

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: East London Out Project	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Waltham Forest	
Contact person: Ms Teresa Sharpe	Position: Chief Executive
Website: http://www.elop.org	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 1067474
When was your organisation established? 01/07/1995	

Grant Request

Under which of City Bridge Trust's programmes are you applying? Improving Londoners' Mental Health		
Which of the programme outcome(s) does your application aim to achieve? More LGBT people accessing mental health services resulting in improved mental health and reduced mental distress A reduction in suicide and self-harm amongst the recognised at risk groups		
Please describe the purpose of your funding request in one sentence. To deliver a counselling service to the LGBT community in London by employing a Counselling Co-ordinator, sessional Assessment Counsellors and administrative support.		
When will the funding be required? 15/06/2016		
How much funding are you requesting?		
Year 1: £47,685	Year 2: £48,639	Year 3: £49,612
Total: £145,936		

Aims of your organisation:

To preserve the mental health of lesbian women and women who have sex with women, and gay men and men who have sex with men, in particular by the provision of counselling, support, information and advice services.

ELOP exists to support Lesbian Gay Bisexual and Transgender (LGBT) people living in North East London. ELOP also works to raise awareness of LGBT issues across London, to confront discrimination, and to influence national policy.

Main activities of your organisation:

1. Frontline support - This ranges from providing a safe space for LGBT people to meet, to enabling crisis support for someone who is feeling suicidal. We provide: an advice and information line, counselling, regular support groups (for young people, men, women, older people, people with poor mental health and learning disabilities, LGBT families, LGBT victims of hate crime), refugee and asylum seeker support, community activities, events and workshops, community volunteering opportunities, signposting and assisted referral.
2. Young people's service - ELOP works closely with a large number of schools to raise awareness of and challenge homophobia.
3. Training and consultancy - ELOP works hard to confront discrimination and bullying and works with charities, health services, local authorities, Metropolitan Police, businesses, etc. to increase knowledge and understanding of LGBT issues.
4. LGBT policy - ELOP works at a national level to challenge discrimination through positively influencing the policy and practice of Government and statutory bodies, in particular health and policing.

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
3	3	5	40

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	At will since 2009

PERIODIC TENANCY ROLLING ON MONTHLY BASIS WHICH CAN BE TERMINATED BY EITHER PARTY BY GIVING 12 WEEKS' NOTICE
M. Jones

Summary of grant request

The need:

LGBT people are three times more likely than their heterosexual peers to experience damaging mental health issues. LGBT youth are two to three times more likely to attempt suicide and account for 30% of all successful youth suicides (Warwick et al, 2001) In a recent survey 34% of young lesbian, gay and bisexual people (under 26) had made at least one suicide attempt in their lives and 48% of young transgender people had attempted suicide. This is compared to 18% of heterosexual people (Pace, 2014). LGBT people prefer to use a service that is LGBT specific and all our staff, volunteers and trustees identify as LGBT to ensure that our users feels welcome and accepted and that they will get the most appropriate support. Demand for our counselling service has increased by 50% over the last two years. ELOP provides the only counselling service in London which can provide assessment and allocation to a counsellor within ten working days of referral.

Delivery:

Our counselling service is delivered by our team of 26 volunteer counsellors. Our counsellors are either qualified counsellors or on courses leading to qualification. They offer a range of different types of therapy so that we are able to support each individual according to their needs. To ensure we never have a waiting list ELOP increases the number of counsellors. The service will be managed by a Counselling Co-ordinator. Every client will be assessed by an assessment counsellor. Clients will be offered 14, 28 or 42 sessions for individual, youth or couples therapy.

Achieve:

350 LGBT people will have counselling which will improve their mental health, minimise their risk of suicide and self harm, increase their confidence and self-esteem and reduce risk taking behaviour. We will recruit LGBT volunteer counsellors to ensure that we have enough counsellors to meet demand.

Why ELOP:

ELOP has been supporting the LGBT community in East London for 20 years and has an excellent reputation. Most people and organisations learn about ELOP through word of mouth and recommendations and ELOP receives many more requests to deliver work than it can fulfil. ELOP has pioneered LGBT work in Waltham Forest and neighbouring boroughs, raised the profile of the LGBT community and promoted good practice.

City Bridge Trust outcomes:

ELOP will enable more LGBT people to access mental health services by ensuring that anyone referred or self-referred to our service will be able to see a counsellor. We never turn a client away.

Studies have demonstrated the effectiveness of counselling in reducing the risk of suicide and self harm. By delivering a service specifically built around the needs of LGBT people ELOP is able to provide people at high risk of suicide and self harm with the most appropriate support. Our counsellors are knowledgeable about the specific issues LGBT people are dealing with and they are trained and supervised and supported to help people at risk of suicide.

'Principles of Good Practice':

- Users are actively encouraged to become involved as volunteers from Board level to administration, group facilitation to events. We regularly consult with users and seek their feedback.
- ELOP has an Equality and Diversity Statement & Policy for Recruitment & Selection. Our building is fully accessible with hearing loop and large print information. Our staff and volunteers represent the diversity of the LGBT community.
- ELOP has 40 volunteers who are supported with induction, training, supervision and social events.
- ELOP has an environmental policy and an environmental policy action plan covering the themes of Waste, Resources, Services, Energy and Environmental Management Systems.

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?

ELOP is a registered member of British Association of Counselling & Psychotherapy (BACP).

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.

We will assess clients for counselling and allocate clients to the most appropriate counsellor. All counselling assessments will be offered within 10 working days of referral.

350 LGBT people will be provided with one to one, youth or couples therapy a year by year 3. Counsellors will deliver 75 - 85 counselling sessions each week in year 1, and 90 - 100 counselling sessions each week in year 2 and 3.

We will recruit new LGBT volunteers counsellors to ensure that we have enough counsellors to meet demand. We will run two counsellor recruitment and induction programmes every year and recruit approximately 10 counsellors each time.

All counsellors will have mandatory supervision in groups of three or four every two weeks and additional line-management support.

In addition to ELOP training, counsellors will be provided with training in eg working with people at risk of suicide, couples, trauma, groups, transgender, safeguarding etc.

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.

85-90% of LGBT people will report improved mental health.

This includes reduced isolation, anxiety, stress and depression, and overcome hate crime and homophobic experiences.

85-90% of LGBT people will report improved self esteem.

This includes improved confidence, improved health and lifestyle choices, strategies to manage difficult situations and relationships, and improved confidence and social networks.

90-95% of LGBT people will report reduced risk of self harm and suicide.

This includes reduced risk taking behaviours such as drug taking and excessive drinking.

Up to 34 LGBT people volunteer to support other LGBT people to improve their mental health and reduce mental stress.

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?

Yes. The counselling service is a low cost service and fees depend on the users income level, it brings in approx. £36,000 pa. ELOP's training and consultancy service is growing and brings in approx. £12,000 a year. A new Fundraising Group, made up of trustees, volunteers and the local community, started in November and plans to develop local community fundraising.

Who will benefit?

About your beneficiaries

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

350

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

Several NE London (90%)

Several NW London (10%)

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?

11-20%

Funding required for the project

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

Expenditure heading	Year 1	Year 2	Year 3	Total
Counselling Co-ordinator: 4 days a week	22,048	22,489	22,939	67,476
Two Assessment Counsellors	13,390	13,658	13,931	40,979
Recruitment	1,000	0	0	0
Training and induction	1,500	1,530	1,561	4,591
Clinical Supervision	12,985	13,245	13,510	39,740
Rent	17,000	17,340	17,687	52,027
Administrative/reception support: 3 days a week	12,247	12,492	12,742	37,481
Directors time	4,200	4,284	4,370	12,854
Contribution to overheads at 10% of project costs	8,437	8,504	8,674	25,615

TOTAL:	92,807	93,542	95,414	281,763
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
Client contributions to counselling sessions	36,000	36,720	37,454	110,174
	0	0	0	0

TOTAL:	36,000	36,720	37,454	110,174
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What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
	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
Counselling Co-ordinator: 4 days a week	22,048	22,489	22,939	67,476
Two sessional Assessment Counsellors	13,390	13,658	13,931	40,979
Administrative/reception support: 3 days a week	12,247	12,492	12,742	37,481
	0	0	0	0
	0	0	0	0

TOTAL:	47,685	48,639	49,612	145,936
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Finance details

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

Financial year ended:	Month: March	Year: 2015
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Income received from:	£
Voluntary income	44,401
Activities for generating funds	21,639
Investment income	56
Income from charitable activities	74,110
Other sources	0
Total Income:	140,206

Expenditure:	£
Charitable activities	147,734
Governance costs	13,816
Cost of generating funds	29
Other	0
Total Expenditure:	161,579
Net (deficit)/surplus:	-21,373
Other Recognised Gains/(Losses):	14,686 ¹⁵²
Net Movement in Funds:	-21,373

Asset position at year end	£
Fixed assets	1,188
Investments	0
Net current assets	13,498
Long-term liabilities	0
*Total Assets (A):	14,686

Reserves at year end	£
Restricted funds	0
Endowment Funds	0
Unrestricted funds	14,686
*Total Reserves (B):	14,686

* 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?
41-50%

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	44,161	62,180	40,984
London Councils	0	0	0
Health Authorities	34,969	26,606	0
Central Government departments	55,000	20,000	13,612
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 £
BBC Children in Need	8,706	8,768	2,200	
Big Lottery Fund	10,000	0	10,000	
Stonewall	5,000	0	0	
Helen Tetlow Memorial Fund	3,300	0	0	
Youth and Philanthropy Initiative	0	3,000	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: **Ms Teresa Sharpe**

Role within **Chief Executive**
Organisation:

Appendix 1: East London Out Project (ref 13269) - Revised Request

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

Expenditure heading	Year 1 £	Year 2 £	Year 3 £	Total £
Full time service administrator	28702	29489	30284	88475
Clinical intake assessments (8-10/ week)	8000	9000	9000	26000
Counsellor induction & training workshop programme	1600	1632	1665	4897
Clinical supervision groups	14700	17176	17520	49396
Rent	17000	17340	17687	52027
Evening reception support	12247	12492	12742	37481
CEO time	4200	4284	4370	12854
Contribution to overheads at 10% of project costs	8645	9141	9327	27113
TOTAL	95094	100554	102595	298243

What income has already been raised?

Source	Year 1 £	Year 2 £	Year 3 £	Total £
User contributions to counselling sessions	47000	51000	53000	152000
TOTAL	47000	51000	53000	152000

What other funders are currently considering the proposal?

Funders	Year 1 £	Year 2 £	Year 3 £	Total £
TOTAL				

How much is requested from the Trust?

Expenditure heading	Year 1 £	Year 2 £	Year 3 £	Total £
Full time Counselling administrator	28702	29489	30284	88475
Recruitment	225			225
Contribution to clinical supervision groups	9147	9292	8319	26758
Counsellor induction & training workshop programme	1600	1632	1665	4897
Contribution to overheads at 10% of project costs	8645	9141	9327	27113
TOTAL	48319	49554	49595	147468