

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: Hibiscus Initiatives	
If your organisation is part of a larger organisation, what is its name? N/A	
In which London Borough is your organisation based? Islington	
Contact person: Ms Vanna Derosas	Position: Project Manager
Website: http://www.hibiscusinitiatives.org.uk	
Legal status of organisation: Charitable company	Charity, Charitable Incorporated Company or company number: 1104094
When was your organisation established? 04/01/1986	

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 refugee and asylum seekers experiencing trauma, grief and loss accessing mental health services resulting in improved mental health
Please describe the purpose of your funding request in one sentence. Provision of specialist mentoring support to female foreign national prisons prior to release from prison and in the months following release through person-centred planning.
When will the funding be required? 11/01/2014
How much funding are you requesting? Year 1: £43,282 Year 2: £42,376 Year 3: £42,611 Total: £128,269

Aims of your organisation:

Hibiscus Initiatives' aims to:

- To reduce isolation and hardship experienced by our clients in prison, immigration detention and the community.
- To facilitate the successful rehabilitation of clients upon release and ultimately see a reduction in re-offending and inter-generational cycles of offending.
- To provide an effective advocacy service for our clients within the criminal justice and immigration system.
- To provide a link between our clients and their families, especially with their children.
- To facilitate education and training for our clients.
- To ensure the 'equality of treatment' for all nationals within prison and detention.
- To help minimise the damaging effects of depression and mental illness caused by incarceration.
- To educate statutory, voluntary agencies and the general public about our clients and reduce prejudice against them.

The charity's work falls within four broad categories:

- Welfare and Advocacy
- International Resettlement
- Combatting Trafficking
- Volunteering and Community Resettlement

Main activities of your organisation:

We support disadvantaged women and men affected by the criminal justice system by providing access to timely information and assistance and supporting them to make the necessary steps to change their lives and reduce re-offending.

We provide representation, advice and information to hundreds of people every year.

Activities include:

- one-one-needs assessment in prisons, in the community and in Immigration Removal Centres
- information on immigration law and Facilitated Return Scheme and AVR
- facilitation of families links
- referral to solicitors and specialist statutory and non-statutory organisations
- emotional support: language and culturally specific (when needed) befriending both in prison and the community
- skill enhancing activities: IT, literacy classes, CV writing and interview techniques workshops,
- group support meetings
- practical and welfare support to meet basic needs: food vouchers, clothing, travel expenses, reclaiming property

Referrals for our community programme come from: the organisation's project workers who meet the women in detention, probation, the courts, legal professionals, family centres, other voluntary sector organisations and self-referrals

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
7	4	7	40

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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?
Leased	Until July 2018

Summary of grant request

'The Bridging Project' will deliver a specialist mentoring programme in conjunction with London based women's prisons to provide a structured person-centred planning and outreach support service pre-and post-release into the community of women from BMER and migrant communities.

Our client's needs are multiple and complex and require a professional model of case management. The project, co-ordinated by the Community Support Manager, will provide fully trained volunteer mentors with a range of expertise including language/interpreting skills. Where appropriate we will work with other specialist organisations.

A personalised action plan will be created with each client to identify and progress support needs. Mentor and mentee will explore options, opportunities and choices, prepare for release and make positive steps to achieve goals. This model of person centred planning facilitates delivery of a range of services which include support with communication, making choices and decisions, personal care (including diet & nutrition), routines, money and finances, safety and health.

The Action Planning, initiated early by fully trained volunteer mentors, will explore:

- client's needs assessment prior to release,
- a realistic personalised resettlement plan, include liaison with organisations in the UK and in the client's home country for those not allowed to reside in the UK
 - through the gate services
 - liaising with families
 - a holistic approach including emotional support and referral to counselling, improved behaviour and attitude, education/training.

The project mission is essentially to provide timely and appropriate information, encouragement and assistance through early intervention, consistent case management support, enabling clients to make better informed decisions in preparation for release; at the point of release; and in their resettlement in the community which in some cases might include chosen return to their country of origin or to other overseas family.

Around 14% of the female prison population in the UK are foreign nationals. Migrant prison population from EU countries in the UK have risen by 20% to 41% in 2012. Hibiscus has responded with projects to work with EU women, particularly those held under European Arrest Warrants and Roma women who experience high rates of recidivism.

The need for structured pre and post release case management support was highlighted through our current work with women released into the community where many women are destitute with no recourse to public funds or the right to work. Many women have experienced displacement as other organisations have had to cut due to funding losses.

Our volunteer and befriending project, around 40 volunteers who speak over 25 languages, has been able to help reduce the isolation experienced by our clients in prison. However,

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currently there is no structured programme of planning which facilitates working towards a release date and subsequent reintegration into the community whereby client's needs can be fully acknowledged, planned for/worked towards, through a professional case management approach. The Bridging Project seeks to fill this gap with an accredited volunteer mentoring programme and person centred planning approach.

The organisation has seen changes to the countries of origin of our clients and the reasons why migrant women are imprisoned. We meet large numbers of women who are in prison for benefit fraud, illegal working, possession of false documents/identities, and employment in illegal activities as trafficking victims.

Our work with clients who face multiple deprivations including:

- Discrimination/marginalisation
- Isolation due to language/cultural barriers, lack of family/connections in UK
- Inadequate legal representation/poor understanding of the criminal justice/immigration system
- Separation from families, especially children overseas/in care
- Inability to benefit from education/rehabilitation programmes (illiteracy/language barriers)

Our work with highly disadvantaged/destitute women makes a real difference in their lives and the life of the whole community.

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?

Approved Provider Standard (APS) accreditation for safe and effective practice in mentoring and befriending

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.

The recruitment of an Advisory Committee of 6 members, where each has experience of the prison and community work Hibiscus provides.

The recruitment and training of 45 volunteer mentors for the duration of the project, providing support to our clients in London prisons, pre and post release in the community.

Providing support to 120 women offenders (mentees) over the three years of the project. The client groups will include: BMER, migrant and non-English speaking UK residents.

Person centred planning with each client assigned a mentor three months prior to release date and ongoing commitment for six months after release. Women with a sentence shorter than three months can still be referred for support.

Ongoing evaluation and review of all elements of the project throughout its three year delivery including monitoring and evaluating outcomes as a result of Hibiscus' Initiative's intervention.

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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.

Clients will have increased knowledge and understanding of their rights, the criminal justice system and how to access support services.

Clients will feel less isolated as a result of mentor interventions while in prison.

Clients will have an action plan in place with options and choices on decisions to be taken for the future.

Clients will be met on their release date by their mentor to review and progress PCP.

Community investment: providing learning opportunities for volunteer mentors and clients alike

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?

The organisation recently reviewed its fundraising and income generation strategy. Accordingly as part of our risk assessment process will plan to work with our partners in ensuring that funding allows a continuation of the project. We anticipate that by 2017 the project delivery and evaluation will evidence need for continuation in the long term.

Who will benefit?

About your beneficiaries

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

40

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

London-wide (100%)

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?

A range of ethnic groups

If Other ethnic group, please give details: **Roma**

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
Line Management	4,240	4,242	4,284	12,766
Community Support Manager	19,142	19,334	19,527	58,003
Volunteer training	4,500	4,500	4,500	13,500
Advisory group costs	3,000	3,000	3,000	9,000
Volunteer mentor travel & other costs	6,500	6,500	6,500	19,500
Staff travel costs	2,200	2,200	2,200	6,600
Administration costs	1,750	1,750	1,750	5,250
Advertising and publicity material	1,950	850	850	3,650
Monitoring and evaluation	500	500	3,450	4,450
TOTAL:	43,782	42,876	46,061	132,719

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
Released from reserves	500	500	3,450	4,450
	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
n/a	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
Line Management	4,240	4,242	4,284	12,766
Community Support Team	19,142	19,334	19,527	58,003
Volunteer training	4,500	4,500	4,500	13,500
Advisory group costs	3,000	3,000	3,000	9,000
Volunteer mentor travel & other costs	6,500	6,500	6,500	19,500
Staff travel costs	2,200	2,200	2,200	6,600
Administration costs	1,750	1,750	1,750	5,250
Advertising and publicity material	1,950	850	850	3,650
Monitoring and evaluation	0	0	0	0
TOTAL:	43,282	42,376	42,611	128,269

Finance details

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

Financial year ended:	Month: March	Year: 2014
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Income received from:	£
Voluntary income	111,247
Activities for generating funds	
Investment income	
Income from charitable activities	497,085
Other sources	
Total Income:	608,332

Expenditure:	£
Charitable activities	459,325
Governance costs	6,348
Cost of generating funds	8,803
Other	
Total Expenditure:	474,476
Net (deficit)/surplus:	133,856
Other Recognised Gains/(Losses):	
Net Movement in Funds:	133,856

Asset position at year end	£
Fixed assets	
Investments	
Net current assets	210,417
Long-term liabilities	
*Total Assets (A):	210,417

Reserves at year end	£
Endowment funds	
Restricted funds	33,212
Unrestricted funds	177,205
*Total Reserves (B):	210,417

* 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? 82%

Organisational changes

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

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)	11,250	11,250	0
London Local Authorities	0	0	0
London Councils	0	0	0
Health Authorities	0	0	0
Central Government departments	56,375	304,217	423,902
Other statutory bodies	101,099	92,657	73,183

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 £
Comic relief	68,009	23,230	0
The Big Lottery	45,601	23,158	0
The Tudor Trust	30,000	20,000	40,000
Lankelly Chase	39,000	54,500	0
Esmee Fairbairn	18,000	18,000	18,000

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: **Adrienne Darragh**

Role within **Business Operations Manager**
Organisation: