

Appendix 4.4

TOWER HAMLETS

LOCAL COMMUNITY FUND

THEME 4 – EMPLOYMENT AND SKILLS

APRIL – JUNE 2020

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Summary

Projects in Theme 4 Employment and Skills adapted well due to Covid-19 to at least deliver some of the planned project activity. Most projects managed to secure laptops, tablets and smart phones from various places and organisations so that both their staff and participants have the tools needed to progress virtually. However, due to the type of delivery and level of face-to-face engagement required, especially with those that were not digitally skilled at all, a few organisations instead focussed in investing their energy and resources in getting both their staff and participants to help out on front-line Covid-19 response work.

Majority of the organisations responded quickly to provide information, support and guidance through various ways such as through their own organisation's website as well as registering on the council website to provide Covid-19 support. The types of support they offered included:

- Circulating links for free to download software, setting up WhatsApp chatroom to share their works in progress and also connecting with peers who are engaged in making and creating, as a source of motivation to keep making and engaging themselves.
- Sending regular emails, making phone calls and using Zoom to host one-to-one or group meetings.
- Launching an organisational Covid 19 appeal to be able to support their clients across all their projects providing them access to financial support, food and equipment.
- Keeping regular communication by phone and using digital means to provide mental wellbeing support and general support.
- Offering emergency welfare benefits advice such as making new Universal Credit claim online for those who have lost their job or contacting Housing Benefits section to inform them of the change in circumstances.
- Co-ordinating from the organisation's premises, food delivery to residents who are shielding.

Due to staff, budgetary and premises constraints as well as the barriers and limitations of their participants knowledge, skills and accessibility, each project adapted differently. Some were able to offer much more due to the resources already available in their organisation. Others had to apply and secure donations and grants in order to adapt effectively. Some of the methods that were being used included:

- Purchasing laptops, tablets, smart phones for both staff and participants.
- Using Zoom, MS Teams and WhatsApp to carry out one-to-one meetings and group meetings
- Regular telephone calls
- Sending resources via post

Organisations in this theme have done remarkably well to adapt to new ways of working and have continued to offer support along with the council in dealing with Covid-19 pandemic. Through this challenging period, they have come up with ways that would be considered as good practice to ensure some of the delivery is being met. These included:

- Carrying out online workshops, mentoring and pastoral support
- Configuring their website so that it can be accessible from all devices
- Working with health partnerships closely to identify vulnerable people and reduce social isolation and food poverty and improve their health and wellbeing.
- Adapting activities, projects and programmes to meet participants needs.

Negative impacts – including common areas in the theme

As expected, there has been numerous negative impacts experienced by organisations in this theme during the pandemic. These included:

- Furloughing staff members
- Staff returning from furloughed leave who are unable to find childcare (as not classified as essential workers)
- Organisations envisaging loss in rental income from their premises
- Organisations concerned about securing additional funding from 2021/22
- Projects unable to engage with all service users

Positive impacts – including common areas in the theme

There have been some positive impacts that have come out from the pandemic. Projects have been able to keep regular contact with their service users and have co-designed future activities to meet their needs. Below are some of the positive impacts experienced by organisations during Covid-19:

- Some organisations in Council owned buildings have had rental holiday which has relieved the pressure on their budgets.
- Some organisations securing funding for essential items such as laptops/smart phones/tablets both for staff and service users.
- Some service users were able to secure retail jobs quite easily during the pandemic.
- Many staff as well as service users took up front line volunteering opportunities in order to support the most vulnerable.
- Some organisations have found new opportunities to explore delivering additional activities remotely.

Real DPO Ltd

Project Name: NOW and THEN

Programme:

Local Community Fund

Grant Amount: £405,729.00

Project Description

Project Theme:

Theme 4 - Scheme A:
Developing and embedding good practice in the work place for people with disabilities, learning difficulties and physical and mental health barriers to work

An holistic package of services, underpinned by coproduction, to support Tower Hamlets companies develop the confidence and capacity to be excellent employers of disabled people, and increase levels of employment amongst them. The project create communities of current and potential workers, and employers, to drive positive change.

Quarter Progress Update – April – June 2020

Project Start Date:

01/10/2019

Progress

During our first quarter of the project, we were focused on project set up. Included in this was a period renegotiating our performance indicators, including setting new key performance indicators that would better represent the impact the project intends to make. As such, while we are not reporting figures against the key performance and other indicators, we will update on the actions undertaken and networks created which will help ensure the project is led by disabled people and can have a meaningful and positive impact on their lives. The KPIs were set up to have little/no delivery in the first quarter .

Project End Date:

31/03/2023

In terms of mobilising the project the two groups we need to grow are:

Type of Organisation:

Registered as Company Limited by Guarantee

- THEN - the network of local employers interested in engaging; and
- NOW - current and potential disabled employees.

Area Based:

Blackwall and Cubitt Town

However we've worked out that a key factor in reaching these groups is to work with and through other employment initiatives, and especially if they do not focus on disability.

No. of paid Staff:

8

We are therefore seeking the engagement of the members of the Training Employment and Enterprise Forum (TEEF) via our existing partnership with Tower Hamlets Council for Voluntary Service on the project. In addition to help promoting the recruitment roles in Real, they will be helping us to ensure that our coproduction groups are as diverse as possible. We want to use them as a conduit to reach interested community groups to let them know about the project and how they can get involved. With their support, the Network of Workers coproduction group in the NOW and THEN project can in particular can bring in existing expertise from existing employees, as well as potentially signposting disabled workers not directly employed to our project. This forum hasn't met since coronavirus lockdown and we are working with the CVS to reach them through direct marketing, and will be launching the project to them at the next TEEF meeting once it has been arranged.

Area of Benefit:

Boroughwide

We will also be communicating with existing service providers and partners such as the JobCentre Plus, and community hubs such as the Bromley by Bow Centre, to also ensure that the NOW newsletter and opportunities for coproduction can reach disabled jobseekers also. We have asked deafPlus to help us connect with the people that they used to support on the Edith project (unfortunately they were not successful in getting continuation funding under LCF).

Outcomes:

More disabled people and people with mental health issues access work experience placements and employment

Other

Recruitment and onboarding against the project of staff continues, with experienced

opportunities

Businesses reports that their disabled employees feel more comfortable and better supported in sustainable roles in the workplace

Disabled people have access to meaningful, relevant training and skills development

Tower Hamlets employers are more inclusive and employ more disabled people and people with mental health issues, and are more aware of how to support them.

staff already in post and leading on creating links across existing Borough and the wider London deaf and disabled people's organisation networks. The remaining position was advertised using the national CharityJob website. We also used a range of partners and networks to target both disabled and local people, including: THCVS, Inclusion London, and direct emails to some 15 partner organisations asking them to spread the word. The role has also been promoted on our social media. As mentioned above we filled one of the roles through an internal transfer, following an appropriate assessment of their skills and abilities against the role's person specification.

Alongside the recruitment for this project, we have also been recruiting a new Communications and Marketing Coordinator. Amongst other things their role will be to support development of communications and marketing strategies that allow us to be more relevant to more people. In doing this they will also need to take into account the post-COVID 19 new ways of working.

Real has just completed a review of the changes we brought in as a response to GDPR, including contractors with expertise in this area. The NOW and THEN memberships and coproduction groups are a good opportunity to ensure that our practice in this area enables engagement: we intend to be an example of good practice in the sector.

We have been developing how we articulate the "offer" for employers. This is especially important now given that the COVID-19 situation has had a significant impact on employers (including following staff, economic downturn, and operational changes). Many of these may mean that a focus on recruiting disabled people may not be considered an organisational priority at the moment. We are launching communications to the majority of public sector employers, and a significant number of other employers across the sector shortly, in order that they can express interest in the THEN network and consider accessing the support. This work includes specific communication for employers covered under the public sector equality duty, understanding that they may have specific concerns and needs as employers. We are also going to advertise our support to employers who are not covered by the Public Sector Equality Duty with a series of key messages informing them of the importance of and opportunities available to employers when recruiting and supporting disabled workers. These messages will be targeted at their specific needs and contexts and should ensure that we have a broad spread of employers who access our services across the borough.

The project has been advancing thanks to the work of the newest team member, our Senior Adviser (Employment) who started on the 15th of June, supported by project mobilisation activities carried out by our existing Project Administration team. We have been working to adapt our practice in the context of Covid-19 to ensure that our coproduction groups will be accessible and inclusive through a variety of possible social distancing possibilities in the short and medium terms. One particular area of work is around digital exclusion, to ensure that individuals who experience digital exclusion can shape our work via coproduction, with provision to ensure this in the context of Covid-19. We will lead among our partners on ensuring that our events, including coproduction, workshops, and training, are best practice examples of accessibility and inclusion.

Coronavirus had an impact on us as an organisation as we had to move all of our staff (the majority of whom are disabled) to a home working situation. This had an impact on some of our mobilisation activities, delaying us slightly. It has of course had a significant and disproportionate impact on many disabled people themselves, with higher death rates, different issues to deal with compared to non-disabled people (such as managing their own care and support and shopping arrangements differently), and higher levels of social and digital exclusion. This will mean that people are not currently focusing on longer-term issues such as planning their future, getting rehomed, getting a new job, et cetera. Throughout our narrative on the key performance indicators we have sought to

explain where it has had or will have specific impacts, and how we are addressing them.

Continuous Co-design

We are about to launch the sign up for our NOW newsletter with dates set for training for initial NOW members, and will be advertising through existing and new partners working on employment issues in the borough, from the Jobcentre Plus to community centres our existing coproduction groups highlight are key for their support across Tower Hamlets Borough of London.

The baseline survey for NOW and THEN members is in design stage and will be providing a rich source of data for us to help shape our offer for employers, ensuring that advice is targeted against the key barriers that employers are unsure how to address and dismantle for their existing and prospective staff. This data will form the baseline of our reporting to the project fund. This work ensures that data we collect is complementary to research conducted by other organisations, such as The Young Foundation and University of East London, to help us to illustrate the unique opportunities and challenges for disabled workers in the borough. In particular we hope to understand if there are ward- and demographic-specific challenges we can directly address via our Network of Workers coproduction group.

In the context of COVID 19, traditional ways of getting disabled people to meet are going to be less possible. In terms of the coproduction elements of this project we will need to find new and more creative ways of enabling group work given that many will not be able to travel or attend group meetings. We have been piloting this in our parallel Local Voices project but even this shows many disabled people need technology support and skills training to do things that others take for granted, such as accessing Zoom meetings. We are looking at this across our organisation, and also working as part of the THT Digital Exclusion task force, to find creative new solutions in these challenging times. We are also fundraising for additional equipment to loan people to support their inclusion.

Key Performance Indicators

KPI	Target	Actual	Comments
Satisfaction rate of one to one support	90% satisfaction reported following supportSurveyed following one to one support, reported on previous quarter	0	We have commenced preparing our advice and one to one support offer with our partners, to ensure that the advice is tailored and takes advantage of the partnership agreement that NOW and THEN is based on. Our Senior Adviser (Employment) has been working on our communication about the services provided, including advice, and on designing the process for data collection from employers. This baseline surveying will be important to understand what kind of employers need what kind of advice. Within the staff team we have also focused on developing our referral pathways from within the project to partners, in particular with the

			Legal Advice Service, and understanding what other national or local bodies may be able to provide additional employers' support. We have also worked to review our approach to confidentiality as applied in coproduction and advocacy services in the organisation, to make sure it is secure and effective in this project involving multiple partners. We have in place a secure cloud-based client management database already ready for advice work with our partners, which will ensure we can report against all the issues we help employers address, including advice and referrals.
Increase in the self-reported confidence and knowledge of members of NOW	75% of NOW members surveyed report increased self-confidence and/or knowledgeRolling programme of surveys of NOW members, every quarter we will survey NOW members who joined/reported six months previously	0	We have commenced planning around key information that NOW members may want to discuss and be informed on. In particular, we have worked with Inclusion London on understanding the barriers they have identified in supporting disabled people to secure placements and employment, both in their own projects and also in other projects across London addressing the disability employment gap.
Employers report they are more comfortable meeting their responsibilities under the Equality Act 2010	50% of THEN members reporting feeling more comfortable meeting their Equality Act 2010 responsibilitiesSurveyed annually in cohorts	0	Our initial baseline survey will be attempting to codify employers understanding of their responsibilities under the Equality Act, as they relate to the employment of disabled people. This will be included in our schedule of information as part of the mailing, which advertises THEN specific services and advice opportunities. This should trigger the key questions for employers who may not be fulfilling their responsibilities under the Equality Act fully or in line with best practice.
Members of both NOW and THEN who agree that the	90% agree they are useful when surveyedRolling programme of	0	We are not due to publish any guides in our first quarter, with 6 due overall in the first year. While we have a list of suggested topics

guides produced are useful	surveys of NOW and THEN members, every quarter we will survey NOW members who joined/reported six months previously		with our partner Evenbreak, the coproduction groups will be shaping both the broad topics and the specific information within the guides to ensure their usefulness for publication. The guides will be tailored to the specific context of Tower Hamlets by working with our staff and partners, and our coproduction groups. As they are produced we will be advertising access to them through the THEN network.
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Grant Officer's Comment

While there are no reporting figures against key performance indicators, they have provided satisfactory updates on each of the KPIs.

The project has met all their conditions except submitting a signed partnership agreement. For this reason, no payments have been made to this organisation to date.

Limehouse Project

Project Name: Developing Potential

Grant Amount: £176,033.00

Programme:

Local Community Fund

Project Description

Project Theme:

Theme 4 - Scheme B:
Reducing barriers to employment for disadvantaged groups

Developing Potential is an integrated programme of personal skills development designed to enable women to make informed choices on their futures, supporting them into training, volunteering and work. This project will link with the existing provision and act as a progression route forwards new opportunities for women in Tower Hamlets

Project Start Date:

01/10/2019

Quarter Progress Update – April – June 2020

Project End Date:

31/03/2023

Progress

Type of Organisation:

Registered Charity

Developing Potential Project has continued successfully adapting to remote working during this challenging pandemic. Following government guidelines of social distancing, new participation has taken place to continue to meet milestones, with our courses adapting structure and delivery to provide remote Childcare, TA and other functional skills courses during this period and further planned going forward. Although challenges have presented, DP project has continued to support individuals in achieving new milestones with further digital use and overcoming barriers to enable and support women furthest from the labour market to achieve their goals-taking into account an array of issues and barriers arising due to an array of childcare, health and other issues such as lack of digital access causing difficulties during remote participation.

Area Based:

Limehouse

No. of paid Staff:

15

Our project officer continues to work closely with students to identify issues and support individuals engagement/progress to up-skill and to support their journey into the labour market. We continue to work with a number of local partners Account 3, Women's Inclusion Team (WIT), SPACPA and our strategic partners Tower Hamlets Homes (THH); in addition to forming new working relationships, such as Hart Learning Group and RSL to engage the wider community and to extend our offer of support to our clients. These partnerships have enabled us to reach many BAME community members, but our offer has been inclusive of all women from various community groups.

Area of Benefit:

Bethnal Green
Bow East
Bow West
Lansbury
Limehouse
Mile End
Poplar
St Dunstan's
Stepney Green
Whitechapel
Boroughwide

During this delivery quarter we have continued to deliver our 4-week personal and professional development course (ASPIRE) remote, with the support of our delivery partner(s) with further remote employability sessions for participants planned. We have also started a number of vocational and skill development training course in Functional English level 1-2, Business Admin with IT and a level 1 childcare course as well as a level 2 Supporting in teaching and learning in Schools (TA), both CACHE accredited remote.

Outcomes:

Outcome 1: Women report having improved personal and/or professional skills need to access further training and employment

We have also identified the need for social and community for many clients who are looking for provision that aren't necessarily employment related but allow for more social groups for health and well being, and community cohesion, which in turn builds motivation and confidence-thus we will continue to sought compensatory sessions relevant to our wider community/learning groups for remote or following government guidelines. On an education purpose we also hold monthly conversation groups for

learners who want a more informal social spaces to practice their English speaking and is targeted mainly ESOL clients which successfully ran remote sessions.

Outcome 2: Women report an increase in confident to access the labour markets

Outcome 3: Women have enhanced employability through acquisition of a qualification

Outcome 4: Women have gained new and increased knowledge required to set up or improve an existing business venture.

Other

No changes to report. Annual report for 2018-19 will soon be available on the charity commission website should such information be required for your information.

Health and well being checks via telephone have been conducted by our Project officer and coordinator, to support continued engagement. This includes providing flexibility where needed based on personal circumstances that can affect their participation on the programme, have adequate support and signposted to support services from ours internal service strands such as advice, food hub or external support.

Key Performance Indicators

KPI	Target	Actual	Comments
Number of cohorts of 6-week personal development course to increase knowledge of their strengths and weaknesses.	300 women by March 2023 are engaged and assessed (100 per year). 150 women by March 2023 attend the 4 week personal development course with 90 women completing (50 per year attending and 30 per year completing).	133	This is on course. This quarter we have continued delivery of childcare/TA L2 and L3 cohorts (overachieving with last quarter with a total of 133) of our 4-personal and professional development course (ASPIRE) with the support of our delivery partners. This has seen 59 women attend the course of which 45 have completed to date. This current quarter has seen an additional 28 completed. This is above the expected target but could not have been down without the hard work of our project staff. We will continue to offer personal and professional development through the year more likely in the form of employability related session and will place our efforts in progressing many of the learners that have completed this training into vocational pathways, work experience or employment opportunities for those who are job ready. Due to Covid 19, the transition to complete remotely was needed to support the learners progression. Next

			quarter will reflect more engagement with more remote courses taking place.
Women self-report an improvement in personal and/or professional skill	60 women by March 2023 self-report an improvement in personal and/or professional skill (20 per year).	0	In process with survey questions. We have pre and post surveys in place and Survey Monkey for analysis. Service Users who engage with DP project, are given an evaluation/ feedback form ideally 3-6 months of receiving initial support from LHP. This is so we can capture all project KPI for impact analysis.
Women report feeling confident and job ready following a volunteer placement or employer engagement taster session	30 women by March 2023 report feeling confident and job ready following a volunteer placement or employer engagement taster session (10 per year).	10	Currently we have individuals engaging in sessions with our EA adviser, with 8 obtaining voluntary placements in relevant fields and applications in process. We have a system of pre and post measurements to capture outcomes as well as regular case studies. We currently have evaluation set in place utilising our survey monkey to analyse-however, due to the current situation of COvid 19 and abrupt closures of premises, this has not yet been entered and will be provided at soonest availability. Various different Employer Engagement session for remote experiences is currently being explored.
Women who attend accredited course will complete and gain certifications	120 (80%) of women by March 2023 who attend accredited course will complete and gain certifications (40 per year).	26	We currently have 17 students this quarter who have completed 'NCFE Cache Level 2 Award in Support Work In Schools' and received certificates, with more cohorts to complete. With more cohorts to complete shortly. We have functional English courses with exams placed on hold to go through Centre assessed grading via OCR, so awaiting this process then a higher number will be reported for Functional skills outcomes. At the early stages we already

			have a large number of clients that have expressed an interest in numerous vocational and skills training. We have students via DP project, on training in areas such as Functional English, ESOL, IT childcare and supporting in teaching. We have already seen 9 women complete a 1-week Level 1 IT course in partnership with Hart Learning. We are hopeful to see many more achieve their training goals and in the long term with support move into work or closer to the job market. We are currently in planning for our usual courses to run remotely with partner organisations.
Women who attend the business start-up workshop/1:1 support session will go on to register as self-employed	9 women by March 2023 who attend the business start-up workshop/1:1 support session will go on to register as self-employed (3 per year).	0	We are currently reviewing this due to Covid-19, following government guidelines and will be delivering remote. Dates to be confirmed.

Grant Officer's Comment

Developing Potential Project has continued successfully adapting to remote working during Covid-19. Despite several challenges faced during the pandemic, they have managed to get 10 women to feel confident and job ready as well as 17 women attended and completed accredited course in 'NCFE Cache Level 2 Award in Support Work In Schools' and received certificates.

They have submitted a revised delivery timeline and I am confident that they will be able to meet all their project outcomes.

SocietyLinks Tower Hamlets

Project Name: Job Club

Grant Amount: £53,536.00

Programme:

Local Community Fund

Project Description

Project Theme:

Theme 4 - Scheme B:
Reducing barriers to employment for disadvantaged groups

This project will deliver two weekly job club sessions Mondays and Wednesdays 9-12 pm run by our experienced employment support worker. The sessions will include access to computers and tailored employment support with creating a CV, accessing emails, job searching, applications and using Universal Job Match.

Project Start Date:

01/10/2019

Quarter Progress Update – April – June 2020

Project End Date:

31/03/2023

Progress

We have been able to deliver some services remotely such as sharing vacancies with participants who were still capable or willing to work during this period. The main vacancies that were available during this time were retail positions in supermarkets and this resulted in one individual securing hours with Tesco and is still continuing to work there. He was given advice on interview techniques and dress code through WhatsApp. We have distributed vacancies via email and made calls to our participants especially those who we know are vulnerable to check on their welfare and also support any issues that they may be having with their universal credit/ job match portals. Our unemployed cohort of women also came forward to support and volunteer in our sewing PPE for the NHS project, this gave them skills to further their employability and increased their confidence. We also offered short online courses to enhance employability and two young people aged 16 and over completed a course each.

Type of Organisation:

Registered Charity

Area Based:

Whitechapel

No. of paid Staff:

7

Other

We encouraged participants who were registered with the Job Club to volunteer on our emergency response projects (food distribution project and NHS scrubs project). We also shared information with all our contacts in regards to local services and emergency help that they can access. A number of our Job club participants requested help from our food distribution service and they were supported with food packs.

Area of Benefit:

Whitechapel

Outcomes:

Local residents have access to excellent employment support to increase their prospects of employment through SocietyLinks' job club provision.

Young people who are NEET and/or from workless households are more motivated with higher aspirations for their future employment.

Key Performance Indicators

KPI	Target	Actual	Comments
The number of people who are NEETs and/or from workless households) access employment support at SocietyLinks' job club every year to assist their employment	25 beneficiaries a quarter (15 of which are new to the project every quarter) are provided with employment support from the project to assist their employment prospects. At least 6 of the above beneficiaries will be women and at least one will be a young person who is NEET, and/or from workless household.	0	

More local people are in employment having received support from SocietyLinks.

Local women feel more confident and work ready after attending SocietyLinks? job club

More local residents receiving and achieving an accredited outcome

prospects.			
The number of people that have an updated CV.	20 beneficiaries a quarter are supported to produce an updated or new CV which will effectively support them in their search for employment.	6	We supported six individuals with updating their CV during this period as they were looking for retail positions this was done through email and guidance.
The number of people that have gained accredited outcomes (Level 2) through training courses.	12 beneficiaries obtain an accredited training outcome (Level 2) in each October-December and April-June quarter of project lifetime.	2	We offered online short courses and two YP took this up and completed their courses.
The number of people who are NEET, and/or from workless households, that are in training or apprenticeships, after having received support from SocietyLinks' job club.	Minimum of three young people, who are NEET, and/or from workless households, are supported by the project every six months to obtain a training place or an apprenticeship or a job.	0	We have not worked with any NEETs individuals during this period
The number of people that access employment after attending the job club.	Minimum of 6 beneficiaries a year obtain employment due to support that they received from the project.	1	1 individual who has finished university secured a part-time position in Tesco.

Grant Officer's Comment

Despite a huge strain on their resources caused by the pandemic, the project was able to deliver some services remotely during Covid-19. These included sharing vacancies with participants, supporting individuals with updating their CVs, enrolling participants to online accredited courses and getting them to complete it as well as securing one participant a part-time job with Tesco.

They have submitted a revised delivery timeline and I am confident that they will be able to meet all their project outcomes.

St Giles Trust

Project Name: Choices Tower Hamlets

Grant Amount: £198,800.00

Programme:

Local Community Fund

Project Description

Project Theme:

Theme 4 - Scheme B:
Reducing barriers to employment for disadvantaged groups

We will support NEET Young people who are facing multiple disadvantages to access education, skills development and employment. The project will deliver credible, consistent and holistic work via individualised one-to-one support, supporting the young person to address and overcome barriers to raise their aspirations and towards reaching their potential.

Project Start Date:

01/10/2019

Quarter Progress Update – April – June 2020

Project End Date:

31/03/2023

Progress

Type of Organisation:

Registered Charity

Delivery this quarter was severely affected by the Coronavirus pandemic. The role and duties of the caseworker have adapted in order to function during this time. The initial focus of the caseworker was ensuring that young people knew and understood their responsibilities within lockdown and that they didn't break the rules and put lives at risk. Quickly, the focus turned to mental health and making sure that young people's mental health was not adversely affected by the sudden change of circumstance and ability to socialise with peers, friends and families. Daily telephone and video calls as well as text messages were adopted as a way of staying connected with YPs and allowed them to express any issues or fears.

Area Based:

Bethnal Green

As an organisation, we were able to raise significant funds to help our efforts to support our most vulnerable clients during this time. Young people in TH were supported with obtaining laptops and relevant programmes to give them the opportunity utilise the time they now had on their hands. Clients were advised and signposted to short online course and groups, put together to offer activities for all during the lockdown period. Young people were also supported with food parcels, as a way of easing the pressure on the household, after family members had stopped working as per government guidance. This was particularly useful for those who don't live with parents or other family members i.e. those living in hostel and temporary accommodation. It meant that they didn't have to venture outside to get supplies and made them less at risk.

Area of Benefit:

Boroughwide

Understandably, during this period, the normal and most popular progression routes for young people were not available, and at the time of writing this, a lot of them still aren't. The Prince's Trust has been able to continue providing some of their short courses by moving them online and so all YP's were encouraged and supported to utilise this. As an example we were able to access internal funding to allow a young person to complete a CCTV operative course.

Outcomes:

We would aim to work with a minimum of 45 Young People on a consistent basis during each year of the contract. We would expect that many of this young people would not currently be engaged in positive engagement with support at present.

Despite the nationwide lockdown, there was a marked increase in referrals to the project. This quarter saw 14 new sign ups to the project, which is a 100% increase from the last quarter.

It may be that referral partners have been looking at all available options for their clients in what has been uncertain and unprecedented times, however, there have definitely been referrals born out of the service being provided by the project and

Our anticipation is the Young People will show improved levels of wellbeing and mental health and/or accessing appropriate specialist support.

The Young People will have demonstrated improved attainment by progression and completion of training and education courses in addition to progression into employment.

We would anticipate that a minimum of 65% of young people engaged would progress into meaningful Employment, apprenticeships or Traineeships. For those that don't move into one of these pathways we would anticipate that they would undertake positive activities that improve their employability while also reducing the barriers they are experiencing.

caseworker, with gratitude and praise coming from referral partners who have referred young people previously.

As an organisation, we are now going back to the office to start working again and with social distancing measures in place, will slowly and safely start getting back to engaging with YP in a face to face capacity although there is uncertainty on how quickly our regular outreach venues will be in a position to allow us to start seeing YP on their premises once more.

Other

During the Covid 19 pandemic we have followed Government guidelines and reduce non essential delivery, this has included closing our delivery offices and promoting home working. All staff have a secure laptop and work mobile to contact clients and ensure we continue to offer a service during this period. We have produced online safeguarding guidelines for staff as work was moved on line and updating our client information sharing agreement to reflect this.

Across our projects, including Tower Hamlets Choices we have supported clients via COVID 19 Appeal Fund, this has allowed clients and their families to access IT equipment to allow them to continue with job search, access training course, complete educational coursework and also for Mental Health wellbeing. In addition this fund has supported with household bills, rent arrears and other emergency needs. Nationally we spend £100,000 on clients during this time. Several of our Tower Hamlets clients were provided with laptops in order to access job search and applications.

Additionally we have been operated a food pantry delivering free weekly food deliveries to clients and their families that had financial difficulties, during the quarter we delivered over 60,000 meals of fresh food via our partnership with fareshare. Again several of our Tower Hamlets clients received food deliveries in this period.

Key Performance Indicators

KPI	Target	Actual	Comments
Number of young people engaged on a consistent voluntary basis, minimum of one face to face intervention per a week	45 Per year / 11 Per Quarter engaged on a consistent voluntary basis	14	We have had 14 young people sign up for support during the quarter, 28 have engaged on the project to date.
Number of young people show improved levels of mental health and wellbeing due to reducing barriers to employment, increased confidence in their future and access to specialist mental health support as required.	30 Per year / 7 Per Quarter report positive feedback	0	While all clients that have been engaged more than 3 months have completed the well being review we haven't recorded improvements have many found it difficult to articulate or understand their feelings due to the COVID situation and lockdown and many felt their employment opportunities we going to be negatively affected for some

			time.
Number of young people progress into and complete training and education courses	22 young people per year / 5 per quarter show progression into training and education courses	4	We had 4 young people access training and education courses this quarter, due to the COVID situation this were online courses. These training courses included CSCS & Health and Safety L1 with Construction Youth Trust, Introduction to Boxing & Fitness with Princes Trust and SIA CCTV operative.
Number of NEET Young people per year progress into employment, apprenticeships or Traineeships.	28 Per Year / 7 Per Quarter show progression into employment, apprenticeships or Traineeships	1	We had one Young Person enter employment this quarter. The young person has a job within the voluntary sector. We had several young people apply for vacancies that are either on hold or have been cancelled due to the COVID pandemic

Grant Officer's Comment

Delivery this quarter was severely affected by the Coronavirus pandemic. The role and duties of the caseworker were adapted in order to function during this time. Daily telephone and video calls as well as text messages were adopted as a way of staying connected with YPs and allowed them to express any issues or fears. Despite the Lockdown, the project managed to sign up 14 new people, which is a 100% increase from the last quarter.

They have submitted a revised delivery timeline and I am confident that they will be able to meet all their project outcomes.

Stifford Centre Limited

Project Name: BAME Women's Employment Support Programme

Programme:

Local Community Fund

Grant Amount: £106,323.00**Project Theme:**

Theme 4 - Scheme B:
Reducing barriers to employment for disadvantaged groups

Project Description

This project will run a training programme to help long-term unemployed and economically inactive, isolated and disenfranchised BAME women and improve their job prospects. The focus is on carers and single parents of Bengali, Somali and BAME heritage with limited English language, confidence and secondary education for community learning.

Project Start Date:

01/10/2019

Quarter Progress Update – April – June 2020

Project End Date:

31/03/2023

Progress**Type of Organisation:**

Registered Charity

Due to the current pandemic Covid-19, Stifford Centre had been closed to the public and our regular sessions had been ceased. We have adapted to this change by keeping in touch with our service users & participants, virtually via email, WhatsApp, video call and by telephone.

Area Based:

Stepney Green

We also shared resources, articles, health and well-being tips in order to keep connected with our users & participants and to help combat potential feelings of isolation.

No. of paid Staff:

4

Key Performance Indicators

Area of Benefit:

Bethnal Green
Shadwell
Spitalfields and
Banglatown
St Dunstan's
St Katherine's and
Wapping
Stepney Green
Whitechapel

KPI	Target	Actual	Comments
18 Socially and economically disenfranchised BAME Women complete ESOL training and feel able to communicate in English.	18 BAME Women complete ESOL training per year. 18 report that they can communicate in English per year	0	Due to the current pandemic Covid-19, Stifford Centre had been closed to the public and our regular sessions had been ceased. Though we couldn't achieve our target for this quarter due to the Pandemic, but we will achieve all our target outcomes over the lifetime of the project.

Outcomes:

90% of socially and economically disenfranchised participants feel they've gained skills to enable them to move into volunteering, education and employment.

80% of Participants with limited educational experiences and certification gain accreditation and skills to move towards employment.

80% of long-term unemployed participants supported into work experience and volunteering gain confidence, experience and skills to move closer to employment markets.

<p>16 BAME women with limited educational experiences and certification gain accreditation and skills to move towards employment</p>	<p>16 Beneficiaries to complete Health & Social Care L2 and gained accredited qualifications.</p>	<p>0</p>	<p>KPI 2 COMMENTS Due to the current pandemic Covid-19, Stifford Centre had been closed to the public and our regular sessions had been ceased. Though we couldn't achieve our target for this quarter due to the Pandemic, but we will achieve all our target outcomes over the lifetime of the project.</p>
<p>10 BAME women gain volunteering experience by the end of the year and report that they have gained confidence</p>	<p>10 Beneficiaries will have gained volunteering experience report that they have gained confidence.</p>	<p>0</p>	<p>Due to the current pandemic Covid-19, Stifford Centre had been closed to the public and our regular sessions had been ceased. Though we couldn't achieve our target for this quarter due to the Pandemic, but we will achieve all our target outcomes over the lifetime of the project.</p>
		<p>0</p>	<p>Due to the current pandemic Covid-19, Stifford Centre had been closed to the public and our regular sessions had been ceased. Though we couldn't achieve our target for this quarter due to the Pandemic, but we will achieve all our target outcomes over the lifetime of the project.</p>
		<p>0</p>	<p>Due to the current pandemic Covid-19, Stifford Centre had been closed to the public and our regular sessions had been ceased. Though we couldn't achieve our target for this quarter due to the Pandemic, but we will achieve all our target outcomes over the lifetime of the project.</p>
		<p>0</p>	<p>Due to the current pandemic Covid-19, Stifford Centre had been closed to the public and our regular sessions had been ceased. Though we couldn't achieve our target for this quarter due to the Pandemic, but we will achieve all our target outcomes over the lifetime of the project.</p>

Grant Officer's Comment

Due to the current pandemic Covid-19, Stifford Centre has been closed to the public and their regular sessions have ceased. However, they have used their facilities to deliver food to the most vulnerable. They have adapted to this change by keeping in touch with their service users & participants, virtually via email, WhatsApp, video call and by telephone.

They have submitted a revised delivery timeline and I am confident that they will be able to meet all their project outcomes.

Auto Italia South East

Project Name: Learning Live!

Programme:

Local Community Fund

Grant Amount: £38,500.00

Project Description

Project Theme:

Theme 4 - Scheme C: Support focused on increasing access to art and cultural industries

Learning Live! is a training and mentoring programme designed to support young people in Tower Hamlets progression into higher education courses, with the aim to aim to increase access into the art and cultural industries.

Quarter Progress Update – April – June 2020

Project Start Date:

01/10/2019

Progress

COVID-19 legal restrictions meant we were unable to convene groups of participants in person during Qtr1 April-June 2020. We therefore postponed the 3 technology workshops, 1 Portfolio review and mentoring workshop and 1 East London gallery tour that were scheduled to take place in Qtr 1 April-June 2020. If current loosening of social distancing restrictions continues unimpeded, we will attempt to deliver postponed activity in Qtr3 October-December 2020 in addition to the existing activity scheduled to take place in that quarter.

Project End Date:

31/03/2023

Type of Organisation:

Registered Charity

Area Based:

St Peter's

As we were forced to postpone our scheduled in-person activity Qtr1 April-June 2020, we gathered informal feedback from previous Learning Live! participants on how best to remotely support their continued progression during COVID-19 lockdown. As a result of this feedback, we sent all previous participants a pack of links to free to download software previously used in Learning Live! workshops. This included ideas for projects that they could try, and feedback from the Auto Italia team on their projects. We received positive feedback from 5 previous participants who engaged in these resources.

No. of paid Staff:

4

Area of Benefit:

Boroughwide

We are hopeful given current government information that COVID-19 legal restrictions will not affect scheduled activity for Year 2 (October 2020-September 2021) of our LCF funded project. The situation is however constantly changing, and in light of this we are in the process of preparing a contingency plan for online delivery of the project in the event of a second peak or re-tightening of government restrictions. We have applied for financial resources to cover the extra costs associated with online delivery. Our ability to adapt Learning Live! to online delivery will be dependent on the outcome of these applications.

Outcomes:

Increase in young people in Tower Hamlets participating in art and cultural projects, in particular BAME and working class

Increased access to industry relevant training (A level courses) for young people in Tower Hamlets, in particular BAME and working class

Key Performance Indicators

KPI	Target	Actual	Comments
Technology workshops at Auto Italia are attended by young people from Tower Hamlets - Tours of local galleries and arts	Qtr3 (Oct-Dec 2019), year 1: 20 young people attend 3 technology workshops 20 young people attend 1 half day gallery tour Qtr4 (Jan-Mar, 2019), year 1: 20	0	

Increased access to industry relevant training (Higher Education courses) for young people in Tower Hamlets, in particular BAME and working class

<p>organisations are attended by young people from Tower Hamlets</p>	<p>young people attend 3 technology workshops 20 young people attend 1 half day gallery tour</p> <p>- 60 young people attend 9 technology workshops per year - 60 BAME working class young people attend 3 half day gallery tours per year</p> <p>- 80% of those surveyed are inspired to continue to engage in arts and cultural projects</p>		
<p>Young people in Tower Hamlets, in particular BAME and working class young people, attend and benefit from portfolio review and mentoring workshops per annum exploring creative careers and university courses, feedback on coursework and sketchbooks, university portfolio workshops and practice interviews for GCSE students enrolling onto A Level courses</p>	<p>Qtr3 (Oct-Dec 2019), year 1: 60 young people attend 3 half day portfolio review and mentoring workshops</p> <p>Qtr4 (Jan-Mar, 2020), year 1: 60 young people 3 half day portfolio review and mentoring attend workshops</p> <p>- 180 young people booked onto and attend 3 half day portfolio review and mentoring workshops per year - 180 BAME working class people booked onto and attend 3 half day portfolio review and mentoring workshops per year</p> <p>80% of those surveyed are considering study of A level art related courses at school or college, or other industry relevant training</p>	0	
<p>KPI 3 - Numbers of BAME and working class young people attending portfolio review and mentoring workshops per annum, portfolio review and mentoring in Tower Hamlets schools focussing on HE progression for young people in particular BAME</p>	<p>180 young people booked onto and attend 3 half day portfolio review and mentoring workshops per year</p> <p>- 180 BAME working class young people booked onto and attend 3 half day portfolio review and mentoring workshops per year</p> <p>- 80% of those surveyed are considering Higher Education study of art related courses, or other industry relevant training</p>	0	

Grant Officer's Comment

COVID-19 legal restrictions meant they were unable to convene groups of participants in person during Qtr1 April-June 2020. They therefore postponed the 3 technology workshops, 1 Portfolio review and mentoring workshop and 1 East London gallery tour that were scheduled to take place in Qtr 1 April-June 2020.

They have submitted a revised delivery timeline and I am confident that they will be able to meet all their project outcomes.

Four Corners Ltd

Project Name: ZOOM Film School

Programme:

Local Community Fund

Grant Amount: £284,806.00

Project Description

Project Theme:

Theme 4 - Scheme C:
Support focused on increasing access to art and cultural industries

ZOOM Film School will work with 90 disadvantaged residents ? particularly BAME communities, women and people with disabilities ? to nurture their creative talent, increase confidence and self-esteem, and enable them to acquire the practical skills, experience, and industry knowledge needed to move into work in the creative industries.

Project Start Date:

01/10/2019

Quarter Progress Update – April – June 2020

Progress

Project End Date:

31/03/2023

Type of Organisation:

Registered Charity

Our current cohort of trainees were due to start the practical aspect of their training on April 21st 2020. Due to COVID restrictions and the closure of Four Corners, we converted all the theoretical aspects of the training into an online training programme which the trainees undertook via a series of zoom conference meetings spread over a three week period. This training covered Production, Camera, composition, lighting and sound. Trainees were assigned tasks to undertake in their own time using their mobile phone cameras where relevant. These supported them to understand the concepts and theory of the training. All trainees completed a monitoring form prior to starting their training. We initially recruited 8 trainees but 2 dropped off the course due to COVID related issues. We have attached our application data which reflects this diversity. Data from all 8 applications:

Area Based:

Bethnal Green

No. of paid Staff:

7

BAME 6
Woman 6
Disability 5
Unemployed 3
Economically Inactive 1
Tower Hamlets Resident 8
Non-grad/Low level education 4
Single parent 0
Parent/carer 1
Refugee 1 (? Unclear from application)
Homeless 0
Young People 4
Older people (50+) 1

Area of Benefit:

Bethnal Green
Spitalfields and
Banglatown
St Peter's
Weavers
Boroughwide

Outcomes:

An increased number of Tower Hamlets residents engage in arts-related skills training for the first time

Data from continuing applicants:

Tower Hamlets residents, particular those of BAME background, women

BAME 4
Woman 5
Disability 4
Unemployed 3
Economically Inactive 0
Tower Hamlets Resident 6

and people with disabilities gain improved skills and confidence needed to access work in the creative media sector

Non-grad/Low level education 2
 Single parent 0
 Parent/carer 1
 Refugee 1 (?)
 Homeless 0
 Young People 2
 Older people (50+) 1

Tower Hamlets residents, particular those of BAME background, women and people with disabilities have improved understanding of accessing employment within the creative media industry.

Data from dropped off applicants:

BAME 2
 Woman 1
 Disability 1
 Unemployed 0
 Economically Inactive 1
 Tower Hamlets Resident 2
 Non-grad/Low level education 2
 Single parent 0
 Parent/carer 0
 Refugee 0
 Homeless 0
 Young People 2
 Older people (50+) 0

Tower Hamlets residents, particular those of BAME background, women and people with disabilities have increased their ability to apply for jobs within the creative media industry.

Key Performance Indicators

Tower Hamlets residents, particular those of BAME background, women and people with disabilities have improved access to paid work placements in creative media.

Tower Hamlets disabled residents including those with mental health conditions, women returners, young people 18-25yrs, older people aged 50+ have improved access to paid work experience placements in creative media.

KPI	Target	Actual	Comments
Number of participants successfully complete the accredited training programme	56 (62%) ZFS participants by the end of March 2023 successfully completing industry relevant film/TV skills training modules (16 per year). 56 (62%) ZFS participants by the end of March 2023 successfully completing industry relevant film/TV employability training modules	6	7 participants began the accredited training programme via online tutor sessions in camera, production and sound. They were set assignments to complete in their own time using their mobile phones that supported the general concepts that they were learning. Out of 8 recruited trainees, one trainee who self declared as Dyspraxic did not begin the online training. He contacted me to say he was finding the lockdown restrictions prohibitively difficult and could not continue with the course. An additional trainee dropped off after 2 months of the initial online training as a result of having to work to support her family due to COVID. The other 6 trainees have now come in to Four Corners and been taught how

Increased number of Tower Hamlets residents gain employment within the creative media sector.

Tower Hamlets residents have new opportunities to highlight a local issue/celebrate their community through involvement in co-designing a film with ZOOM Film School participants

			<p>to work with the professional camera, sound and lighting kit. They will be assessed on their ability to set up and use a video camera, lights and microphones as would be required for a simple basic filming situation for the OCN accreditation examination. The programme is currently approximately 2 months behind schedule due to covid adaptations</p> <p>Evidence Recorded zoom online training sessions in camera, sound and production 6 trainees are ready and keen to undertake the accreditation exam this week.</p> <p>Initial measurement Baseline information was gathered from 8 participants via completed questionnaires assessing their previous level of training. 6 stated they had never received any formal arts related training and 2 stated that they had received previous training. Mid-point questionnaires were not completed at the time of the quarterly report.</p> <p>Quarter actual 6 completed their training and awaiting OCN assessment.</p>
<p>Number of participants state that they feel more confident about, and prepared for, seeking work in the creative media after completing the accredited training programme</p>	<p>49 (88%) participants by March 2023 state that they feel more confident about, and prepared for, seeking work in the creative media (14 per year).</p>	<p>8</p>	<p>Evidence Baseline and mid-point feedback forms and questionnaires completed.</p> <p>Initial measurement Baseline information was gathered from 8 participants via completed questionnaires assessing their previous level of preparation and confidence in seeking work. 7 participants stated that their lack of the confidence was limiting their ability to access work in the</p>

			creative media industry independently. Mid-point questionnaires were not completed at the time of the quarterly report. Quarter actual 8
Number of ZFS participants who can demonstrate knowledge of key entry-level jobs in the creative media industry	49 (88%) participants by March 2023 can describe the key components of jobs available to new entrants in TV/film (14 per year). 49 (88%) participants by March 2023 can describe pathways to gaining employment at new entrant level in TV/film (14 per year).	6	Initial measurement Baseline information was gathered from 8 participants via completed questionnaires assessing their previous level knowledge of entry level jobs in the creative media industry. 5 participants stated that they had little or no knowledge of entry level jobs in the creative media industry. 3 participants said they had some knowledge but lacked understanding of current trends in the creative media industry. Mid-point questionnaires were not completed at the time of the quarterly report. Evidence Baseline questionnaires completed. Quarter actual 6
ZFS participants gain at least 2 weeks paid work experience by the end of the project per year	28 (50%) ZFS participants gain at least 2 weeks paid work experience by March 2023 (8 each year).	0	Initial measurement Baseline information was gathered from 8 participants via completed questionnaires assessing their previous work experience in the creative media industry. All 8 participants stated that they had never had any paid work experience in the creative media industry. One January cohort trainee was secured a work experience opportunity with Greatcoat films (based in Tower Hamlets) which has been postponed following the covid19 restrictions. Two more work experience opportunities are in development with The Guardian newspaper video

			<p>department.</p> <p>Evidence Baseline questionnaires completed gathering evidence of previous work experience. April participants are not due to undertake work experience in this quarter so there is no further evidence to present.</p> <p>Quarter actual 0 (although zero have completed 8 have started)</p>
Number of ZFS trainees gain paid employment	At least 14 (25% of ZFS trainees) gain paid employment by March 2023 (4 per year).	0	<p>Baseline information was gathered from 8 participants via completed questionnaires assessing their previous paid employment in the creative media industry. 8 participants stated that they were not in paid employment in the creative media industry. Trainees have been and continue to be educated in the range of employment opportunities available within the creative media sector and will continue to be supported towards this development as a long term goal within their training. The project co-ordinator has had a discussion with an animator at Greatcoat films who said she felt strongly that she would be able to offer our trainee paid work on completion of her work experience with them which will take place as soon as the Covid19 restrictions are lifted.</p> <p>Evidence Baseline questionnaires completed gathering evidence of previous paid employment Participants are not expected to gain paid employment in this quarter and there is no further evidence to present.</p> <p>Quarter actual 0 (although zero have completed 8 have started)</p>

Grant Officer's Comment

Due to Covid-19 and closure of Four Corners building, they had to convert all their theoretical aspects of the training into an online training programme which the trainees undertook via a series of zoom conference meetings spread over a three week period.

They have submitted a revised delivery timeline and I am confident that they will be able to meet all their project outcomes.

Magic Me

Project Name: Artworks

Grant Amount: £96,587.00

Programme:

Local Community Fund

Project Description

Project Theme:

Theme 4 - Scheme C:
Support focused on increasing access to art and cultural industries

Artworks is a new traineeship delivered by arts charity Magic Me, identifying and supporting talented Tower Hamlets Residents from BAME and working class backgrounds to gain the knowledge, skills and confidence to access careers in community arts coordination and producing.

Quarter Progress Update – April – June 2020

Project Start Date:

01/10/2019

Progress

Project End Date:

31/03/2023

Our first artworks trainee had been in post for 6 weeks when circumstances meant that we were all forced to adopt remote working.

After a few weeks of working remotely, it was decided that this role should be furloughed.

Type of Organisation:

Registered Charity

This decision was made due to a number of key factors:

- The nature of our work as an organisation has massively shifted during this period. Rather than delivering workshops in person, we have been developing packs and activities that can be experienced remotely. This meant that the trainee's role which we had designed no longer existed in the same capacity.

- This has had a big impact on the capacity of our team to support the learning of a new member of staff, in an environment where we are all having to relearn new ways to work, and where we are stretched at full capacity to support our partners.

- It became clear quite quickly that the trainee was struggling to work in their home environment. Managing such a new, junior member of staff from a distance proved very difficult. Communication was very challenging, which made it difficult for us to identify and support them to overcome the barriers that that were preventing them from completing work within given time frames

Area Based:

Bethnal Green

Ultimately, we felt the learning of the trainee would be compromised over this period, and the providing the support they would need would put increased strain on a team already facing a crisis at full capacity.

No. of paid Staff:

8

We have therefore proposed that we offer our trainee a new contract beginning in September, that will see her return for 4 months with us once we are able to return to our office, where we will be better positioned to support her learning, and when we anticipate more of our practical work with participants will be possible again.

Area of Benefit:

Boroughwide

Following the interruption caused by C19, we have adapted our plans and created a new schedule for trainees as follows:

Outcomes:

BAME and working class people from Tower Hamlets have increased knowledge of community arts administration and coordination

BAME and working class people from Tower Hamlets have increased relevant skills and experience in community arts administration and coordination

1	Trainee A1	Jan 2020 - Jan 2021	12 months*	3 days a week
2	Trainee A2	Jan 2021 - Jun 2021	6 months	3 days a week
3	Trainee B1	Jan 2021 - Sep 2021	9 Months	2 days per week
4	Trainee A3	Jul 2021 - Dec 2021	6 months	3 days a week
5	Trainee B2	Oct 2021 - Jun 2022	9 Months	2 days per week
6	Trainee A4	Jan 2022 - Jun 2022	6 months	3 days a week
7	Trainee B3	Jul 2022 - Mar 2023	9 Months	2 days per week

BAME and working class people from Tower Hamlets have increased confidence and skills in applying for jobs in the arts and cultural industries

*Furloughed from April-July

Other

New General Manager Kate Cattell started at Magic Me on 3 Jan

Bethany Haynes will be covering the role of Programme Director until February 2021 whilst Kate Hodson is on maternity leave.

Since mid-March, within the huge changes brought by Covid-19, we have been working with our partners and participants, to find new ways to meet, to make and to party, at a distance. Our name for this new programme is At Home Together.

We began to deliver this programme in April and currently plan to run it to Sept 2020. We are offering interesting, creative activities, which encourage interaction between people, and grow intergenerational understanding, while relieving social isolation and loneliness.

Our artists, who work in many different art forms, are creating and facilitating activities for people living individually, in families or in group care settings, where some staff support may be available. The programmes for Tower Hamlets residents that we have launched so far are:

The After Party: with Cocktails in Care Homes parties no longer possible, volunteers and residents at 9 care homes and extra-care schemes are being offered artist led activities with ways to interact: exchanging letters, artworks curated newsletters and online and phone meet-ups. Four artists are working on the project, each taking a month apiece to create activities on a loose theme. (see below for more information on how this has been running in April)

The View From Here: with our 8 Tower Hamlets based Arts & Ages partner organisations, seven artists will create online and offline activities with schools, care settings and housing providers designed to maintain intergenerational relationships adapted to the current circumstances, but keeping in mind the original aims of each project (see below – launching this week).

Generation Rebellion, our annual women’s project involving school students from Mulberry Girls school and older women living at home. This stage of the project will now be based around the creation of Zines on Climate Emergency. The two lead artists will facilitate activities both on/off line, via post and phone. The zines will bring together visuals and text and provide the basis for a later substantial project, now scheduled for the Autumn onwards.

Key Performance Indicators

KPI	Target	Actual	Comments
Number of community partners identified/contacted for recruitment pathways	3 partners identified/contacted for recruitment pathways	3	
Number of trainees recruited/selected for work placement	8 people in total recruited/selected for work placement	1	Due to disruption caused by C19, we would like to propose extending our first trainees

	End of Year 1 (2019/20): 2		contract until January 2021. We have adapted our plans so that it is still possible for us to meet our target of 8 trainees before Mar 2023.
Number of trainees have increased knowledge of community arts administration and coordination	8 people in total report increased knowledge of community arts administration End of year 1: 2 people.	0	Due to disruption caused by C19, we would like to propose extending our first trainees contract until January 2021. We have adapted our plans so that it is still possible for us to meet our target of 8 trainees before Mar 2023.
Number of people reporting increased skills and experience in community arts administration and coordination	8 people in total report increased skills and experience in community arts administration End of Year 1: 2 people	0	Due to disruption caused by C19, we would like to propose extending our first trainees contract until January 2021. We have adapted our plans so that it is still possible for us to meet our target of 8 trainees before Mar 2023.
Number of people report increased confidence and skills in applying for jobs in the arts and cultural industries.	End of Year 1: 2 people	0	Due to disruption caused by C19, we would like to propose extending our first trainees contract until January 2021. We have adapted our plans so that it is still possible for us to meet our target of 8 trainees before Mar 2023.

Grant Officer's Comment

Their first Artworks Trainee had to be furloughed due to significant challenges faced as a result of the pandemic.

They have submitted a revised delivery timeline and I am confident that they will be able to meet all their project outcomes.

The Bromley by Bow Centre

Project Name: Creative Communities

Programme:

Local Community Fund

Grant Amount: £202,237.00

Project Description

Project Theme:

Theme 4 - Scheme C: Support focused on increasing access to art and cultural industries

Our project will equip at least 180 people from under-represented communities to increase their participation and readiness for employment in the creative sector. We will do this through a flexible community-based programme of engagement, needs assessment, practical group work and 1:1s, combining personal and core skills development, with individual support.

Project Start Date:

01/10/2019

Quarter Progress Update – April – June 2020

Project End Date:

31/03/2023

Progress

With eleven people on to the programme, and then the Covid19 pandemic hit the early stages of the programme hard. With the closure of the centre, and key stakeholders being furloughed prevented a new barrier for enabling new participants onto the programme. Therefore, we changed the concept to offer online creative futures art clubs, using the favoured secure MS Teams platform, we hoped that the kick-off sessions generated new participants, but this was not the case. The Feedback received suggested that participants were not comfortable clicking unknown links to Teams.

Type of Organisation:

Registered Charity

A new strategic approach was drafted in connection with the reprofile (Review) of targets and utilised this working from home time to expand our stakeholder engagements and generate speakers to our re-launch/job fair in August. As NEET's tend to spike in the summer months, this is fitting to engage and support as the early intervention. This period has been the valuable opportunity to increase, enable and confirm high profile stakeholder i.e. specialised speakers from areas within the Art/Gallery/Museum, Design/Print/Fashion, Games/Digital/Interactive, Music/Production/Events and Film/TV/Theatre sectors. We shall be offering 8-week programmes which initially starts online, with the intention to deliver live face to face from September/October.

Area Based:

Bromley North

No. of paid Staff:

90

With the key indicator to ensure: '72 (40%) people by March 2023 gain a nationally recognised work-related qualification at level 1 or units of a qualification at level 2 (24 per year)'. We are currently building a training centre/academy to enable us to manage and maintain the quality of qualifications and reduce costs of up to 70%. The successful training academy will expand its recruitment with the introduction of the new delivery teaching and assessment team, which will significantly increase the Tower Hamlets local labour market.

Area of Benefit:

Bow East
Bow West
Bromley North
Bromley South
Lansbury
Mile End
Poplar

Outcomes:

Participants from target groups at start of the course

Other

We are yet to recruit a Project Manager. The delay was due to following our own in house HR procedures relating to redundancies. Interviews has been scheduled from the week commencing the 20th of January. In the meantime an existing project manager was set to start the developmental phases of the project. Currently the programme manager is managing the project until a recruitment is made. We anticipate that the new project manager will be in post by February 2020

By the end of the course, participants from target groups have secured sustainable paid employment, work

placement or enter further education in the arts and creative sector

By the end of the course, participants have engaged in an arts/culture project for the first time

By the end of the course, participants feel they are able to continue making a positive contribution in their local communities through volunteering.

By the end of the course, participants' holistic needs and wider barriers to employment have been addressed.

By the end of the course, participants have a greater understanding of arts sector job skills, relevant to their local context and chosen arts and culture career pathway.

By the end of the course, participants will have broadened their horizons and have clear next steps.

By the end of the course, participants will have greater confidence in themselves and their ability to find work, in the arts sector or elsewhere

We are yet to recruit a Project Manager. The delay was due to following our own in house HR procedures relating to redundancies. Interviews has been scheduled from the week commencing the 20th of January. In the meantime an existing project manager was set to start the developmental phases of the project. Currently the programme manager is managing the project until a recruitment is made. We anticipate that the new project manager will be in post by February 2020

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Key Performance Indicators

KPI	Target	Actual	Comments
Participants from target groups are enrolled and assessed	180 participants by March 2023 will be enrolled and assessed (60 per year).	0	
Participants identified as having not previously engaged in an arts/culture activity, state they have now participated in such an activity.	162 (90%) participants by March 2023 identified as having not previously engaged in an arts/culture activity, state they have now participated in such an activity (54 per year).	0	
Local people from target groups secure sustainable paid employment within 3 months of completion	18 (10%) local people from target groups by March 2023 will secure sustainable paid employment within 3 months of completion (6 per year). 18 remain in employment for 13 weeks, 9 Remain in employment for at least 26 weeks.	0	
Local people from target groups secure an arts related work placement within 3 months of completion	72 (40%) local people from target groups by March 2023 will secure an arts related work placement within 3 months of completion (24 per year).	0	
Local people from target groups progress into further learning or training other than arts sector-specific	45 (25%) local people from target groups by March 2023 will progress into further learning or training other than arts sector-specific training (15	0	

training	per year).		
Local people from target groups progress into sector specific arts training within 3 months of completion	45 (25%) local people from target groups by March 2023 will progress into sector specific arts training within 3 months of completion (15 per year).	0	

Grant Officer's Comment

Due to centre closure and key stakeholders being furloughed, they were unable to bring new participants onto the programme and weren't able to meet any targets for this quarter. However, they used this time to develop new strategies, tweak their programme so that it can delivered online and plan for their job fair later in the year in a way that maximises participation and usefulness.

They have submitted a revised delivery timeline and I am confident that they will be able to meet all their project outcomes.