

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: The HARRP Trust	
If your organisation is part of a larger organisation, what is its name? N/A	
In which London Borough is your organisation based? Haringey	
Contact person: Mr Michael Buraimoh	Position: Projects Director
Website: http://www.harrptrust.org.uk	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 1140424
When was your organisation established? 10/02/2011	
<p>Aims of your organisation:</p> <p>The HARRP Trust was set up in response to the fundamental gap in the resettlement of adult offenders, and ex-offenders, especially those sentenced to less than 12 months.</p> <p>We aim to generate social benefits associated with improved life chances for ex-offenders, and we help offenders and ex-offenders become sufficiently motivated and develop positive attitude and a sense of accountability required to avoid recidivism, and successfully build a positive future, through the following core activities:</p> <ul style="list-style-type: none"> • Personalised and timely support using professional case work, including prison in-reach, meet-at-the-gate support and coordinated access to key services • Strengthening positive attitudes using peer mentoring and motivational learning • Improving employability and life chances through skills development & specialised job brokerage • Breaking stereotypes through intensive employer engagement & community participation through volunteering <p>Our approach to case work includes family brokerage and interface and similar activities to restore and promote relationships and networks that will help people beyond the immediate interventions.</p>	

Main activities of your organisation:

Our activities include:

- (1) End-to-End Case Management: We have developed a comprehensive follow through process which includes engaging with service-users in custody, through-the-gate, and post release to reduce their risk of recidivism.
- (2) Mentoring: Our peer mentoring project that is volunteer-driven. Trained volunteers develop supportive and confidential relationship with ex-offenders.
- (3) Personal Development & Employability: We aim to provide ex-offenders with specialist motivational and employability training and job brokerage support to overcome obstacles to securing and sustaining employment (This is the main aspect of our Work Works project - the focus of this application).
- (4) Facilitating Joint Working: We facilitate a network of existing service providers across all pathways to resettlement. This forms the basis of achieving a seamlessly coordinated service delivery.
- (5) Employer Engagement: This is our campaign to secure the commitment of employers to the recruitment of ex-offenders as a part of their CSR agenda (The second part of our Work Works project currently funded by Comic Relief).

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
4	0	3	15

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	2 years

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
Please describe the purpose of your funding request in one sentence. To help ex-offenders achieve successful resettlement by overcoming barriers imposed by past criminal convictions, strengthening positive attitudes/behaviour and improving their employability to secure/sustain employment.
When will the funding be required? 03/04/2014
How much funding are you requesting? Year 1: £30,925 Year 2: £30,273 Year 3: £31,132 Total: £92,330
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? We expect this grant to help us deliver significant quality in delivery and outcomes, putting us in a good position to prove it's value and therefore secure continuity funding from funders, including some we've been previously successful with. We will also look into the possibility of incorporated this work into existing projects at the time.
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

<p>Statement of Need:</p> <ul style="list-style-type: none">• The government's The Work Programme doesn't cater for the specific needs of ex-offenders. Consequently, ex-offenders make up a good number of returning Job Centre Plus (JCP) customers who having completed the mandatory 2 years on The Work Programme without overcoming their particular barriers as ex-offenders.• We have previously been approached by DWP-funded The Work Programme providers and local Job Centre Plus offices who have requested our support for the ex-offenders on their respective cohort, recognising this area as a gap in their service provision across North London.• The London Analysts Support Site data for 2010-11 offender client records clearly states that the most frequent offender need is Thinking and Behaviour (87%); Lifestyle (58%); Attitude (57%). Without a change in their attitude and thinking, many seem not to realise their ETE needs as this is much lower (35%). Specialist knowledge and skills are required to successfully address needs around other pathways beyond the traditional employment-focused support.
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The project and aim:

We want to help 240 ex-offenders overcome barriers resulting from having a criminal conviction and multiple/complex needs and to significantly improve their employment chances and their chances of building a successful future in general. Our project provides a unique environment where ex-offenders can express themselves fully in respect to their criminal history and build a relationship with staff based upon mutual understanding of the barriers they face (Our staff members are offender resettlement professionals and some staff and volunteers are themselves successfully reformed ex-offenders).

This project will be complemented by our mentoring project and the campaign to highlight the social and economic effects of re-offending, and the latent skills and attributes that ex-offenders have to add value to employer's businesses.

On Being the right organisation:

Our approach allows us to work with ex-offenders in an in-depth way that mainstream providers mostly are unable to. Most of our service users who are or have been with mainstream employment services providers have expressed that they do not have the skills and knowledge necessary to deal with their specific needs as ex-offenders.

Our approach looks into every potential barrier to achieving sustainable change, including family brokerage and interface and similar activities aimed at restoring and promoting relationships and networks that will help people beyond the immediate interventions.

We enjoy a very good reputation among key statutory and non-statutory stakeholders in offender management for our commitment to delivering new beginnings to ex-offenders.

City Bridge Trust's programme outcome:

Our holistic approach to this work will help ex-offenders avoid repeat offending as well as, very importantly, help them to sustain the change and progress they make. The primary focus of our project is reducing re-offending, as is the general focus and purpose of our organisation.

How we:

- Involve service-users in the management and running of the service:

More than 90% of our volunteers are ex-offenders and some are recruited from our ex-service-users. Additionally, we aim to always have a reformed ex-offender on our Board of Trustees.

- Welcome people of all backgrounds and value diversity: We currently work with people of all backgrounds as represented in London prisons. We also have a very good disabled access in our building.

- Value and support volunteers: Volunteers are vital to the work we do and our dedication to them is revealed in the training we offer (in-house and externally) and the close support we provide to encourage their personal development.

- Are taking steps to reduce your carbon footprint: We minimise printing activities and encourage people we contact through email to do the same and also recycle as much as is possible.

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.

We will recruit and support 80 beneficiaries in the first year, 120 in the second year and 40 in the third year. Each beneficiary will be on the project for 6 months with another 3 months aftercare to include in-work support or any similar support required post-engagement on the project.

We will deliver weekly structured personal development training (motivational training to improve key skills and employability) to all participants, including group and one-on-one sessions), and one-on-one job brokerage. This will also include training on criminal record disclosure and the Rehabilitation of Offenders Act 1974

We will facilitate access to ex-offenders on the project to access additional support across the resettlement pathways (drugs and alcohol, physical and mental health, finance and debt, substance misuse). This will also include access to further education/training within the mainstream and non-mainstream settings.

We will organise voluntary work placement for beneficiaries and liaise with employers to source and match beneficiaries to suitable job opportunities.

We will organise minimum of one job fair a year and invite employers from our network of socially responsible employers, as well as take our beneficiaries to regular external job fairs.

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.

65% of beneficiaries who engage on the project would not re-offend (retention rate): Currently around two thirds of ex-offenders re-offend within a year of release according to the 'Proven Re-offending Statistics' Quarterly Bulletin published by the ministry of justice this year (2013).

Beneficiaries will develop or show improved confidence/motivation/employability to progress into employment, training or further education: Many ex-offenders we have come across in the course of our work suffer from extremely low motivation and confidence in their abilities as well as poor employability skills and these often impede their employment/sustainability chances.

Beneficiaries will have generally improved their life chances by achieving one or more of additional key needs identified across the 7 nationally recognised pathways to resettlement, including drug/alcohol problems, mental health issues, accommodation issues, rebuilding family/ key support networks, lack of training/qualification etc.

Service-users will progress into employment: We will aim to progress a minimum of 20% of service users into employment. This figure is a reflection of our preference to a long-term-focused intervention rather than quick fixes that are often unsustainable.

Social Benefits: By reducing re-offending, our project will contribute to reducing the number of victims of crime as well as the impact of crime on communities.

Who will benefit?

About your beneficiaries

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

80

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

Several NE London (100%)

What age group(s) will benefit?

16-24

25-44

45-64

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%

Revised

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Total
Employability trainer salary (Incl NI & Pensions)	£26,425	26,973	£27,532	80,930
Rent and associated costs	£10,000	£10,000	£10,000	£30,000
Equipment costs	£500	£0	£0	£0
Staff recruitment costs	£1,000	£0	£0	£0
Project running costs:				
Mentor Expenses	£1500	£1600	£1700	£4,800
Running costs	£1500	£1700	£1900	£5,100
Contribution towards management costs	£0	£5200	£11,100	£16,300
TOTAL:	£40,925	£45,473	£52,232	£138,630

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
TOTAL:				

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
London Borough of Haringey	£10,000			£10,000
Other Fundraising		£10,000	£10,000	£20,000
TOTAL:	£10,000	£10,000	£10,000	£30,000

How much is requested from the trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Employability trainer salary (Incl NI & Pensions)	£26,425	26,973	£27,532	80,930
Equipment costs	£500	£0	£0	£0
Staff recruitment costs	£1,000	£0	£0	£0
Project running costs				
Mentor Expenses	£1500	£1600	£1700	£4,800
Running costs	£1500	£1700	£1900	£5,100
Contribution towards management costs	£0	£5200	£11,100	£16,300
TOTAL:	£30,925	£35,473	£42,232	£108,630

Funding required for the project

*Subsequently
Revised.*

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

Expenditure heading	Year 1	Year 2	Year 3	Total
Employability Officer Salary (Inc. NI & pensions)	26,425	26,973	27,532	80,930
Rent and Associated Costs	10,000	10,000	10,000	30,000
Equipment Costs	500	0	0	0
Staff Recruitment Costs	1,000	0	0	0
Project Running Costs (including volunteer expenses)	3,000	3,300	3,600	9,900
	0	0	0	0
TOTAL:	40,925	40,273	41,132	122,330

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
	0	0	0	0
	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
London Borough of Haringey	10,000	10,000	10,000	30,000
	0	0	0	0
	0	0	0	0
	0	0	0	0
TOTAL:	0	0	0	0

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Employability Trainer Salary (Inc. NI & pensions)	26,425	26,973	27,532	80,930
	0	0	0	0
Equipment Costs	500	0	0	0
Staff Recruitment Costs	1,000	0	0	0
Project Running Costs (including volunteer expenses)	3,000	3,300	3,600	9,900
	0	0	0	0
	0	0	0	0
TOTAL:	30,925	30,273	31,132	92,330

Finance details

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

Financial year ended:	Month: March	Year: 2013
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Income received from:	£
Voluntary income	1,362
Activities for generating funds	0
Investment income	0
Income from charitable activities	63,703
Other sources	0
Total Income:	65,065

Expenditure:	£
Charitable activities	76,106
Governance costs	840
Cost of generating funds	0
Other	10,711
Total Expenditure:	87,657
Net (deficit)/surplus:	(22,592) <i>DM</i>
Other Recognised Gains/(Losses):	0
Net Movement in Funds:	10,827 (22,592) <i>DM</i>

Asset position at year end	£
Fixed assets	0
Investments	0
Net current assets	10,827
Long-term liabilities	0
*Total Assets (A):	10,827

Reserves at year end	£
Endowment funds	0
Restricted funds	7,861
Unrestricted funds	2,966
*Total Reserves (B):	10,827

* 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?
31-40%

Organisational changes

Describe any significant changes to your structure, financial position or core activities since the date of your most recent accounts:

Funding for our current projects began from September and November of 2012 hence the amount shown in our accounts as income is lower than what our current annual income is. We anticipate our current income to be at around £122,000 and have thus reflected this in

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	77,981	25,208
London Councils	0	0	0
Health Authorities	0	0	0
Central Government departments	0	32,578	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 £
Big Lottery Fund	0	0	122,000
	0	0	0
	0	0	0
	0	0	0
	0	0	0

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: **Michael Buraimoh**

Role within **Projects Director**
Organisation: