

MEETING: 28/01/2015

Ref: 12437

ASSESSMENT CATEGORY - English for Speakers of Other Languages

Kurdish & Middle Eastern Women's Organisation Ltd

Adv: Sandra Jones

Amount requested: £102,020

**Base: Islington and Southwark
Benefit: Islington, Southwark
and surrounding boroughs**

Amount recommended: £67,400

The Charity

KMEWO was established in 1999 in order to provide support for women from the Middle East and North Africa most of whom have/are experiencing domestic violence, honour based violence, or traumas resulting from wars and political upheavals and state persecutions.

The Application

Funding is sought to cover the salary of KMEWO's Director, whose role is seen as pivotal to the success and long-term sustainability of the organisation. This post oversees the work of the organisation and is responsible for implementing the strategic direction as well as co-ordinating and managing the service delivery. The Director post is currently funded by The Henry Smith Trust, though this funding is due to finish in January 2015.

The Recommendation

The organisation is well-regarded by others working in this field, and works with an extremely vulnerable group of women. Whilst the main focus of the organisation is to provide ESOL at different levels, it is not the sole activity of the organisation, thus the Director's remit is to cover more than would meet your criteria for funding. The organisation was able to confirm that two thirds of the Director's work supports and manages the ESOL programme, hence it is recommended that 66% of the post is funded to reflect this. Other funding from the Big Lottery is due to finish at the end of 2015, and KMEWO will be fundraising from January 2015 to replace this. In order to mitigate the Trust's support representing more than 50% of the charity's turnover it is recommended that funding for year 2 and 3 should be conditional to this effect:

£67,400 over three years (£22,000, £22,500, £22,900) for two thirds of the salary costs of the Director. The grant in each of years 2 and 3 is conditional on it representing no more than 50% of the organisation's turnover.

Funding History

Meeting Date	Decision
16/02/2012	Declined as a grant of the size requested would make the Trust the largest single funder which is not your policy.
24/10/2002	£38,100 (£15,000, £9,700, £13,400) towards a three-year programme to raise awareness of domestic violence among Middle Eastern communities in London.

Background and detail of proposal

Arriving in the UK, the women have to adjust to a new culture, learn a new language, are unsure about what services are available and how to access them and need to

tackle the process of social integration. The organisation supports these women primarily through education and training courses, which include ESOL as well as offering specific ESOL classes at different levels. Other courses include ICT, employability and confidence building. KMEWO also offers support and workshops on issues affecting their clients such as domestic violence, welfare benefits, health awareness, money management and budgeting to enable them to access services. The organisation campaigns to criminalise FGM and forced marriages and is currently running a series of workshops on FGM for women within the community.

In order to support its client group, the main focus of the organisation is to deliver ESOL classes within the community. Eleven courses are offered across nine different venues to ensure that women are able to access them. Annually, 285 women attend the ESOL classes, with 100 women attending the ESOL related classes of confidence building, ICT, and employability (some from those also attend the ESOL classes). Two thirds of the Director's time is involved in managing the ESOL element of the organisation, in step with your funding criteria.

Financial Information

Operations in 2014/15 have increased due to the planned extension of its ESOL learning programme. Forecast income in the current year 2014/15 is £202,543 of which £169,865 (83.9%) had been confirmed by November 2014. The unconfirmed income is from pending grant applications, which includes this request to City Bridge Trust. Increased expenditure comprises the cost of an additional post, more sessional tutor hours and increased venue hire and equipment.

The charity's reserves policy target is set at £15,000 and is intended to cover any sudden income shortfall, which is equivalent to 1.4 months' of 2013/14 expenditure or 1.0 months' worth in the current year. After discussions with your grant officer the charity has advised that in light of its increased operations it will review its reserves policy with the intent of raising its target level.

The increase in the cost of generating funds in the current year is attributed to more staff time spent applying for funding. This was required due to several grants ending and the need for further funds to support its increased activities.

Year end at 31 March	2013/14 Audited Accounts £	2014/15 Current Year Budget £
Income and Expenditure		
Income	133,886	202,543
Expenditure	132,020	179,000
Unrestricted Funds Surplus / (Deficit)	321	23,543
Restricted Funds Surplus / (Deficit)	1,545	0
Total Surplus / (Deficit)	1,866	23,543
Surplus / (Deficit) as a % of turnover	1.4%	11.6%
Cost of Generating funds (% of income)	3,213 (2.4%)	9,722 (4.8%)
Free unrestricted reserves		
Unrestricted free reserves held at Year End	9,959	33,502
How many months' worth of expenditure	0.9	2.2
Reserves Policy target	15,000	15,000
How many months' worth of expenditure	1.4	1.0
Free reserves over/(under) target	(5,041)	18,502