

**APPLICATION FORM TO APPLY TO  
THE INVERNESS COMMON GOOD FUND FOR FUNDING**

<b>Applicant organisation:</b>	UHI Inverness		
<b>Project title:</b>	Caring Conversations		
<b>Project location (inc. postcode):</b>	IV2 5NA		
<b>Contact name:</b>	[REDACTED]		
<b>Applicant Address (inc. postcode):</b>	UHI Inverness 1 Inverness Campus IV2 5NA		
<b>Email address:</b>	[REDACTED]		
<b>Contact telephone:</b>	[REDACTED]		
<b>Organisation Website:</b>	<a href="#">Home - UHI Inverness</a>		
<b>Council Ward: (check guidance for link)</b>	Inverness		
<b>Does the main contact have any communication needs?</b> E.g., textphone, sign language, large print?			
<b>Yes</b>		<b>No</b>	<input checked="" type="checkbox"/>

**What type of organisation are you? (Please tick all that apply)**

<b>Third Sector (voluntary or community) organisation</b>	<input type="checkbox"/>	<b>Community Council</b>	<input type="checkbox"/>
<b>Registered Charity</b> If yes – Registration number	SCO2 1197	<b>Company Limited by Guarantee</b> If yes – Company Number	<input type="checkbox"/>
<b>Other - please specify</b>			

<b>Amount applied for:</b> £23, 145	
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<b>Start date of project:</b>	1 <sup>st</sup> October 2024
<b>End date of project:</b>	30 <sup>th</sup> September 2025

**Project summary** – please provide a brief outline of your project and the outcomes it will deliver. *example:*

- *Aims of the project and how you are going to do it*
- *Is this a new project/service or an additional activity to an existing project or service?*
- *Help with running costs or for a specific project or activity?*
- *Please include details of how you know there is a need for this project*
- *Who will benefit? It is important to state in your application how your project will benefit the citizens of the City of Inverness*
- **Please note** that the Council (ICGF) will be unable to provide any resources towards activities/items not specified on this form or supporting information

Since 2018 Drama at UHI Inverness has collaborated with Highland Hospice in Inverness on a range of projects benefiting both hospice service users and students of drama and health related subjects. These have included devised performances based on the life experiences of hospice users performed by students for an audience of family and friends, and drama as a vehicle for educating health students and professionals about issues connected with end of life. These collaborations have revealed the need to support hospice users, their families and health professionals with strategies for effective and sensitive communication: this project builds on these insights and established connections between UHI and Highland Hospice. The application is for funds to support a one-off project over 12 months, which will have a significant legacy in terms of policy and practice relating to enhanced communication strategies available to hospice service users in Inverness, facilitating a positive end of life experience.

This project aims to work with hospice service users to foster positive discussions around end of life, to improve personal, social and economic outcomes for those living in the city of Inverness. People living in Highland region outside of Inverness also have access to Highland Hospice, however, this project will be of significant benefit to residents of the city of Inverness, where, as of 2021, nearly 20% of the population is aged over 65 (NHS Highland 2022). In Inverness, one in nine pensioners (65+) experience poverty at end of life (Marie Curie 2022). This data offers compelling evidence that effective communication strategies facilitated through drama approaches are essential to improve end of life experiences for a significant and vulnerable element of Inverness's population.

Working with the Highland Hospice service users' group, Lesley Mickel will use drama-based research methods to gather data around experiences of conversations relating to end of life. She will be supported by Clare Carolan, an experienced palliative and end of life care researcher. An initial survey will be followed by interviews; participants will be health professionals and family members of service users, **not those at end of life themselves**. Data will be anonymized and used as the basis for scripted dramatic scenes rehearsing three conversations. Each conversation will have three iterations, representing a range of communication strategies and their effects. The service users' group will work with the project team to create a 'tool kit', investigating issues uncovered through the research in greater depth. The play scenes will then be performed for stakeholders (health professionals and educators, patient advocates) and the general public at Inverness Creative Academy. These performances will be recorded. The recordings, printed play scenes plus tool kit will be distributed to key stakeholder groups such as NHS Highland and Highland Hospice, and the insights developed through the research will be of continuing benefit to the residents of Inverness.

Marie Curie. 2022. 'Dying in Poverty'. [h420-dying-in-poverty-5th-pp.pdf \(mariecurie.org.uk\)](https://www.mariecurie.org.uk/h420-dying-in-poverty-5th-pp.pdf)

NHS Highland. 2022. 'Inverness: Partnership Profile Demography and Deprivation'. [demography-inverness-2022.pdf \(scot.nhs.uk\)](https://www.scot.nhs.uk/demography-inverness-2022.pdf)

**Please give a summary of expected outcomes from your project.**

*Please include details:*

- *How your project will continue beyond the period of ICGF support?*
- *How your project or activity will help the Council to meet its Public Sector Equality Duty?*
- *Will your project make a contribution towards the promotion of the Gaelic language?*
- **Please Note** *you will be expected to submit an Evaluation Report (a form will be supplied) at the conclusion of your project and prior to the payment of the final instalment of grant.*
- **Please Note** *If successful your grant will be valid for a period of six months from the date of the letter confirming Project Funding your award. Extensions can be applied for in writing if made within the period of validity.*

As described above, the video of the play, printed play scenes plus tool kit will be distributed to key stakeholder groups such as NHS Highland and Highland Hospice, helping to inform continued improvements in communication strategies around this sensitive topic, thus benefitting the residents of Inverness now and in the future.

With regard to the Public Sector Equality duty, research processes will be scrutinized by the UHI ethics committee before the project commences. This will ensure the elimination of bias, discrimination, advance equality of opportunity and foster good relations between those who share protected characteristics and those who do not. While this project is not specifically focused on the promotion of Gaelic, if any participants wish to use Gaelic this will be facilitated as far as possible.

**PROJECT COSTS**

Please provide a breakdown of how much your activities/project will cost splitting between revenue and capital expenditure. <b>Please Note</b> grant recipients are expected to provide evidence of value for money.	<b>Amount (£)</b>
Dr Lesley Mickel, 15 days; Dr Clare Carolan 4 days	6306.00
Administration 8 days	1819.00
Hire of Inverness Creative Academy, Inverness. £40 per hour x 4	160.00
Play under 70 minutes – Independent Theatre Council rate	6110.00
4 actors (inc director) 4 days (350 per day) – Independent Theatre Council rate	5600.00
Videographer 1 day – Independent Theatre Council rate	350.00
Hospice service users advisory group (8 people) x 5 meetings; £50 per person, per meeting	2,000.00
Survey respondents and interviewees (20 people) £25 per person	800.00
<b>Total Project Cost</b>	23,145.00

**PROJECT FUNDING**

<b>How will the project be funded?</b> <i>(What other organisations have you applied to?)</i>	<b>Amount (£)</b>	<b>Confirmed</b>
Funding in kind: hire of Performing Arts Studio, UHI Inverness @ £300 per day x 4 days	1200.00	1200.00
<b>Total Match Funding</b>		
<b>Total Inverness Common Good Fund Funding Requested</b>	23,145.00	
<b>Own Contribution</b>	1,200.00	
<b>Total Project Funding</b>	24,345.00	

**If there is a shortfall in funding, how do you propose to fund it?**

The project can be reduced in scope to fit the funding available.

## About your Organisation

<p><b>When did your Organisation start?</b></p>	<p>UHI Inverness College established 1960</p>
<p><b>What geographic area does your organisation cover?</b> Please note the Inverness Common Good Fund can only help with projects that bring direct benefit to the citizens of Inverness.</p>	<p>Inverness, and Highland more broadly.</p>
<p><b>What communities of interest (e.g. Young people, people with disabilities, people with an ethnic minority background etc.) does your organisation cover?</b></p>	<p>Young people, people with additional support needs, LGBT+, care experienced young people, adult learners.</p>
<p><b>Is there a restriction on who can join your organisation?</b> If yes please give details.</p>	<p>Those who do not hold right to work in the UK status. Those who are barred from working with children under the PVG scheme/Disclosure Scotland. People who have left the organisation via VSS are restricted for a period of time from being re-employed by the College.</p>
<p><b>Has your organisation received any funding from the Inverness Common Good Fund over the last 3 years.</b> If yes please give details of when/what for/how much.</p>	<p>March 2023 - £22,300 for provision of free lunches and breakfasts for students.</p>
<p><b>Has your organisation received any other funding from the Highland Council or any Common Good Fund over the last 3 years?</b> If yes please give details of when/what for/how much.</p>	<p>N/A</p>



**APPLICATION FORM TO APPLY TO  
THE INVERNESS COMMON GOOD FUND FOR FUNDING**

<b>Applicant organisation:</b>	Hilton Family Support
<b>Project title:</b>	As above
<b>Project location (inc. postcode):</b>	Hilton District, Inverness IV2 4UA
<b>Contact name:</b>	[REDACTED]
<b>Applicant Address (inc. postcode):</b>	[REDACTED]
<b>Email address:</b>	[REDACTED]
<b>Contact telephone:</b>	[REDACTED]
<b>Organisation Website:</b>	www.hiltonfamily.support
<b>Council Ward: (check guidance for link)</b>	Hilton
<b>Does the main contact have any communication needs?</b> E.g., textphone, sign language, large print?	
<b>Yes</b>	<b>No</b> <input checked="" type="checkbox"/>

**What type of organisation are you?** (Please tick all that apply)

<b>Amount applied for</b>	£15,000
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<b>Third Sector (voluntary or community) organisation</b>	<input type="checkbox"/>	<b>Community Council</b>	<input type="checkbox"/>
<b>Registered Charity SC048719</b>	<input checked="" type="checkbox"/>	<b>Company Limited by Guarantee</b>	<input type="checkbox"/>
		<b>If yes – Company Number</b>	

<b>Start date of project:</b>	August 2024
<b>End date of project:</b>	August 2025

**Project summary** – please provide a brief outline of your project and the outcomes it will deliver. *example:*

- *Aims of the project and how you are going to do it*
- *Is this a new project/service or an additional activity to an existing project or service?*
- *Help with running costs or for a specific project or activity?*
- *Please include details of how you know there is a need for this project*
- *Who will benefit? It is important to state in your application how your project will benefit the citizens of the City of Inverness*
- **Please note** that the Council (ICGF) will be unable to provide any resources towards activities/items not specified on this form or supporting information

Hilton Family Support supports between 70- 80 parents plus children in the Hilton District of Inverness. That in itself indicates a demand for our services especially with the cost of living crisis and all the anxiety that brings. We employ 2 full time Project Workers who are based in the Lighthouse Centre in Tomatin Road, Hilton.

The Project, which is now 10 years old, is in a new development stage of expansion, having taken on a 2<sup>nd</sup> full time Project worker in 2023. The aim of the Project is to provide support for parents with young children, many of whom could be considered poor and vulnerable. This is done through various groups that the Project workers run as listed:-

Monday: Baby sensory play group for Mum's with babies up to 1 year old. Monday is also a Buggy walk day when our Project worker takes mums with toddlers on a walk which supports exercise & friendship.

Tuesday: PEEP group supports parents and children learning together helping parents and children to interact in a more positive way.

Wednesday: Support group meeting when parents and children meet for 2 hours and receive a breakfast, listen to various speakers, music and play and a chance to share together.

Thursday: Another similar support group meets with different parents and children.

Friday: A toddlers group is run attended by over 20 parents and children.

These groups provide a safe space to get alongside parents and children to get to know them and their issues and struggles. We can then target effective support through one to one meetings, provide food parcels, nappies, clothing etc. We have positive relationships with other organisations such as HALO, Grace and Gap, Health Visitors, Hi Life Highland, the Foodbank, CALA, Cauldeen School, The Calman Trust, and many others.

It cannot be underestimated the positive effect Hilton Family Support are having on the families in the Hilton District of Inverness.

**Please give a summary of expected outcomes from your project.**

*Please include details:*

- *How your project will continue beyond the period of ICGF support?*
- *How your project or activity will help the Council to meet its Public Sector Equality Duty?*
- *Will your project make a contribution towards the promotion of the Gaelic language?*
- **Please Note** *you will be expected to submit an Evaluation Report (a form will be supplied) at the conclusion of your project and prior to the payment of the final instalment of grant.*
- **Please Note** *If successful your grant will be valid for a period of six months from the date of the letter confirming Project Funding your award. Extensions can be applied for in writing if made within the period of validity.*

The Project is growing and with a population of over 8,000 in the Hilton District, which is amongst the most disadvantaged communities in Scotland, demand for our services will only grow. The charity is well run with a Board of 7 Trustees all with a vast range of experience and our Project Workers undergo regular training eg mental health etc. There is no exclusion to our groups because of race, religion or gender. All are welcome. There is currently no promotion for the Gaelic language but we now have a fluent Gaelic speaker as a volunteer and this is something we would wish to take advantage of.



**PROJECT COSTS**

Please provide a breakdown of how much your activities/project will cost splitting between revenue and capital expenditure. <b>Please Note</b> grant recipients are expected to provide evidence of value for money.	<b>Amount (£)</b>
Project worker at 35 hours (inc. NI/Pension)	£30,450
2nd Project worker	£30,450
Administrator	£5,250
Training and facilitators	£2,100
Venue hire	£2,625
Equipment & materials	£2,100
Volunteer Expenses - Other	£263
Outings	£1,155
Family Outdoor Learning courses	£683
Catering	£2,625
Travel expenses	£1,050
Rent/Heating/Light	£8,750
Phone/IT/Postage	£525
Insurance and Professional fees	£1,680
<b>Total Project Cost</b>	<b>£89,706</b>

**PROJECT FUNDING**

<b>How will the project be funded? (What other organisations have you applied to?)</b>	<b>Amount (£)</b>	<b>Confirmed</b>
Envoy Group	£5,000	x
Cattanach Trust	£10,000	x
Trusthouse	£20,000	x
Individual donors/Gift Aid	£11,000	x
Fundraising	£4,000	x
Highland Council Ward Discretionary Fund	£12,000	
<b>Total Match Funding</b>	£62,000	
<b>Total Inverness Common Good Fund Funding Requested</b>	£15,000	
<b>Own Contribution</b>	£12,706	x
<b>Total Project Funding</b>	£89,706	

**If there is a shortfall in funding, how do you propose to fund it?**

This funding, along with the confirmed funding and our reserves, covers any shortfall in funding over the next 12 months. This will allow us time to apply to other funders over this period. These applications will be for a 2-3 year funding cycle.

## About your Organisation

<p><b>When did your Organisation start?</b></p>	<p>2014</p>
<p><b>What geographic area does your organisation cover?</b> Please note the Inverness Common Good Fund can only help with projects that bring direct benefit to the citizens of Inverness.</p>	<p>Hilton District, Inverness</p>
<p><b>What communities of interest (e.g. Young people, people with disabilities, people with an ethnic minority background etc.) does your organisation cover?</b></p>	<p>Families with young children including those with a minority ethnic background.</p>
<p><b>Is there a restriction on who can join your organisation?</b> If yes please give details.</p>	<p>Families with children up to school age. However we are establishing a support group for parents who have attended our groups but whose children have come of school age.</p>
<p><b>Has your organisation received any funding from the Inverness Common Good Fund over the last 3 years.</b> If yes please give details of when/what for/how much.</p>	<p>No</p>
<p><b>Has your organisation received any other funding from the Highland Council or any Common Good Fund over the last 3 years?</b> If yes please give details of when/what for/how much.</p>	<p>Yes. £8,000 in November 2021 from the Ward Discretionary Fund</p>



**APPLICATION FORM TO APPLY TO  
THE INVERNESS COMMON GOOD FUND FOR FUNDING**

<b>Applicant organisation:</b>	New Start Highland		
<b>Project title:</b>	Training & Reuse Village		
<b>Project location (inc. postcode):</b>	New Start Highland 9 Carsegate Road North Inverness IV3 8DU		
<b>Contact name:</b>	[REDACTED]		
<b>Applicant Address (inc. postcode):</b>	New Start Highland 9 Carsegate Road North Inverness IV3 8DU		
<b>Email address:</b>	[REDACTED]		
<b>Contact telephone:</b>	[REDACTED]		
<b>Organisation Website:</b>	<a href="http://www.newstarthighland.org">www.newstarthighland.org</a>		
<b>Council Ward: (check guidance for link)</b>	Inverness Central		
<b>Does the main contact have any communication needs?</b> E.g., textphone, sign language, large print?			
<b>Yes</b>		<b>No</b>	<input checked="" type="checkbox"/>

**What type of organisation are you? (Please tick all that apply)**

<b>Third Sector (voluntary or community) organisation</b>	<input type="checkbox"/>	<b>Community Council</b>	<input type="checkbox"/>
<b>Registered Charity If yes – Registration number</b>	<input checked="" type="checkbox"/> SC 02963 5	<b>Company Limited by Guarantee If yes – Company Number</b>	<input checked="" type="checkbox"/> SC213 206
<b>Other - please specify</b>			

<b>Amount applied for</b>	£65,000
<b>Start date of project:</b>	1st October 2024
<b>End date of project:</b>	30 <sup>th</sup> March 2025

**Project summary** – please provide a brief outline of your project and the outcomes it will deliver. *For example:*

- *Aims of the project and how you are going to do it*
- *Is this a new project/service or an additional activity to an existing project or service?*
- *Help with running costs or for a specific project or activity?*
- *Please include details of how you know there is a need for this project*
- *Who will benefit? It is important to state in your application how your project will benefit the citizens of the City of Inverness*
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### Overview- New Start Highland's Training & Reuse Village

With the cost-of-living crisis, austerity and the pandemic creating more demand for New Start Highland's services than ever before, we need to scale up our offer- and fast. Our *Training & Reuse Village* will be a new city asset for all residents of Inverness, which will greatly expand upon our current services which address poverty and reduce inequality in Inverness, and facilitate recycling and reuse.

The 'Village' will transform our ability to offer access to free and low-cost essential goods, and will provide new routes out of poverty, through high quality supported training programmes which lead to local employment.

We request a one-off investment from the Common Good Fund to support this capital project, through which we will reconfigure our existing buildings at our Carsegate Road site. We will add a new hospitality training facility including a training café and training kitchen, where our supported hospitality trainees will learn skills which will enable them to gain employment locally; and where our other participants will be able to learn cooking as a life-skill. Through this project we will also change the layout of our outlet, connecting two existing spaces so that our low- and no-cost shop becomes one larger building, improving access and enabling us to process more donated items and offer a greater range of goods to people experiencing poverty.

In addition to the direct benefits the project will bring our beneficiaries, the project will divert thousands of tons of items from landfill, contribute towards a carbon-neutral Highlands *and* will increase the financial sustainability of New Start Highland. This will enable us to secure our suite of services over the coming decades. Following this capital investment, New Start Highland will continue to cover revenue costs, as we have done across our 24 year history.

### The need

We know from the increasing numbers of people coming to us for support that there is a huge need for our services; and this is borne out in statistics which show increasing levels of poverty.

The prevalence and depth of poverty has risen across the UK in recent years. 22% of people are now in poverty, and the number of people in destitution (i.e. unable to afford basic necessities) has doubled since 2017 ([Joseph Rowntree Foundation 2024](#)). Poverty is highest in groups which make up the majority of New Start Highland's beneficiaries, including those in workless households, lone-parent households, disabled people and people from ethnic minorities.

We face particular challenges in the Highlands. For those in employment, gross pay is lower than the Scottish average ([HIE 2022](#)) leaving people more vulnerable to the rising cost-of-living. The high cost of fuel alongside our colder climate has pushed 33% of Highland households into fuel poverty, versus 14% across Great Britain ([Scottish Govt 2023](#)). Our local area of Merkinch is the most deprived area in the Highlands and 8<sup>th</sup> most deprived in Scotland ([SIMD 2020](#)) with levels of income, employment, health and skills all in the bottom decile. The prevalence of mental illness, disabilities and other long-term conditions in Merkinch mean that many people face additional barriers to entering the workforce. Employment rates and incomes for disabled people are lower than for the general population ([Resolution Foundation 2024](#)), which is an issue we see amongst our client group.

At a time where many people feel unable to access the jobs market, our local hospitality industry is in crying out for more staff, partially due to Brexit. Hospitality vacancies have risen by 26% since January 2020 (ONS 2024) and this gap is cited as a key local concern by industry papers (e.g. FSB 2021) and by our contacts who run businesses in Inverness. We believe this represents an exciting opportunity to reduce inequality in Inverness, by supporting people out of poverty and into the workforce.

#### Preventing poverty & reducing inequality

- Providing more free and low-cost goods:

Reconfiguring our buildings will enable us to double the volume of donated goods we can process and offer for low or no cost – increasing this to 144,000 items every year. As well as expanding our existing ranges of furniture, household goods and bikes available through our Carsegate Road site, we will offer new types of goods including clothing and tools. This will benefit the people of Inverness by increasing access to basic necessities at very low-cost. Additionally, it will enable us to offer more free furniture and starter packs to people exiting homelessness. This intervention will help prevent those who are financially struggling from falling into poverty, and ensure that people already in poverty or destitution can access the items they and their families need.

- Offering supported traineeships in our training café & cookery school:

Our new training café and cookery school will enable skills development and create routes from poverty to industry for people who are currently unable to access the jobs market, particularly those needing additional support during their training. This will benefit both the individuals undertaking traineeships with us, and Inverness' hospitality industry, which has high demand for workers.

We will offer 36 new supported placements each year to people from a range of backgrounds, including those who have been long-term unemployed, school leavers with few qualifications and people with mild learning disabilities or mental health issues.

Alongside practical training and experience in food and drink preparation and customer service, trainees will be supported to improve their core skills, and work towards accredited qualifications such as SQA Skills For Work and Level 2 Food Hygiene & Safety. They will receive 1-to-1 mentorship, supporting them as they apply for jobs and prepare for interviews and trial shifts. Building on our existing relationships with business from small cafes to large 4-star hotels, we will work closely with local industry to ensure our trainees have the best possible chance of finding and maintaining a job after their traineeship.

As well as offering traineeships which lead to employment in the hospitality sector, the development of the Village's training kitchen will also enable us to offer cooking lessons for a much wider group of people we support- for example, those training in our warehouse or volunteering in our shops. This will enable them to cook healthy meals on a budget, helping to improve both their financial and health outcomes.

- Improving access to our services

The improvements in our building, particularly the joining of our two existing outlet buildings, will further improve equality by providing easier, step-free access throughout our reuse outlet and other areas used by our supported trainees (upcycling workshops, training café, training kitchen). We will add an accessible WC and improve access features throughout, for example by adding improved signage and low-level counters.

#### Protecting our environment

Environmental care is one of our core values. We will be proud to contribute even more to Highland Council's Net Zero Strategy by supporting the circular economy in Inverness. The project will double our site's capacity to receive and process donated goods, enabling us to divert an additional 340 tons from landfill every year. The building will utilise renewable energy generated on-site by solar panels, and will repurpose items collected using an electric vehicle we are about to purchase.

### Case study- Kieran

Kieran was in his late teens when he first came to New Start Highland through an employability programme. Dyslexic and having grown up in a chaotic, workless household, Kieran had barely engaged with school. However, he found his groove working in the supportive environment of our warehouse. After some months with us, we supported him through his Fork Lift License qualification, providing a scribe for his exams which he passed with flying colours.

Whilst on placement with us, Kieran became homeless twice due to his chaotic family life. Both times, our housing support officers helped him into a new tenancy, and we provided and delivered furniture and home starter packs to help him settle in.

When Kieran's employability programme came to an end, we were in need of a warehouse and delivery assistant. Kieran was interviewed and gained the job on merit. Today, he is a valued member of our team, and now supports trainees and delivers excellent customer service. He is a shining example of how our services intertwine to help people to overcome barriers, move away from poverty and into a stable and happy future.



## Please give a summary of expected outcomes from your project.

*Please include details:*

- *How your project will continue beyond the period of ICGF support?*
- *How your project or activity will help the Council to meet its Public Sector Equality Duty?*
- *Will your project make a contribution towards the promotion of the Gaelic language?*
- *Please Note you will be expected to submit an Evaluation Report (a form will be supplied) at the conclusion of your project and prior to the payment of the final instalment of grant.*
- *Please Note If successful your grant will be valid for a period of six months from the date of the letter confirming Project Funding your award. Extensions can be applied for in writing if made within the period of validity.*

### Outcomes of the Training & Reuse Village

Following the completion of the Village, each year we will....

- Make an additional 72,000 items available at low or no cost to the Inverness community, increasing equality across our city.
- Prevent hundreds of people falling into poverty by providing a wider range of low- and no- cost goods (including clothing, electricals and white goods) at our main Inverness outlet, which will have improved disabled access.
- Reduce the impact of poverty for those already living in poverty and destitution by delivering more free furniture and home-starter packs across Inverness.
- Create 36 supported traineeships each year in our training café & cookery school, helping trainees gain new skills, qualifications and confidence.
- Create routes out of poverty and into employment for former trainees by partnering with local hospitality businesses, from small cafes to prestigious 4-star hotels.
- Divert an additional 340 tons of goods from landfill.

### Ongoing running costs

New Start Highland will fully cover the ongoing running costs of the Training & Reuse Village, through a diverse mix of earned income and grants. We earn income from commercial services including house removals & clearances, storage, pick & pack fulfilment; and from sales through our outlets, online platforms, and once open, our training café. We are in receipt of multi-year core grants from Garfield Weston Foundation & the Robertson Trust, and have fundraising staff who work to secure continuous grant funding.

### Public Sector Equality Duty

This project will help Highland Council to meet its Public Sector Equality Duty by supporting disabled and neurodiverse people and those with long-term conditions – who have far lower rates of employment than the general population- to train for employment.

Whilst the employment rate in the general population is 83%, this figure is 54% for disabled people, 30% for people with mental illness and 29% for autistic people (ONS 2022). The Resolution Foundation (2023) also highlights that following the pandemic, mental health problems are significantly impacting young people's employment outcomes, and the Foundation calls for new non-university pathways to support young adults to gain and maintain employment.

Our new supported training programmes in hospitality which the Village capital project facilitates will enable people with disabilities & poor mental health to access training that fits their needs. For example, we understand that people with learning disabilities often need to learn new skills at a slower pace, and that people with poor mental health will have good days and bad, so we take that into account when planning each individual's learning path. We will provide adaptive tools (e.g. kitchen tools from Active Hands) for people with poor dexterity – as we already do in our therapeutic garden project. By offering supported training with routes into employment, this project will help to reduce the disability employment gap.

The project will improve the accessibility of our building for customers, trainees and staff, by ensuring step-free access throughout, adding a new accessible WC with a colostomy shelf, and adding low-level counters for wheelchair users and people of short stature.

New Start Highland is a Disability Confident Employer. Through this project we will continue to support our existing disabled employees, and potentially welcome new disabled team members in the training café, cookery school and reuse outlet. We are also a Real Living Wage employer, helping to ensure our employees from all backgrounds can live a life free of poverty.

#### Gaelic language

Within our training café, staff members and trainees with Gaelic will be encouraged to identify themselves with a badge, under Bòrd na Gàidhlig's [Cleachdi initiative](#) so that other Gaelic-speaking building users will feel confident to use the language here. We will produce a Gaelic language menu, supporting the normalising of Gaelic as per the Highland Council's Gaelic Language Plan 2024-27.

Our cooking school will partner with Fèis Rois on their 'Gaelic weekenders'. In these open-access, pay-what-you-can events, Gaelic speaking / learning teens undertake cultural activities through Gaelic. A consultation showed that participants wanted cooking / baking as an activity, as food is such an integral part of Gaelic culture as well as a crucial life-skill; but Fèis Rois found it difficult to find a suitable training kitchen to runs session in. By offering the use of our training kitchen to Fèis Rois, we will support extra-curricular Gaelic activity and enable these young Gaelic speakers to increase their use & learning of Gaelic.

**PROJECT COSTS**

Please provide a breakdown of how much your activities/project will cost splitting between revenue and capital expenditure. <b>Please Note</b> grant recipients are expected to provide evidence of value for money.	<b>Amount (£)</b>
Build costs (inc. building contingency)- Simpsons quote rev 1, less £15k included as basis for servery & kitchen	173,338
Bike hut- purchase, delivery and fit-out of external unit (Containers Direct quote + ply lining + £10k connections etc, £7.8k cladding, £2920 to cover flooring, lighting, signage, ramp & bike stands/ tools).	52,420
Training café fit-out	60,000
Training kitchen/ cookery school fit-out	40,000
Fittings & decor	40,000
Contingency for non-build costs @ 10%	19,242
Irrecoverable VAT	30,800
<b>Total Project Cost</b>	<b>415,800</b>

**PROJECT FUNDING**

<b>How will the project be funded?</b> <i>(What other organisations have you applied to?)</i>	<b>Amount (£)</b>	<b>Confirmed</b>
HIE	£120,500	Verbally
Foundation Scotland grant	£40,000	Verbally
SSE	£18,000	Yes
Hugh Fraser Foundation	£20,000	Yes
G&E Baxter Foundation	£15,000	Yes
Great Glen Energy Cooperative Fund	£17,300	
<b>Total Match Funding</b>	£230,800	
<b>Total Inverness Common Good Fund Funding Requested</b>	£65,000	
<b>Own Contribution</b>	£120,000	
<b>Total Project Funding</b>	£415,800	

**If there is a shortfall in funding, how do you propose to fund it?**

If there is a small shortfall, New Start Highland will make a larger contribution from our own resources. However, our ability to do so is limited by our reserves policy, which ensures the continued financial sustainability of the charity. Additionally, any extra resources spent on the capital project will impact our ability to deliver direct services to people experiencing poverty and inequality in Inverness.

## About your Organisation

<p><b>When did your Organisation start?</b></p>	<p>November 2000</p>
<p><b>What geographic area does your organisation cover?</b> Please note the Inverness Common Good Fund can only help with projects that bring direct benefit to the citizens of Inverness.</p>	<p>We serve the whole of the Highlands, but our main site and the majority of our beneficiaries live in Inverness.</p> <p>This project is focused solely on people living in Inverness.</p>
<p><b>What communities of interest (e.g. Young people, people with disabilities, people with an ethnic minority background etc.) does your organisation cover?</b></p>	<p>People with disabilities (physical disabilities, learning disabilities, long-term mental health conditions). Neurodiverse people. Young people (young adults aged 16-24). Ethnic minorities (particularly through the Refugee Resettlement Scheme).</p>
<p><b>Is there a restriction on who can join your organisation?</b> If yes please give details.</p>	<p>No</p>
<p><b>Has your organisation received any funding from the Inverness Common Good Fund over the last 3 years.</b> If yes please give details of when/what for/how much.</p>	<p>No</p>
<p><b>Has your organisation received any other funding from the Highland Council or any Common Good Fund over the last 3 years?</b> If yes please give details of when/what for/how much.</p>	<p>No</p>

**APPLICATION FORM TO APPLY TO  
 THE INVERNESS COMMON GOOD FUND FOR FUNDING**

<b>Applicant organisation:</b>	Velocity Café and Bicycle Workshop		
<b>Project title:</b>	Cycle to Health		
<b>Project location (inc. postcode):</b>	1 Crown Ave Inverness IV2 3NF		
<b>Contact name:</b>	[REDACTED]		
<b>Applicant Address (inc. postcode):</b>	1 Crown Ave Inverness IV2 3NF		
<b>Email address:</b>	[REDACTED]		
<b>Contact telephone:</b>	[REDACTED]		
<b>Organisation Website:</b>	www.velocitylove.co.uk		
<b>Council Ward:</b>	Ward 16		
<b>Does the main contact have any communication needs?</b>			
<b>Yes</b>			<b>No</b> <input checked="" type="checkbox"/>

**What type of organisation are you? (Please tick all that apply)**

<b>Third Sector (voluntary or community) organisation</b>	<input checked="" type="checkbox"/>	<b>Community Council</b>	<input type="checkbox"/>
<b>Registered Charity If yes – Registration number</b>	<input type="checkbox"/>	<b>Company Limited by Guarantee Company Number SC414824</b>	<input checked="" type="checkbox"/>
<b>Other - please specify</b>			

<b>Amount applied for</b>	<b>£10,300</b>	
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<b>Start date of project:</b>	9 <sup>th</sup> September 2024
<b>End date of project:</b>	31 <sup>st</sup> March 2025

**Project summary** – please provide a brief outline of your project and the outcomes it will deliver.

This project is aimed at people in the Inverness area who would like to cycle more for short everyday journeys but who would benefit from support to develop skills and confidence due to experience of poor mental health, social isolation, low confidence, or other barriers connected with poverty or deprivation. The sessions will be delivered by staff skilled in engaging hard to reach people. The project will build confidence, improve individual's mental and physical wellbeing and will foster a sense of community connection within the group.

We will offer:

30@ 1:1 sessions prior to engagement to ease the anxiety associated with joining a new group or starting a new activity and to explore people's experience, concerns, barriers and cycling hopes.  
10@ Tailored cycling skills training courses for small groups of participants, weekly small group sessions over 4 weeks. Aimed at people whose ability to cycle for short everyday journeys is limited due to lack of cycling skills or confidence. Some of these target vulnerable groups including RASASH, Inverness Centre for Mental Health Recovery, Highlands Immigrants and Refugees Association.

28@ Weekly meet ups: led group rides and bike maintenance sessions enable participants to build up cycling confidence for short journeys, putting new skills into practice. These sessions will start at Velocity with a bowl of soup, eating together to foster a sense of community and belonging.

Volunteers - previous participants and people new to the project - will be trained as Ride Leaders and ride as Leaders or support on group rides and 1:1s.

Two staff working 4 days/week will work with 82 people across the duration of the project.

People will feel more confident on and off the bike. Their cycling skills, knowledge and confidence all improve. This makes them more likely to choose to cycle for short local journeys. People feel part of a community, supported and encouraged by each other and connected to Velocity. People's mental health improves by a statistically significant factor through increased activity and experience of green spaces. Feelings of social isolation are reduced through increased contact with a friendly, welcoming and inclusive community. Marginalised people access support to cycle who would not have done so through the course of their daily life.

We have secured 50% of the funding for this project but need a further 25% match to draw this down and make the project happen. Cycle to Health has been running since 2015, and every year participants report a statistically significant increase on the Warwick Edinburgh Mental Wellbeing Scale. Demand for the project has increased with the cost of living crisis and increased concern about the environment. The recent report, Inverness Walking and Cycling Index, indicates that 42% of the population of Inverness think that cycle training courses and organised social rides will support them to cycle more.

Feedback from past participants include the following statements:

"I had no idea there were so many accessible places to cycle in Inverness. I now cycle alone because of the project"

"I feel a huge sense of achievement at having actually completed something and attended each of the sessions (despite intense social anxiety); a sense of empowerment/hope for the possibility of further improvements in confidence, cycling ability and physical fitness"

"Initially I felt like an idiot and worried what people would think. But now I'm telling everyone!"

"I'd always just thought about getting out on my bike. Now I definitely will"

"I feel less confined to my flat and more confident going places on my own and cycling on my own, which I hadn't done before my involvement with the group. I feel happier with my body"

"This project is an excellent way to feel better about life and health. The group leaders are so welcoming, supportive and enthusiastic. Their cheerful positivity is infectious. It really does change lives"

**Please give a summary of expected outcomes from your project.**

People who have experience of poor mental health, social isolation, low confidence, or other barriers connected with poverty or deprivation will improve their mental wellbeing. Our past experience of similar projects demonstrates that participant on average score at least 3 points higher on the WEMWBS, demonstrating a significant increase in wellbeing.

People will feel more confident cycling a bike. They will take more physical activity, spend more time in green spaces and feel better connected to others, all leading to this increase in wellbeing. This also people offers a low cost alternative to making journeys by car, and will contribute towards making Inverness a greener city.

The project is designed to be easily accessible to vulnerable people including refugees, asylum seekers, survivors of rape and sexual assault and people with experience of poor mental health. People who might lack the confidence to join a group can have an initial 1:1 meeting with a member of staff to look at solutions to potential barriers to engagement. We will work with pre-existing groups and their support staff where joining a group of unknown people would present a barrier to participation.

As demonstrated in the Inverness Walking and Cycling Index 2023, significantly fewer women cycle at least once a week than men (20% vs 35%). By creating a project nurturing and supportive learning environment, with a female led team, we aim to support more women to feel confident in cycling in our city. Where needed, we can deliver the 1:1 sessions and Skill Courses in a women only environment.

We will support people facing financial hardship by subsidising repairs to ten participants' bikes who otherwise would not be able to afford to repair them. The project is free to all participants, with the possibility to loan a bike and helmet for rides.

Our existing community is made up of people of a wide range of ages (24 to 78), nationalities (Scottish, English, Polish, Lithuanian, Iraqi, Afghani) and a mix of genders and sexualities. It is supportive, inclusive and welcoming of a wide and varied range of people.

Our project will continue beyond the scope of the ICGF funding period by offering training opportunities to participants who feel confident to take on a leadership role, and start to support rides, and in time, to take on a leadership role. The supported group rides will carry on beyond the scope of the project. As people become more confident to ride, small groups of participants will ride together out with the project as groups of friends. Behaviour change funding for active travel projects is changing and will no longer be administered centrally. We are liaising with HiTrans to design and secure funding for Cycle to Health in 2025.



**PROJECT COSTS**

Please provide a breakdown of how much your activities/project will cost splitting between revenue and capital expenditure. <b>Please Note</b> grant recipients are expected to provide evidence of value for money.	<b>Amount (£)</b>
2@ 0.8FTE Cycle skills delivery team	34,914
1@0.2FTE Bike Mechanic	3,636
Frame Kennedy payroll costs for 7 months	175
Training: Cycle Ride Leader training for up to buddies/ volunteers	600
4 @£6/ month contracts plus £150 for one refurbished phone	488
Contribution to Employers and Public Liability cost, Butterworth Spengler £1328 total	287
Servicing of 10 bikes @ £70; contribution towards repairing participants bikes who otherwise couldn't afford this	700
Posters, leaflets, promotional facebook posts	400
<b>Total Project Cost</b>	41,200

**PROJECT FUNDING**

<b>How will the project be funded? (What other organisations have you applied to?)</b>	<b>Amount (£)</b>	<b>Confirmed</b>
Paths for All Community Transition Fund	26,950	Contingent on 25% match
<b>Total Match Funding</b>	26,950	
<b>Total Inverness Common Good Fund Funding Requested</b>	10,300	
<b>Own Contribution</b>	3,950	yes
<b>Total Project Funding</b>	41,200	

**If there is a shortfall in funding, how do you propose to fund it?**

We need to secure 25% match funding to be able to accept the grant from Paths for All Community Transition Fund. This grant is due to start in September 2024 so we have limited time to find this match funding. We will apply to National Lottery's Awards for All grant but are aware that this grant is hugely oversubscribed.

## About your Organisation

<p><b>When did your Organisation start?</b></p>	<p>January 2012</p>
<p><b>What geographic area does your organisation cover?</b> Please note the Inverness Common Good Fund can only help with projects that bring direct benefit to the citizens of Inverness.</p>	<p>Velocity is based in Inverness, and the Cycle to Health project is delivered in Inverness. Other projects run by Velocity are delivered across Highland.</p>
<p><b>What communities of interest (e.g. Young people, people with disabilities, people with an ethnic minority background etc.) does your organisation cover?</b></p>	<p>We have a good track record of working with people experiencing poor mental health and social isolation; we work with refugees and asylum seekers, we have worked with survivors of rape, sexual assault and domestic violence through Women's Aid and RASASH.</p>
<p><b>Is there a restriction on who can join your organisation?</b> If yes please give details.</p>	<p>People need to have the physical capacity to cycle on a bike, trike, e-bike or e-trike, and be able to take on instructions and act on them. We do not exclude people with a learning disability or physical disability unless they are unable to ride safely alongside other people.</p>
<p><b>Has your organisation received any funding from the Inverness Common Good Fund over the last 3 years.</b> If yes please give details of when/what for/how much.</p>	<p>No</p>
<p><b>Has your organisation received any other funding from the Highland Council or any Common Good Fund over the last 3 years?</b> If yes please give details of when/what for/how much.</p>	<p>Happy Healthy Hilton project in 2022: £9,436 from the Place-Based Investment Fund Mums on Wheels/ Bairns on Bikes in 2023: £8,640 from Community Regeneration Fund</p>



**APPLICATION FORM TO APPLY TO  
THE INVERNESS COMMON GOOD FUND FOR FUNDING**

<b>Applicant organisation:</b>	Apex Highland		
<b>Project title:</b>	Apex Highland – Torvean & Fraser Park		
<b>Project location</b> <i>(inc. postcode):</i>	Kings Golf Club, Balphadrig Road, Inverness IV3 8AX Fraser Park Pavilion, MacEwan drive, Inverness IV2		
<b>Contact name:</b>	[REDACTED]		
<b>Applicant Address</b> <i>(inc. postcode):</i>	Unit 7 23 Lotland street Inverness IV1 1ST		
<b>Email address:</b>	[REDACTED]		
<b>Contact telephone:</b>	[REDACTED]		
<b>Organisation Website:</b>	<a href="http://apexscotland.org.uk">Apex Highland (apexscotland.org.uk)</a>		
<b>Council Ward:</b> <i>(check guidance for link)</i>	13 & 16		
<b>Does the main contact have any communication needs?</b> E.g., textphone, sign language, large print?			
<b>Yes</b>		<b>No</b>	<input checked="" type="checkbox"/>

**What type of organisation are you?** *(Please tick all that apply)*

<b>Third Sector (voluntary or community) organisation</b>		<b>Community Council</b>	
<b>Registered Charity</b> <b>If yes – Registration number</b> SC023879	<input checked="" type="checkbox"/>	<b>Company Limited by Guarantee</b> <b>If yes – Company Number</b>	
<b>Other - please specify</b>			

<b>Amount applied for</b>	£14,510.56
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<b>Start date of project:</b>	01.09.2024
<b>End date of project:</b>	31.08.2025

**Project summary** – please provide a brief outline of your project and the outcomes it will deliver. *example:*

- *Aims of the project and how you are going to do it*
- *Is this a new project/service or an additional activity to an existing project or service?*
- *Help with running costs or for a specific project or activity?*
- *Please include details of how you know there is a need for this project*
- *Who will benefit? It is important to state in your application how your project will benefit the citizens of the City of Inverness*
- **Please note** that the Council (ICGF) will be unable to provide any resources towards activities/items not specified on this form or supporting information

The aims of this project are to empower our participants to take part in the restoration and maintenance of the pathways surrounding the Kings Golf club at Torvean (Inverness) and the pavilion at Fraser Park. This will be undertaken by our Highland Challenge Team, made up of Apex staff, mentors, volunteers, participants and individuals undertaking unpaid work for community payback orders.

See below Bill of Quantities for Torvean Kings Golf Club project;

Item	Description	Unit	Quantity	Work Days	Cost
1	Cut back gorse and broom to base 1m from original path edge. Chip and remove arisings to Council registered site. If flailed clear arisings from path surface.	Lin m	1585m	29	
2	Clear litter from undergrowth and remove to Council registered facility	Days	170m	1.5	
3	Re-set SOAC sign	each	1	0.5	
4	Prune planted hedge back off path edge. Remove arisings to Council registered site. If flailed clear arisings from path surface.	Lin m	630m	18	

Bill of Quantities for Fraser Park Pavilion has not yet been drafted, however, Apex Highland will develop that area of maintenance under the costed articles listed below.

The Challenge Team project is a service that is designed to empower our participants to regain some stability in their lives through routine and structure. We invite individuals who are severely left behind in the community as a result of the barriers they face to daily living. These consist of problematic Drug & Alcohol use, various different issues of Mental Health including severe conditions, an Offending history, including those on community payback orders or on license for more high tariff offences, and people of low skill.

These group sessions offer participating individuals, confidence building, problem solving, communication skills and team working as well as, a Trauma informed environment, lead by Apex staff, which promotes a reduction in recidivism and desistance in problematic behaviours. This is a shared journey with participants and staff and may be the first time a participant has interacted socially within a group setting without the issue of substances or criminality being involved. It also

provides an opportunity to learn new skills, gain accredited qualifications and utilize existing knowledge and understanding to benefit the community in which they live.

This is a new project that our, already operational, Highland Challenge Team wishes to undertake

The costings detailed are to support the running costs of this project, solely, and allow us to undertake these projects unimpeded.

Costings for 2 x Apex staff members have been requested in this application as this aligns with our organisations minimum approach to quality and safety of service; Across all of Apex Highlands group activities, it is policy to implement two members of staff for operational delivery, which ensures individual staff safety is maintained and high-risk situations as a result of lone working can be avoided. For this project in particular, as well as the above, three staff members (1 x PDM in Kind) will be needed to accommodate the differing circumstances behind our participants engagement and the differing levels of support and supervision they will each need whilst on programme. Although this initiative will be open to all of our participants, we anticipate that participation within this initiative will be heavily populated by individuals that have been referred to Apex for completion of the unpaid work element of their community payback orders, these participants require a separate and higher level of supervision and input by Apex staff than those not referred through the Justice System. This project will also be inclusive of individuals with higher tariff offences who require individual and more intensive supervision whilst out in the community, the third staff member in kind, detailed in this application is reserved for this.

A big part of our outdoor services are to upskill participants in the use of tools, calculating acreage, and machine maintenance and to provide on the job support work and mentoring to enable our participants to overcome barriers they face outside of our service. This will be will be an ongoing approach to delivery within this project and will require input from multiple members of staff.

Although we have detailed that we anticipate a weekly attendance of 6 participants, this is a number that reflects an average measured over the course of the last financial year. Attendance fluctuates and we regularly experience participation levels that both precede and exceed 6.

We know there is a need for this project as we have been personally been approached in request to undertake the renewal of these spaces. On inspection, it was clear to see that the pathways around the Kings Golf Club are not currently being maintained, and have not been, which has led to serious overgrowth. This overgrowth has all but ended the access local members of the community have to the beauty of this natural greenspace.

Upon renewal of these spaces local dog walkers, cyclists and families will be able to utilise these areas for recreational activities and have improved quality of access to the local areas they live in.

**Please give a summary of expected outcomes from your project.**

*Please include details:*

- *How your project will continue beyond the period of ICGF support?*
- *How your project or activity will help the Council to meet its Public Sector Equality Duty?*
- *Will your project make a contribution towards the promotion of the Gaelic language?*
- **Please Note** *you will be expected to submit an Evaluation Report (a form will be supplied) at the conclusion of your project and prior to the payment of the final instalment of grant.*
- **Please Note** *If successful your grant will be valid for a period of six months from the date of the letter confirming Project Funding your award. Extensions can be applied for in writing if made within the period of validity.*

Our project will not make a contribution towards the promotion of the Gaelic language

We will hope to continue this service by accessing further funding through the Common Good Fund or other grant funding that may be applicable. Our Director of Marketing and Fundraising will support in future applications.

The majority of our participants will come from a background of treatment centres/Prisons/Justice Social Work services and working with CPNs & Social Workers, including Community Payback Officers – they will be at the stage of “recovery within the community.” A typical participant will be currently accessing or have previously accessed additional support or treatment for addictive behaviours. They will be experiencing a wide range of barriers to employment including; issues of mental health, broken down relationships (spousal or close familial) and previous offending. Other issues such as; housing and poverty etc, all make the participant feel a real sense of being “weighted down” by their past choices. Having a project like Apex Challenge Team gives the participant the chance to feel they are accepted within a team, and are part of the team.

They are supported and supervised to learn new skills and have a sense of worth, which for some they have never experienced. Every challenge completed is celebrated and we award certificates on completion of different time-frames. Peer support is a large and vital part of our groups and this has always proved to be successful. For our participants to see real evidence of what they can achieve, by working with peers, gives them something realistic to aim for.

All our Outdoor participants follow a personal action plan and are actively encouraged to attend acupuncture and SMART Recovery, which assists them to maintain their recovery. Apex Highland staff have just completed year one of Trauma Training, this will continue for the next two years ensuring we are a Trauma Informed organisation.

Regular gardening/exercise reduces mental health problems like depression and anxiety but can also reduce stress as well as improving physical fitness. From the past year we have seen an increase in the number of people participating in this project and accessing our other services. The positive feedback we have received from many members of the community, who have stopped to thank us for our work and remarked how nice the areas looked is a testament to the work we are doing, benefiting both our clients and the community.

**PROJECT COSTS**

Please provide a breakdown of how much your activities/project will cost splitting between revenue and capital expenditure. <b>Please Note</b> grant recipients are expected to provide evidence of value for money.	<b>Amount (£)</b>
Staff Salaries; 1 x PDM 1 day per week for 49 weeks: £5,080.28 (£24,883 FTE) 1 x PDM 1 day per week for 49 weeks: £5,080.28 (£24,883 FTE)	£10,160.56
Participant Lunches – average of 6 per day at £5 each for 49 weeks Average daily lunch cost: £30 Average participant lunch cost for projects: £1,470	£1,470
Project Materials – Tools for path maintenance and cutting back of gorse/edging equipment/sarking boards/2x2's for new signage (woodblocks) – carving/burning tools for new signage/postcrete/paints & brushes/loppers/secateurs	£800
PPE, Machinery Maintenance/Tools – Participant protective wear and outdoor protective gear/eye shields/gloves – pressure washer hire for path maintenance – edgers – strimmer maintenance – fuel costs for machinery used and transport of participants to and from sites of work.	£1,550
Recycling cost for waste disposal Very large area of land to be covered in this proposal so the estimate of cost for waste disposal is potentially higher than what we have submitted for, which will be covered in kind by Apex Highland core funding	£600
<b>Total Project Cost</b>	£14,580.56

**PROJECT FUNDING**

<b>How will the project be funded? (What other organisations have you applied to?)</b>	<b>Amount (£)</b>	<b>Confirmed</b>
<b>Total Match Funding</b>		
<b>Total Inverness Common Good Fund Funding Requested</b>	£14,580.56	£14,580.56
<b>Own Contribution</b>	£5,080.28	£5,080.28

<b>Total Project Funding</b>	£19,660.84	£19,660.84
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**If there is a shortfall in funding, how do you propose to fund it?**

We will shorten the duration of the projects and reduce the amount of work covered thereby reducing staff costs. There is potential for us to include volunteer peer mentors.



## About your Organisation

<p><b>When did your Organisation start?</b></p>	<p>Apex Highland started in 1994 Apex Scotland started in 1986</p>
<p><b>What geographic area does your organisation cover?</b> Please note the Inverness Common Good Fund can only help with projects that bring direct benefit to the citizens of Inverness.</p>	<p>Highlands and Islands</p>
<p><b>What communities of interest (e.g. Young people, people with disabilities, people with an ethnic minority background etc.) does your organisation cover?</b></p>	<p>People with barriers to Employment; Mental health, addictions, low skilled, criminal convictions.</p>
<p><b>Is there a restriction on who can join your organisation?</b> If yes please give details.</p>	<p>Yes – Participants must be over the age of 16</p>
<p><b>Has your organisation received any funding from the Inverness Common Good Fund over the last 3 years.</b> If yes please give details of when/what for/how much.</p>	<p>Yes June 24 – June 25 £17,096 - for maintenance of Donkey Brae, Millburn Escarpment Nov 22 – Nov 23 £14,342 - for maintenance of Donkey Brae, Millburn Escarpment</p>
<p><b>Has your organisation received any other funding from the Highland Council or any Common Good Fund over the last 3 years?</b> If yes please give details of when/what for/how much.</p>	<p>No</p>