

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: EACH Counselling and Support	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Ealing	
Contact person: Ms Sandra Machado	Position: Director
Website: http://www.eachcounselling.org.uk	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 1025967
When was your organisation established? 19/05/1991	

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 people from BME communities accessing appropriate mental health services, resulting in them receiving the right care and treatment
Please describe the purpose of your funding request in one sentence. To enable people from the BME communities to achieve and sustain better mental health and well being through culturally appropriate counselling, support and awareness
When will the funding be required? 01/11/2016
How much funding are you requesting? Year 1: £55,971 Year 2: £55,124 Year 3: £58,296 Total: £169,390

Aims of your organisation:

The aims of EACH are:

To be the leader in the development and provision of inclusive services that empower and meet the needs of individuals and families from diverse communities affected by drugs and alcohol, mental health and domestic violence.

We will achieve this by:

- Providing quality and effective treatment to enhance positive outcomes for service users
- Developing services targeting socially excluded groups, particularly BME communities, young people and women
- Promoting and highlighting best practice
- Continuous professional development of our staff and volunteers to work competently and effectively
- Empowering service users to realise their potential and maximise the opportunities available to them to do so
- Ensuring a robust organisation able to grow and change to meet the challenges of the future

Main activities of your organisation:

Our main activities are:

- one to one counselling provided by qualified counsellors and trainees
- structured programmes and group work to help people achieve and sustain abstinence from substances
- motivational and practical support to people at risk of losing their tenancies, provided in their homes and at multiple locations
- behaviour change support through one to ones and groups to young offenders with a substance misuse issue
- co-ordination of mental health resource centre and support to mental health service user groups utilising it
- coaching and workshops to help people develop confidence and skills to take up work-related opportunities (employment, training, education, volunteering)
- psycho-education workshops within the community to raise awareness
- training and support programmes to ex-service users (Peer Volunteering) and counselling trainees

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
18	14	9	20

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	14 months

Summary of grant request

Our aim is to establish and deliver a culturally appropriate mental health counselling and support project in LB Brent to help Asian, Tamil, African-Caribbean and Somali people achieve recovery from the impact of trauma, depression and isolation on their mental well-being.

Project need has been identified through our current activities, research and local information as below:

- The Asian population comprises a third of Brent residents, and the Black community 21%. Deprivation levels are high and mental health is set as a priority (Joint Strategic Needs Assessment, Brent, 2014/15). Current data on available mental health service, the IAPT, highlights lack of access and engagement by BMEs. Consultations by EACH with stakeholders (GPs, social services, community groups e.g. Asian women's resource centre), indicate this is due to lack of cultural understanding, language barriers and IAPT's short term nature
- Consultations by EACH with target project service users (65 BME people via 2 focus groups, surveys and interviews) highlighted:
 - o 85% were reluctant to disclose and seek help due to shame, stigma, fear of being hospitalised and cultural/religious issues, with language a barrier for Asians, Tamils and Somali participants
 - o All felt isolated and alone in their experiences
 - o Lack of awareness of appropriate services, resulting in no access or late presentations to GPs
 - o 26 of the 32 Tamils and Somalis consulted reported trauma related to conflict and displacement from their countries of origin
- Our experience of providing mental health services in Harrow and Hillingdon to these communities highlights the value of language and BME specific support to address barriers to better mental health

To meet this need, we'll provide an integrated mental health programme for these communities comprising:

- Talking therapies - one to one weekly counselling and therapeutic groups delivered by a qualified counsellor and 6 volunteer counsellors in community languages
- outreach and information/educational events for BMEs and professionals, by an outreach worker and peer volunteers, to raise awareness
- peer-led weekly social and leisure activity sessions, e.g. outings, art classes, cooking
- Self-management programmes run over 6 weeks covering goal-setting and coping skills, e.g. on stress

Project delivery will be from our Brent centre and multiple, accessible locations across the borough to reach target participants, e.g. community centres, health centres, libraries, and co-location with other services. It will operate Mondays to Fridays daytime and 1 evening per week, with peer led activities delivered at weekends.

A marketing and communications plan will be implemented, via outreach to community groups, professionals, publicity in BME languages, our website, and by peer volunteers themselves.

EACH is well-placed to undertake this work. It's been established in Brent since 1999 with effective partnerships and referral pathways e.g. with carers, GPs, MIND, BME groups, substance misuse services, local authority, JobCentre. We are skilled in project management, governance, managing staff/volunteers from diverse backgrounds, of providing counselling and group programmes, and engaging BME communities to achieve positive outcomes.

During 2014/15, we supported 2,280 service users through 8,490 counselling sessions and 5009 support sessions. 85% reporting an improvement in their health and well-being. 61% of our service users were BME and 55% female.

Our project will help more people from the BME communities access mental health services, as it provides support that meets their needs by breaking down barriers identified through our work and research.

Our project meets the Trust's Principle of Good Practice by:

- involving service users as peers in the project's planning and delivery
- employing BME staff and utilising volunteers
- being responsive to service users' needs (language, gender-specific support, cultural understanding)
- minimising service users' travel through multiple, accessible locations

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?

Investors in People

ISO 9001

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.

5760 individual counselling sessions (with counselling provided weekly for up to 16 weeks), to support over 3 years 360 BME adults recover from mental health needs, with 60% of counselling in mother-tongue

144 therapeutic group sessions of 2 hours each for 96 BMEs, average attendance per session of 8 to help them share experiences and solutions - delivered over 3 years

10 Self-management programmes delivered over 3 years to provide 60 BMEs with skills to manage stress, compulsive behaviours and anxiety to help them develop resilience, delivered over 6 weeks per programme

36 information and educational events delivered over 3 years for 560 professionals and BME community members in Brent to raise mental health awareness

140 peer-led activity group sessions for 120 BME service users to help them develop mutual support and integrate and connect with local community by 16 peers over project life time

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.

Increased access by BMEs to and engagement within mental health services that meet their cultural and linguistic needs

Beneficiaries supported on their mental health are less socially isolated through increased uptake of social, leisure and peer-led activities, and social networks

Improvement in personal recovery by project beneficiaries through better coping skills, resilience and self care

Improved knowledge and understanding by professionals and members of BME community of mental health issues experienced by BMEs and support available to them

Improvements by project beneficiaries in their confidence, self-esteem and Quality of Life

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. We will have a sustainability plan at the outset, detailing how we will draw out learning and further needs identified through the work to submit bids to other funders, and to develop other sources of funding, e.g. fee paying activities. We will work in partnership with local NHS and local authority to make a case for end of project funding.

Who will benefit?

About your beneficiaries

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

920

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

Brent (100%)

What age group(s) will benefit?

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?

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?

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
Staff salaries	35,174	35,701	36,237	107,112
Staff related costs - clinical supervision, recruitment, DBS, Insurance, sickness, travel, training, mobile phone	7,487	6,670	6,724	20,881
Peers and Trainee volunteers - training & development, and travel	1,560	1,560	1,560	4,680
Beneficiaries Welfare & Peer-led activities	960	960	960	2,880
Community events, Information sessions, Marketing	850	550	550	1,950
Office costs - Phone, Internet, IT support, Printing & Stationery	2,460	2,460	2,460	7,380
Premises - rent, heating & lighting	5,400	5,400	5,400	16,200
Management support	5,988	5,909	6,232	18,129
Project Evaluation	0	0	2,500	2,500
TOTAL:	59,879	59,090	62,323	181,292

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
EACH contribution	3,908	3,967	4,026	11,901
TOTAL:	3,908	3,967	4,026	11,901

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
	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
Staff salaries	35,174	35,701	36,237	107,112
Staff related costs - clinical supervision, recruitment, DBS, Insurance, sickness, travel, training, mobile phone	3,200	3,100	3,100	9,400
Peers and Trainee volunteers - training & development, and travel	1,560	1,440	1,260	4,260
Beneficiaries Welfare & Peer-led activities	960	960	960	2,880
Community events, Information sessions, Marketing	850	550	550	1,950

Office costs - Phone, Internet, IT support, Printing & Stationery	2,460	2,460	2,460	7,380
Premises - rent, heating & lighting	5,400	5,400	5,400	16,200
Management support	5,597	5,512	5,830	16,939
Project Evaluation	0	0	2,500	2,500
TOTAL:	55,971	55,124	58,296	169,390

Finance details

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

Financial year ended:	Month: March	Year: 2016
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Income received from:	£
Voluntary income	276,352
Activities for generating funds	0
Investment income	1,900
Income from charitable activities	1,117,713
Other sources	61
Total Income:	1,396,026

Expenditure:	£
Charitable activities	1,363,043
Governance costs	7,409
Cost of generating funds	0
Other	0
Total Expenditure:	1,370,452
Net (deficit)/surplus:	25,574
Other Recognised Gains/(Losses):	0
Net Movement in Funds:	25,574

Asset position at year end	£
Fixed assets	4,958
Investments	0
Net current assets	662,494
Long-term liabilities	0
*Total Assets (A):	667,452

Reserves at year end	£
Restricted funds	0
Endowment Funds	0
Unrestricted funds	667,452
*Total Reserves (B):	667,452

*** 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?
91-100%

Organisational changes

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

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	495,888	1,711,859	1,963,451
London Councils	0	80,023	80,023
Health Authorities	1,067,271	8,329	8,329
Central Government departments	0	0	0
Other statutory bodies	50,504	83,508	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 £
Comic Relief	40,000	40,000	40,000
	0	0	0
	0	0	0
	0	0	0
	0	0	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 Sandra Machado**

Role within **Director**
Organisation: