptions and attitudes on FGM and allow women to voice their experiences.

Findings have revealed:

- little knowledge in FGM-affected communities of safeguarding laws;
- little understanding of sexual and reproductive health and life-long effects of FGM;
- not have enough opportunities for education or safe spaces to discuss FGM.

Finally, a survey of services targeted at BME women and the high demand FORWARD receives for training from statutory bodies revealed the quality of services offered to BME women affected by FGM is often inadequate, and there is a lack of culturally appropriate counselling support.

The project will be delivered by the Community Programme Lead who will coordinate and ensure the execution of the activities, supported the Community Development Officer and the Community Outreach Worker. The Training Coordinator will support the logistics of training and the pastoral care of volunteers. A Community Advisory Group set up with stakeholders from African Diaspora organisations and community members will entrench the project within communities in London.

Objective 1: Empower women from FGM-affected communities to become advocates for change

Outputs: Two African Women's Health and Leadership Skills Trainings to 15 women/year for three years

Outcomes: 90 women from FGM-affected communities

- have increased awareness of FGM's health consequences
- have increased knowledge of how to safeguard their daughters from FGM
- are more assertive and confident to speak against FGM
- have gained advocacy, community mobilisation and public speaking skills

Objective 2: Better communication and collaboration between people from different backgrounds working together on projects benefiting the whole community

Outputs:

- Four Community Advisory Group meetings/year
- Four Yearly open space meetings between communities/statutory agencies
- Advice, signposting and information dissemination to 200 women/year
- 6 outreach initiatives through community based media outlets.

Outcomes:

- Community Advisory Group members demonstrate collaboration and partnership
- Service providers have increased capacity on FGM and cultural issues pertaining to African women's health needs
- Increased collaboration between statutory agencies and community organisations providing services to African women affected by FGM

- Increased access to services by African women affected by FGM
- Increased understanding of the needs of women affected by FGM

Objective 3: Enable migrant, refugee and asylum seeking women from FGM-affected communities to improve their mental health and general well-being

Outputs:

- 15/year trained in para-counselling skills
- 15/year each providing support to a minimum of five women from their communities (225 indirect beneficiaries)
- Volunteer-led accompaniment scheme
- 10 information and support drop-in sessions/ year at communities centres and other meeting places;
- Ante and post-natal support through drop-in sessions and home visits

Outcomes:

- Women from FGM-affected communities are supported and have improved mental well-being
- Women from FGM-affected communities receive peer to peer emotional support in community languages
- Increased access to Health services
- Reduced isolation of women affected by FGM especially new mothers
- Improved maternal care and better pregnancy outcomes

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

FORWARD uses knowledge quizzes before and after training to assess the impact of our training. We will collect training and events attendance sheets and evaluation forms after trainings and events. Photographs, copies of assignments and accreditation certificates and resources produced will also be gathered to document progress and achievements. Anonymous equality and diversity forms will be collected to monitor that services are accessed by the intended target group.

FORWARD will conduct focus groups discussions and regular meetings between stakeholders through the Community Advisory Group and during open space discussions will allow for participatory evaluation of successes, challenges and impact of the project. Women trained during the project and carrying outreach initiatives will document their activities through case studies, activity logs, case files, minutes and attendance lists of events

Regular surveys will be conducted at six months intervals to track difference, improvements, experience of a representative sample of the project stakeholders.

17. Beneficiaries

In line with our anti-fraud policies, we may, in exceptional circumstances, require you to provide contact details of your beneficiaries (see Guidance Notes).

| | | | |
|---|----------|---------------------------------|-----------|
| How many people will benefit from the grant per year? 790 | | | |
| What age group will benefit? All children & young people | | | |
| In which local authority is your organisation based? Hammersmith & Fulham | | | |
| Which borough(s) of Greater London will benefit from this grant? (if more than one, please give % for each) Our work will be Pan London with a focus on boroughs with migrants populations from FGM-prevalent countries such as Brent, Haringey, Greenwich, Camden, Lambeth, Southwark | | | |
| At what address will the activity be located? The activities will be located in places frequently used by women from FGM-affected communities. We will ensure venues provide creches and have disabled access | | | |
| What will the ethnic grouping(s) of the beneficiaries be? | | | |
| | % | | % |
| White - British | | Black - Caribbean | |
| White - Irish | | Black - African | 80 |
| 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 | | | 20 |
| What proportion of the beneficiaries will be disabled people? 10% | | | |

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 £ |
|--|---------------|---------------|---------------|----------------|
| Staffing Costs | 31,374 | 32,153 | 32,956 | 96,483 |
| AWHL training | 6,000 | 6,000 | 6,000 | 18,000 |
| Para-counselling training | 7,500 | 7,500 | 7,500 | 22,500 |
| African Women Peer Support Scheme | 4,000 | 4,000 | 4,000 | 12,000 |
| Outreach | 1,500 | 1,500 | 1,500 | 4,500 |
| Professionals/Communities Open Space Dialogues | 2,000 | 2,000 | 2,000 | 6,000 |
| Monitoring and Evaluation | 2,000 | 2,000 | 5,000 | 9,000 |
| Other Project Direct Costs | 1,775 | 1,775 | 1,775 | 5,325 |
| Overheads | 6,365 | 6,443 | 6,823 | 19,631 |
| Project Management Costs | 11,500 | 11,500 | 11,500 | 34,500 |
| | | | | |
| | | | | |
| | | | | |
| TOTAL | 74,014 | 74,871 | 79,054 | 227,939 |

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

| Source | Year 1 £ | Year 2 £ | Year 3 £ | Total £ |
|-----------------|---------------|---------------|-------------|---------------|
| London Councils | 15,000 | 15,000 | | 30,000 |
| DAPHNE-CHANGE | 10,050 | 8,375 | | 18,425 |
| | | | | |
| | | | | |
| TOTAL | 25,050 | 23,375 | | 48,425 |

What other funders are currently considering the proposal?

| Funder | £ |
|---------------------|---------------|
| Henry Smith Charity | 90,000 |
| | |
| | |
| TOTAL | 90,000 |

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 £ |
|--|---------------|---------------|---------------|---------------|
| Staffing Costs | 10,000 | 10,000 | 10,000 | 30,000 |
| AWHL training | 3,000 | 3,000 | 3,000 | 9,000 |
| Para-counselling training | 7,500 | 7,500 | 7,500 | 22,500 |
| African Women Peer Support Scheme | 2,000 | 2,000 | 2,000 | 6,000 |
| Outreach | 0 | 0 | 0 | 0 |
| Professionals/Communities Open Space Dialogues | 1,000 | 1,000 | 1,000 | 3,000 |
| Monitoring and Evaluation | 1,000 | 1,000 | 1,000 | 3,000 |
| Other Project Direct Costs | 500 | 500 | 500 | 1,500 |
| Overheads | 1,000 | 1,000 | 1,000 | 3,000 |
| Project Management Costs | 4,000 | 4,000 | 4,000 | 12,000 |
| | | | | |
| | | | | |
| TOTAL | 30,000 | 30,000 | 30,000 | 90,000 |

20. Funding requested from the Trust (continued)

When will the funding be required?

01/01/2014

Is the activity to continue beyond the period for which funding is requested?

If so, how will it be resourced?

FORWARD will continue its fundraising drive with local authorities, foundations and various national and international funding agencies to support our community engagement.

We will continue to be proactive with mainstream organisations and statutory agencies to commission us to deliver training to their clients and staff.

If any planning or other statutory consents are required for the project to proceed, what stage have the applications reached?

21. Referee

Please provide us with the contact details of a current or recent funder of your organisation who is willing to act as a referee.

Referee

Name: Sioned Churchill

Director of Special Initiatives and Evaluation

Organisation: Trust for London

Address: 6 Middle Street, London EC1A 7PH

Tel: 020 7606 6145

E-mail: Sioned@trustforlondon.org.uk

Declaration on behalf of applicant organisation

I, Kekeli Kpogon (your name)

am an authorised representative of

Foundation for Women's Health, Research and Development- FORWARD (your organisation)

within which I am Head of UK Programmes

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

Signature  Date 16/07/2013

How your information will be used by the Trust

City Bridge Trust (which is administered as part of the Bridge House Estates by the City of London Corporation) processes personal data in compliance with the Data Protection Act 1998. The Trust obtains and uses information, including personal data, as part of the process of assessing grant applications and monitoring the use of grants. The information you provide on the application form may be made public as part of the assessment of this application. In addition, the Trust may share this information with third parties, including other funders, its external consultants and external auditors, police and regulatory bodies for the purpose of determining, preventing or detecting crime; or ensuring that no organisation is receiving duplicate funding; or the validation of contracts; or where this is otherwise required by law.

By signing and submitting your application form you give your explicit consent for us to use data relating to your application as set out above.

Our contact details for enquiries about how we process your information are:

The City Bridge Trust, City of London, PO Box 270, Guildhall, London EC2P 2EJ. Telephone: 020 7332 3710

Concerns over fraud and corruption

Should you, at any time, have concerns of fraud and corruption within your organisation relating to the grant, then please raise your concerns with us using our Whistle Blowing facilities. You may use our Audit team's 24 hour answer phone number, 020 7332 3663, to report the details or email raiseyourconcern@cityoflondon.gov.uk

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