

# The City Bridge Trust

## Investing In Londoners: Application for a grant



### About your organisation

Name of your organisation: <b>Family Action</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>Mr James Mitchell</b>	Position: <b>Strategic Grants Manager</b>
Website: <b><a href="http://www.family-action.org.uk">http://www.family-action.org.uk</a></b>	
Legal status of organisation: <b>Registered Charity</b>	Charity, Charitable Incorporated Company or company number: <b>264713</b>
When was your organisation established? <b>01/04/1869</b>	

### Grant Request

Under which of City Bridge Trust's programmes are you applying? <b>Making London Safer</b>		
Which of the programme outcome(s) does your application aim to achieve? <b>More survivors of domestic violence accessing good quality support services that help them to improve their safety, health and well-being</b> <b>Domestic violence survivors empowered to avoid or leave violent, abusive or exploitative situations</b>		
Please describe the purpose of your funding request in one sentence. <b>This project will embed improved identification and support of domestic abuse across our London services supporting 4,000 families and individuals each year.</b>		
When will the funding be required? <b>01/07/2015</b>		
How much funding are you requesting? Year 1: <b>£29,553</b> Year 2: <b>£30,440</b> Year 3: <b>£31,353</b> <b>Total: £91,346</b>		

**Aims of your organisation:**

Family Action is a national charity that has provided support to children and families in need for over 140 years. We currently support over 45,000 children and families each year through 120 local services across England and our national grant-making programme. Our vision is of a society where all families are free from poverty, disadvantage and social exclusion.

Our vision is that everyone who comes to us will receive the help they need to tackle the challenges they face, whilst giving them a voice and recognising their real-life experiences.

Our mission is to provide services and financial support which will strengthen and improve the life chances of those who are poor, disadvantaged or socially isolated, seeking to empower those we work with to help them look forward to the future.

**Main activities of your organisation:**

We tackle some of the most complex and difficult issues facing families today - including poverty, domestic abuse, mental ill health and substance misuse. These challenges can have a huge impact on the stability of family life and have a significant impact on the health, wellbeing and development of children. Family Action works with the whole family to help them find solutions to problems, no matter how difficult, so that they become safer, stronger and more optimistic about their future. Our work is wide-ranging and includes help for parents-to-be, the provision of many Children's Centres in local communities, intensive family support, emotional health and wellbeing services, counselling, mediation and therapies and support in schools.

Family Action also works towards its original goal of relieving poverty through direct grants to families and individuals in need. Grants are provided for basic necessities such as children's clothes and bedding, to help fund education courses or for special equipment for children with disabilities.

**Number of staff**

Full-time:	Part-time:	Management committee members:	Active volunteers:
<b>364</b>	<b>323</b>	<b>13</b>	<b>504</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>Leased</b>	<b>9 years</b>

## Summary of grant request

### Project Summary

This project will improve early identification and support for 4,000 London families/individuals experiencing domestic abuse by embedding a universal approach across 42 services including family support, Children's Centres, young carers and therapeutic services. This will be delivered through specialist training for our London workforce, improve risk assessment and monitoring procedures, and stronger local partnerships.

### Project Need

Family Action supports 4,000 disadvantaged families and individuals in London each year - around 60-70% experience domestic abuse. Last year 1.2 million women and 784,000 men experienced domestic abuse in England and Wales. One in three women experience it during their lives.

These figures show significant gaps in existing provision. Recent NICE guidance states 'there needs to be a wider understanding in health and social care...frontline staff in all services should be trained to recognise the indicators of domestic violence and abuse.'

This was reflected in a 2014 internal Family Action review. Staff requested specialist training and internal expertise to give them the confidence and skills to encourage disclosure, use correct procedures and deliver improved support.

### Project Delivery

Funding will pay for a London Domestic Abuse Coordinator to lead the following activities:

- Delivering a new training programme for our London workforce of 150 employees, delivered in partnership with Co-ordinated Action against Domestic Abuse (CAADA).
- Recruiting/coordinating a team of 30 Family Action 'Domestic Abuse Champions' acting as internal consultants for the wider workforce
- Implementing improved monitoring and evaluation of domestic abuse work

### Project Aims

The project will result in the following outcomes:

1. 4,000 London service users will benefit from improved support to disclose abuse and more effective follow up support.
2. 75 Family Action staff will show improved confidence and skills to identify and tackle domestic abuse.
3. Implementation of improved policies/procedures and evaluation across our 42 London services.

### Experience

Family Action is a national charity that has provided support to children and families in need since 1869. We currently support over 45,000 children, families and individuals each year through local services across England and a national grant-making programme. Family Action works with the whole family. A 2011 independent evaluation of our family support model shows it effectively reduces the need for statutory intervention.

We are strongly placed to deliver this work because we engage families other agencies struggle to reach. Our model of whole family support is based on early intervention, so we often work with families before domestic abuse has been identified.

### Programme aims and 'Good Practice'

This project meets the programme aims:

1. Improving the quality of service through training, better procedures and evaluation will ensure more survivors of domestic violence access good quality support services that

help them to improve their safety, health and well-being.

2. This project will improve identification, improve partnership working and training staff to support survivors to leave abusive situations safely. This will ensure more domestic violence survivors are empowered to avoid or leave violent, abusive or exploitative situations.

We will ensure Good Practice through:

- Involving service users in the management and running of the service through co-developing personalised Action Plans which set out personal needs and goals. These are reviewed regularly in collaboration with staff.
- Working with people from all backgrounds - around 50% of London service-users are from BME backgrounds.
- Valuing and supporting the work of around 100 London volunteers and embedding new processes to ensure their support is used appropriately around domestic abuse cases.
- Family Action is fully committed to reducing our carbon footprint and fully reviewed all our current practice, policies and procedures to achieve our ISO 14001 accreditation in May 2012.

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

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

What Quality Marks does your organisation currently hold?

**As a national organisation Family Action achieved full accreditation to PQASSO Level 1, the leading voluntary sector quality standard, in 2010.**

## 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.

**Develop a new specialised domestic abuse training programme in partnership with CAADA, and delivery of training to 150 London-based staff and all new starters. Training will be supported by a suite of new materials. Additional training will provided to staff/services where identified.**

**Recruit and coordinate a team of 30 'Domestic Abuse Champions' to provide internal 'consultancy' across all London projects. This will include 'train the trainer', to build a set of internal trainers to sustain training and support in the future.**

**Develop and implement improved domestic abuse risk assessment procedures and monitoring and evaluation across 40 London projects. These will be embedded within our electronic case management system (Inform)**

**Develop and deliver 'How to' training workshop to 10 London partners, designed to improve their organisational**

**capacity to identify and support families/individuals experiencing domestic abuse. This will be supported by developing and disseminating a 'How To' toolkit and end of year evaluation across partners and stakeholders.**

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.

**Families/individuals experiencing domestic abuse receive improved support to disclose abuse and receive more effective follow up support, as a result of more skilled and confident London-based staff, utilising improved procedures and monitoring.**

**Family Action staff show improved confidence and skills to identify and respond to domestic abuse amongst disadvantaged families/individuals, as a result of specialist training, new materials and resources and support from Domestic Abuse Champions.**

**Family Action will implement improved organisation-wide policies/procedures and deliver more evidenced models of working around domestic abuse as a result of skilled, confident staff.**

**London partners will show improved understanding of how to identify and support families/individuals experiencing domestic abuse as a result of 'How To' training and toolkit and end of project evaluation.**

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?

**This project will implement a transformation in our approach to tackling domestic abuse, embedding new policies and procedures across 40 London services through a specialist training programme for all staff, developing new resources and recruiting a pool of internal 'champions' and trainers who will then carry this work forward once funding for the coordinator post comes to an end.**

## Who will benefit?

### About your beneficiaries

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

**4,000**

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

**London-wide (100%)**

What age group(s) will benefit?

**All ages**

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%**

## Funding required for the project

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

<b>Expenditure heading</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Total</b>
Salary costs including NI and pension	23,844	24,561	25,295	73,700
Training	473	487	502	1,462
Travel	750	772	796	2,318
Monitoring	300	309	318	927
Running Costs (phone, postage, etc)	481	495	511	1,487
Printing/materials	750	772	796	2,318
Central Support Costs (HR, legal, finance, evaluation)	2,955	3,044	3,135	9,134
	0	0	0	0
	0	0	0	0
<b>TOTAL:</b>	<b>29,553</b>	<b>30,440</b>	<b>31,353</b>	<b>91,346</b>

**What income has already been raised?**

<b>Source</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Total</b>
	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?**

<b>Source</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Total</b>
London Community Foundation MOPAC Victims Fund	20,000	0	0	0
	0	0	0	0
	0	0	0	0
<b>TOTAL:</b>	<b>20,000</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

<b>Expenditure heading</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Total</b>
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## Finance details

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

Financial year ended:	Month: <b>March</b>	Year: <b>2014</b>
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Income received from:	£
Voluntary income	765,000
Activities for generating funds	0
Investment income	335,000
Income from charitable activities	16,984,000
Other sources	2,135,000
<b>Total Income:</b>	<b>20,219,000</b>

Expenditure:	£
Charitable activities	19,807,000
Governance costs	39,000
Cost of generating funds	249,000
Other	-67,000
<b>Total Expenditure:</b>	<b>20,028,000</b>
<b>Net (deficit)/surplus:</b>	<b>191,000</b>
<b>Other Recognised Gains/(Losses):</b>	<b>-835,000</b>
<b>Net Movement in Funds:</b>	<b>-644,000</b>

Asset position at year end	£
Fixed assets	2,721,000
Investments	9,743,000
Net current assets	4,008,000
Long-term liabilities	-4,186,000
<b>*Total Assets (A):</b>	<b>12,286,000</b>

Reserves at year end	£
Restricted funds	-624,000
Endowment Funds	9,267,000
Unrestricted funds	3,643,000
<b>*Total Reserves (B):</b>	<b>12,286,000</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?  
81-90%

### 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)	0	0	0
London Local Authorities	2,366,530	3,366,741	3,279,281
London Councils	0	0	0
Health Authorities	1,950,567	1,803,303	1,021,357
Central Government departments	270,282	282,241	824,853
Other statutory bodies	10,066,646	9,688,177	12,243,510

### 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 £
Carers Trust	0	0	30,000
LankellyChase Foundation	32,500	185,000	180,000
John Ellerman Foundation	0	30,000	30,000
Wixamtree Trust	10,000	10,000	10,000
Henry Smith Charity	30,000	30,000	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: **James Mitchell**

Role within                      **Strategic Grants Manager**  
Organisation: