

DEVELOPMENT GRANT

WEBINAR



Tuesday 2nd September



10am- 11am



Please note that this webinar will be recorded



AGENDA

01



Fund Briefing

02



Idea Development and
application support

03



Q&A/next steps

FUNDING BRIEF

This grant provides funding to support the development and growth of your organisation, with the opportunity to apply for up to £3,000.

As part of your application, you will be asked to outline how you plan to use the funding in line with your own continuous improvement plan or development areas.



Employee Journey



Employee Experiences



Learning & Development



Governance



FUNDING BRIEF

Stage 1



Diagnostics Tool

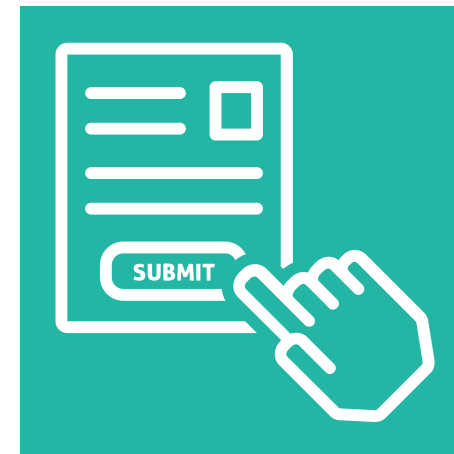
A reflective tool to help you identify strengths, areas for growth, and development priorities. This will also generate a tailored one-page report to support your planning and fundraising efforts.

Stage 2



Guidance Notes

A comprehensive guidance document has been created to give you all the information you need about the process. It also walks you through the questions ensuring you give details required.



Application Form

This is your opportunity to apply for funding. It focuses on:

- What you want the Development Fund to support
- How you plan to achieve your goals
- The impact you hope to make.

FUNDING BRIEF



Priorities

Think about the priorities you might want to focus on from what insight you have.



Your methods

Think about how you might deliver the priorities and the methods you intend to use.



Impact

Think about the impact you expect to see this work having on the development of your organisation?



Evidence of need

You might have assumptions held and want to speak with your team to test these or use the diagnostics to help shape discussions.



IDEA DEVELOPMENT

APPLICATION SUPPORT

&

HOW ORGANISATIONS USED THEIR GRANT

“

We're at absolute capacity across most of our organisation and an extra pair of hands would really help our staff's wellbeing as well as improving delivery. So now we're scoping a new volunteer pathway. Our team will benefit and the volunteers will have a much better experience and stick around!

”

“

The funding has been instrumental in allowing us as a local charity to build a tailored leadership programme that focus on embedding our values further into our work and our workforce, alongside developing the skills and confidence of Senior Leadership Team.

”

“

We're a small organisation. There aren't levels for our often young staff members to progress to. It highlighted the need for us to think about how we support and develop our team within our charity so they feel connected to us and stay.

”





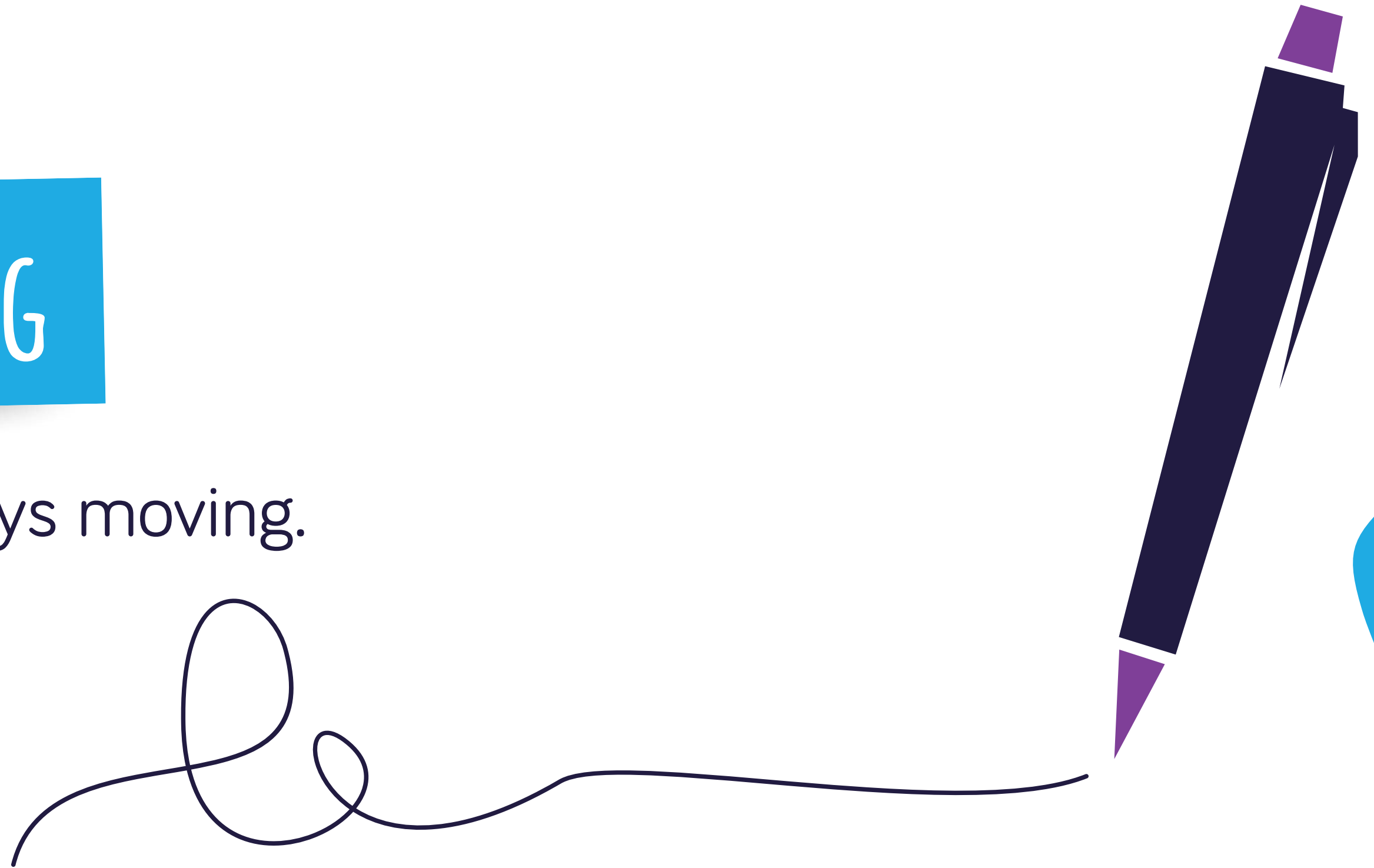
ACTIVITY

Think about two or three ideas that spring to mind that you'd like to focus on for the coming year.

FREE WRITING

Keep the pen or keys moving.

Don't edit or filter!



Which of your ideas could be
actioned most quickly, and why?



Which of your ideas do you believe could have the **most immediate impact** on your organisation, and why?

Which of your ideas, do you have the
most confidence in for creating
change?

Who in your organisation is critical to making each idea work and why?



If you could only pick **one** theme to focus on, which would it be and why?

UNDERLINE / CROSS / CIRCLE

Read back over your notes:

- Underline things that feel important
- Cross out filler or uninteresting bits ✖
- Circle your favourite reflection /comment.

ORGANISATIONAL SUPPORT TOOL

Organisational Support Needs Diagnostic Tool

This section is a reflective tool to help you and your team consider:

- What you're doing well
- Areas you'd like to strengthen
- Aspects you feel need development

You can use this process to help you understand what priorities you'd like to focus on and helps evidence the need in your application.

DEVELOPMENT GRANT RECOMMENDATIONS

ACTIVE ESSEX

On the right track | Areas to celebrate | Priorities to address | Opportunity to accelerate

Workforce experiences

- Wellbeing management**
Leaders in your organisation should think about workforce wellbeing and create space for discussion.
- Needs and motivations**
Leaders in your organisation should demonstrate awareness of variations in workforce satisfaction and aim to better meet those needs.
- Engagement and motivation**
Use co-creation principles across the workforce to benefit growing workforce engagement.
- Wellbeing concerns**
You should observe pressures on your workforce related to life outside of the organisation, as well as wellbeing for staff/ volunteers whilst working.

Learning and development

- Approach to learning**
Ensure you identify learning and development as an important workforce culture mechanism, using diverse sources and methods.
- Priority themes**
Improve your prioritisation and identify learning and development opportunities for soft skills, management and leadership skills development.
- Approach to learning**
Consider ways to utilise your approach to learning as a volunteer recruitment tool.
- Development**
You may wish to access a volunteer programme and management support to better support individuals volunteering.

Organisation processes, support and compliance

- Understand individual workforce experiences**
Workforce experience matters. Look at ways to build your understanding of workforce perspectives and experiences.
- Recruitment and retention**
Think about the challenges you have in recruitment and volunteer availability. Ensure you don't over rely on a small number of individuals.
- Preventing harm**
Review your quality of delivery and scope of practice. Quality assurance may be beneficial to explore.
- Supervision, support and expertise**
Ensure your workforce have access to supervision, management and leaders' delivery expertise.

Moving to Inclusion recommendations
Include copy here to support organisations off of the back of questions Hayley will include in the fund application.

LTF LONDON MARATHON FOUNDATION INSPIRING ACTIVITY

FIND YOUR ACTIVE

ActiveEssex

EXAMPLES

These are some examples of what you can apply for, with approximate costings.

Organisations are responsible for conducting their own research and budgeting. Different areas will require differing time with consultant, coaches or facilitators.

Strategy planning and team engagement

Purpose

Work on organisational values, feel connected to the strategy/mission, support future planning or improve team moral.

Example costs

Facilitated team day £1,250
Venue £500
Refreshments £250

Leadership coaching

Purpose

Help leaders work through challenges and enhance leadership skills.

Example costs

6 one-hour sessions £1,250

1-2-1 mentoring

Purpose

Help individuals problem solve and provide tailored support to help build a growth mindset.

Example costs

6 one-hour sessions £1,250

Youth employment initiatives

Purpose

Create programmes to help young people gain employment and develop core skills.

Example costs

Mentorship programme design £3,750
Learning and development (job readiness workshops) £850

Impact sharing

Purpose

Develop systems to capture data and insight, and understand how to evaluate and share impact (measure what matters).

Example costs

Data collection and analysis tool (£variable)
Evaluation consultant £1,250

Governance support

Purpose

Develop policies, procedures, strategy, or conduct a board/trustee review.

Example costs

e.g. board review programme £3,125

Action Learning Set (group)

Purpose

Facilitate an Action Learning Set to address real work problems and develop solutions through collaborative learning delivered over 3 months.

Example costs

Facilitator £3,750
Session materials £500

Volunteer programme development

Purpose

Develop and enhance your volunteer programme to increase volunteer engagement and retention.

Example costs

Volunteer management software £1,200
Training for volunteer coordinators £1,250

Staff learning and development

Purpose

Provide new and specialist training for existing staff.

Example costs

Bespoke workshops on topics such as psychological safety, staff wellbeing and inclusive cultures £850

Emerging leaders and managers programme £3,750

Digital transformation

Purpose

Upgrade your organisation's digital infrastructure to improve efficiency and service delivery.

Example costs

New software implementation £2,000

Staff training on new systems £1,000

Diversity and inclusion initiatives

Purpose

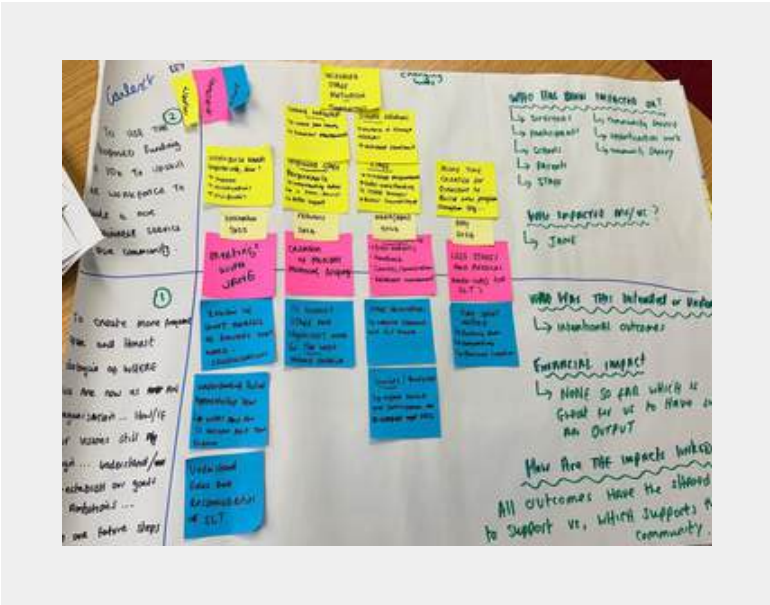
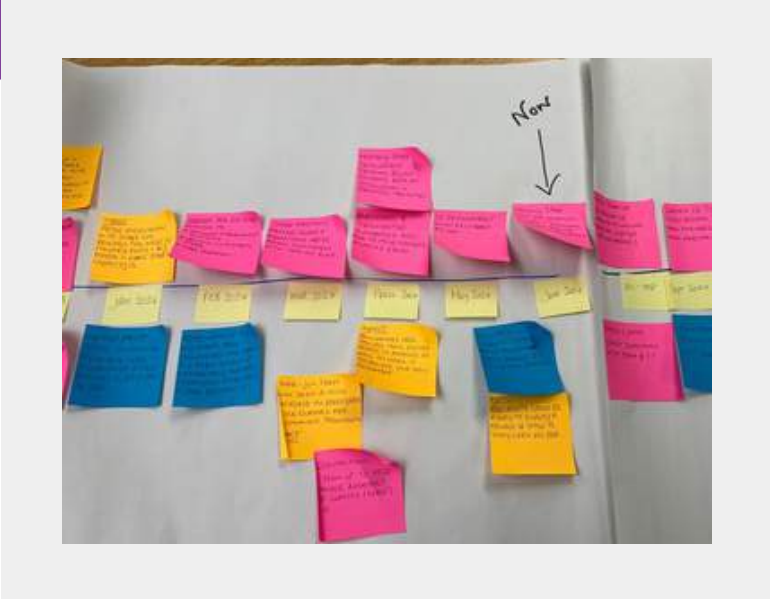
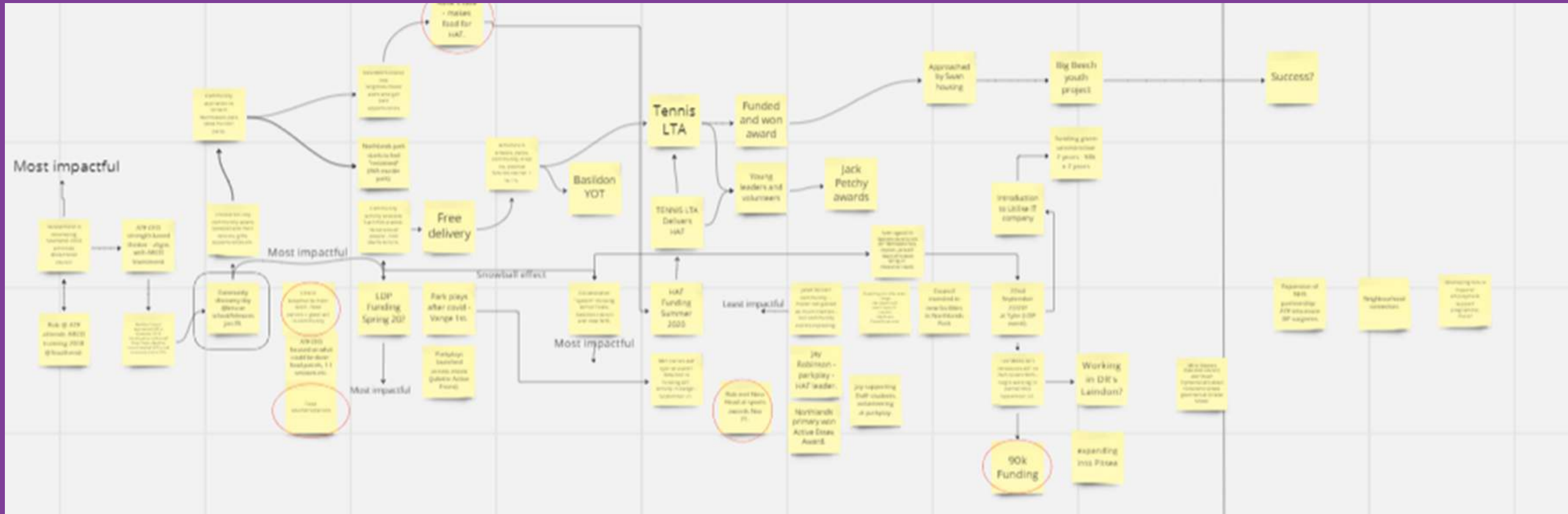
Develop a diversity and inclusion action plan or support marginalised groups into employment.

Example costs

EEDI action plan development £1,200

EVALUATION

Overview of Ripple Effect Mapping and Reflection Log:



NEXT STEPS

Applications open on Monday 15th September, links will be found here

SCAN ME!



Please visit the website for further support and guidance. The online application form will take you through a short organisational diagnostics.



You will need to submit your final project outlines by midnight on **12th October**.

Our panel will consider all the applications and make decisions based on the funding criteria.

You will be informed by email of the decision by **w/c 3rd November**.

