

# The City Bridge Trust

## Investing In Londoners: Application for a grant



### About your organisation

Name of your organisation: <b>The Royal Society for Blind Children</b>	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? <b>Hackney</b>	
Contact person: <b>Mr Pierluigi Garibaldi</b>	Position: <b>Senior Income Generation Executive</b>
Website: <b>http://www.rsbc.org.uk/</b>	
Legal status of organisation: <b>Registered Charity</b>	Charity, Charitable Incorporated Company or company number: <b>307892</b>
When was your organisation established? <b>08/01/1838</b>	

### Grant Request

Under which of City Bridge Trust's programmes are you applying? <b>Making London More Inclusive</b>		
Which of the programme outcome(s) does your application aim to achieve? <b>Work supporting young disabled people (aged 16-25) in the transition to adulthood and/or independent living</b>		
Please describe the purpose of your funding request in one sentence. <b>Working with employers to create a strong enabling environment that will dramatically increase the chances of blind young people to find sustained employment.</b>		
When will the funding be required? <b>16/10/2017</b>		
How much funding are you requesting?		
Year 1: <b>£32,192</b>	Year 2: <b>£39,124</b>	Year 3: <b>£42,639</b>
<b>Total: £113,955</b>		

**Aims of your organisation:**

The Royal Society for Blind Children's mission is to ensure that no child in the UK should grow up to be poor or lonely just because they are blind. We work with blind and partially sighted children and young people up to the age of 25, equipping them with the social, practical and emotional skills to lead the active and fulfilling lives to which they aspire.

**Main activities of your organisation:**

Through an expert blend of education, sport, creative and developmental services, we support blind and partially sighted young people to develop to their full potential and live and learn for the life they want. This work includes the following provision:

- ? Family Support Service for parents and families who struggle to cope with their child's diagnosis, giving practical and emotional support within their own homes.
- ? Employability services offering tailored pre-employment skills, work placements opportunities, advice and support on how to find work.
- ? Social and Peer groups for children and young people to socialise, access mainstream community activities and boost personal development, self-confidence and life skills.
- ? Health and wellbeing services providing vision impaired children and young people with practical information about nutrition and healthy lifestyle as well as experience in a range of physical activities in their local community.
- ? A specialist residential Further Education college, partnering local mainstream colleges with RSBC supporting students living in community houses.

**Number of staff**

Full-time:	Part-time:	Management committee members:	Active volunteers:
<b>65</b>	<b>35</b>	<b>13</b>	<b>135</b>

**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?
<b>Rented</b>	<b>Two years</b>

## Summary of grant request

### Aim

The proposed project aims to dramatically increase the opportunities for blind and partially sighted young people to secure sustained employment.

### Need

Employment is a key issue for blind and partially sighted (BPS) young people (YP): according to RNIB Sight Loss Data (2016), only 25% of registered BPS people of working age are in employment.

The main reason for this is that employers are not open to employing BPS YP, due to perceptions that they won't be able to deliver the work effectively, or that they would need continuous intensive support. This is evidenced by our own experience and continuously cited as the principal barrier to disabled young people finding work.

Research carried out by RSBC's Youth Forum, a group of blind young people who guide and inform RSBC services, confirms this:

- ? 9 out of 10 employers rate BPS people as either 'difficult' or 'impossible' to employ;
- ? over 60% of the BPS young people surveyed were looking for work.

This project will supplement and improve our existing employability programme, funded by Big Lottery Fund: we have achieved significant outcomes in improving the emotional and practical skills of blind young people to find work, but our experience shows that securing employment following the programme is still an issue, as employers are generally reluctant to offer more than a two week work placement.

### Work

We will leverage the Government's strategy that sets a target of 3 million new apprenticeships by 2020: this is a key opportunity for us to engage employers, address their concerns and create an enabling environment to introduce blind young people into apprenticeships that will open doors to future sustained employment.

To achieve this, across three years we will:

- ? identify, engage and prepare a wide range of employers to offer apprenticeships to BPS YP;
- ? liaise with education providers to place RSBC as a gateway for YP to access these opportunities;
- ? provide ongoing support to both employers and YP during the apprenticeship.

As a result, employers will be better equipped to employ BPS YP, and BPS YP will gain professional and personal experience crucial to securing future employment.

We will work with 40 employers and 40 young people across two cycles of implementation. Feedback will be sought quarterly and provision adapted accordingly. Learning from the first cycle will be embedded in the second cycle, which will draw conclusions.

As best practices will be identified, we expect to replicate the project on a larger scale and embed results in our future provision, and share results to encourage others in the sector to learn from and implement our learning.

### Why us?

RSBC has been working with BPS YP since 1838. Our work in employability stretches back to the 1900s when we ran a home workers scheme to allow people to learn a trade and find work.

Our staff has considerable experience in the field and we have all policies and procedures necessary to manage and deliver large scale services for BPS YP.

We operate under PQASSO Level 1 and Investors in People Silver standards.

### Meeting Trust's outcome

This project directly addresses the Trust's aim of making London more inclusive, as employment is key to disabled young people making the transition into adulthood and

independent living.

**Good practice**

We work exclusively with BPS YP, with no restrictions regarding background and culture. They are actively involved in the design, development and evaluation of our services, which are individually tailored to their aspirations and needs. Our 135 volunteers benefit from comprehensive training, support and the opportunity to achieve AQA accreditation. We have reviewed our environmental impact and begun implementing improvements.

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?

**We hold PQASSO Level 1 and Investors in People Silver**

**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.

**Year 1,2: Identify and cultivate relationships with 40+ private and public employers to understand how their apprenticeships schemes work and how receptive they are to BPS YP, with a view to supporting them to provide apprenticeships to blind young people.**

**Year 1,2,3: Deliver up to 4 workshops to each employer to prepare them to offer apprenticeships to our YP. We will improve their knowledge and address their concerns around blind young people, as well as providing logistical and technological solutions. A set of guidelines will be provided to employers.**

**Year 1,2,3: Liaise with 40+ education providers with BPS students across different London boroughs to place RSBC as a gateway organisation for blind students to access apprenticeships opportunities.**

**Year 1,2,3: ongoing 1:1 sessions with young people and regular meetings with employers to provide support during the apprenticeship and discuss progress, achievements, and possible issues from both sides.**

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.

**40 employers are better equipped to employ BPS young people, having a better understanding of their aspirations, capabilities and needs in the workplace and how to address them.**

**40 employers are committed and motivated to continue to offer employment opportunities to blind and partially sighted young people, cascading their knowledge and experience -- therefore increasing the number of employers open to offering opportunities to blind young people.**

**40 blind and partially sighted young people have successfully completed apprenticeships that will provide them with professional and personal skills crucial for their inclusion in the job market.**

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. This funding will enable us create evidence to attract further funds to engage with a wider range of employers and enable them to offer employment opportunities to blind young people. We are constantly striving to diversify our sources of income and we look at a range of potential funding sources including statutory, governmental, large trusts and corporates.**

## Who will benefit?

### About your beneficiaries

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

**160**

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

**Newham (20%)**

**Lewisham (20%)**

**Tower Hamlets (20%)**

**Lambeth (20%)**

**Bromley (20%)**

What age group(s) will benefit?

**16-24**

**25-44**

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
Management (Community Services and Partnership Director, Programmes Manager)	1,591	1,607	1,623	4,821
Delivery (Senior Employment Support Advisor, Employment Support Advisor, Engagement Officers)	27,406	23,564	23,799	74,769
Monitoring and Evaluation (Head of Research, Research Officer)	3,618	3,654	6,455	13,727
Administration (Community Services and Partnership Administrator)	392	396	400	1,188
Direct costs for Workshops	4,800	4,800	4,800	14,400
Overheads @ 15%	5,671	5,103	5,562	16,336
<b>TOTAL:</b>	<b>43,478</b>	<b>39,124</b>	<b>42,639</b>	<b>125,241</b>

### What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
Big Lottery Fund	11,286	0	0	11,286
<b>TOTAL:</b>	<b>11,286</b>	<b>0</b>	<b>0</b>	<b>11,286</b>

### What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
	0	0	0	0
<b>TOTAL:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Management (Community Services and Partnership Director, Programmes Manager)	703	1,607	1,623	3,933
Delivery (Senior Employment Support Advisor, Employment Support Advisor, Engagement Officers)	17,400	23,564	23,799	64,763
Monitoring and Evaluation (Head of Research, Research Officer)	3,618	3,654	6,455	13,727
Administration (Community Services and Partnership Administrator)	0	396	400	796
Direct costs for Workshops	4,800	4,800	4,800	14,400
Overheads @ 15%	5,671	5,103	5,562	16,336
<b>TOTAL:</b>	<b>32,192</b>	<b>39,124</b>	<b>42,639</b>	<b>113,955</b>

## Finance details

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

Financial year ended:	Month: <b>December</b>	Year: <b>2016</b>
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Income received from:	£
Voluntary income	2,815,000
Activities for generating funds	104,000
Investment income	34,000
Income from charitable activities	1,284,000
Other sources	915,000
<b>Total Income:</b>	<b>5,152,000</b>

Expenditure:	£
Charitable activities	342,000
Governance costs	80,000
Cost of generating funds	1,921,000
Other	0
<b>Total Expenditure:</b>	<b>5,451,000</b>
<b>Net (deficit)/surplus:</b>	<b>-126,000</b>
<b>Other Recognised Gains/(Losses):</b>	<b>173,000</b>
<b>Net Movement in Funds:</b>	<b>126,000</b>

Asset position at year end	£
Fixed assets	128,000
Investments	1,803,000
Net current assets	1,492,000
Long-term liabilities	0
<b>*Total Assets (A):</b>	<b>3,423,000</b>

Reserves at year end	£
Restricted funds	782,000
Endowment Funds	25,000
Unrestricted funds	2,616,000
<b>*Total Reserves (B):</b>	<b>3,423,000</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?  
11-20%

### Organisational changes

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

N/A



### 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	387,392	654,986	552,834
London Councils	0	0	0
Health Authorities	0	0	0
Central Government departments	622,377	433,764	219,512
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 £
Postcode Dream Trust	0	0	190,000
John Lyons Charity	22,000	22,000	22,000
Sobell Foundation	0	0	20,000
Steel Charitable Trust	50,000	10,000	0
Benecare (formerly Beneficentia)	28,379	30,423	16,778

### 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: **Pierluigi Garibaldi**

Role within                      **Senior Income Generation Executive**  
Organisation: