

# The City Bridge Trust

## Investing In Londoners: Application for a grant



### About your organisation

Name of your organisation: <b>Kurdish &amp; Middle Eastern Women's Organisation Ltd</b>	
If your organisation is part of a larger organisation, what is its name? <b>N/A</b>	
In which London Borough is your organisation based? <b>Islington</b>	
Contact person: <b>Ms Gulala Bakir</b>	Position: <b>Co-ordinator</b>
Website: <b>http://www.kmewo.com</b>	
Legal status of organisation: <b>Registered Charitable Incorporated</b>	Charity, Charitable Incorporated Company or company number: <b>1137055</b>
When was your organisation established? <b>03/01/1999</b>	

### Grant Request

Under which of City Bridge Trust's programmes are you applying? <b>English for Speakers of Other Languages</b>
Which of the programme outcome(s) does your application aim to achieve? <b>More people with improved English language skills</b> <b>More people participating in the wider community</b>
Please describe the purpose of your funding request in one sentence. <b>To pay the salary of the Organisation's Director over three years</b>
When will the funding be required? <b>01/01/2015</b>
How much funding are you requesting? Year 1: <b>£33,336</b> Year 2: <b>£34,002</b> Year 3: <b>£34,682</b> <b>Total: £102,020</b>

**Aims of your organisation:**

To relieve the distress and suffering of Kurdish and Middle Eastern women and children in necessitous circumstances resident in the UK and in such parts of the world as the Trustees may from time to time determine

To promote the human rights of Kurdish and Middle Eastern women through providing information, research and organising conferences and seminars on human rights issues.

To promote equality of opportunities of women particularly those within the Kurdish and Middle Eastern communities resident in the UK and elsewhere by providing information and educating the general public on such matters.

**Main activities of your organisation:**

(1) The provision of advice and support to victims of domestic violence, which includes helping the women to find safe accommodation, police protection, legal and non-molestation orders and/or injunctions and referrals to professional bodies, such as MARAC.

(2) Run ESOL classes (at Entry Level, 1, 2 and 3), Literacy, Confidence Building, ICT and Employability training. These are all part of a three-year "Learning for Living" project funded by Big Lottery.

(3) Female genital mutilation workshops and one to one advice for men and women

(4) Training workshops and one to one advice on the changes to the welfare benefit system

(5) Networking and sharing information with peer organisations on issues relating to violence against women and girls, safeguarding of vulnerable adults and children

(6) Campaign and lobby the Government on issues relating to violence against women.

(7) Recruit and train volunteers to help them secure paid employment

(8) Run awareness seminars on relevant topics, e.g. health, parenting and integration.

**Number of staff**

Full-time:	Part-time:	Management committee members:	Active volunteers:
<b>1</b>	<b>5</b>	<b>7</b>	<b>15</b>

**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?
<b>Rented</b>	<b>Tenancy at will</b>

## Summary of grant request

The grant will be used to pay the salary of KMEWO's Director over three years from January 2015.

The beneficiaries of our services are/were victims of domestic and honour based violence, early and forced marriages, female genital mutilation and other forms of human rights abuses. Most are also refugees and asylum seekers, having fled their countries of origin because of state and political persecution and recent political uprisings in the Middle East and North Africa. Often they speak little or know English language and are unfamiliar with the British traditions and culture. They tend to live in the poorer areas, with poor housing conditions, low performing schools, high level of crimes and other forms of anti-social behaviour, all of which are barriers to them securing employment and contributing to the community.

Our projects are delivered by a combination of paid staffs (full and part-time), sessional tutors/trainers and volunteers. The Director supervises the delivery of all the projects, to ensure that they are delivered to the satisfaction of our funders and service users, and within budget.

The project will help the women and girls escape from the threat and actual experience of domestic and honour based violence and to overcome the barriers to gainful employment, integration within the mainstream community and achieving their potential. In essence they will be able to escape their isolation and impoverishment, and instead enjoy a better quality of life for themselves and their families.

KMEWO is capable of delivering these projects for the following reasons;

We were established specifically to help women and girls from the Middle Eastern area and have been doing so, quite successfully, for over fifteen years. Our trustees are from within the community and are fully conversant with the issues we are seeking to address. Over the last fifteen years we have helped dozens of women rebuild their lives away from violent partners and male relatives.

In July 2007 we received a three year grant of £151,000 from the Big Lottery Fund for a project to help 600 Kurdish and Middle Eastern women achieve training and education standards to NVQ Level 2. We exceeded that target and was highly commended by Big Lottery.

In 2006 we received a three year grant of £150,000 from Nationwide Foundation to deliver one of their Investor's project. In a post project evaluation carried by Rocket Science, they wrote; "KMEWO has the skills, knowledge and experience to provide a consistent, high quality, practical service to its clients, which is customized to their many and varied need". "It has exceeded all of its outputs, demonstrating an intensity of support and service demand that should prove very persuasive to potential future funders". As a result of our success Nationwide invited us to work with two other organisations to develop a DVD and Manual on HBV, Forced marriages and FGM, which is currently being used as training materials by a number of organisations.

In 2012/13 KMEWO organised 24 health related seminars, attended by 601 women and girls

Between 2011/13 we recruited and trained 63 volunteers, 18 subsequently secured employment and 24 went to do further studies.

Our current advice sessions for DV cases is attracting 8/10 clients per week. Our monthly FGM workshops are attracting an average of 15 women.

The Learning for Living project is in its second year and covers ESOL (Entry 1,2 and 3), Literacy, ICT, confidence building and employability. Last year 292 women attended the various training sessions and current average weekly attendance is 108. Most have made significant progress in their studies, evidenced by those seeking employment, attending further studies and engaging in community activities.

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

**N/A**

Do you have a Vulnerable Adults policy? **Yes**

What Quality Marks does your organisation currently hold?

**Advice Quality Standard (AQS)**

### **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.

**117 ESOL classes (Levels 1, 2 and 3) over three years attracting a minimum of 360 women and girls**

**60 Literacy classes (Entry 1 and 2) over three years attracting a minimum of 60 women and girls**

**30 Confidence building classes over three years attracting a minimum of 108 women and girls**

**60 ICT, Word, Excel and Employability classes over three years attracting a minimum of 250 women and girls.**

**10 workshops over twelve months on FGM attracting a minimum 170 women and girls plus volunteer's champions**

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.

**The women will have a better understanding of the work, social and educational environment, thus enabling them to make informed choices.**

**Improved ability of the Kurdish and Middle Eastern and North Africa women to access information, mainstream support and to navigate a range of service provision, including; health, education and welfare system.**

**By the completion of the project Kurdish and Middle Eastern women will have improved their confidence and employability skills**

**More survivors of domestic violence claiming their welfare benefit entitlements and will be able to compete successfully within the job market and improve their academic abilities.**

**Women and men from the Kurdish & Middle Eastern communities will be aware of the revulsion felt by the wider community about female genital mutilation along with the fact that the practice is illegal in this Country.**

Do you plan to continue the activity beyond the period for which you are requesting funding? If so, how do you intend to sustain it? If not, what is your exit strategy?

**It is our intention to continue our activities beyond the three year period and will try and identify possible sources of funding towards and end of year two/the beginning of year three.**

## Who will benefit?

### About your beneficiaries

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

**2,000**

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

**Islington (50%)**

**Southwark (15%)**

**Haringey (10%)**

**London-wide (25%)**

What age group(s) will benefit?

**16-24**

**25-44**

**45-64**

**65-74**

What gender will beneficiaries be?

**Female**

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

**Other ethnic group (including Arab)**

If Other ethnic group, please give details: **Kurdish, Middle Eastern & North African**

What proportion of the beneficiaries will be disabled people?

**1-10%**

## Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Total
Director's salary & National Insurance	33,336	34,002	34,682	102,020
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
<b>TOTAL:</b>	<b>33,336</b>	<b>34,002</b>	<b>34,682</b>	<b>102,020</b>

**What income has already been raised?**

Source	Year 1	Year 2	Year 3	Total
None	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
<b>TOTAL:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**What other funders are currently considering the proposal?**

Source	Year 1	Year 2	Year 3	Total
Henry Smith - Appl. not yet submitted	33,336	34,002	34,682	102,020
Tudor Trust - Application unsuccessful	33,336	34,002	34,682	102,020
	0	0	0	0
	0	0	0	0
<b>TOTAL:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**How much is requested from the Trust?**

Expenditure heading	Year 1	Year 2	Year 3	Total
Director's salary & Employer's NI	33,336	34,002	34,682	102,020
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
<b>TOTAL:</b>	<b>33,336</b>	<b>34,002</b>	<b>34,682</b>	<b>102,020</b>

## Finance details

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

Financial year ended:	Month: <b>March</b>	Year: <b>2013</b>
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Income received from:	£
Voluntary income	85,833
Activities for generating funds	0
Investment income	0
Income from charitable activities	0
Other sources	40
<b>Total Income:</b>	<b>85,873</b>

Expenditure:	£
Charitable activities	114,187
Governance costs	1,614
Cost of generating funds	0
Other	0
<b>Total Expenditure:</b>	<b>115,801</b>
<b>Net (deficit)/surplus:</b>	<b>-29,928</b>
<b>Other Recognised Gains/(Losses):</b>	<b>0</b>
<b>Net Movement in Funds:</b>	<b>75,128</b>

Asset position at year end	£
Fixed assets	2,356
Investments	0
Net current assets	73,352
Long-term liabilities	0
<b>*Total Assets (A):</b>	<b>75,128</b>

Reserves at year end	£
Restricted funds	63,551
Endowment Funds	0
Unrestricted funds	11,577
<b>*Total Reserves (B):</b>	<b>75,128</b>

\* 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?  
11-20%

### Organisational changes

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

None



### Previous funding received

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

	2012 £	2013 £	2014 £
City of London (except City Bridge Trust)	0	0	0
London Local Authorities	6,250	10,000	10,000
London Councils	0	0	0
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	2012 £	2013 £	2014 £
Henry Smith Charity	33,200	33,800	34,500
Big Lottery Fund	0	42,033	77,515
Esmee Fairbairn	20,000	0	0
Lloyds TSB Foundation	15,000	10,000	0
Awards for All	8,569	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: **Gulala Bakir**

Role within                      **Director**  
Organisation: