

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: Voice4Change England	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Wandsworth	
Contact person: Mr Saqib Deshmukh	Position: Development Officer
Website: http://www.voice4change-england.co.uk/	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 1140624
When was your organisation established? 01/11/2010	

Grant Request

Under which of City Bridge Trust's programmes are you applying? Strengthening London's Voluntary Sector		
Which of the programme outcome(s) does your application aim to achieve? More organisations with the skills to improve their volunteer management More organisations with improved capabilities in monitoring, evaluation and impact reporting		
Please describe the purpose of your funding request in one sentence. We propose to deliver a two year programme which will look at Volunteering and Asset Management, support BAMER VCS in London to develop policies/procedures		
When will the funding be required? 01/08/2015		
How much funding are you requesting? Year 1: £87,600 Year 2: £87,600 Year 3: £0 Total: £175,200		

Aims of your organisation:

Voice4Change England is a national advocate for the Black and Minority Ethnic voluntary and community sector (BME VCS). We advocate and empower the BME voluntary and community sector to improve outcomes for disadvantaged communities

OUR VISION

A stronger and inclusive civil society to meet the needs of BME and other disadvantaged communities.

OUR MISSION

To strengthen the BME VCS to meet the needs of disadvantaged communities.

How we will achieve our mission

Increase the involvement of the BME VCS in decision making

Increase awareness of the BME VCS' impact and value

Improve the capacity of VCOs to meet the needs of BME and other disadvantaged communities

As the only national membership organisation dedicated to the BME VCS we speak up to policymakers on the issues that matter to the sector, bring the sector together to share good practice and develop the sector to better meet the needs of communities.

Main activities of your organisation:

We influence Government policy through campaigns, consultations and briefings, promoting a policy making process that is inclusive of the BME VCS. We conduct research to evidence the value of BME VCS and the obstacles they face and influence policy makers through parliamentary and party conference events, and visits from MPs to groups. We represent the sector at decision making tables and provide platforms for BME VCS to influence decision makers; including events, publications and member blogs. We broker relationships between the BME VCS and policy makers at events and through our growing online networks. We run training and mentoring programmes to develop capacity and sustainability of BME VCOs including fundraising, improving performance, strategic planning and monitoring and evaluation. We produce publications and resources to inform and empower the sector and broker fair collaborations with generic organisations through events, support projects and a Sector Directory. We broker support for BME VCOs on insurance solutions, legal advice and demonstrating value.

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
4	2	7	1

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	1 year

Summary of grant request

We are applying under the Strengthening London's Voluntary Sector programme and in particular under the outcome of improving skills in volunteer and asset (capital/buildings) management and groups are better at monitoring, reporting back impact of their work and to continue the work that we have been doing for the last three years.

We would like to propose a project 'MORE THAN JUST SURVIVAL' that will begin to tackle some of these issues and concerns and this will have two strands. Like others across the sector we recognise that it is volunteers that are the backbone of organisations and it is this reservoir of unpaid labour that also underpins BAMER organisations. However from our research and work with these groups the age and gender profile show that there are barriers that need to be tackled if young people and groups of men in particular from our communities are going to engage in these processes.

In particular if we see volunteering/interns as a gateway for progression into paid employment and career development it is clear that many individuals from low income and/or BAMER backgrounds find it very hard to compete. A managed volunteer programme could make a difference to the health and longevity of many of our organisations and provide an entry point for young people and those changing careers.

We are aware of the recent NCVO guidance on volunteering now available. We want to make sure that this information reaches down to parts of the sector. We also want to ensure that it is appropriately used and framed in the context of BAMER communities in London. Over the last two years VC4E have employed both paid and unpaid volunteers/interns and have begun to develop expertise in this area and exemplify good practice in our sector.

The second strand of the project will around asset development in BAMER communities. From the previous partnerships and collaboration work in London we have begun to focus on physical partnerships around assets and creating hubs. In the context of top down regeneration and growing tensions around gentrification of parts of London this is vitally important work. Many BAMER groups who have historical links to areas feel they are being pushed out. Over the past year we have been advising groups in Haringey regarding regeneration schemes that are impacting this in parts Tottenham and supporting organisations in Lewisham and Merton who have similar concerns.

We want to develop a programme that is about ensuring that BAMER VCS groups have buy-in with the My Community Rights and Localism agenda and are not left behind within this scenario. Locality have recognised us a key partner in this process and we are committed to working with them and continue the work that we have been doing.

We propose to deliver a two year programme which will build on our partnership and collaboration work looking at Volunteering Management and support BAMER VCS in London to examine their own policies and procedures and in particular focus on the following:

- State of current accommodation/building needs of BAMER groups
- Recruitment of volunteers - researching this across the BAMER Voluntary community sector
- Employment rights, expenses and use of paid internships and entry points into our sector
- Managing volunteers and developing quality standards
- Managing buildings/assets and income generation
- Supervision and career development/coaching and retention
- Role of boards/Management Committees in relation to recruitment/HR and buildings/assets
- Identifying barriers to volunteering - ethnicity, gender issues in volunteering and identifying access to volunteering for a range of BAMER groups
- Linking BAMER groups to unused assets and develop potential to income generate

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? **No**

What Quality Marks does your organisation currently hold?

Investors in People

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.

To carry out a volunteering audit of BAMER VCS groups in London and research on how patterns of deployment and use of volunteers in a range of settings. To deliver 10 training sessions on volunteer management to include use of internships and best practice to staff teams and Boards/Management Committees

Deliver 10 training sessions on asset management to include income generation tips and best practice to staff teams and Boards/Management Committees. Providing a service to match BAMER VCS groups to empty buildings/properties and other opportunities.

To develop best practice in asset management (capital and buildings) and in particular examples that show evidence of partnership and collaborative work, and develop 3 case studies on this basis that will inform BAMER VCS groups in the capital.

To provide 25 one to one sessions for managers and Chairs of organisations in volunteer and asset management of BAMER VCS organisations. To provide 5 BAMER VCS organisations with co-supervision of volunteers/interns to develop best practice

To disseminate information and resources BAMER voluntary sector - case studies of asset work and examples of what volunteer management schemes and internship looks like, give guidance and support and be a point of contact for enquiries in these areas.

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.

Improving the understanding of how volunteering impacts on BAMER sector and patterns of deployment across London. As a result of our work 10 London's BME and mainstream organisations will be more knowledgeable about volunteer management

Developing an understanding of recruitment of volunteers and interns amongst BAMER VSC groups and their staff and management. Improving supervision and support mechanisms

Ensuring that BAMER VSC groups are resilient and continue to be self sustainable in how they use the assets that they own or use.

That the sector is kept informed about the changes in the law regarding employment of volunteers, owning assets and the their legal responsibilities.

Tackling the barriers to volunteering/internships - ethnicity, gender issues in volunteering and identifying access to volunteering for the disabled and those who have childcare and caring commitments. Developing BAMER employment opportunities and key entry points into our sector

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?

N/A

Who will benefit?

About your beneficiaries

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

1,000

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

Male

Female

Transgender or other gender identity

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

A range of ethnic groups

Mixed/ Multiple ethnic groups (including White and Black Caribbean; White and Black African; White and Asian; Any other Mixed/ Multiple ethnic background)

Asian/ Asian British (including Indian; Pakistani; Bangladeshi; Chinese; Any other Asian background)

Black/ African/ Caribbean/ Black British (including African; Caribbean; Any other Black/ African/ Caribbean background)

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?

Expenditure heading	Year 1	Year 2	Year 3	Total
Staffing	62,500	62,500	0	0
Resources	3,000	3,000	0	0
Events	2,500	2,500	0	0
Publicity	2,000	2,000	0	0
Travel	1,000	1,000	0	0
Management costs (20%)	14,600	14,600	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0

TOTAL:	87,600	87,600	0	0
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
N/A	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0

TOTAL:	0	0	0	0
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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
	0	0	0	0
	0	0	0	0

TOTAL:	0	0	0	0
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How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Staffing	62,500	62,500	0	0
Resources	3,000	3,000	0	0
Events	2,500	2,500	0	0
Publicity	2,000	2,000	0	0
Travel	1,000	1,000	0	0
Management costs (20%)	14,600	14,600	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
TOTAL:	87,600	87,600	0	0

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	124,374
Activities for generating funds	7,030
Investment income	185
Income from charitable activities	0
Other sources	0
Total Income:	131,589

Expenditure:	£
Charitable activities	223,539
Governance costs	6,927
Cost of generating funds	0
Other	0
Total Expenditure:	230,466
Net (deficit)/surplus:	-98,877
Other Recognised Gains/(Losses):	0
Net Movement in Funds:	87,760

Asset position at year end	£
Fixed assets	66,576
Investments	0
Net current assets	0
Long-term liabilities	17,953
*Total Assets (A):	48,623

Reserves at year end	£
Restricted funds	37,587
Endowment Funds	0
Unrestricted funds	11,036
*Total Reserves (B):	48,623

* 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? 0%
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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	0	0	0
London Councils	0	0	8,895
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 £
Big Lottery Fund	130,000	130,000	26,000
Joseph Rowntree	0	10,000	17,500
Esmee' Fairbairn	0	7,000	0
Barrow Cadbury Trust	0	10,000	0
Baring Foundation	0	0	6,000

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: **Saqib Deshmukh**

Role within **Development Officer**
Organisation: