

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: Face Front Inclusive Theatre Ltd	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Enfield	
Contact person: Ms Annie Smol	Position: Artistic Director
Website: http://www.facefront.org	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 1116506
When was your organisation established?	

Grant Request

Under which of City Bridge Trust's programmes are you applying? Making London More Inclusive
Which of the programme outcome(s) does your application aim to achieve? Work supporting young disabled people (aged 16-25) in the transition to adulthood and/or independent living Disabled people reporting increased well-being as a result of taking part in the arts or sport
Please describe the purpose of your funding request in one sentence. Developing Disabled artists creating original interactive inclusive theatre to support young disabled people in the transition from child to adulthood.
When will the funding be required? 20/06/2016
How much funding are you requesting? Year 1: £35,000 Year 2: £32,000 Year 3: £32,000 Total: £99,000

Aims of your organisation:

Face Front Inclusive Theatre creates original, ground-breaking inclusive theatre with a company of disabled and non-disabled artists. The company produces professional, entertaining and challenging theatre. Face Front (FF) wants to create a more inclusive world through multi-sensory theatre and uses the transformational power of theatre in order to redress inequality and improve emotional well-being. Our aims are to:

- Use the arts as a tool for social engagement in all aspects of society.
- Provide programmes that enable disadvantaged adults and children to participate in the arts.
- Develop productions that explore social issues, raise awareness and enable people to engage in the process of change.
- Support talent development and create pathways to employment in the arts for disabled people and those not traditionally involved in the arts.

Main activities of your organisation:

Face Front:

- tours interactive plays and workshops to schools with professional disabled and non-disabled artists to improve emotional well-being and redress social injustice in deprived areas.
- runs participatory performing arts based groups for disabled/disadvantaged people of all ages, backgrounds and abilities to give them a voice and improve confidence, social skills and quality of life.
- Runs training programmes to develop disabled artists, targeting Learning Disabled artists for the next 3 years.

We focus on particular themes including;

- a) Transition of disabled young people from education to adult life
- b) Sex and relationships helping young people to make informed and healthy choices
- c) Anti-bullying including verbal, physical, sexual and cyber-bullying
- d) Identity - particularly in terms of diversity and disability
- e) Domestic violence and how it affects the mental health of children

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
0	3	8	10

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	Oct 2015 new lease in process

Summary of grant request

Over the last 8 years Face Front has been working on issues facing young Learning Disabled people (LDD) around transition from school to adult life. There is much confusion and anxiety around this time, with people feeling lost and having less opportunities than their non-disabled peers. The new Children and Families Act and Care Act (2014) focus on the importance of young LDD people and their carers having choice and control over decisions that will effect their lives. It can be very difficult for LDD people to express their views and feelings so this is why Face Front and young LDD people have begun to create a programme of work around transition about options and how to express what you want including:

- An interactive play and workshop led by LDD artists
- Resources for teachers and families
- Training for transition professionals

Disabled people have less access to the arts than their non-disabled peers whether it is as audience, participants or as professional artists. Our theatre will be high quality and give lots of opportunities for the audience to participate in the show, delivered primarily by LDD artists who will receive ongoing training from Face Front. The artists will be mentored by disability arts organisations such as Heart n Soul and Action Space. The programme will tour to 20+ special schools, colleges and day services across London every year for 3 years. LDD artists will receive training and work placements each year. The programme will be managed by Face Front's experienced team.

The project aims to;

- Reduce stress and anxiety around transition for young LDD people and their carer's
- Help young people express themselves and for carer's and professionals to listen
- Improve understanding of the new acts, the local offer and emotional journey of families going through transition for professionals.
- Provide training and paid work placements for disabled artists to establish their professional arts career
- Increase the number of special schools we reach over the next 3 years

Face Front should deliver this work because we specialise in multi-accessible ways of communicating through the arts and have a strong reputation in the quality of our theatre and work in schools. We are developing partnerships with local and London transition organisations and have long established positive relationships with special schools in North London.

We will primarily meet the outcome supporting young disabled people in the transition to adulthood with the emphasis being on helping them to gain choice and control by understanding what their choices are and how to express their wishes. But we will also address 'disabled people actively taking part in arts' and 'disabled people involved in running and management of arts provision' through;

- Training for and employment of disabled artists in leadership roles
- Decisions from young disabled people as to the content and style of our activities
- LDD people participating in our interactive play and workshops
- 3 regular theatre groups for 35+ disabled teen-agers and adults who help plan and manage the sessions
- 4 disabled Face Front trustees

Finally we expect 'disabled people to report increased wellbeing' as a result of taking part in our arts activities in terms of reducing stress and raising confidence and self-esteem.

It is part of our core mission to welcome people from all backgrounds and diversity is our strength. We have robust diversity and equal opportunities policies and codes of conduct.

We have a team of 10+ volunteers, 60% are disabled people with a policy to ensure they receive training and support plus appropriate expenses.

Face Front has an established environmental policy.

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?

0

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.

Tour a theatre based programme about transition from school to adult life led by disabled and non-disabled artists to 60+ special schools, colleges and Day Services throughout Greater London to approximately 1800 young people with Learning Disabilities/Difficulties from 16-25 years old over three years.

Over three years, develop the skills, experience and careers of 21 disabled artists offering 10 master classes per year, work placements from 1 week to 1 year, careers advice and employment in the arts.

Run 3 performing arts training groups for; 1) disabled teen-agers 2) disabled adults 3) inter- generational mixed ability group for 30 sessions each group every year for three years with mentoring for 10+ disabled people who want to enter the performing arts industry.

Over three years create and develop 10+ partnerships with regional and national organisations that support young LDD people and their parents/carer's through the transition process, developing training for transition professionals, attending transition conferences, networks and events, effecting policy and service provision around transition for LDD people.

Build a network of schools and key stakeholders over three years that will improve the sustainability of our transition work and for Face Front to reach out to more LDD people and their families.

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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.

To reduce stress and anxiety around transition from school to the adult world for young LDD people and their parents/carer's.

To help young LDD people understand their options and be able to express their choices to parents/carer's. and transition professionals improving their quality of life.

To enable transition professionals to understand the emotional transition journey for young people to improve their ability to achieve what is best for the young person.

To improve the options and life chances for young LDD people by raising awareness amongst policy makers and service providers

For LDD people to be employed in the performing arts creating role models, raising the profile of the skills, abilities and concerns of LDD people and raising awareness among non- disabled people and so breaking down barriers working towards genuine inclusion of disabled people.

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?

We will continue the activity through following our robust fundraising strategy including the support of trusts and foundations, corporate sponsorship and also from growing commissions from our partners in health and education.

Who will benefit?

About your beneficiaries

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

850

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

Enfield (40%)

Haringey (20%)

Barnet (20%)

Waltham Forest (20%)

What age group(s) will benefit?

0-15

16-24

25-44

45-64

65-74

75 and over

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?

91-100%

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Total
Programme Manager	20000	20000	20000	60000
R & D: Creative and Support Team + Materials	13550			13550
Rehearsals: Artists/Support Staff	12900	12900	12900	38700
Touring programme: Artists and Support Staff	10950	10950	10950	32850
Production: Transport, Room hire, Materials	9700	9700	9700	29100
Administration and Overheads	9950	9950	9950	29850
Marketing and Resources	4250	1250	1250	6750
LDD Artist's Masterclass and group facilitators	5750	5750	5750	17250
TOTAL:	87050	70500	70500	228050

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
Arts Council	16500	18000		34500
People's Health Trust/Trusts and Foundations	8000	7000		15000
Other commissions/sales	15,000	3000	4000	22000
Boroughs grants and commissions	10,000	8000	8,000	26000
Kings College/Borough councils In Kind	1050	1000	2000	4000
TOTAL:	50,550	37,000	14,000	101550

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
Lloyds TSB (in process of application)			15000	15000
Big Lottery (In process of application)			8000	8000
Face Front Fundraising activities	1800	1350	1350	4500
TOTAL:	1800	1350	24350	27500

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Programme manager/Artistic Director	20000	20000	20000	60000
4 x LDD actors @£450 per week x3 weeks	5400	5400	5400	16200
LDD Set designer and composer	1800			1800
Mentors/Facilitators	2700	2700	2700	8100
2X Access workers @£10ph *8 hours in a day *	2400	2400	2400	7200
1 x Makaton consultant 5 days	750			750
1 x stage manager/facilitator @ £550 x 3 weeks	1650	1650	1650	4950
TOTAL:	34700	32150	32150	99000

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	43,104
Activities for generating funds	0
Investment income	112
Income from charitable activities	159,662
Other sources	0
Total Income:	202,878

Expenditure:	£
Charitable activities	252,775
Governance costs	3,484
Cost of generating funds	0
Other	0
Total Expenditure:	256,259
Net (deficit)/surplus:	-53,381
Other Recognised Gains/(Losses):	0
Net Movement in Funds:	-53,381

Asset position at year end	£
Fixed assets	1,446
Investments	0
Net current assets	109,267
Long-term liabilities	0
*Total Assets (A):	110,713

Reserves at year end	£
Restricted funds	4,938
Endowment Funds	0
Unrestricted funds	105,775
*Total Reserves (B):	110,713

* 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?
31-40%

Organisational changes

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

The Executive Director and Participation manager have been made redundant due to two funds finishing and the Artistic Director's hours have been reduced. This will bring down the deficit for 2014 - 2015 significantly and we are hopeful that there will not be a deficit this current year. We have maintained healthy reserves throughout and have a robust fund-raising strategy and strong track record.

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	83,435	68,109	47,109
London Councils	0	0	0
Health Authorities	0	0	0
Central Government departments	0	0	0
Other statutory bodies	52,905	34,709	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	78,452	50,258	0
John Lyons	0	4,000	20,000
Lloyds TSB Foundation	0	15,000	15,000
Fair Share Trust	27,000	0	0
Kings College	0	0	15,550

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: **Annie Smol**

Role within **Artistic Director**
Organisation: