

# Guidelines: Gloucestershire Youth Neurodiversity Project Grant Programme

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## 1. About the Programme

### Gloucestershire Youth Neurodiversity Project

The Gloucestershire Youth Neurodiversity Project was established in 2024 by Jane Roberts with the vision for Gloucestershire to become the best place in the country to grow up neurodiverse.

Jane became a campaigner for neurodiversity, especially ADHD following the death by suicide of her adult ADHD son Ben in December 2020. Since Ben died, Jane has sponsored several activities including Stroud Neurodiversity Project in 2021, Gloucestershire Neurodiversity Project in 2022 (part sponsored), teacher training in Gloucestershire secondary schools in 2023, research into suicide and ADHD at Glasgow University, led by Rory O'Connor and a Consensus Statement on ADHD and Substance Misuse led by Dr. Susan Young on behalf of UKAP.

The aim of the project is to transfer skills into Gloucestershire to leave a legacy of understanding and skills to support young people who are neurodiverse.

The Gloucestershire Youth Neurodiversity Project are now working with Gloucestershire Community Foundation to identify a suitable partner organisation/s to be awarded grant funding to deliver key activities of the project.

### Gloucestershire Community Foundation

Our aim is to help Gloucestershire to become a place where people and communities thrive and are empowered to become resilient and strong.

Gloucestershire Community Foundation (GCF) manages a portfolio of funds on behalf of individuals, companies, charitable trusts and statutory agencies. Out of these funds GCF makes grants to good causes in the County of Gloucestershire.

We build knowledge of our local communities' needs through our annual Vital Signs research as well as our work to support grassroots community groups. We work with key partners who can deliver solutions locally and we act as a trusted broker between donors and the voluntary and community sector in Gloucestershire.

## 2. What is the funding for?

The activities of the grant shall include (but may not cover all) the following:

- Work with youth organisations, clubs and charities and also schools/colleges across Gloucestershire to increase support for young neurodiverse people aged 11-24.
- Co-facilitate and encourage formation of Neurodiverse Support Groups and Neurodiverse-friendly activities for young people across Gloucestershire, passing on the skills and knowledge for other organisations to also provide these sessions. The aim is to enable the other organisations to sustain these independently.

- Promote and market the project via social media and a project website. A project logo and branding has been designed already and an agency is currently creating a project website which can be used to promote events and campaigns and to seek donations for additional opportunities during the year.
- Provide collateral and assistance to help youth organisations and schools to promote their activities and events to neurodiverse young people, aiding them in maximising attendance.
- Form, co-ordinate and support the Gloucestershire Neurodiversity Youth Council. The Youth Council currently has one founder member. It needs to deliver a regular programme of meet-ups, events and displays to raise awareness about neurodiversity around the county. It is envisaged that the Youth Council will run small fundraising activities to support the events that it wants to hold.
- Organise and promote delivery of ADHD Foundation's Life Skills Workshop for young people in schools, colleges, health settings and youth organisations / clubs. There are already some local organisations whose staff who have been trained to deliver this and they can be hired for further deliveries. Further, the workshop delivery is intended to be used in a "train-the trainer" model so that organisations can continue to deliver it independently afterwards.
- Gather feedback from young people and organisations as to what they would like to see provided in future years.

There is some flexibility in how the above objectives may be delivered by applicant organisations.

It is understood that one organisation may not be able to deliver all of the above but the strongest applications will be those that are able to support most of the above activities or can demonstrate other methods of delivering similar impacts with regards to improving understanding of neurodiversity amongst young people's service providers and improving the support available for neurodiverse young people in Gloucestershire.

### **3. Who can apply?**

This programme is for voluntary and community groups with charitable aims, registered charities or Community Interest Companies with more than three unrelated Trustees or Board Members and a bank account in the name of the organisation with at least two signatories.

Applicants must be based and working in Gloucestershire and have experience of working with neurodiverse young people as well as the capacity and expertise to deliver the below activities, either independently or in partnership with another organisation. Any partnership working would need to be agreed as part of a joint application with lead applicant.

Please see below for additional notes about the organisations we will support:

## Community Interest Companies (CICs)

We will consider applications from Community Interest Companies (CICs) that:

- Demonstrate they have clear charitable purposes and that their work has a defined social benefit.
- Are registered with Companies House
- Have three or more unrelated directors
- Have an appropriate 'asset lock' clause in the Articles of Association showing that your organisation's assets will be distributed to a named not-for-profit organisation with similar charitable aims in the event of closure
- Are Companies Limited by Guarantee, as opposed to Companies Limited by Shares
- The salaries and benefits of any paid directors are approved by a majority of non-executive directors and are reasonable and proportionate to the work they do and the financial position of the organisation
- In addition to the above, to be eligible, non-charity social enterprises must provide a plan explaining how the organisation is or aims to be financially resilient with trading as a core part of its income. If we agree the plan is appropriate for the social enterprise's age and size, we can consider applications for: reasonable direct costs of services that address a new or unmet community need, or which provide new ways of addressing issues; building the organisation's capacity to develop and run such services.

Here are links to some useful information from the Office of the Regulator of Community Interest Companies:

- [How to form a CIC](#)
- [Community Interest Companies: Guides](#)

## Statutory Organisations

We don't fund work that statutory bodies (such as schools, GPs, hospitals or local authorities) have a duty to provide. We do not fund work that duplicates or substitutes these activities. We can consider applications for additional services that are beyond the state's responsibility. In these cases, we would expect you to show clear evidence that this is an additional service and that it is for the benefit of the wider community.

## Reserves

There is no limit to the size of organisation that may apply to Gloucestershire Youth Neurodiversity Programme and no limit on the level reserves held as this programme is about finding the most suitable organisation/s to deliver the programme activities.

## 4. How much do we award?

One grant of £30,000 will be made from **Gloucestershire Youth Neurodiversity Fund** to fund work to support neurodiverse young people living in Gloucestershire.

Applications may be as partnerships between more than one organisation but must have a lead applicant for the application who will be responsible for receipt of the grant.

## 6. Exclusions (what the funds can not be used for)

- Activities or projects for the benefit of people outside Gloucestershire
- Activities or work that are not for the benefit of neurodiverse young people or their families and networks
- Political groups or activities promoting political beliefs.
- Activities promoting religious beliefs or those supporting religious groups that are not open to the whole community
- Projects that take place before an application can be processed.
- Donations to individuals

## 7. How to apply

This is a two-stage process starting with an online application form and followed up with a shortlisting of applicant organisations to attend an informal meeting with the grants panel, including the founder of the Gloucestershire Youth Neurodiversity Project, to discuss their proposal in more detail supporting a final decision regarding the partner organisation/s to deliver the programme.

The online form link is access below by clicking the 'Apply Now' button. The link can also be shared with colleagues, or other parties, if more than one person needs to contribute to the form.

As part of the online application process you will be asked to attach the following supporting documents:

A constitution/governing document/set of rules, that sets out the purpose of your organisation and how it is managed.

A copy of your most recent annual accounts or financial records (if not already publicly available). If you do not have financial records that cover a full year, then you will need to provide the records you currently have.

A safeguarding policy including a process for reporting concerns, guidance for identifying risks/definitions of abuse and the name and contact details of a designated safeguarding lead within your organisation.

If your application is successful, we will also request a copy of a bank statement or other evidence of a bank account in the name of your organisation. The bank account must have at least 2 signatories.

If you wish to see a Word version of the full application questions you will be asked, you can view it [HERE](#)

## 8. What will happen next?

Once we have received a full application it will be assessed by a member of GCF staff. They may contact you for further information or to arrange to meet to discuss the application in more detail. Applications will be considered by a Grants Panel comprising Trustees and community advisors to the Gloucestershire Community Foundation as well as the founder of the Gloucestershire Youth Neurodiversity Project, Jane Roberts. Shortlisted organisations will be invited to meet with the panel on Thursday 3rd April.

There is just one round for this grant programme and the timeline for selection is as follows:

**Friday 8th March:** Deadline for applications

**Tuesday 1st April:** Shortlisting Grants Panel Meeting

**Thursday 3rd April: Shortlisted applicants are invited to an informal meeting to discuss their bids with a decision panel including the donor to the fund. Please keep this date free if possible or let us know if you are unable to make this date so that we can plan early.**

Applicants will be notified of decisions by mid-April with the aim of funding being awarded by the end of April 2025

**Please note**, the decision of the Grants Panel is final, and there is no right to appeal (please refer to sections 9 and 10 of our Grant Making Policy).

## 9. Monitoring and evaluation

As part of the funding agreement, a set of outputs will be agreed to monitor progress of the project and activities. A schedule of review meetings/calls will be agreed with the founder of the Gloucestershire Youth Neurodiversity Project. At around eight months into the grant, an interim report will be required regarding progress of the project to help form plans for the future year and determine whether it is viable to extend the project for future years of grant funding.

At the end of the grant a report on the outcomes and impact of the funding will be requested, this will be an online form with opportunities for grantees to provide their own additional information in a format that suits them.

## 10. How we collect and hold your data

The personal information collected via the application form is collected to solicit and process applications for grants from GCF. All information is collected in accordance with the Data Protection Act 1998 (DPA), and the General Data Protection Regulations 2018 (GDPR). By completing an application form, you are giving consent for the information to be collected and for GCF to communicate with you/your organisation. We hold all personal information on our secure Customer Relationship Management database; grant related information is disclosed to grant panel members and to donors. We publish lists of grants awarded, and we use data in our publicity, but we anonymise details of any individual grantees. If you feel that any other information about your application or project should not be made publicly available, please contact us to discuss this.

Please refer to our Privacy Policy at <https://www.gloucestershirecf.org.uk/privacy-policy>

## 13. Need more information?

If you need more information about the Grants Programme please contact:

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