

MEETING 15/05/2014

Ref: 12106

ASSESSMENT CATEGORY - Resettlement and Rehabilitation of Offenders

WWV

**Adv: Joan Millbank
Base: Outside London
Benefit: London-wide**

**Amount requested: £133,332
(Revised Amount: £105,788)
Amount recommended: £105,700**

Purpose of grant request: Provide London offender volunteering programme to widen coverage, and build better evidence for improved employability, social integration, life satisfaction and reduced re-offending.

Background

Worldwide Volunteering (WWV) was set up in 2008 with The Foundation Trading Company as co-partners to promote the positive power of volunteering and social action. Now a stand-alone charitable company WWV currently runs projects across England and Scotland for disadvantaged young people including care leavers, young carers and those suffering the ill effects of drug and alcohol misuse, ex-offenders, wounded and injured service personnel, people with disabilities and young people suffering from rural isolation. WWV provide one-to-one tailored support for individuals to find volunteering opportunities which are suitable for their situation and which will help them on their path to recovery, rehabilitation, employment or just re-engagement within society. It has a national database of over 1500 third sector, commercial and private sector organisations willing to provide volunteering placements.

WWV also works in schools and colleges, motivating students to connect with local and worldwide organisations which can benefit from their help as volunteers, and change a young person's perspective for a lifetime.

Funding History

You have funded WWV three times since 2004. In 2004 you gave £50,000 to provide database and field support to 100 schools, and a subsequent amount of £25,000 in 2005. In 2009 you agreed a grant of £100,000 to pilot a new disability database and to fund a Volunteers Project Manager. All grants were satisfactorily monitored.

Current Application

You are being asked to contribute towards the continuation and development of WWV's London volunteering programme for ex-offenders. It has supported ex-offenders since 2008, using volunteering as a catalyst for change and personal development.

Working through a paid worker, based locally at St. Giles in Camberwell, WWV will use its established connections within prisons (Wandsworth, Brixton, Pentoville, ISIS and Holloway) and take referrals from other agencies including probation officers, hostels, drug and alcohol projects, to engage with prisoners due for release and ex-offenders. It will make small group presentations to approximately 450 prisoners and ex-offenders, offering them the benefits and opportunities of volunteering. Follow up interviews will be held with interested individuals and in depth one-to-one tailored

support will be provided to up to 50 people of all ages each year who take on a volunteering placement. Support can range from building life and employability skills via CV writing and preparation of personal statements, to developing personal skills and positive attitudes through building self-esteem, family connections, addressing anxiety and depression. Individuals are also trained and supported by the placement organisation as appropriate.

Volunteering opportunities are varied, including serving tea in a community centre to catering in a cafe, conservation work, office administration, animal welfare, sports coaching and work in libraries. Placements typically last six months but can continue as long as required, and in some cases continue after the individual has 'left' WWV. Opportunities are sought to match individual interest across London where possible.

WWV is confident that volunteering can reduce re-offending and it can refer to many success stories to illustrate integration, improved wellbeing and access into paid employment or further education. However, it recognises that more work is needed to demonstrate impact. The new CEO has led the organisation to define a theory of change which sets out specific outcomes and a clear monitoring and evaluation framework. This approach will be applied to the work you are being asked to fund.

Financial Observations

The audited accounts for the year ended 31st May 2013 show income of £811,101 and an end-of-year surplus of £52,303 (6.4% of turnover), comprising a surplus on restricted funds of £34,081 and £18,222 on unrestricted activity.

The charity's current reserves policy aims to hold sufficient funds to cover 12 months expenditure, which equates to £627,945 based on 2014/15 total expenditure, and to discharge obligations to staff in the event of the charity ceasing to operate. As at 1st May 2014, this reserves policy was being reviewed by the charity. At 31st May 2013 free unrestricted reserves stood at £199,408 equating to 3.8 months' worth of 2014/15 expenditure.

The latest forecast for the current year to 31st May 2014 shows income of £602,089 and a projected deficit of £23,541 (3.9% of turnover) all on unrestricted funds.

The 2014/15 budget shows expected income of £628,700, of which £91,942 (14.6%) has been confirmed as at 29th April 2014. After expenditure of £627,945 a surplus of £755 (0.1% of turnover) is anticipated, all on unrestricted funds. At 31st May 2015 free unrestricted reserves are expected to be £176,622 which is equivalent to 3.4 months' worth of 2014/15 expenditure.

Officer's Appraisal

WWV has a strong track record in supporting ex-offenders. It provides them with access to purposeful and enjoyable activities. Benefits include improved confidence and mental wellbeing, new skills, increased employability, joy at giving to others and developing a vision of the possible. The introduction of robust monitoring and evaluation will strengthen WWV's reputation and provide clear evidence on impact. Following the assessment meeting project approach and costs have been reviewed; hence the lowered request for funding.

Recommendation

£105,700 over three years (£37,000; £31,400; £37,300) for the full-time Volunteer Project London salary and running costs. Funding for year 2 and year 3 will be conditional upon the provision of measured evidence of reduced re-offending and improved mental wellbeing amongst its 'volunteers'.

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: WWV	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Outside London	
Contact person: Mrs Jacqueline Sopwith	Position: Head of Project Fundraising and
Website: http://www.wwv.org.uk	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 1038253
When was your organisation established? 07/03/1994	
Aims of your organisation: WWV believes in the positive power of volunteering and social action for good. WWV motivates and encourages people to volunteer as a means to understanding their personal values and ambitions, unlocking their potential, and as a catalyst for change. We specialise in supporting those with multiple disadvantage into hand picked voluntary placements as a pathway to inclusion, education, work and life satisfaction. We identify opportunities available and offer the individual the support needed to overcome their personal barriers and get accepted and enrolled on project of choice - enabling people in danger of being excluded from society to build skills, confidence, self-esteem and most importantly, to re-connect and engage in and with their local communities and the wider world. We support throughout to ensure the best outcomes.	
Main activities of your organisation: WWV currently runs projects across England and Scotland for <ul style="list-style-type: none">• disadvantaged young people (including care leavers, young carers and those suffering the ill effects of drug and alcohol misuse.)• ex-offenders• wounded and injured service personnel• people with disabilities• young people suffering from rural isolation. We provide 1-1 tailored support for individuals to find volunteering opportunities which are suitable for their situation and which will help them on their path to recovery, rehabilitation, employment or just re-engagement with society.	

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
13	7	11	20

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	Annual

Environmental Impact

City Bridge Trust wants to help voluntary sector organisations to have a positive environmental impact. Please tell us how much your organisation is already doing to have a positive environmental impact using the definitions below to help you decide.

Getting started: We try not to be wasteful and have introduced some simple 'green actions'.

Grant Request

Details of grant request

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

Resettlement and Rehabilitation of Offenders

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

More ex-offenders successfully and sustainably resettled in the community and re-offending rates reduced

More offenders and ex-offenders receiving help and support to improve their mental health

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

Expand London offender volunteering programme to widen coverage, provide mentoring support, and build better evidence for improved employability, social integration, life satisfaction and reduced re-offending.

When will the funding be required? **31/03/2014**

How much funding are you requesting?

Year 1: **£43,575**

Year 2: **£44,439**

Year 3: **£45,318**

Total: £133,332

Do you plan to continue the activity beyond the period for which you are requesting funding? If so, how do you intend to fund it?

Yes, as the programme is cost effective and successful. We wish to improve evidence of outcomes against expected trajectory and over a longer time period. We aim to continue to develop the methodology (introducing trained volunteer mentors) whilst retaining high quality of service, which we anticipate will allow us to attract funding in future.

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

n/a

Summary of grant request

WWV would like to invite the Trustees to support our London volunteering Programme for ex-offenders, which provides an evidenced route to reducing re-offending, and improving the personal skills, well-being and employability of those leaving prison. WWV provides offenders with access to the purposeful and enjoyable activities needed to gain life satisfaction, give back, build skills for employment and vision of the possible.

WWV has supported ex-offenders since 2008. The programme, works both sides of the prison gate, and has strong partnerships with prisons, probation services and other organisations, embedding volunteering as part of a package of support alongside housing, drug and alcohol support, and others.

Delivered by trained personnel, supported by volunteers, the programme matches each individual with a voluntary placement which engenders self worth, life satisfaction, and the discovery of the personal values and resilience needed to keep out of prison, whilst building skills for employment. WWV is unique in working in this way, and over the past 5 years we have developed significant expertise in sustaining the motivation, vision and hope needed to achieve change and supporting the client to find and retain the right placement, improve their transferable skills, reintegrate with the community and move forward with their life.

Research shows certain criteria are essential for offenders to feel empowered to make decisions about their future. Our tailored programme meets these criteria, and also stimulates and reinforces the motivation and personal discipline needed to start and retain the placement and move forward.

- We build relationship of trust with client, putting them at the centre of our intervention. We encourage self determination and discipline so the client takes responsibility
- Our support is tailored for each individual, as long as required, and encompasses a wide range of guidance and practical training needed to make a successful transition from prison and overcome personal barriers to starting a voluntary placement.
- We offer choice so that each person can take up the placement they want to do.
- All participants improve their skills, work readiness and mental health. They widen social contacts and build informal support networks. They become better able to communicate and empathise, which makes crime harder to perform and alleviates anxiety.

All of our clients derive benefit from the intervention -- whether this be simply time to discuss future paths and opportunities, building CVs and interview techniques, or alleviating anxieties. Even those who do not manage to volunteer make huge progress towards life change - feeling included not excluded, people demonstrate a more positive attitude towards their own prospects, take responsibility for their future, improve relationships with friends and family, build skills for the workplace, discover personal values and life satisfaction and improve desistance.

Current funding for London finishes in early 2014, and we are keen to continue and develop this successful programme. Referrals are increasing as the reputation and success of the programme spreads, and it is clear that there is strong demand for the service.

To meet increasing demand, we believe that introducing a structured mentoring element to the programme would enable our personnel to spend more time with each client on volunteering support allowing some of the mentoring element to be performed by trained volunteers. We have already identified individuals who are keen and suitable for these roles, given the right training and supervision and we intend to link with other providers who are experienced in mentoring programmes.

We welcome people of all backgrounds and value diversity as illustrated by the width and breadth of our service users to date. We support and value our volunteers by providing training and progression.

Outputs and outcomes

What are the main activities or outputs you want to deliver? Please include no more than 5. By activities or outputs we mean the services, products or facilities you plan to deliver. If you plan to deliver work over more than one year you should include activities over the full grant period requested. Try to be specific.

Engaging up to 450 offenders per annum in HMPs Pentonville, Wandsworth, Brixton, Holloway, in hostels, and in the community informing them about intrinsic worth and transferable benefits of voluntary work.

Provide 1:1 tailor-made support package to up to 50 ex-offenders, to identify interests, build CV, personal statement, interview technique, disclosure, improve IT search abilities, alleviate concerns and fears, and include family as appropriate. Match with volunteer placement dovetailing with ambitions and provide support to overcome barriers to participation.

Provide additional support to up to 50 ex-offenders to apply for identified volunteering opportunities, including smoothing application process with chosen charities and influencing and guiding them on engaging with the ex-offender volunteer. Once charities appreciate WWV is there to support them, they are keener to accept potentially challenging volunteers

Encourage and support both the volunteers in their chosen placement, and the charities, during placement, overcoming barriers. Encourage communication and provide mentor support, if appropriate. Suggest alternative or more challenging placements to progress abilities and confidence.

Assist up to 20, post-volunteering placements. This may include re establishing CV, pursuing references and seeking employment or education as appropriate and signpost accordingly. We assist with job search, interview technique and will offer mentor support to help individuals to get established at their next stage.

What main differences or outcomes do you hope the activities you have described above will achieve? Please include no more than 5. By differences or outcomes we mean the changes, benefits, learning or other effects that result from the work your project would deliver. These might be for individuals, families, communities or the environment.

Offenders will develop their values, social skills, and well-being, widen relationships and contacts and build self worth and life satisfaction through cause-related voluntary work. Voluntary work they wish to do and have chosen, will improve their ability to keep themselves positively occupied and reduce opportunity/likelihood of reoffending

Offenders will become more employable through better understanding of what they are good at and enjoy doing, and improving relevant skills for the work place, such as communication, teamwork, problem solving, reliability and punctuality, and will secure up-to-date and pertinent references

Offenders will improve their IT skills, and related search skills including searching for placements or employment, interview skills, disclosure, improve CV and personal statement writing all of which make employment possibilities more realistic.

Offenders will cease to be stigmatised - they become volunteers rather than ex offenders, judged for what they are doing now rather than what they have done. They change their self perception and how they are viewed by others enabling them to build a distance from prison.

All participants in programme will improve their skills and well-being irrespective of whether or not they start a volunteering opportunity. This will include the discipline of attending appointments, communication, expected or acceptable behaviour and discussion with well informed and empathetic WWV personnel allowing them to move their life forward

Who will benefit?

About your beneficiaries

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

450

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

Several NE London (48%)

Several SE London (48%)

London-wide (4%)

What age group(s) will benefit?

16-24

25-44

45-64

65-74

What gender will beneficiaries be?

All

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

A range of ethnic groups

If Other ethnic group, please give details:

What proportion of the beneficiaries will be disabled people?

1-10%

(Subsequently revised (see over))

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Total
Salaries including National Insurance and pension	30,100	30,702	31,316	92,118
Travel and Telephone	3,000	3,060	3,121	9,181
Promotional Materials	500	500	500	1,500
Training	2,000	2,040	2,080	6,120
Team Management	4,500	4,590	4,681	13,771
Office support, M&E, Admin, IT, volunteer mgt	8,000	8,160	8,323	24,483
Mentoring, training and expenses	10,000	10,200	10,404	30,604
TOTAL:	58,100	59,252	60,425	177,777

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
	0	0	0	0
	0	0	0	0
TOTAL:	0	0	0	0

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
Cripplegate Foundation	15,000	15,000	15,000	45,000
	0	0	0	0
TOTAL:	15,000	15,000	15,000	45,000

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Salaries including national Insurance pension	30,100	30,702	31,316	92,118
Travel and Telephone	3,000	3,060	3,121	9,181
promotional Materials	500	500	500	1,500
Training	2,000	2,040	2,080	6,120
Team management	4,500	4,590	4,681	13,771
Office Support M and E Admin IT including volunteer management	8,000	8,160	8,323	24,483
Conferences and exhibitions	500	500	500	1,500
Mentoring training and expenses	10,000	10,200	10,404	30,604
Pro rata 75% assuming successful with Cripplegate	43,575	44,439	45,318	101,332
TOTAL:	58,100	59,252	60,425	177,777

Funding required for the project

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

Expenditure Heading	Year 1	Year 2	Year 3	Total
Salary including national Insurance pension	30,100	30,702	31,316	92,118
Travel and Telephone	2,000	2,040	2,081	6,121
Promotional Materials	400	400	400	1,200
Training	750	765	780	2,295
Monitoring and Evaluation	3,400	1,900	1,938	7,238
Team management, peer support and learning	2,600	2,652	2,705	7,957
Volunteering Opportunity Database	1,400	1,428	1,457	4,285
Office Support (HR, Admin, IT, Finance, Grant management)	6,200	6,324	6,450	18,974
Conferences and exhibitions	200	200	200	600
Desk space (gift in kind)	3,000	3,000	3,000	9,000
	50,050	49,411	50,327	149,788

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
St Giles Trust (Gift in kind)	3,000	3,000	3,000	9,000
Albert Hunt Trust	5,000	5,000		10,000
The Rayne Foundation	5,000			5,000
Boltini Trust		10,000		10,000
Unrestricted (core funding)			10,000	10,000
Total:	13,000	18,000	13,000	44,000

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
Total:	0	0	0	0

How much is requested from the Trust?

Expenditure Heading	Year 1	Year 2	Year 3	Total
Salary including national Insurance pension	23,703	20,779	24,699	69,181
Travel and Telephone	1,575	1,381	1,641	4,597
Promotional Materials	315	271	315	901
Training	591	518	615	1,724
Monitoring and Evaluation	2,677	1,286	1,529	5,492
Team management, peer support and learning	2,047	1,795	2,133	5,976
Volunteering Opportunity Database	1,102	966	1,149	3,218
Office Support (HR, Admin, IT, Finance, Grant management)	4,882	4,280	5,087	14,250
Conferences and exhibitions	157	135	158	451
Request to City Bridge Trust	37,050	31,411	37,327	105,788
	78.75%	67.68%	78.87%	66.51%
Total:	37,050	31,411	37,327	105,788

Finance details

Please complete using your most recent audited or independently examined accounts.

Financial year ended:	Month: May	Year: 2013
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Income received from:	£
Voluntary income	87,505
Activities for generating funds	433,226
Investment income	3,303
Income from charitable activities	287,067
Other sources	0
Total Income:	811,101

Expenditure:	£
Charitable activities	642,503
Governance costs	3,161
Cost of generating funds	113,134
Other	0
Total Expenditure:	758,798
Net (deficit)/surplus:	52,303
Other Recognised Gains/(Losses):	0
Net Movement in Funds:	52,303

Asset position at year end	£
Fixed assets	9,624
Investments	0
Net current assets	375,241
Long-term liabilities	0
*Total Assets (A):	384,865

Reserves at year end	£
Endowment funds	0
Restricted funds	175,832
Unrestricted funds	209,033
*Total Reserves (B):	384,865

*** Please note that total Assets (A) and Total Reserves (B) should be the same.**

Statutory funding

For your most recent financial year, what % of your income was from statutory sources? 1-10%

Organisational changes

Describe any significant changes to your structure, financial position or core activities since the date of your most recent accounts:
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New Director Mike Silvey was appointed in Aug 2013
--

Previous funding received

Please list the funding received by your organisation from the following statutory sources during the last THREE years.

	2010 £	2011 £	2012 £
City of London (except City Bridge Trust)	0	0	0
London Local Authorities	0	0	0
London Councils	0	0	3,000
Health Authorities	0	0	0
Central Government departments	0	0	0
Other statutory bodies	0	0	0

Previous grants received

Please list the grants received by your organisation from charitable trusts and foundations (other than City Bridge Trust) during the last THREE years. List source, years and annual amounts. Please include the 5 largest only.

Name of Funder	2010 £	2011 £	2012 £
Henry Smith Charity	25,000	25,000	25,000
John Ellerman	0	30,000	30,000
Help for Heroes	0	55,000	100,000
Esmee Fairbairn Foundation	0	50,000	50,000
Garfield Weston Foundation	0	50,000	50,000

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: **Mrs Jacqueline Sopwith**

Role within **Head of Project Fundraising and Development**
Organisation: