

**The City Bridge Trust**  
**Investing In Londoners:**  
**Application for a grant**



**About your organisation**

Name of your organisation: <b>Synergy Theatre Project</b>	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? <b>Southwark</b>	
Contact person: <b>Ms Hazel East</b>	Position: <b>Development Manager</b>
Website: <b>http://www.synergytheatreproject.co.uk</b>	
Legal status of organisation: <b>Registered Charity</b>	Charity, Charitable Incorporated Company or company number: <b>1088692</b>
When was your organisation established? <b>10/01/2001</b>	

**Grant Request**

Under which of City Bridge Trust's programmes are you applying? <b>Resettlement and Rehabilitation of Offenders</b>
Which of the programme outcome(s) does your application aim to achieve? <b>More ex-offenders successfully and sustainably resettled in the community and re-offending rates reduced</b>
Please describe the purpose of your funding request in one sentence. <b>Provision of arts based through-care support using theatre based engagement and training to support the rehabilitation and resettlement of prisoners and ex-prisoners.</b>
When will the funding be required? <b>01/08/2017</b>
How much funding are you requesting? Year 1: <b>£30,379</b> Year 2: <b>£31,355</b> Year 3: <b>£31,975</b>  <b>Total: £93,709</b>

**Aims of your organisation:**

Synergy works through theatre towards the rehabilitation of prisoners, ex-prisoners and young people at risk of offending. We seek to create a ground-breaking, interrelated programme of artistic work which harnesses the energy, instincts, and life experiences of those we work with, gives them a voice and, in doing so, their dignity back. We want to inspire change by capturing the imagination and affecting the feelings, behaviours and attitudes of participants and public, whilst doing our part to influence the arts and criminal justice sectors towards systemic change. Our work provides practical opportunities which develop beneficiaries' skills, capabilities and resilience, builds a bridge from prison to social reintegration, provides vital support to rehabilitation, and seeks to prevent young people from entering the criminal justice system. Our overall aim is to support desistance from crime.

**Main activities of your organisation:**

Theatre and film productions performed by prisoners and ex-prisoners alongside professionals in prisons, theatres, schools and Pupil Referral Units;

Synergy Studio, theatre-based training, work placement and employment programme for prisoners and ex-prisoners to develop specific creative and transferable skills, offering through-care support and aiding the transition from resettlement to work;

Young people's programme targeting those at risk of offending and young offenders -- delivered by professional practitioners supported by trained ex-prisoner facilitators -- comprising an annual production and bespoke projects;

A new writing programme cultivating plays by prisoners and ex-prisoners through courses, competitions, mentoring and routes into mainstream theatre;

Synergy Services, bespoke role-play training initiative for London CRC Probation's trainee probation officers utilising skills and experience of - and providing employment opportunities for - ex-prisoner facilitators;

Synergy's current annual programme includes 2 productions, 8 courses, 9 bespoke young people's projects and 24 role-play training sessions, impacting approximately 80 prisoners/ex-prisoners, 300 young people at risk of offending and audiences of 2,000.

**Number of staff**

Full-time:	Part-time:	Management committee members:	Active volunteers:
4	3	5	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?
Rented	Renewable on six-monthly basis

## Summary of grant request

Funds will facilitate the provision of long-term through-care support for prisoners/ex-prisoners through a creative programme that engages beneficiaries inside prison and offers a range of practical opportunities upon release, including involvement in theatre projects, training in performance, stage management, workshop facilitation, script-writing and film. We also offer accreditation, work placements and employment, both within Synergy and through a range of partnerships with external organisations, strengthening progression opportunities for beneficiaries.

Ex-prisoners face exclusion and difficulty securing employment/training, resulting in 45% being re-convicted within 12 months, 60% of those with no qualifications being re-convicted within a year and only 27% of prisoners entering employment upon release (Bromley Briefings 2016). Prisoners/ex-prisoners are often receptive to arts engagement which is informal, non-hierarchical and offers alternative routes to learning. Evaluation of participant feedback identified the need to develop intermediate courses, including accreditation to validate achievements of individuals often lacking any formal qualifications, supporting their personal and professional development. Support will be delivered through:

- Three productions per year by 2018, in a prison, a mainstream theatre and a young people's tour;
- Delivering 10 courses per year by 2018, offering different attainment levels and accreditation;
- Growing work placements with current arts partners and brokering new partnerships;
- Providing one-to-one support, including Individual Learning Plans and six-monthly progress reviews where possible;
- Increasing opportunities for ex-prisoner training and employment on productions and projects.
- Developing role play training initiative to create more employment opportunities for ex-prisoners.
- One-to-one writer development of prisoners/ex-prisoners.

We aim to empower prisoners and ex-prisoners to fulfil their potential and transform their lives. Synergy offers access to arts and learning which develops life, social and professional skills, improves self-esteem, impacts positively on behaviour and future motivations and extends social networks. This, in addition to progression advice and work opportunities, increases employability, helping to break the cycle of re-offending and create better life chances, meeting the City Bridge programme outcome around rehabilitation and resettlement of offenders, with a particular focus on through care support, from prison to release.

Synergy sit amongst leaders in our field of arts and criminal justice, we are well respected and confident in our evidence for the impact of the arts within the desistance and rehabilitation agendas. Our work provides a unique blend of theatre and arts based training with an holistic, wrap around approach to support and rehabilitation of ex-offenders. Through different strands of work we offer different levels of engagement to meet the range of needs of our beneficiaries.

The following are just some of the ways that we involve beneficiaries in our work:

- One ex-service user, now a trained drugs counsellor, has been a trustee since 2009;
- An ex-prisoner works in the office two days per week as Synergy Studio Assistant;
- Ex-prisoner actors and facilitators contribute to design and delivery of bespoke projects for young people and role play training;
- Ex-prisoners, alongside the Artistic Director, participate in public forums;
- Ex-prisoner focus groups contribute to project development.

Synergy's artistic programming represents a diverse range of voices and backgrounds as do our casts and crew. We provide a variety of roles to create opportunities for a wide range of interests, skills and capabilities. We actively promote an ethos to support and nurture beneficiaries and volunteers engaged with our work. We seek to be environmentally friendly within our office and our projects. We recycle, only print where necessary and minimise our use of energy, switching off all appliances when not in use. The sets from our theatre productions are recycled through Set-Exchange.com

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?

**Memberships: Steering group member - National Alliance for Arts in Criminal Justice;**

**Criminal Justice Alliance**

**Steering group members - Koestler Trust**

**OCR (Oxford Cambridge and RSA) Approved Centre**

**2015 Writers' Guild Award for Best New Play for Young Audiences**

**2012 Brian Way Award**

**Butler Trust Development Award**

### **Outputs and outcomes**

What are the main activities or outputs you want to deliver? Please include no more than three activities or outputs you plan to deliver over the period requested. Try to be specific.

**Producing an annual production in prison to engage 12 serving prisoners each year who can then be supported 'through-the-gate' onto Synergy Studio and prisoner based projects on their release.**

**Supporting 240 prisoners/ex-prisoners to access theatre-based courses in workshop facilitation, writing, stage management and film which will develop practical and transferable skills over three years.**

**Supporting 60 prisoners/ex-prisoner to access employment opportunities as actors, writers, backstage, workshop facilitators and trainers with Synergy over three years.**

**Referring 30 prisoners/ex-prisoner over three years to partner organisations who are able to offer theatre/arts based employment opportunities to ex-prisoners who have previously engaged with Synergy's programme.**

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 reoffending of prisoners and ex-prisoners - 75% of participants will not reoffend within 6 months of being released, 80% of participants will report a changed view of the future and a determination not to reoffend, 80% of participants report an improved and positive peer support network.**

**To improve skills of prisoners and ex-prisoners by providing a range of arts-based training - 240 prisoners/ex-prisoners take part in a Synergy Studio course 70 prisoners/ex-prisoners achieve a qualification, 144 go on to further courses and/or access further education, 192 report improved communication and social skills.**

**Increased confidence and self-esteem for prisoners/ex-prisoners - 80% prisoners/ex-prisoners report positive changes to self-concept and a positive impact on future aspirations. 200 prisoners/ex-prisoners take part in final presentations to public audiences and report pride in their achievements. 80% report reduced isolation through developing a positive peer support network.**

**Increase employability for prisoners and ex-prisoners through engagement with theatre, training and work experience - 75% prisoners/ex-prisoners report improved skills and increased employability, 60 ex-prisoners gain employment within Synergy, 30 go on to work placements or employment with partner organisations.**

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 have a strong fundraising track record and are currently in receipt of a small number of multi-year grants, including funding from Big Lottery and Lloyds Banking Foundation, putting us in a strong position to ensure sustainability. We will continue to develop relationships with funders, diversifying income through earned and partnership contributions, ensuring continuity in service once the grant ends.**

## Who will benefit?

### About your beneficiaries

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

**80**

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

**London-wide (100%)**

What age group(s) will benefit?

**16-24**

**25-44**

**45-64**

**65-74**

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
Staffing: Direction	90,789	93,427	95,573	279,789
Staffing: Programme	118,054	135,557	151,438	405,049
Staffing: Fundraising & comms	21,376	28,028	43,672	93,076
Admin & overheads	30,728	31,994	32,326	95,048
10% contingency on grants not raised	9,038	13,136	19,498	41,672
	0	0	0	0
	0	0	0	0
<b>TOTAL:</b>	<b>269,985</b>	<b>302,142</b>	<b>342,507</b>	<b>914,634</b>

What income has already been raised?				
Source	Year 1	Year 2	Year 3	Total
Big Lottery	73,510	75,628	77,141	226,279
Trusts and Foundation	99,695	52,229	21,932	173,856
Donations & Theatre Tax relief (projected)	12,813	11,601	13,601	38,015
Earned Income (projected)	15,600	20,300	25,590	61,490
<b>TOTAL:</b>	<b>201,618</b>	<b>159,758</b>	<b>138,264</b>	<b>499,640</b>

What other funders are currently considering the proposal?				
Source	Year 1	Year 2	Year 3	Total
Paul Hamlyn Foundation	60,000	60,000	60,000	180,000
Big Lottery (continuation funding, application to be submitted)	0	37,200	37,944	75,144
Other trusts and foundations in pipeline (yet to apply)	0	40,000	103,000	143,000
	0	0	0	0
<b>TOTAL:</b>	<b>60,000</b>	<b>137,200</b>	<b>200,944</b>	<b>398,144</b>

How much is requested from the Trust?				
Expenditure heading	Year 1	Year 2	Year 3	Total
Contribution to salaries of Artistic Director & General Manager (Direction staffing)	22,697	23,357	23,893	69,947
Contribution to admin & overheads	7,682	7,999	8,082	23,763
	0	0	0	0
	0	0	0	0
	0	0	0	0
<b>TOTAL:</b>	<b>30,379</b>	<b>31,355</b>	<b>31,975</b>	<b>93,709</b>

## Finance details

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

Financial year ended:	Month: <b>May</b>	Year: <b>2016</b>
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Income received from:	£
Voluntary income	2,156
Activities for generating funds	0
Investment income	185
Income from charitable activities	30,029
Other sources	293,619
<b>Total Income:</b>	<b>325,989</b>

Expenditure:	£
Charitable activities	266,296
Governance costs	19,151
Cost of generating funds	24,250
Other	0
<b>Total Expenditure:</b>	<b>309,697</b>
<b>Net (deficit)/surplus:</b>	<b>16,292</b>
Other Recognised Gains/(Losses):	
Net Movement in Funds:	

Asset position at year end	£
Fixed assets	2,461
Investments	0
Net current assets	38,591
Long-term liabilities	0
<b>*Total Assets (A):</b>	<b>41,052</b>

Reserves at year end	£
Restricted funds	
Endowment Funds	
Unrestricted funds	4
<b>*Total Reserves (B):</b>	<b>4</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?  
0%

### 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.

	Year 3 £	Year 2 £	Most recent £
City of London (except City Bridge Trust)	0	0	0
London Local Authorities	0	0	0
London Councils	0	0	0
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	Year 3 £	Year 2 £	Most recent £
Big Lottery	101,197	111,039	118,897
Esmee Fairbairn Foundation	0	25,000	20,000
Children In Need	0	23,632	30,638
Monument Trust	30,000	30,000	30,000
Gulbenkian Foundation	0	0	61,000

### 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: **Hazel East**

Role within Organisation:      **Development Manager**