

PART ONE: ABOUT YOU		
1.	Area Committee To find out about Area Committees, click here	<input type="checkbox"/> Chipping Barnet Area Committee <input checked="" type="checkbox"/> Finchley and Golders Green Area Committee <input type="checkbox"/> Hendon Area Committee
2.	Members Item brought by:	Cllr Geof Cooke
3.	Proposed organisation or Council department to deliver the proposal:	JDA (Jewish Deaf Association)
4.	What is the total cost of the project?	£280,261 p.a. (including direct project salaries, running costs, interpreters, communicator guides and personal carers - plus proportion of indirect staffing costs, accommodation and utilities)
5.	How much Area Committee funding are you applying for?	£9,884
PART TWO: ABOUT YOUR PROJECT		
6.	What is the project? Please provide a brief overview of the project and what the funding will be used for.	
	<p>"Ageing Well Together" Day Centre and range of Support Services together meet the needs of older Deaf and Deafblind British Sign Language (BSL) users who are unable to access mainstream day centre provision, information and services and who, without JDA, would be isolated and excluded.</p> <p>JDA provides this distinctive client group with a consistently professional, needs-led specialist provision, where they benefit from the facilities, support, friendship and respect they need to lead physically and psychologically healthy, independent and fulfilling lives.</p> <p>The service aims to:</p> <ul style="list-style-type: none"> • increase levels of activity/participation in community life • ensure that our Deaf and Deafblind clients have improved access to services, information, advice and advocacy, on a more equal basis with hearing people • increase choice and control in their lives through quality advice and support • ensure that they can maintain optimum physical, mental and emotional health • ensure they retain their dignity and feel secure that they will never have to cope alone. <p>We serve approximately 250 older Deaf and Deafblind British Sign Language (BSL) users aged up to 101. We value diversity and proactively reach out to and welcome people from all faiths and none, all backgrounds, cultures and nationalities. In the past few years, we have made significant progress in reinforcing that JDA is genuinely here for all deaf people, irrespective of religion. We are now accepted as a tried and tested, trusted resource that meets the needs of ALL deaf people.</p> <p>Day Centre provides older members of the Deaf/Deafblind community with a lively year-round, user-led programme in which they can participate, on at least a weekly basis, in enjoyable, interesting and fully accessible social/ cultural/ educational events, mind-stretching activities such as debates, word puzzles and visual quiz games, outings to places of interest that would otherwise be inaccessible to them, talks (many health and safety related) and Keep Fit classes to keep them moving.</p> <p>Supported with warmth and care by JDA's dedicated staff and volunteers (some Deaf and all</p>	

fluent in sign language), our older clients are helped to maintain their mental and physical faculties whilst encouraging lifelong learning and a safe, healthy, active lifestyle.

Support Services

JDA's skilled Support Workers – all fluent in British Sign Language (BSL) - ensure that vulnerable older Deaf and Deafblind people have full access to information, services and BSL interpreters who know them and understand their particular needs.

JDA Support Workers ensure that clients can understand and deal with their health issues and treatment régimes. We help our most vulnerable older Deaf/Deafblind clients to keep living as they wish - happy, healthy, safe and secure in their own homes for longer, rather than succumbing to early admission to residential care which, for BSL users, often leads to loss of dignity, further isolation, depression and ill health – as well as avoidable strain on statutory provision.

We also fight on our clients' behalf by supporting them through the confusing and time-consuming process of applying for Direct Payments, giving clients the opportunity to receive funding for their social care and the choice of how they wish to spend it.

Counselling is an intrinsic part of our service - there is always someone on hand to provide an opportunity to share/offload, give practical help and advice, helping to combat loneliness and depression and reducing the need for Mental Health Services intervention.

With skill, care and compassion, our dedicated Support Workers help our clients take care of themselves, eat healthily, maintain cleanliness and hygiene, take medication properly and so on, so that they can maintain an active, independent life for as long as possible.

In order to alleviate isolation and anxiety, and to maintain optimum health and safety, we monitor our frail and infirm older Deaf and Deafblind clients especially closely. This includes more counselling, companionship and support, often on a daily basis, regular and frequent explanations relating to medical, dietary and other instructions, and advocating for all their needs, including the setting up and monitoring of personal care packages (for example, on discharge from hospital). If and when anyone needs a referral, we support and advocate for them as appropriate.

BSL Tuesdays Information & Advice and Telephone/Translation Drop In and follow-up support and advocacy – for all Deaf/Deafblind people living in Barnet

Following cuts in budgets and mainstream services' provision of BSL interpreters, there were no longer any accessible resources for Deaf/Deafblind BSL users in Barnet. This service meets the neglected needs of Deaf BSL users of all ages, of all faiths and none. Our team provides quality, professional services, with communication support, at the weekly BSL Tuesdays Drop-In, and ongoing in-depth support, advocacy and follow-ups throughout the week as required.

A JDA Support Worker ensures that clients receive clear, quality information, advice and support in their first language – British Sign Language – providing help with filling in forms, translation of and help with handling official documents and correspondence, and making phone calls with them, for example to their GP where they might be in danger of missing or misunderstanding important health advice.

Support Workers advise clients on their rights and help them with the challenges of applying for benefits, tribunals, and dealing with issues such as medical, financial, housing and legal, speaking on their behalf and ensuring they can have their say, communicate their needs and make informed choices in obtaining services in the way they want them.

At Your Service

	<p>Complementing intensive support, "At Your Service" quick-help facility is provided at our weekly Day Centre and effectively resolves immediate issues, relieving anxiety on the spot. This much-used facility offers help with filling in forms, phone calls, official correspondence, etc., with follow-up support through the week as necessary.</p> <p>Gold & Silver 50+ Group</p> <p>This user-led group is for older Deaf BSL users who can travel independently but who still experience considerable isolation and exclusion, with the resulting adverse effects on their health and wellbeing. Supported by JDA's Deaf Community Officer (a Deaf Barnet resident), the group members work together to arrange social, cultural and educational outings and activities which would otherwise be inaccessible.</p> <p>Participants tell us that, having previously been excluded from many places and activities that were freely available to hearing people, they are now accessing information and learning that they can only access because of our provision of a BSL interpreter. During 2015 healthy lifestyles were encouraged through well-attended talks on Diabetes, Dementia Awareness, Access to Emergency Services and a Healthy Eating demonstration and lesson.</p> <p>The regular socialising, the sense of belonging and access to information makes them feel happier, healthier, more included, more physically active and more mentally stimulated.</p> <p>Summary</p> <p>These and other services (including Sunday talks, German Whist and a proposed new Deaf Café) for our older Deaf/Deafblind clients are efficient and effective because of our professional, committed team of Support Workers who go above and beyond in all cases. Our personalised care and careful matching of clients with staff/ volunteers helps spot problems and avert them before they become crises, with all the serious consequences to health, safety and wellbeing that is likely to result.</p> <p>What the funding will be used for</p> <p>Our range of services depends totally on our highly skilled Support Team, each of whom take particular care of clients most in need. The funding will be put towards the salary of a part-time Support Worker, an integral member of our staff team.</p>
7.	<p>Which priority area will the project / initiative address?</p> <p><input type="checkbox"/> Improving community safety</p> <p><input checked="" type="checkbox"/> Improving local mental and physical health, physical activity and independence</p> <p><input type="checkbox"/> Supports local people to improve their skills or find employment</p> <p><input type="checkbox"/> Support local businesses</p> <p><input type="checkbox"/> Improves the local environment</p>
8.	<p>How will it benefit the local area? Please state the area(s) within the constituency (e.g. ward(s)) which will benefit from the project</p> <p>As this is a group of people whose needs are not met in the local or surrounding areas, this project will alleviate the burden on both statutory and voluntary services by providing the only place where the needs of this distinct client group can be met - with specialist expertise, skill, dedication and effectiveness.</p> <p>The NHS framework for older people confirms that the proportion of older people is growing nationally. LBB's Corporate Plan 2012-2013 states that the fastest growing</p>

	<p>sector of the population, and placing greatest demand on public services, is people aged 85+. Many of our clients fall into this age group and our oldest client is aged 101.</p> <p>Based in North Finchley, most of our older service users are local to Finchley and, by extension, other local organisations and providers benefit from our local presence. Several of our older clients have actually moved home so that they can be close to our community centre and have quick and easy access to JDA Support Workers. Where necessary, outreach, home and hospital visits and transport provision ensure that we reach everyone who needs us.</p> <p>Without JDA, service users tell us that they are pushed from pillar to post with no agencies able to help them because of their communication difficulties, leaving them distressed, agitated and unsupported. Even when interpreters are provided, they do not provide the all-round support that older Deaf/Deafblind people cannot function without.</p> <p>As outlined in LBB's Joint Strategic Needs Assessment 2015 – 2020, the significant shift in the way in which support is delivered in Barnet, with more people choosing to remain at home for a longer period of time, "requires effective, targeted, locally based provision...." JDA, as the ONLY Deaf organisation in Barnet, provides precisely this.</p> <p>The document also declares that: "Feelings of social isolation and loneliness can be detrimental to a person's health and wellbeing. In Barnet, social isolation is especially prominent in elderly women who live alone." Through our Day Centre and regular companionship and support of JDA Support Workers, we combat isolation and loneliness as well as the many other major problems faced by marginalised older Deaf/Deafblind people in our community.</p>
9.	<p>Who will it benefit? Please state the main beneficiaries of the project.</p> <p>Across the range of services, our beneficiaries are Deaf and Deafblind people who can only effectively communicate using British Sign Language (BSL). Our most vulnerable clients are older people who are Deaf since birth and raised mainly in residential institutions, in a world that made no allowance for their sensory impairment. They have very poor speech, lip-reading and literacy skills and can only understand very basic written English. This creates often insurmountable difficulties when dealing with hearing people such as health professionals, utilities companies, service providers, neighbours.</p> <p>Most have learning disabilities as they were looked after all their lives until their carers died, resulting in severely compromised life skills and extreme isolation. In old age and increasingly infirm, many also have mobility problems and/or dementia. The prevalence of dementia is higher amongst older adults aged 65+ with learning disabilities (22%) compared to the general population (6%). Combined with isolation and lack of access to services and mental stimulation, statistics show that profoundly deaf people are five times more likely to develop dementia than people without any hearing loss.</p> <p>A result of this multitude of challenges is that older Deaf/Deafblind people cannot understand or cope with paperwork, personal, legal or financial matters. We know from our longstanding service users that the simplest problem can be overwhelmingly difficult. They find it impossible to cope with day-to-day living, let alone when major problems strike, meaning that they often end up in a state of anxiety and total disarray - and in trouble with authorities resulting in serious consequences.</p> <p>Stress and depression are particularly prevalent among Deaf people, and especially Deafblind people, as their perceptions can become very distorted and extreme. They tend to fixate on problems so that they grow out of all proportion if they are not speedily resolved. Instant access to Support Workers who know and understand them keeps them stable, preventing mental health issues and avoidable crises.</p>

	<p>As they age, their health and independence diminish and their isolation increases. Without our accompaniment to and advocacy at medical appointments - alongside provision of professional, appropriate interpreters – older Deaf people are in a constant state of anxiety and they and the medical professionals are ill-informed, creating a very real risk to health through potentially dangerous misunderstandings.</p> <p>All these factors together result in serious adverse effects on the physical and mental health of older Deaf/Deafblind people and, without appropriate support and regular interventions from people who understand their specific needs and can communicate with them, they lurch from crisis to crisis.</p> <p>The multiple disadvantages they face also include the following:</p> <ul style="list-style-type: none"> • Most live alone and survive on benefits. • Many cannot go out unaccompanied and, apart from visits to the JDA Day Centre, would otherwise be stuck at home alone 7 days a week. • Isolation from human contact results in them living without the vital support they need, often leading to severe loneliness. • Unable to do things for themselves or make themselves understood, older Deaf/Deafblind people are particularly vulnerable to bullying and abuse. • Often an interpreter is booked and doesn't turn up or, if it is offered, it is by a stranger and does not take into account the vulnerable individual's mental capacity, history and wavelength which, for people with additional needs, can render the service ineffectual and a waste of time and money. • Interpreting alone, without dedicated advocacy, is proven to be ineffective and stressful for them. • Deaf Dementia services are in the very early stages of development, so currently there is no dedicated support after the initial diagnosis, other than at JDA. <p>Deaf people's health and wellbeing, independence and dignity, all suffer from the absence of specialist provision. One of our clients' greatest needs is for the sense of belonging and security which they tell us they do not get anywhere but JDA.</p>
<p>10.</p>	<p>Please tell us what the outcome of your project or initiative will be. An outcome is what happens as the result of your project or initiative</p>
	<p>JDA is the only service that breaks the loneliness and anxiety of a world in which (mainly older) Deaf and Deafblind BSL users are otherwise excluded from all necessary support and services. Through this project, our service users will benefit from:</p> <p>1. More active and healthier lives</p> <p>This is achieved through regular involvement in community life, with full access for everyone, whatever their individual needs. JDA gets them out of the house, to meet with their signing friends, and enables active participation in a wide range of appropriate activities including outings, talks and events that are educational and/or focused on health and safety. By providing our older Deaf and Deafblind clients with the personalised, compassionate care they need, and by closely monitoring the most vulnerable amongst them, our Support Workers help alleviate their isolation and anxiety, enhance their feelings of safety and security, and help them to maintain optimum physical, mental and emotional health.</p> <p>2. More choice and control in their lives, leading to greater independence</p> <p>'At Your Service' and BSL Tuesdays Drop-In Information, Advice & Advocacy and follow-up enables our clients to understand their options, so that they can make informed choices in obtaining services in the way they want them, and can control their own affairs with</p>

	<p>increased awareness of benefits and their rights.</p> <p>Our clients know that they are understood and will be supported/advocated for and/or signposted as appropriate. By sitting with them and liaising with organisations and individuals that they are not able to communicate with, JDA enables them to have a voice, expressing their views and needs, and thus be able to lead independent lives on an equal basis with hearing people.</p> <p>3. Improved psychological health and emotional wellbeing</p> <p>JDA services, and the skill and dedication of our staff and volunteers, improve their understanding and management of health and other life issues so that their health is improved and stress, anxiety and depression are reduced. We provide a safe place to turn where all their needs are addressed. JDA's intensive support for those with more complex needs (including learning difficulties and/or dementia) helps them feel secure and loved and prevents crises and avoidable use of Mental Health services.</p> <p>The full access and mental stimulation that JDA provides has been proven over the years to prevent/ slow down the progress of dementia. By also training staff in dementia awareness, we are able to spot the signs and respond appropriately, ensuring timely diagnosis, appropriate treatment and an active, supported lifestyle. Clients also benefit from ongoing reassurance and security, knowing a Support Worker will be on hand to help them cope with whatever life brings.</p>
<p>11.</p>	<p>How many people do you predict will benefit from this project or initiative? Please state how you have arrived at this number</p>
	<p>The number of registered Deaf adults in Barnet as at 14 April 2015 was 460, which is already a massive increase on the last official figure of 365. In view of the rise in the older population and therefore the number of people who are suffering hearing loss, this number will be increasing all the time, so the potential is growing.</p> <p>Of the 257 older Deaf/Deafblind people who our latest records show use the whole range of services, approximately 70% (which equates to approximately 180 people) of those using Day Centre & personalised Support Services (i.e. the oldest and most vulnerable individuals) reside in the London Borough of Barnet, many of them in close proximity to the JDA Community Centre, and depend on us utterly.</p>
<p>12.</p>	<p>What evidence of need is there for this project? Please provide any supporting evidence of need, such as local statistics or information from a needs assessment.</p> <ul style="list-style-type: none"> • There is no other Deaf 'hub' in Barnet since specialist services ceased and there are still no appropriate local services/facilities to support Deaf/Deafblind people, who cannot access mainstream provision or understand vital information. • When Deaf people have tried to access services available to hearing people, they have constantly been turned away because of their communication difficulties and cultural differences. • Since LBB combined Physical and Sensory Impairment services, Social Workers, Health services, Disability services, Older Adults' team, Mental Health team, Occupational Health, etc. have – with the best will in the world - all consistently demonstrated a total lack of understanding of the specialist culture and needs of the local Deaf/Deafblind community. • Over the last few years, JDA has received increasing referrals from statutory agencies, as well as other local voluntary and community organisations, that have neither the skills or resources to address the very particular needs of Deaf/Deafblind BSL users. • More Deaf people, of all faiths and none, increasingly approach JDA as the only organisation able to meet and support their needs. • Feedback from Barnet Council's "SeeMeHearMe" conference in 2011 and survey by Deaf

	<p>residents showed they cannot access help without a dedicated support worker/advocate who can communicate with them and understand their cultural differences.</p> <ul style="list-style-type: none"> • The British Society for Mental Health and Deafness conference 22/3/12 stated: <i>"Deaf people need special attention ... (and) the need for communication support, respect and cultural awareness is essential"</i>. • The increased demands for JDA to develop and extend specialist services are a direct result of the Deaf community's unmet needs in Barnet. • The evidence of the rapid growth and popularity of new JDA services aimed at older Deaf people and set up in response to need. • The evidence of more - and increasingly complex - demands from our oldest and most vulnerable Deaf/Deafblind long-standing clients. • Ongoing consultation and feedback from existing service users. • Our own research in the community is backed up by evidence of other providers such as GPs, hospitals, dentists, health centres, Local Authorities, landlords, solicitors, residential homes, utilities companies, etc. who constantly feedback that they cannot support older Deaf people without the skilled presence of JDA Support Workers. • Our independent Lottery-funded Evaluation Report highlighted <i>"strong evidence of need"</i> and affirmed that <i>"JDA is a vital resource that reduces isolation and exclusion, improves physical and mental health, and is often a lifeline for older Deaf and Deafblind people"</i>. • JDA is recognised by LBB as the bridge between them and the Deaf community. On the day of writing this, for example, a consultation into the proposed new social care model was facilitated and hosted by JDA in response to a request from LBB to meet with Deaf people.
<p>13.</p>	<p>Please demonstrate below how local people have been involved in developing this proposal</p>
	<p>Our local research has demonstrated the gaps in services; we have extended services and developed new ones in response to identified need and specific requests from existing and potential service users. Word of mouth brings in new clients who inform us what they want and need. JDA pioneered Support Services in the UK nine years ago in order to meet a serious gap in provision which was leading to grave consequences for older Deaf and Deafblind people. We have been running and developing crucial services in response to need ever since.</p> <p>In 2012, we observed that increasing numbers of Deaf people were turning up on our doorstep in disarray having been turned away from all mainstream and other voluntary organisations. Hearing this story time and again from people in need peaked on the day we found a homeless Deaf man sleeping in his car on our forecourt. He had been in dispute with his landlord and not understood when he was given notice of eviction. He had many problems, but the greatest by far was his inability to communicate with council officials. JDA immediately advocated for him, found him a place to stay, and ensured his ongoing needs were met. He is now an active, happy, regular user of JDA Day Centre and Support Services.</p> <p>BSL Tuesdays, set up initially under the brand name Barnet Deaf Support Services, was set up in response to the unmet need for accessible information and advice and telephone/translation that urgently needed addressing. Since then, the service has grown and has been serving increasing numbers, significantly improving quality of life for older Deaf people - and helping to build a strong reputation for quality service provision.</p> <p>We make a real effort to ensure a sense of ownership throughout. Older Deaf clients play an integral role in the management and running of the service and are offered appropriate support so that they can participate fully in planning, delivery and evaluation. User involvement includes:</p> <ul style="list-style-type: none"> • a democratically decided activity programme

	<ul style="list-style-type: none"> • members' forums and planning meetings • roles of responsibility on the Trustee Board and committees • regular ongoing feedback to ensure our activities are user-led as far as possible • regular contributions from service users to our JDATogether magazine <p>Day Centre committee is made up of elected older Deaf members and we also now have a new committee for people with special needs (all aged 70+) that is led by a Deafblind member (supported by his own communicator/guide to facilitate full access).</p> <p>Committee members create the programme of events and outings based on members' feedback and suggestions. Each committee member has specific responsibilities and organises particular activities in line with their personal interest/capability, running them in conjunction with staff and volunteers.</p> <p>In addition:</p> <ul style="list-style-type: none"> • Service users are involved in running Day Centre/ BSL Tuesdays/ transport provision etc. • Users give their views and suggestions, informing development and detail of our services and helping to identify growing and changing needs - prompting us to redefine our aims and activities and set up new projects and services as appropriate. • Our Gold & Silver 50+ Group for independent older Deaf people is entirely user-led. With the support of JDA's Deaf Community Officer, the group plans, organises and evaluates all its activities. • New volunteering opportunities are introduced on an ongoing basis, most recently for service users to set up a new Deaf Café for older Deaf/Deafblind people. <p>With support from staff where appropriate, users give formal feedback through:</p> <ul style="list-style-type: none"> • Questionnaires • Evaluation reports • Feedback meetings • Periodic focus groups to evaluate Day Centre & Support Services and JDA's performance in meeting set outcomes.
14.	How will the project or initiative be promoted to local residents?
	<ul style="list-style-type: none"> • Our JDATogether magazine, published 3 times a year and with a circulation of 300+. • Our brand new website that reflects our professionalism and our inclusivity. • Our new JDA film that portrays a real life picture of Day Centre and its clients. • JDA's Community Outreach Officer responds to queries from the public, goes to places where Deaf people are and carries out local research as well as promotion of activities. • On the Barnet Council website and in other local publications as appropriate.
PART THREE: PROJECT DELIVERY	
15.	What are the project timelines?
	<p>This is an ongoing, existing project with elements that we have introduced more recently in direct response to identified/expressed need. All services continue throughout the year on an ongoing basis and many Deaf and Deafblind people depend on JDA services completely.</p> <p>As we come to the end of our second 3-year Lottery grant, it is vital that we maintain these crucial services. We manage our small staff team effectively and economically, and each member of the team is integral to the effective delivery of this project.</p>
16.	Please provide a breakdown of how the project intends to spend the Area Committee funding?

	£9,884 will pay the salary plus on-costs for one Support Worker working 2 x 6-hour days per week.	
17.	Who will be responsible for the delivery of the project?	
	<p>The project is managed by:</p> <ul style="list-style-type: none"> • Support Services Manager who manages a team of three experienced Support Workers • Day Centre Manager and Outings Coordinator • BSL Tuesdays Support Worker/Advocate and Information & Advice Worker • Deaf Community Officer (Gold & Silver Signing Stars). <p>JDA also employs freelance specialist “hands-on” communicator/guides for Deafblind clients, sign language interpreters and personal carers as needed, all with the integral support of fully trained volunteers. All staff ultimately report to JDA’s Chief Executive.</p>	
PART FOUR: DUE DILIGENCE AND ACCOUNTABILITY		
18.	Is the applicant or organisation part of a constituted group / organisation?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
18.1	If no, the individual or group will need a sponsor organisation. Has a sponsor organisation been identified?	<input type="checkbox"/> Yes <input type="checkbox"/> No If yes, what is the name of the organisation?
18.2	If yes, does the proposed delivery organisation have a summary of latest accounts (Account year ending date, total income for the year, total expenditure for the year, surplus or deficit for the year, total savings or reserves at the year-end).	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
19.	Does the proposed delivery organisation have a Safeguarding policy?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
20.	Does the proposed delivery organisation have an Equalities and Diversity policy?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
21.	Are there any safeguarding issues that need to be considered?	
	<p>JDA is committed to protecting adults from risk of harm and actively promotes the empowerment and wellbeing of at-risk adults through the services we provide.</p> <p>JDA has robust safeguarding and risk management procedures and the following published and regularly updated policies are in place: Vulnerable Adults, Health & Safety, Equal Opportunities, Confidentiality, Code of Conduct, Disciplinary & Grievance, Bullying and Harassment, Employer’s and Public Liability Insurance and Fire Regulations, as well as Deaf and Hearing People Working Together.</p> <p>JDA seeks to ensure that the law and statutory requirements are known by all relevant staff and used appropriately, thus enabling the adult at risk to receive the protection of the law and access to the judicial process. Our published policy contains a link to the Barnet Safeguarding Adult Board website.</p> <p>Our aim is to promote training and development to all staff and volunteers of the underpinning laws, policy and procedures relating to the Safeguarding of Adults.</p> <p>We recognise that some of our service users are unable to make their own decisions and/or to protect themselves and their assets. We acknowledge and accept that the right of self-</p>	

	<p>determination can involve risk and we will ensure that such risk is recognised and understood by all concerned. We minimise this risk through collaborative and collective risk management processes and JDA will take immediate action to ensure that we maintain the safety of the individual in our care.</p> <p>We know that our clients are easily unsettled by changes and that continuity of care is vital for their health and wellbeing. The priority is for them to feel safe and secure, irrespective of staffing levels, and/or our organisational and wider financial issues. Our risk assessment and management ensures that we keep change to a minimum through our staff recruitment and training policies.</p>	
22.	Are there any equality issues related to this project?	
	<p>JDA is committed to ensuring and providing equality of opportunity to all. We work in a diverse society and believe that no-one should experience disadvantage or discrimination, as specified in the Equalities Act 2010.</p> <p>The work of JDA is built upon our commitment to providing full and equal access to all, where everyone is treated with dignity and respect, and where everyone belongs. The JDA Community Centre warmly welcomes friends and visitors as well as regulars.</p> <p>Accessible to all levels of ability</p> <p>We provide whatever support is necessary to ensure full and equal access at all events, activities and meetings, including clear and simple visual presentations where appropriate. We employ personal carers to support individuals at Day Centre who have additional needs.</p> <p>Freelance professional interpreters, lip-speakers and palantypists are employed as and when required, along with professional "hands on" communicator/ guides to accompany our Deafblind members all day at JDA Community Centre and on outings. This enables them to participate fully in activities, communicate with different people and play an active part in the community, enhancing their feelings of inclusion and emotional security.</p> <p>Our JDATogether magazine is published three times a year in Deaf-friendly language and visually clear, colourful and distinctive to aid comprehension and understanding. In order to make the new website more accessible to sign language users, BSL interpretation is currently being set up.</p> <p>We encourage involvement and sharing of traditions from all cultures and are recording a huge growth in attendance and active participation of people from a wide variety of faiths, cultures and nationalities.</p>	
23.	In the past 12 months have you sought or are you seeking funding from anywhere else, including another Council department, for this project?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
23.1	If yes, please state where funding has been sought from	
	Funder: City Bridge Trust	Amount: £60,000 p.a. x 3 years Date: 21.7.16
	Funder: Shores Charitable Foundation	Amount: £4,000)
	Funder: Locker Foundation	Amount: £5,000) all regular benefactors
	Funder: Childwick Trust	Amount: £8,000) towards this service
	Funder: Dollond Charitable Trust	Amount: £15,000)

	<p>N.B. We are currently researching appropriate grant-making trusts to apply to for the shortfall, and have already identified two previous funders, Lloyds Bank and D'Oyly Carte, whose application windows open in September and October respectively. We are also actively pursuing several other forms of income generation (including community fundraising events, tributes, legacies, etc.) to augment our existing fundraising strategy of not being dependent on Trusts.</p>	
24.	Date	4.8.16