

Grants Committee

Review of Grants Programme

Item 13

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Summary

The London Councils Leaders' and Grants Committees have agreed that there should be a review of the current four-year (2013-17) grants programme. This report sets out proposals for this review: specifically, the scope, purpose, timetable and consultation documents for the review.

In priority 3 of the grants programme - tackling poverty through employment – the borough's' funding is matched pound for pound by the European Social Fund (ESF). The current UK ESF programme will close at the end of 2015. London Councils has applied for a new ESF programme. This would continue to be available to half fund priority 3. This paper contains proposals for aligning the Grants Committee's decisions on ESF with those on the wider grants programme.

By way of background, the most recent project-level review of the grants programme - which the Grants Committee approved in November 2014 - showed that the projects had achieved the outcomes that the Committee had set for the first year of the four year programme (see Section 3).

Recommendations

The Grants Committee is asked to agree:

1. That the purpose of the review should be to establish what the future of the programme should be beyond the end of the current four years of the

programme in March 2017 (see Section 4)

2. That the review should work within the existing principles of the programme. Evidence on performance of the programme to date and liaison with stakeholders supports pan-London delivery on a small number of key issues and helps provide cost effective delivery at a time when councils are under continued financial pressure (see Section 4)
3. That the review should therefore focus on the priorities of the programme (see Section 4)
4. The review timetable (see Section 5)
5. The public consultation documents (see Section 6 and Annexes D and E). Committee will note that correspondence will be sent to all borough leaders and to interested organisations to notify them as soon as the consultation is open
6. That (subject to London Councils winning a new ESF programme) new funding agreements for priority 3 tackling poverty through employment should be put in place for three calendar years (2016-18), which is the new ESF funding period in London. These agreements should be drafted so that funding can be terminated at the end of 2016/17 if members decide to terminate the entire programme or priority 3 at that point following this review. The ESF could then be redeployed (see Section 7.1)
7. That the existing specifications for priority 3, with only small changes to take account of new ESF funding criteria, will be used to re-commission these ESF services to start in January 2016 (see Section 7.3).

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1 Context

1.1 Basis of the Grants Programme

Section 48 of the Local Government Act 1985ⁱ empowers the London local authorities to establish a Scheme for the making of grants to the voluntary and community sector within London. The current grants programme began on 1 April 2014. It operates under London Councils' governance arrangements.

In accordance with the terms of the Scheme, the boroughs pay a subscription for delivery of the grants programme and its operating costs based on the population of each borough.

The Grants Committee, which brings together all 32 London boroughs and the City of London, makes the funding decisions and makes recommendations to the Leaders' Committee and boroughs on the annual budget (currently £10million a year). The annual budget has to be confirmed by at least two thirds of the 33 London local authorities by 1 February each year or the budget is automatically set at the same level as the current year.

During 2010-12 London Councils undertook a series of consultations, research and equalities impact assessments to establish the principles and priorities for the new grants programme. This was intended to be delivered under the Scheme from 2013/14 to 2016/17. One of the key considerations was identifying which problems were best tackled at borough level and which across borough boundaries. This led to five principles (Table 1) and four priorities (Table 2) being agreed by the Grants Committee (in May 2012) and the Leaders' Committee (in June 2012). This set the framework for the operation of the London Councils Grants Programme 2013/14 to 2016/17ⁱⁱ.

Table 1: Principles
1. Commissioning services that deliver effectively and can meet the outcomes specified by London Councils, rather than funding organisations.
2. Commissioning services where there is clear evidence of need for services that complement borough and other services to support organisations that deliver services.
3. Commissioning services where it is economical and efficient to deliver services on a London wide basis or where mobility is key to delivery of a service to secure personal safety.
4. Commissioning services that cannot reasonably be delivered locally, at a borough or sub-regional level.
5. Commissioning services that work with statutory and non-statutory partners and contribute to meeting the objectives of the Equality Act 2010.

Services which satisfy the principles must operate within at least one of the priority areas if they are to be eligible for funding from the grants programme.

Table 2: Priorities

1. Tackling homelessness amongst individuals and households notably through prevention and emergency accommodation.
2. Sexual and domestic violence ⁱⁱⁱ notably through prevention and emergency accommodation and supporting communities affected by forced marriage and harmful practice.
3. Tackling poverty by promoting access to employment and training (match funding provided by ESF).
4. Capacity Building to support London's voluntary and community organisations including help with fundraising and developing partnership work between these organisations.

Each priority is underpinned by specifications. Table 3 shows the priorities, specifications and budgets for these for 2013-15..

The programme is delivered by 35 commissioned projects. Commissions are awarded on the basis of competitive applications. Payment is linked to delivery of results.

The commissioning model has achieved:

- A larger number and better provision of services (greater access and beneficiaries not falling between the gaps),
- Boroughs working together to produce costs savings, and
- A focus on a greater amount of partnership working by stakeholders.

The funding for the programme has reduced by more than 70% since 2010. The programme has continued to provide services to communities and individuals, particularly the most vulnerable. The programme has enabled reform and integration, and focuses on prevention.

The programme is a vehicle by which the boroughs come together to tackle high-priority, pan-London complex social needs. London boroughs have a strong track record of collaborating with each other to share services and create cross-boundary solutions. Commissioned services show the potential for more effective services and the role local authorities can play in bringing together a range of agencies to secure better outcomes and maximise value for money.

The programme has delivered services that cannot reasonably be delivered locally, at borough or sub-regional level. It provides services that have to be cross-borough: for example, safe places for victims of violence in another part of London. It provides centres of expertise for London: for example, specialist services for deaf people. It is managed in one place. These types of services would be complicated and costly to establish and deliver at the level of the individual boroughs.

The evidence gathered through monitoring of the services and regular engagement with key stakeholders (at a local and regional level) is that the principles of the existing programme have been effective in helping direct scarce public resources to support some of the most vulnerable and needy Londoners. There is no compelling evidence that those principles should be altered going forward. In Section 4, therefore, officers propose that the review should be carried out on the basis that the current principles will remain in place in any potential new programme after the end of the current programme.

Table 3: Programme Priorities and Specification summary		
Priority	Specification	Budget 2013/15 ¹
1. Homelessness (£5.55 million)	1.1: Early intervention and prevention	£3.79 million
	1.2: Youth homelessness	£1.46 million
	1.3: Support services to homelessness voluntary sector organisations	£0.3 million
2. Sexual and Domestic Violence (£6.81 million)	2.1: Prevention	£0.4 million
	2.2: Advice, counselling, outreach, drop-in and support for access to services	£3.43 million
	2.3: Helpline and coordinated access to refuge provision	£0.5 million
	2.4: Emergency refuge accommodation that offers services to meet the needs of specific groups	£1.23 million
	2.5: Support services to the sexual and domestic violence voluntary sector organisations	£0.61 million
	2.6: Specifically targeted services female genital mutilation, honour based violence, forced marriage and other harmful practices	£0.64 million
3. ESF tackling poverty through employment (£3.58 million)	3.1a Disabled parents	£0.32 million
	3.1b People with mental health needs	£0.38 million
	3.2 People from ethnic groups with low labour market participation rates	£1.14 million
	3.3 Women facing barriers to employment	£1.49 million
	3.4 People recovering from drug and alcohol misuse	£0.25 million
4. Providing support to London's voluntary and community organisations (£2.66 million)	To build capacity in London's voluntary and community organisations thereby to help them provide effective services	£2.66 million

¹ The balance is non-projects administrative costs and a subscription on behalf of the 33 boroughs to London Funders.

1.2 European Social Fund Programme

Priority 3 ESF tackling poverty through employment is simultaneously part of the London Councils grants programme and London Councils' ESF programme, which has other strands. ESF aims to:

- Improve employment opportunities in the European Union and help raise standards of living
- Help people to get better skills and better job prospects
- Help equip the workforce with the skills needed by business in a competitive global economy.

ESF in England is overseen by the government's Department for Work and Pensions. ESF in London is overseen by the GLA supporting the London Enterprise Panel.

The Grants Committee's priority 3 ESF programme is the only ESF programme in London that works exclusively with the voluntary and community sector.

For many of the boroughs, getting people into work has been seen as a precursor to tackling other needs and therefore reducing demand on other borough services: eg, housing and health services.

See Section 3 for information on the performance of the four priority areas of the grants programme, including priority 3 half funded by ESF.

1.3 Review Rationale

The legislation pursuant to which the grants programme^{iv} is delivered places specific responsibilities on the constituent local authorities to ensure needs in London are kept under review (and that associated grant-making is focused upon the needs of Greater London). The Leaders' Committee provided for the current round of the programme to run from 2013-14 to 2016-17, following a review in autumn 2014 and subject to rigorous performance management in 2015-16^v. The funding agreement^{vi} between London Councils and the providers also provides for such a review.

After careful consideration, and upon the recommendation of officers at the meeting of the Committee in July 2014^{vii}, it was resolved that the autumn 2014 review would not be a full-scale review of the programme. Such a review requires London Councils to undertake a

public consultation exercise and assessment of the equalities implications. There was insufficient time to complete these to inform decisions prior to the start of the new financial year 2014/15. It was therefore agreed to undertake an interim review of the existing projects at that time in the first instance.

The full programme review including full public consultation and a full equality impact assessment is therefore an outstanding requirement. Due to the timelines for consultation, analysis and decision making, it is necessary to commence this review now to allow proper consideration of the outcomes of those exercises within the set timeframes for annual budget-setting.

This commitment to the review is also in the Grant Committee's Commissioning Monitoring Arrangements (CMA) Policy^{viii}. In this, the Committee said it would review the current programme and, based on that review, propose the principles and priorities for the next two financial years of the programme. It was intended that, *'These [...] will be drawn up in the context of government policy and the local government financial settlement at the time [of the review]*x*. Under that Policy it was accepted that the Committee might terminate the programme, or retain the current principles and priorities or replace some or all of them if, at the time of undertaking the further review, the evidence of stakeholders supported their retention. The importance of these considerations is dealt with in Section 4. Fundamentally, any change in principles and/or priorities requires an evaluation and relevant and appropriate consultation to ensure that any programme remains the best way to meet the needs of Londoners and equalities duties in respect of those with protected characteristics.

The CMA policy goes on to say that, if after appropriate review, members choose new principles and/or priorities, London Councils officers will develop draft specifications relating thereto. If members are content with these, officers:

- Will review the specifications for their potential equalities impacts
- Consult the voluntary sector in London on the specifications
- Propose to members any changes to the specifications arising from the further consultation and evaluations and advise on the timetable for the next application stage.

Subject to this, officers will invite open^x and competitive bids to deliver the new specifications.

See Section 4 for a full outline of the review. Section 5 outlines the proposed timetable and Section 6 explains the consultation and equalities impact assessment.

2 Programme Management and Governance

The Grants Committee makes the decisions on funding of projects. It also makes recommendations to Leaders' Committee on the annual budget and priorities. See Annex A for the Grants Committee Terms of Reference.

The programme has developed significantly since inception leading to operational efficiencies and to ensure the Committee has proper oversight of projects.

In particular, Grants Committee, in February 2013, set up a tight performance management system for the programme Commissioning Monitoring Arrangements (CMA)^{xi}. This is used to:

- Collect information on the performance of the programme and of individual projects within this
- Analyse this information; in particular, to identify the causes of any shortfalls in performance or of potential overspends in projects or the programme
- Intervene where there are problems, including re-profiling of budgets and/ or planned performance, and reductions in the amount of money awarded.

These arrangements are designed to give the Grants Committee confidence that London Councils has in place systems of oversight, control and reporting to ensure that funded organisations effectively deliver the required outcomes in a manner that provides value for money for the tax-payer. These are described further in Table 4.

Commissioning and monitoring are outcomes-focused. Monitoring is proportionate to the level of funding, and it allows for a greater emphasis on delivery of services in partnership with others. Monitoring provides for adequate scrutiny and evaluation of funding, to achieve transparency and value for money. The monitoring process ensures compliance with conditions of funding and protects public funds throughout the London Councils grants programme.

The payment arrangements are designed to provide a link between performance against agreed results, compliance with management systems and payments.

Table 4: Monitoring

All providers have to report quarterly to London Councils. Quarterly reporting includes progress towards agreed targets in a format that enables London Councils officers to see the impact of the programme across different boroughs and the extent to which the programme is meeting equality and diversity obligations, performance management and beneficiary feedback.

London Councils officers report quarterly to the Grants Committee on the performance of the programme. The Head of Grants and Community Services gives the Grants Committee a quarterly report on the progress of the programme, with significant project-by-project and borough-by-borough information. Officers also provide interim reports on key issues for meetings, the Grants Executive and updates to the Chair at monthly meetings. Officers also share Committee reports with their colleagues in the boroughs.

Annual reporting includes a more in depth narrative of progress against outcomes.

Due diligence checks (financial, resourcing and governance including registration with the Charity Commission and/or Companies House, safeguarding policies, insurance etc.) are completed at the beginning of the commissioning period and end of each year to ensure organisations are healthy and sustainable.

Monitoring visits are carried out by London Councils officers to projects (at least one per year).

One provider is invited to present to the Committee at each of its meetings in thematic reviews.

The cornerstone of the performance management system at project level is a red, amber or green (RAG) rating of all projects. The RAG system combines scores for performance towards targets, quality of experience and compliance with management systems. The RAG system has proven to be a robust tool for measuring all-round performance of all projects. This is described further in Annex A.

3 Performance of Programme

3.1 Performance improvement

The programme has completed nine quarters (to June 2015) of the total sixteen quarter programme duration (to March 2017). Key performance improvements during this time are described further in Annex B.

3.2 Outcomes

The following data is from July 2015. The July 2015 Grants Committee report on programme progress against primary outcome Indicators outlined that at project level - in the red, amber, green (RAG) system, 34 out of 34 projects were green. This means their performance is strong.

The programme has a strong focus on the most disadvantaged people in London. Within this the programme works with particularly vulnerable groups including groups with protected characteristics and those most affected by issues such as worklessness and homelessness. It also supports frontline organisations delivering services to these groups. Equalities monitoring data demonstrates this further, see tables in Annex E.

3.2.1 Priority 1 Homelessness

This funding has ensured young people, individuals and families across London, especially those from protected groups, have support to stay in their homes, find suitable accommodation, and re-connect with families and communities. Projects have reduced levels of social isolation through improved physical and mental health. Individuals have benefited from increased learning and improvements in life skills.

Outcomes to date are summarised in Table 5.

3.2.2 Priority 2 Sexual and Domestic Violence

This funding has meant that people across London are able to make safe choices and exit violent situations, are better able to cope, to protect themselves and their children. It has led to an improvement in self-esteem, motivation, confidence, physical, mental and emotional health and well-being. Many individuals have been equipped to rebuild their lives and move to independence. Funding has equipped frontline services to better address the needs of users and has improved the awareness of children and young people about sexual and domestic violence. Outcomes to date are summarised in Table 6.

3.2.3 Priority 3 ESF tackling poverty through employment

This funding has enabled hundreds of particularly vulnerable and marginalised people across London to gain skills and training to access the job market. Many have secured employment. It has also engaged with employers to increase access for vulnerable and workless people to the job market. Increasing the number of employed people from targeted groups across London has significantly reduced the pressure on many frontline services. In addition, once people are in work they achieve financial independence and become part of their local economy and community.

Outcomes to date are summarised below and in Table 7.

The priority 3 element is part of the London Councils ESF programme which is performing well compared to other ESF programmes in London^{xii}. The main factors in this are:

- London Councils ESF projects work with a much higher proportion of economically inactive and hard-to-reach participants than other providers. This is shown in the proportion of economically-inactive participants (65%) and the relatively low proportion of economically-active (unemployed) participants (35%)
- Despite working with these economically inactive participants, London Councils' programme has the highest rates of people moving into employment (29%)
- London Councils' unit cost for moving people into employment is £5,391, which is lower than the London average (£5,681)
- 16% of people who have left the London Councils' programme have sustained employment. This has been delivered at a unit cost of £10,103. Not all the providers produce this data in a way that can be compared. London Councils' sustained employment rate is currently slightly higher than the GLA's (14%). The associated unit cost is a little higher. But this has been brought this from £10,710 (reported to the Committee in July 2014^{xiii}) to £10,103 in Quarter 4 2014/15.

By the time all the current ESF projects (Grants Committee- and borough-funded) finish in late 2015, it is estimated that 33% of people who have accessed the programme will have found work and at least 16% will have sustained work for six months at an average unit cost of £8,400.

The ESF programme therefore makes a significant impact on worklessness at a London level. This addresses the issue that, although London is a global economic dynamo, it has

stubborn, high levels of worklessness. The current ESF-funded part of the programme is effective at reaching those furthest from the workplace and does it at a low unit cost.

3.2.4 Priority 4 Capacity building to support the voluntary and community sector

This funding has increased the ability of voluntary organisations to respond to the needs of vulnerable individuals and protected groups across London. By building the resilience of communities in this way, boroughs are reducing the pressure on, and need for, some frontline services. In addition, voluntary organisations are models for developing service delivery in the future.

Outcomes to date are summarised in Table 8.

Table 5	Priority 1 Homelessness	Outcomes and Service Highlights
<p>Tackling homelessness amongst individuals and households through direct services and developing new ways of working with partners to generate housing, accommodation and access to services.</p> <p>Preventing homelessness by taking early action through advice, information and support to those at risk of homelessness. Providing targeted housing support, early advice, signposting and referrals, access to accommodation addressing specific needs, support with tenancy sustainment, debt advice, access to a range of health services and drop in/day centre services and activities to develop skills and increase opportunities. Some projects focus on specific equalities groups such as BAME and LGBT.</p> <p>Reducing the number of young people age 16 -24, becoming homeless in London and helping young people already homeless to access appropriate accommodation and services.</p> <p>Providing support, specialist, advice, training and capacity building support to frontline homelessness organisations providing services particularly to equalities groups who are most impacted by homelessness, or risk of homelessness.</p>	<ul style="list-style-type: none">• Advised families/households on gaining accommodation including targeted services for offenders, lesbian, gay, bisexual people, rough sleepers and 'hidden' homeless.• Provided a pan London telephone helpline.• Resolved housing debt issues through benefit and debt advice.• Provided outreach surgeries (particularly for protected groups).• Developed handbook and helpline for prison establishments discharging clients to London.• Facilitating access to specialist services and support groups, drop in/day centres and activities (including peer support) to develop confidence and help people to sustain tenancies.• Securing accommodation for offenders through family reconnections, and private rented sector accommodation through mediation and work before and after release.• Housing needs assessment, specialist housing provision and practical solutions to access the private rented sector.• Community Recovery Network to help offenders sustain their accommodation and prevent relapse into offending.• Rough sleepers gaining accommodation and reconnecting to 'home' boroughs.• Access to mental health services, GP, nurse and physical support services.• Outreach work in schools/youth centres and giving young people support to prevent rough sleeping, to access Nightstop accommodation and street rescue services.• Direct access to emergency accommodation; supported and move on accommodation.• Specialist interventions for young people working on mental health, gang violence, harassment, domestic abuse, family breakdown, debt and eviction.• VCOs support including advice, training, and capacity building opportunities to front-line agencies providing support to equalities groups around homelessness.	

Table 5 Priority 1 Homelessness Outcomes and Service Highlights

- 1,688 people have improved physical and mental health.
- 1,340 people have increased learning and improvements in life skills and employment and training opportunities.
- 1,513 people have increased levels of social interaction and reduced levels of isolation.
- 7,002 people within the protected equalities groups have increased access to housing advice.
- 5,366 people/ families at risk of homelessness, who are homeless or living in insecure accommodation assisted to obtain suitable temporary or permanent accommodation.
- 783 people/ families successfully sustaining their tenancies for one year or more.
- 1,975 young people have improved health and mental health
- 1,196 young people have increased learning and improvements in life skills and employment and training opportunities
- 89 young people successfully sustaining their tenancies for one year or more
- 1,084 young people who are homeless or living in insecure accommodation obtain suitable temporary or permanent accommodation
- 12,290 young people within the protected equalities groups with enhanced knowledge of tackling homelessness
- 303 frontline homelessness organisations better equipped to respond to the diversity of equalities needs
- 359 frontline organisations better able to deliver high quality housing provision support to the protected equalities groups
- 273 frontline organisations better able to raise issues of housing discrimination and trends in housing provision for the protected equalities groups.
- 177 frontline organisations that support the protected equalities groups identified within this specification better able to secure funding and resources and to develop the capacity of their organisation.

Table 6 Priority 2 Sexual & Domestic Violence	Outcomes and Service Highlights
<p>Raising women's awareness of the choices available to them and helping them to make safer choices and exit violent situations.</p> <p>Preventing future sexual and domestic violence by addressing gender stereotypes and negative attitudes towards the acceptability of sexual and domestic violence.</p> <p>Providing support to those who have experienced sexual and domestic violence. Helping women to rebuild their confidence, health, emotional well-being and independence.</p> <p>Providing a helpline service to ensure access to a full range of sexual and domestic violence services (including refuges) for individuals and for boroughs to access support for their residents.</p> <p>Providing culturally specific services to survivors of, and those at risk of, female genital mutilation (FGM), Honour based violence (HBV), forced marriage and other harmful practices.</p> <p>Supporting frontline service providers to deliver more effective services.</p>	<ul style="list-style-type: none"> • Safety for those in immediate danger through specialist emergency accommodation, leading to individuals leaving abusive situations, rebuilding relationships and leading independent lives (including reduced levels of drug/alcohol misuse). • Boroughs receive dedicated support in accessing refuge provision (email referral service and helpline). Statutory providers, friends, family and voluntary agencies are better able to support those experiencing domestic violence. • Domestic and sexual violence freephone helpline support, dedicated helpline for LGBT victims of abuse and specialist service for deaf female survivors of domestic abuse (and their children), for young deaf people (aged 16-30). • Deaf awareness training and accessible information. • People know where to seek support, are better able to access services and to articulate their needs (including children, LGBT people). • People are able to make more informed life choices around health (including sexual health, mental health, drug and alcohol support), employment, legal/ criminal justice system, education, training, immigration, housing, and children's services. • 'Through the gate' support as women are released from prison and counselling services to women prisoners who have experience of sexual or domestic violence. • Addressing the root causes of offending behaviour by adapting services for women with a greater range of complex needs. • Accommodation for women who have been trafficked. • Sexual assault recovery services. • Professionals understand the facts, myths and risk factors relating to sexual and domestic violence (in particular issues that affect children and young) and feel able to address issues with children and young people. • People demonstrating reduced substance use and women supported to exit prostitution • People supported with skills development (increased ability to budget efficiently and improved English skills).

Table 6 Priority 2 Sexual & Domestic Violence Outcomes and Service Highlights

- 2,240 children and young people are more aware of sexual and domestic violence in relation to the eight protected characteristics (for example violence in same sex relationships, FGM, forced marriage).
- 17,772 children and young people can identify what positive respectful relationships based on equal power are and have increased confidence and empowerment enabling positive choices to be made.
- 3,320 children and young people can identify where to seek support/ their rights/ how to disclose.
- 1,906 children and young people have respectful relationships with their peers.
- 3,075 children and young people view sexual and domestic violence as unacceptable and can identify the warning signs and myths.
- 1,756 professionals understand the facts, myths and risk factors relating to sexual and domestic violence (in particular issues that affect children and young people such as sexual exploitation, trafficking, FGM and sexual violence in gang settings) and feel able to address issues with children and young people.
- 14,889 beneficiaries more able to make safe choices leading to a reduction in occurrence and/or effects of violence, sexual abuse and repeat victimisation.
- 12,430 more informed life choices have been made to enable users to rebuild their lives and move to independence.
- 16,525 people from the protected characteristics have access to advice in a way that meets their needs.
- 14,503 incidences of reduced levels/ repeat victimisation of sexual and domestic violence.
- 15,270 service providers are better informed of beneficiaries' needs and service users are enabled to communicate their needs and views to service providers/decision makers.
- 23,310 service users have improved self-esteem, motivation, confidence, emotional health and well-being and physical health and are able to rebuild their lives, moving to independence.
- 5,871 service users better able to access appropriate services.
- 51 incidences of improved data collection of service users and service provision resulting in increased information on sexual and domestic violence services in London and beneficiaries needs.
- 802 examples of increased access to emergency refuge accommodation for people escaping domestic violence.
- 86 incidences where London boroughs have received dedicated support in accessing refuge provision for service users affected by domestic violence. Statutory providers, friends, family and voluntary agencies are better able to support those experiencing domestic violence.
- 744 people with the protected characteristics are able to access support that meets their needs.
- 651 service users are supported to move to a position of safety.
- 164 service users have increased access to specialist support and culturally specific provision.

Table 6 Priority 2 Sexual & Domestic Violence Outcomes and Service Highlights

- 92 service users have increased confidence, self esteem, mental health and increased ability to deal with the affects of domestic violence.
- 126 service users have rebuilt their independent lives, through improved independent living skills, knowledge and access to benefits, entitlements, supported/permanent housing.
- 79 service users have rebuilt relationship with children where damaged, are making safe choices and accessing support for their children.
- 170 examples where barriers have been removed in accessing services for people with the protected characteristics of the 2010 Equalities Act.
- 152 service users have found safety from immediate danger from perpetrators through specialist emergency accommodation.
- 614 frontline organisations are able to better represent their service users and ensure they are up to date with policy changes.
- 707 frontline organisations are able to develop effective partnerships and work with other voluntary and community organisations or statutory providers, linking to local services and networks.
- 353 frontline organisations are better able to achieve the three aims of the 2010 Equalities Act.
- 814 frontline providers are able to deliver improved services to meet their clients' needs (deliver, monitor, evaluate and adapt).
- 609 frontline providers are effective and sustainable organisations (financial management, governance, recruitment/workforce, ICT, premises, fundraising/ tenders/contracts, recruitment or board members).
- 762 service users are able to make safe choices and exit violent situations/ service users have enhanced coping strategies through risk assessment and safeguarding.
- 1,449 service users have a better understanding of the support options available to them and are more aware of their rights and entitlements.
- 1,320 service users have an increased ability to communicate their needs and views to service providers.
- 42 service users have improved life skills to help them rebuild their lives and move to independence.
- 1,281 service users have improved self esteem, confidence and emotional health and well being.

Table 7 Priority 3 ESF tackling poverty through employment	Outcomes and Service Highlights
<p>Enabling people to be successful in gaining a job or work related training in an increasingly challenging job market.</p> <p>Providing training and preparation for employment to people who are out of work, able to work in the UK. Offers a continuous programme of training with 75% gaining a job, additional employment support or voluntary work within 6 weeks and 17% rearing in a job for 6 months.</p> <p>The programme is focused on people who face additional challenges in gaining employment and who are without access to the Work Programme.</p> <ul style="list-style-type: none"> • Unemployed and economically inactive people (long history of unemployment, mental health conditions, dual diagnosis; alcohol and drug misuse issues or learning disabilities). • Disabled people and those with work limiting health conditions (especially disabled parents). • Workless members of the black Caribbean, Sub-Saharan African, North African, South Asian and Middle Eastern communities (many who are recent eligible refugees and migrants) who experience multiple barriers to work. • Women aged 20 or over, living in social housing, who face barriers to employment. 	<ul style="list-style-type: none"> • One-to-one support and addressing personal barriers to work in participants' homes. • Soft skills development including confidence and self-esteem. • Workforce development for employers and providers; flexible employment practices, disability awareness training and equalities legislation. • Specific and vocational training qualifications and sector taster sessions (Health & Social Care, Childcare, Teaching Assistantship, and Enterprise). • Information, advice and guidance including gender and culturally sensitive employability courses. • Personal development, coaching and employment training delivered by employers (including help with CVs, interview preparation, IT and customer care, workplace etiquette, ESOL provision, communication and presentation skills). • Work placements, job coaching/mentoring. • Pre- and post-employment support. <ul style="list-style-type: none"> • 3,203 individuals have received 6+ hours of one-to-one support. • 848 individuals have completed work or volunteering placements. • 1,276 individuals have gained employment within 13 weeks of leaving. • 595 individuals have sustained employment for 26 weeks. • 808 individuals have progressed into education or training.

Table 8 Priority 4 Capacity building to support the voluntary and community sector	Outcomes and Service Highlights
<p>Providing support to London's voluntary and community organisations (VCOs) enabling those organisations to gain access to funds, skills and resources to provide effective services to communities.</p> <p>Support includes;</p> <ul style="list-style-type: none"> • sharing of good practice, • achieving greater diversification of funding, • successfully securing access to funding and funds from additional sources of finance, • increasing skills in management, delivery, data collection, • developing partnerships and collaborative working • Improving access to information. <p>The programme has a strong equalities focus both in terms of supporting frontline organisations to deliver better around equalities objectives and supporting VCOs with a specific equalities focus (Deaf and disabled people, older people, children and young people, refugees, black and minority ethnic groups).</p>	<ul style="list-style-type: none"> • Capacity building for the advice sector, particularly in supporting people affected by welfare changes, high levels of unemployment and low wage employment and others on fixed incomes, such as pensioners, and Black and minority and ethnic communities, who depend more on advice. • Organisations better able to secure funding, provided with IT and HR support and training (disabilities equalities, social media, safeguarding, financial management, partnership working). • Organisations assisted to reduce costs, coached with business development, sustainability planning and sharing good practice. • Provision of daily consultancy helpline telephone support for VCOs. • Organisations better able to engage with statutory agencies and stakeholders and to influence policy (e.g. accessible transport forums, deaf and disability briefing papers). <ul style="list-style-type: none"> • 1,979 VCOs in London have an increased ability to deliver efficient and effective services. • 3,233 examples where the voluntary sector's role and capacity is understood and new opportunities for engagement of voluntary and community organisations are increased. • 2,774 organisations are better able to deliver well informed services that reflect the needs of equalities groups

3.3 Accountability to boroughs

The programme adds value to the services of the boroughs and seeks not to duplicate these. The funded projects are pan-London, so not simply attributable to individual boroughs. A beneficiary may live in one borough, or declare that they do, but receive services from a project in one or more other boroughs. Moreover, victims of violence often need to be moved from one borough to another, to escape from violence. Many homeless people move to central London. Homelessness charities have a larger presence in central London.

A lot of what partners and commissioned services do (primary and second tier) is about their specialism in service delivery rather than their physical location in any specific borough and therefore the impact is felt across multiple London boroughs (pan-London). For example the head offices of a priority 4 capacity building project may be based in one part of London but provide services across boroughs.

The Committee is able to discuss performance and ask officers questions at quarterly meetings. To facilitate this, the Committee is provided with comparison data that shows the performance of each specification at borough level. In addition, committee members can visit providers quarterly. Finally, London Council officers engage with borough officers regularly every quarter.

The Committee has requested a stronger, clearer relationship between the programme and the boroughs. This is being taken forward by the task-and-finish group, involves officers and boroughs, and will be supplemented by the findings of the review^{xiv}. In this work it will be important to acknowledge a shared commitment to the principles of delivering a pan-London programme.

4 Review approach

Having set out the context and rationale for the review, and performance of the programme, this section makes recommendations for taking the review forward.

The review will be structured into a number of stages, each of which will consider separate issues, building from the external research analysis and consultation, based on the results, and if appropriate, moving to basic design of the programme through to detailed design and plans for any implementation.

First, research of the external context and public consultation – including consultation with the boroughs and voluntary organisations – will take place in summer 2015. London Councils officers will evaluate the results of these tasks including equality impact assessment. This will underpin advice to the Grants Committee in November 2015 and the Leaders Committee in December 2015 on any future programme and associated priorities.

Subject to members' decisions in November and December, London Councils officers will undertake work on the activities within the priorities and on the specifications that would be used to commission these activities from voluntary organisations in the new year. This will underpin London Councils officers' advice on these issues to the Grants Committee in March 2016.

Subject to members' decisions in March 2016, London Councils officers will carry out a public consultation – including consultation with the boroughs and voluntary organisations - on the draft specifications, and will advise the Grants Committee on the findings of this consultation and on revised, proposed specifications in July 2016.

If members are content at this stage, London Councils officers will commission voluntary organisations to deliver the specifications using an open, competitive process. The Grants Committee will be invited to approve funding for projects in November 2016 subject to the Leaders' Committee's approval of any budget for this in December 2016.

The projects would be required to mobilise at this point ready for commencement in April 2017. The Grants Committee will be invited to consider any remaining issues in March 2017.

This review process takes place in the context of the normal ways by which members from 33 separate authorities come together on a periodic basis to take decisions of this type and the scheduled advance timetable that needs to accompany that.

4.1 Scope

It is proposed that the review builds on the principles that were agreed after a thorough programme evaluation in 2012. This approach would enable the review to concentrate on the priorities of any new programme. The principles form a platform on which the programme operates. The evidence on the performance of the programme to date - both in terms of working with the hardest to reach and most vulnerable Londoners and in terms of projects' effectiveness, economy and efficiency – supports the continuation of these principles - see Annex B.

The financial constraints on public authorities that existed when the principles were agreed are still in place now and are likely to be ever more sharply a feature of the foreseeable future. This is addressed in the current principles.

The principles that were developed following extensive consultation and assessment of equalities impacts include a particular focus on pan-London provision. The evidence collated from the operation of the programme to-date (see Section 3) supports a continued focus on pan-London delivery. This will enable the most effective use of limited public resources.

The continued support of the principles, and building upon the existing success of the programme, remains in the view of London Councils officers, the most effective way to meet the needs of Londoners, and in particular those with protected characteristics. This is demonstrated by existing monitoring information and liaison with stakeholders, including the boroughs.

4.2 Purpose

London Councils officers recommend that the purpose of the review should be to establish:

1. Whether the programme should continue
2. If the programme is continued, whether the current principles remain valid
3. If the programme is continued, what its priorities should be. This should include consideration of;
 - the existing priorities and any potential new priorities
 - the appropriate issues for the programme to focus on within the priorities; including any recommended new priorities
 - other relevant issues.

Other considerations to be taken into account will include:

- How to manage funding arrangements effectively and efficiently to deliver outcomes across complex social needs through multiple providers
- How to have a performance management and monitoring system that gives the Committee tools to understand and differentiate performance and make appropriate changes
- Can the current outcomes focus be further enhanced to reduce reliance on outputs and activities but at the same time further deliver the Committee's requirements?
- How can borough accountability be strengthened without increasing already complex data requirements?
- How can the grants programme best showcase individual projects that have worked well?

The review will be informed by (see Section 6)

1. Consultation with
 - a. Public
 - b. Boroughs
 - c. Voluntary Sector organisations.
2. Equality Impact Assessment.
3. Consideration of the current external context including government policy, patterns of existing, changing and emerging need and services that boroughs already provide.

It should be recognised that, if the Committee terminates the programme or decides to close one or more of the existing priorities, following consultation and review of the equalities impacts, then it will be the responsibility of individual boroughs to evaluate how and whether the needs of affected groups may be met locally.

5 Timetable

The proposed timetable for the review is set out in Table 9. Subject to the Committee's decision on this report, the review would start immediately and report to the November 2015 and March 2016 Committee Meetings.

Table 9: Timetable	
Date	Activity
22 June 2015	Grants Executive Committee Meeting Consider report on proposed review and proposed approach
15 July 2015	Grants Committee AGM Consider report detailing proposed review and approach
end July 2015	Consultation launched
Aug-Sep 2015	Complete research of external context (government policy, patterns of need, current borough provision)
16 Sept 2015	Grants Executive Committee Meeting (for information only)
13 Oct 2015	Leaders' Committee meeting (for information only)
start Oct 2015	Consultation deadline (ten weeks after launch)
23 Oct 2015	Potential higher/lower priorities identified based on consultation responses Initial equalities impact assessment completed
30 Oct 2015	Priorities and indicative recommendations report completed Equalities impact assessment completed
18 Nov 2015 (date tbc)	Grants Committee Meeting Consider officers' recommendations on priorities for any new potential programme
8 Dec 2015	Leaders' Committee Consider Grant Committees' recommendations on priorities for any potential new programme
Subject to decision in December 2015	
Jan-Mar 2016	Consideration of activities within specifications and development of draft service specifications based on evaluation of equalities impacts and on Leaders' Committee decisions
2 Mar 2016	Grants Executive Committee Meeting Consider draft specifications
23 Mar 2016	Grants Committee Meeting Consider draft specifications
April-May 2016	Consult on specifications
June 2016	Revise specifications based on consultation findings
July 2016	Grants Committee Meeting AGM Agree specifications
Aug 2016	Undertake open and competitive process of commissioning of organisations to deliver specifications
Nov 2016	Grants Committee Meeting Agree commissions and recommend budget to Leaders' Committee
Dec 2016	Leaders' Committee Meeting Agree budgets
March 2017	Grants Committee Meeting
April 2017	New projects start

6 Consultation and Equalities Impact Assessment

The grant programme's governing legislation^{xv} requires full public consultation and a full equality impact assessment.

Along with members of the public, the consultation would include:

- Members of the Committee
- Chief Executives of the boroughs
- Other relevant officers in boroughs
- Commissioned projects
- Voluntary organisations.

The consultation will be open for ten weeks, see Table 10. This is considered to be a proportionate period to allow stakeholders to respond. The consultation document is short, the questions are focused on priorities not fundamental principles, and supporting information will be provided to enable informed responses.

London Councils will arrange for the consultation to be brought to the attention of borough Leaders and Chief Executives. Officers will convene targeted groups to ensure responses are gathered from appropriate stakeholders. Finally, the consultation will be widely advertised through networks and media.

Table 10: Consultation Timetable	
Date	Activity
end July 2015	A consultation paper, including questions and an equalities impact assessment, will be published. Organisations will be advised by email of the online consultation. The consultation will be open for ten weeks
August and September 2015	Focus groups and meetings with the following groups; <ul style="list-style-type: none">• Borough grants officer network• London Funders and other funders of voluntary sector programmes• Representatives of priority areas; Housing and Homelessness Needs Group, Violence against Women and Girls Co-ordinator Network, Heads of Regeneration Group• The Mayor and Greater London Authority• Second tier / policy and voice groups
start Oct 2015	Consultation will close (ten weeks after launch)
18 Nov 2015 (date tbc)	Officers will have completed initial analysis of the responses and will provide a considered assessment to the Grants Committee and Leaders' Committee.

The Equality Act 2010 provides a modern, single legal framework with clear, streamlined law to more effectively tackle disadvantage and discrimination^{xvi}. Equalities considerations are central to London Councils grants programme and underpin the funding priorities, which focus on creating opportunities for Londoners. As such, the review includes a full equalities impact assessment.

See Annex D and E for the proposed consultation questions and Equality Impact Assessment. This has been informed by the London Councils policy team. Together, these should provide some helpful views and perspectives from different stakeholders about the current priorities and emerging issues for consideration.

7 Funding Cycles

The Grants Committee's priority 3 tackling poverty through employment service is half funded by ESF. The current projects funded under this priority were due to close at the end of March 2015. Under normal circumstances, there would have been new projects from April 2015. However delays in negotiations between the European Commission and the UK government meant that there was no new UK ESF programme.

The Grants Committee therefore extended existing projects, with 50% ESF funding from the existing programme, until the end of June 2015 to maintain continuity of service. There have been further delays in EU-UK negotiations but the GLA has now launched a new ESF programme starting in January 2016.

London Councils is applying to the GLA for a new ESF programme. If this is successful, the programme will start in early 2016 and run through to the end of 2018. This is the earliest opportunity to resume services under priority 3. This will result in a break in service delivery.

The current grants programme is in the third year of a four-year programme. UK ESF funding periods do not currently align with those of the London Councils' grants programmes. The ESF funding cycle cannot be changed by London Councils. These proposals are based on cost-effectiveness and will enable the ESF programme to continue for the period of the review.

7.1 New ESF Funding Agreements

If the Grants Committee wishes to retain priority 3 tackling poverty through employment service to the end of the current grants programme (March 2017), London Councils will need to enter into new, three-year funding agreements with providers starting in January 2016. This is because the service is half funded by ESF and the current UK ESF programme closes in December 2015. London Councils is applying to the GLA for a new ESF programme. This will be a three-year programme and the advice of the evaluation of ESF programme in London that the GLA commissioned is that projects under the new ESF programme should be funded for three years. Shorter-term projects do not have time to get into their stride.

Diagram 1 and Table 11 show the different cycles.

Officers are mindful that the Committee may decide, following the review, not to continue with the grants programme or the ESF element of it. In this situation, London Councils would need to terminate these three-year agreements with ESF providers at the end of March 2017. London Councils will therefore include a break point in funding agreements to make clear that funding may cease at this point at London Councils' discretion. The ESF could then be redeployed.

7.2 ESF budget 2016/17

The GLA's ESF programme funding is being allocated in calendar years. London Councils is applying for a programme of £40 million over three years (2016-2018). This is made up of £20 million from the boroughs and £20 million of ESF from the GLA. Of the £40 million, £6 million is earmarked for continuation of the Committee's priority 3 tackling poverty through employment service. (The remaining £34 million is for programmes that are run under bilateral agreements between London Councils and boroughs that wish to participate in those and so are not overseen by the Grants Committee.)

If the Committee agrees with the recommendation to retain priority 3 at least until the end of the review and therefore to enter into new agreements with providers, in late 2015, the Committee will be asked to consider a recommendation of continued funding of £1 million for priority 3 in 2016/17 (ie, at the same level as in 2015/16).^{xvii}

7.3 Re-commissioning ESF services

In order to start the new ESF projects promptly in the new year, so there is minimum gap in service, officers need to start the commissioning process now. In practice, this means drawing up specifications, putting those out to tender, choosing providers, entering into agreements with the selected providers and mobilising those providers. The priority is meeting the outcomes set by the Committee as shown in the project-level review considered by the Committee in November 2014. Gaining employment remains a priority for many Londoners (see Section 3.2.3). The focus of this priority remains consistent with the principles of the programme which officers are recommending remain unchanged.

The Committee is asked to note that officers propose to use the existing specifications, previously agreed by the Committee for this purpose. These will only be amended to take account of small changes required by the GLA's new funding requirements and to include a reminder to projects to work with other borough services. This process is not within the scope of the review because it simply rolls forward the existing arrangements. The review will however cover the ESF element of the programme as a key part of the programme.

Diagram 1: Funding Timelines 2015-18

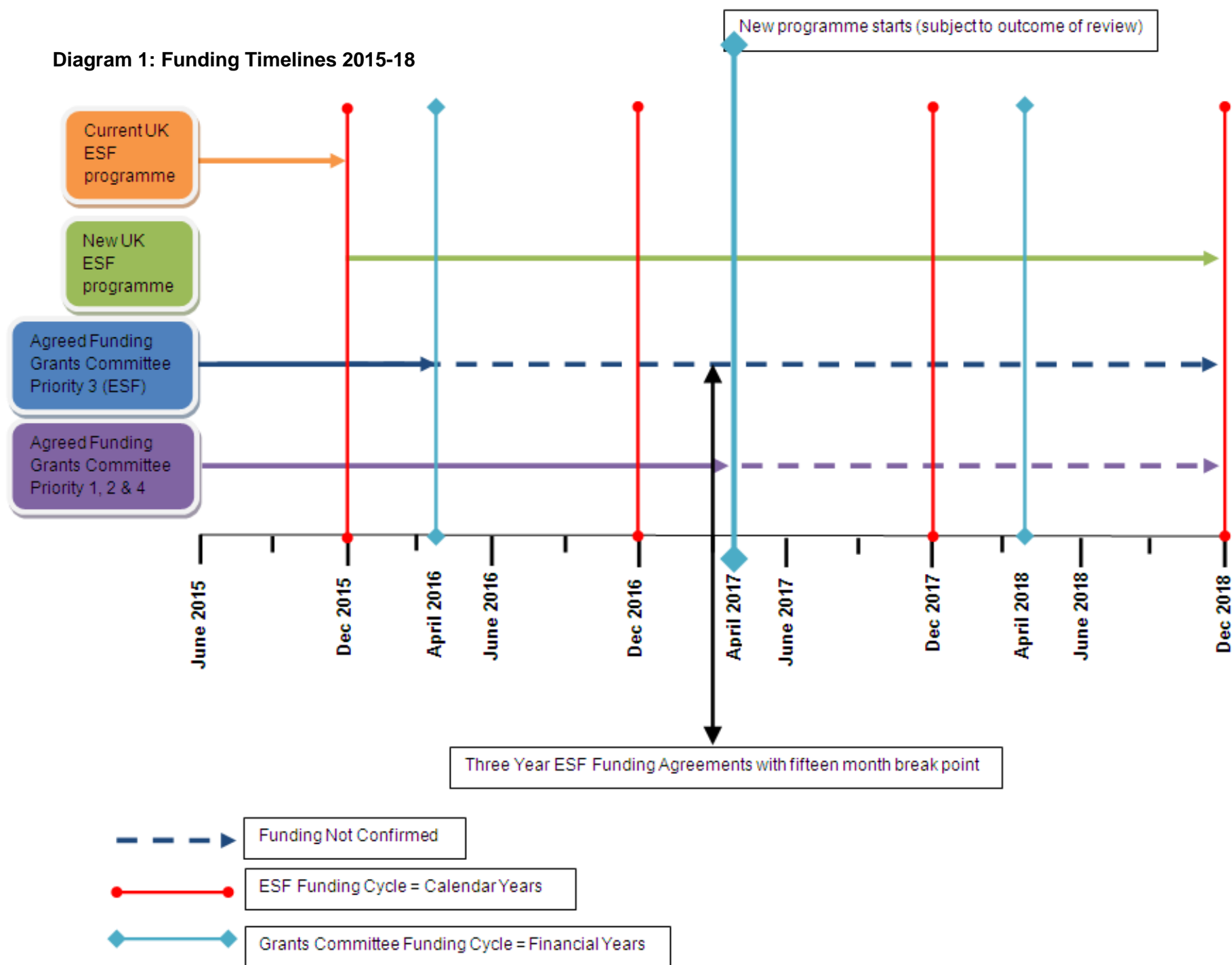


Table 11: Decision Making timelines			
Decision Maker	Funding Cycle	Milestone	Notes
UK ESF	Calendar year	Current funding comes to an end June 2015	<p>Application pending for £40million 2016-2018 (includes £20million from the boroughs) of which £6million is for priority 3: ESF tackling poverty through employment</p> <p>Decision due by end 2015. Funding due to commence Jan 2016</p>
London Councils' Grants Committee	Financial year	<p>Budget decisions made by the end of January annually</p> <p>Funding agreements follow financial years</p>	<p>Current budget agreed to March 2016</p> <p>Grant budget 2016/17 to be agreed December 2015</p> <p>Current funding agreements for commissioned services run to March 2017</p> <p>Subject to review findings, new projects due to start April 2017</p> <p>Three-year funding agreements with a fifteen-month break point would enable the continuation of current service provision but take into account budgeting timescales of London ESF and Grants Committee</p>

The Grants Committee is asked to agree:

1. That the purpose of the review should be to establish what the future of the programme should be beyond the end of the current four years of the programme in March 2017 (see Section 4)
2. That the review should work within the existing principles of the programme. Evidence on performance of the programme to date and liaison with stakeholders supports pan-London delivery on a small number of key issues and helps provide cost effective delivery at a time when councils are under continued financial pressure (see Section 4)
3. That the review should therefore focus on the priorities of the programme (see Section 4)
4. The review timetable (see Section 5)
5. The public consultation documents (see Section 6 and Annexes D and E). Committee will note that correspondence will be sent to all borough leaders and to interested organisations to notify them as soon as the consultation is open
6. That (subject to London Councils winning a new ESF programme) new funding agreements for priority 3 tackling poverty through employment should be put in place for three calendar years (2016-18), which is the new ESF funding period in London. These agreements should be drafted so that funding can be terminated at the end of 2016/17 if members decide to terminate the entire programme or priority 3 at that point following this review. The ESF could then be redeployed (see Section 7.1)
7. That the existing specifications for priority 3, with only small changes to take account of new ESF funding criteria, will be used to re-commission these ESF services to start in January 2016 (see Section 7.3).

Financial Implications for London Councils

The report does not make any financial recommendations at this stage. If the Committee agrees in principle that priority 3 (ESF tackling poverty through employment) of the grants programme should be continued to the end of the current grants programme in March 2017, the normal budget proposals in late 2015 will contain a proposal for the allocation of £1million to this priority area for 2016/17.

Legal Implications for London Councils

This report takes full account of legal advice, notably on the scope of the consultation, the length of the consultation period and equality impact assessment requirements.

Equalities Implications for London Councils

In reaching decisions for the implementation of any future grants programme, the Committee is required to have due regard to its obligations under the Equalities Act 2010, and in particular the Public Sector Equalities Duty.

Equalities considerations are central to London Councils grants programme and underpin the funding priorities, which focus on creating opportunities for Londoners. The priorities of the programme were set after thorough consultation and consideration of equalities impacts. This fed into the equalities objectives in each of the specifications. This review includes a full equalities impact assessment to ensure the same process is followed.

London Councils' funded services provide support to people within all the protected characteristics (Equality Act 2010), and in particular targets groups highlighted as particularly hard to reach or more affected by the issues being tackled. Organisations submit equalities monitoring data, which can be collated across the 2013-15 grants programme to provide data on the take up of services and gaps in provision. The grants team reviews this annually.

Annex List

Annex A: RAG Rating Summary

Annex B: Performance Improvement Summary

Annex C: Operation of Grants Committee 2014/15

Annex D: Consultation Document

Annex E: Summary of Programme for consultation

Annex A RAG Rating Summary

The RAG rating is made up of:

- Performance – delivery of targets: 60%
- Quality – provider self-assessment and beneficiary satisfaction: 20%
- Compliance – timeliness and accuracy of reporting, responsiveness and risk management: 20%.

Projects that score (out of 100 points):

- 75 or more are rated green
- From 50 to 74 are rated amber
- Less than 50 are rated red.

The Grants Executive proposed in September 2014 to include arrows that show whether each project's performance is going up, going down or is steady in that quarter.

Changes in score are indicated with arrows:

- ↓ Down by more than 5%
- ↘ Down by more than 2%, less than 5%
- ↔ Score within 2% of last quarter
- ↗ Up by more than 2%, less than 5%
- ↑ Up by more than 5%

The RAG rating determines the level of support and challenge London Councils officers give a project. This may lead to a performance improvement plan, further reports to the Committee, recommendations to re-profile the budget or agreed results. Where issues are serious or remain unresolved, recommendations to remove money from the project.

Annex B Performance Improvement Summary

Date	Activity
March 2014	London Councils Grants Committee City of London Internal Audit Report ^{xviii} outlined 'a notable improvement in the processes and controls of the London Councils' grants programme since the previous audit in October 2012'.
	Thematic Review completed for Priority 1; Homelessness
July 2014	London Councils officers reported on year one of the programme.
	London Councils Grants Committee agreed that 'the Programme should continue on the current basis in 2015-16 and 2016-17 subject to a project level review in Autumn 2014 and to rigorous performance management in 2015-16 ^{xxix} '.
	Thematic Review completed for Priority 3; Poverty
November 2014	Grants Programme 2013-15 – Year One Update Report and Project Level Review presented to London Councils Grants Committee
	<p>London Councils Grants Committee agreed that the Grants Programme 2013-15 – Year One Update Report^{xx} showed sound progress against the agreed priority outcomes. In particular, the London Councils projects which dealt with employment worked with beneficiaries furthest away from the job market, and yet the programme produced better results and was better value for money than any other London scheme.</p> <p>The review of projects concluded that the projects are:</p> <ul style="list-style-type: none"> • Effective - all projects are meeting or exceeding their targets overall (ie, in the RAG rating), and their record on equality and diversity is strong • Economical – there are no overspends and money unspent in one part of the programme is quickly redirected to another part • Efficient – projects have to compete for funding, and they concentrate expertise and programme management. <p>London Councils Grants Committee agreed that 'Priorities and funded projects remain the same as for the previous two years. The funding extension approved, and all projects' budgets for 2015-16 remain the same as in the previous two years. Primary outcome targets for 15-17 were set based on progress made in 13-15^{xxi}'.</p>
	Thematic Review completed for Priority 4; Capacity Building
December 2014	London Councils Grants Committee agreed an overall level of expenditure of £10 million for the grants programme in 2015/16 (inclusive of £2 million gross ESF programme), the same level as the current year ^{xxii} .

Annex C Operation of Grants Committee 2014/15

1. The Grants Committee Terms of Reference are reproduced below:

- To ensure the proper operation of the Grants Scheme;
- To make recommendations to Leaders' Committee on overall policies, strategy and priorities;
- To make recommendations to Leaders' Committee on the annual budget for the Grants Scheme; and
- To consider grant applications and make grants to eligible voluntary organisations.

In particular

- The constituent councils have resolved to delegate the function specified in Section 48(10) Local Government Act 1985 (review of needs of Greater London) to London Councils from 1 April 2000 and shall submit, via the Grants Committee, a proposal for reviewing the needs of Greater London to London Councils for approval annually.

2. London Councils Officers will:

- a. Keep under review the needs of Greater London and report to the Grants Committee and London Councils from time to time on a strategy for collective grant giving devised with due regard to those needs;
- b. Draw up and submit for consideration and approval by the Grants Committee detailed criteria and policies for grant giving in the light of the agreed strategy;
- c. Prepare and submit an annual budget for consideration by the Grants Committee and London Councils by the end of November each year for the financial year commencing the following April. This budget shall include the costs of staffing, office and support services considered necessary to facilitate the effective and efficient operation of the Scheme, as well as expenditure proposals for grant aid to eligible voluntary organisations, and any contingency provision;
- d. Receive, assess and process grant applications from eligible voluntary organisations and report on them and make recommendations to the Grants Committee and or any Sub-Committees it may establish;
- e. Administer the payment of approved grants to eligible voluntary organisations and monitor the use made of such funding;
- f. Convene and service meetings of the Grants Committee, its sub-committees and any other bodies established by it.

Annex D Consultation Document

NB: The questions will be completed online

London Councils Grants Programme Consultation 2017 - 2021

Please complete online <http://www.londoncouncils.gov.uk/services/grants/consultation/default.htm>

This consultation exercise will help London Councils decide whether the grants programme should continue past March 2017 and if it does what the priorities of the programme should be from 1 April 2017.

The consultation will also inform London Councils' decisions on any future budget and allocation of resources to projects that deliver the priorities.

This consultation will also inform an equalities impact assessment. The Equality Act 2010 requires public bodies to tackle disadvantage and discrimination^{xxiii}. As such London Councils must consider the potential equalities effects of these decisions on the nine protected equalities groups:

- Age (including both children, young persons and those over 50)
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

Equalities considerations are central to London Councils' grants programme and underpin the priorities, which focus on creating opportunities for Londoners and addressing inequality.

Please read [Annex E] for an outline of the programme and the groups that are currently benefiting.

Subject to the outcomes of this consultation, it is planned to invite applications for the delivery of new projects in the Summer of 2016. Following assessment of these applications by London Councils and recommendations to members, new projects would start as soon as practicable after 1 April 2017.

The timetable for this consultation, and should the grants programme continue the process for commissioning services is:

- Launch of consultation: **[date tbc] end July 2015**
- Close of consultation: **5pm, [date tbc] October 2015**
- Evaluation of the results of the consultation including initial equalities impact assessment: **October 2015**
- Recommendations to Grants Committee and the Leaders' Committee - **November and December 2015** - on future of programme and future priorities (as appropriate)
- In **March 2016**, advise Grants Committee on activities within any new priorities and the service specifications needed to secure delivery of these
- Invite proposals in **Summer 2016** to deliver services that are set out in the specifications

- In **November 2016**, assess proposals for services based on new service specifications, subject to agreement of resources and recommendations to members
- New services to start on **1 April 2017**

The full equalities impact assessment, including collated consultation results, will be published on the londoncouncils website [\[here\]](#).

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Section A The grants programme

Q1. The grants programme is described in [Annex E]. Should this programme continue after March 2017?

Yes	
No	

If you do not think that the programme should continue, you may skip to Section C or you may choose to continue and answer the questions below.

Q2. The grants programme principles are described in [Annex E]. Please give any comments on these?

Section B The priorities

We would like to ask you for your views on each of the current London Councils priority areas in more detail. When responding to the questions, please keep in mind

- the context of financial pressure on local and central government
- current provision and services that boroughs already provide
- patterns of existing, changing and emerging need.

An outline of the grants programme, its priorities and the groups that are benefitting area are in **Annex E**. London Councils recognises that there will be equality implications if it changes the grants programme.

Homelessness

A range of services support the prevention of homelessness (especially for young people), and support homeless people and single people who may be homeless due to low income, worklessness and a combination of offending, drug use, excessive consumption of alcohol, mental health concerns and experience of violence.

Q3a. How important is it to fund pan-London services relating to homelessness through this grants scheme beyond March 2017? Please consider this in relation to need across London, current provision and services that boroughs already provide.

Very Important	
Important	
Quite Important	
Not important	

Q3b. If you think that it is very important, important or quite important and given that there is existing provision, should the funding continue to focus on the following?

	Yes	No	Please explain
Early intervention and prevention			
Youth homelessness			
Support services to homelessness voluntary sector organisations			

Q3c. If you think it is very important, important or quite important to continue to fund this priority, are there other specific activities within homelessness now or in the future that you think funding should focus on to reflect changing patterns of need? (Remember, under the current principles of the programme, our funding can only go to issues that benefit from being funded at a pan-London level and cannot duplicate work undertaken at a local / statutory level).

The following are suggestions for consideration that London Councils have received through our policy work and discussions with boroughs, some of which are already delivered with this funding. You may have other suggestions.

- Assisting people into housing (including private sector housing) and jobs at the same time and thereby building self-reliance
- Support for vulnerable people who are street homeless for example those with TB
- Support for those in temporary accommodation (including bed and breakfast) for example children and singles (former rough sleepers)
- Supporting with the effects of welfare changes
 - budgeting, financial and debt related advice
 - targeted support for specific groups (notably 18-21 year olds)
 - resettlement support and engagement with services in new areas for families displaced within London
 - those with no recourse to public funds (migrants from EU – accepting that London local government is questioning current government policy in relation this issue)

Q4a. The current programme meets outcomes in respect of protected groups. Taking into account the groups which currently benefit from each priority area of the grants programme, what impact do you think the priority focused on homelessness has with respect to the following characteristics?

	Positive	None	Negative
Age			
Disability			
Gender reassignment			
Marriage and Civil Partnership			
Pregnancy and maternity			
Race			
Religion or belief			
Sex			
Sexual Orientation			

Q4b. Please explain in what way you consider that the priority focused on homelessness impacts on particular groups of people.

Sexual and Domestic Violence

The term 'Sexual and Domestic Violence' covers domestic violence; sexual violence; honour-based violence; female genital mutilation (FGM); forced marriages; prostitution and trafficking; stalking; sexual harassment, sexual exploitation and gang-related violence.

Q5a. How important is it to fund pan-London services relating to sexual and domestic violence through this grants scheme beyond March 2017? Please consider this in relation to need across London, current provision and services that boroughs already provide.

Very Important	
Important	
Quite Important	
Not important	

Q5b. If you think that it is very important, important or quite important and given that there is existing provision, should the funding continue to focus on the following?

	Yes	No	Please explain
Prevention work in schools and youth settings			
Advice, counselling, outreach, drop-in and support for access to services			
Helpline and coordinated access to refuge provision			
Emergency refuge accommodation that offers services to meet the needs of specific groups			
Support services to the sexual and domestic violence voluntary sector organisations			
Specifically targeted services FGM, Honour based violence (HBV), forced marriage and other harmful practices			

Q5c. If you think it is very important, important or quite important to continue to fund this priority, are there other specific activities within tackling sexual and domestic violence now or in the future that you think funding should focus on to reflect changing patterns of need? (Remember, under the current principles of the programme, our funding can only go to issues that benefit from being funded at a pan-London level and cannot duplicate work undertaken at a local / statutory level).

The following are suggestions for consideration that London Councils have received through our policy work and discussions with boroughs, some of which are already delivered with this funding. You may have other suggestions.

- Mapping of provision for victims of sexual and domestic violence and of need for support services
- A pan-London approach to refuges (a fairer pattern of commissioning)
- Safeguarding children and the need for new ways of working. There is concern that current ways of working penalise women and set up situations that mean that women don't feel able to be open with social workers about their relationships and therefore don't get the help and support they need – thus escalating social care interventions.
- Sexual education including FGM awareness in schools
- Integration with health; sexual and domestic violence services placed in health settings (GPs and A&E) and better engagement with public health partners
- Services for domestic and sexual violence perpetrators

Q6a. The current programme meets outcomes in respect of protected groups. Taking into account the groups which currently benefit from each priority area of the grants programme, what impact do you think the priority focused on sexual and domestic violence has with respect to the following characteristics?

	Positive	None	Negative
Age			
Disability			
Gender reassignment			
Marriage and Civil Partnership			
Pregnancy and maternity			
Race			
Religion or belief			
Sex			
Sexual Orientation			

Q6b. Please explain in what way you consider that the priority focused on sexual and domestic violence impacts on particular groups of people.

Tackling poverty through employment

The grants programme tackles poverty by helping workless people into employment and providing associated services such as debt counselling. This underpins other priorities such as homelessness and sexual and domestic violence. The programme is half funded by the European Social Fund. London Councils does not make grants to individuals who are experiencing poverty.

Q7a. How important is it to fund pan-London services to tackle poverty beyond March 2017? Please consider this in relation to need across London, current provision and services that boroughs already provide.

Very Important	
Important	
Quite Important	
Not important	

Q7b. If you think that it is very important, important or quite important and given that there is existing provision, should the funding continue to focus on the following groups?

	Yes	No	Please explain
Disabled parents			
People with mental health needs			
People from ethnic groups with low labour market participation rates			
Women facing barriers to employment			
People recovering from drug and alcohol misuse			

Q7c. If you think it is very important, important or quite important to continue to fund this priority, are there other specific activities and or groups within tackling poverty now or in the future that you think funding should focus on to reflect changing patterns of need? (Remember, under the current principles of the programme, our funding can only go to issues that benefit from being funded at a pan-London level and cannot duplicate work undertaken at a local / statutory level).

The following are suggestions for consideration that London Councils have received through our policy work and discussions with boroughs, some of which are already delivered with this funding. You may have other suggestions.

- Assisting people into housing and jobs at the same time and thereby building self-reliance
- Addressing in-work poverty and programmes to support people to get a better job and a higher wage which does not leave them relying on in-work benefits

Q8a. The current programme meets outcomes in respect of protected groups. Taking into account the groups which currently benefit from each priority area of the grants programme, what impact do you think the priority focused on tackling poverty has with respect to the following characteristics?

	Positive	None	Negative
Age			
Disability			

Gender reassignment			
Marriage and Civil Partnership			
Pregnancy and maternity			
Race			
Religion or belief			
Sex			
Sexual Orientation			

Q8b. Please explain in what way you consider that the priority focused on tackling poverty impacts on particular groups of people.

Capacity Building for London's voluntary and community organisations

London Councils funds organisations which provide support to frontline services to enable them to work better to achieve the objective of delivering services. These organisations give practical help to voluntary and community organisations (VCOs) to, for example, improve service delivery, improve organisational sustainability, apply for new contracts or know about good work in other areas.

Q9a. How important is it to fund pan-London services to support capacity building beyond March 2017? Please consider this in relation to need across London, current provision and services that boroughs already provide.

Very Important	
Important	
Quite Important	
Not important	

Q9b. If you think that it is very important, important or quite important and given that there is existing provision, should the funding continue to focus on the following outcomes?

	Yes	No	Please explain
Increased ability of VCO's in London to deliver efficient and effective services.			

The voluntary sector's role and capacity is understood and new opportunities for engagement of VCO's are increased.			
Frontline organisations or organisations supporting a particular equalities protected group are better able to deliver well informed services that reflect the needs of equalities groups.			

Q9c. If you think it is very important, important or quite important to continue to fund this priority, are there other specific activities within capacity building now or in the future that you think funding should focus on to reflect changing patterns of need? (Remember, under the current principles of the programme, our funding can only go to issues that benefit from being funded at a pan-London level and cannot duplicate work undertaken at a local / statutory level).

The following are suggestions for consideration that London Councils have received through our policy work and discussions with boroughs, some of which are already delivered with this funding. You may have other suggestions.

- Fostering local community groups and building community resilience
- Helping residents, especially vulnerable people, access community based advice and support on money, debt and welfare
- Building financial resilience

Q10a. The current programme meets outcomes in respect of protected groups. Taking into account the groups which currently benefit from each priority area of the grants programme, what impact do you think the priority focused on capacity building has with respect to the following characteristics?

	Positive	None	Negative
Age			
Disability			
Gender reassignment			

Marriage and Civil Partnership			
Pregnancy and maternity			
Race			
Religion or belief			
Sex			
Sexual Orientation			

Q10b. Please explain in what way you consider that the priority focused on capacity building impacts on particular groups of people.

Other priorities

Q11. Please list other issues that you believe should be considered as a priority of the Grants Programme and should be funded as such based on need across London. For each new priority that you propose, please explain why you believe this is important, if there are any specific issues within the priority that you think funding should focus on and how the priority should be tackled. (Remember, under the current principles of the programme, our funding can only go to issues that benefit from being funded at a pan-London level and cannot duplicate work undertaken at a local / statutory level).

Your additional priority A	
Why is this important	
Are there any specific issues within this priority that you think funding should focus on?	
How should the priority be tackled?	

Your additional priority B	
Why is this important	
Are there any specific issues within this priority that you think funding	

should focus on?	
How should it be tackled?	

Your additional priority C	
Why is this important	
Are there any specific issues within this priority that you think funding should focus on?	
How should it be tackled?	

Your additional priority D	
Why is this important	
Are there any specific issues within this priority that you think funding should focus on?	
How should it be tackled?	

Section C Equality Implications

ONLY ANSWER QUESTION 12 if you think the current programme should end. If you think it should continue please go to QUESTION 13.

Q12a. The current programme meets outcomes in respect of protected groups. Do you think closing the programme would have a particular impact with respect to any of the following characteristics?

	Positive	None	Negative
Age			
Disability			
Gender reassignment			

Marriage and Civil Partnership			
Pregnancy and maternity			
Race			
Religion or belief			
Sex			
Sexual Orientation			

Q12b. Please explain in what way you consider closing the programme would impact on particular groups of people.

If you do not think that the programme should continue, you may skip Question 11 or you may choose to continue and answer the questions below.

Q13a. London Councils has worked to identify the groups which currently benefit from each priority area within its grants programme, in order to assess the equality implications of any changes to the programme. Do you agree with our summary of the groups which currently benefit from each priority area within the grants programme? See Annex E.

Yes	
No	

Q13b. If you have answered 'No', why do you not agree with our summary of the groups which currently benefit from each priority area?

An outline of the grants programme, its priorities and the groups that are benefitting area are in **Annex E**. London Councils recognises that there will be equality implications if it changes the grants programme.

Q14. Taking into account the groups which currently benefit from each priority area of the grants programme, please comment on how changing any of the priorities would impact on equalities, by reference to the following characteristics?

	Comment
Age	
Disability	
Gender reassignment	
Marriage and Civil Partnership	
Pregnancy and maternity	
Race	
Religion or belief	
Sex	
Sexual Orientation	

Q15. Do you have any comments on how the equalities impact of changing the programme could be reduced?

Section D Final comments

Q16. Do you have any other comments on the London Councils grants programme, the proposed changes and/or the equality implications?

Section E About you

All of the following questions are optional:

Q17. Contact information

First name	
Surname	
Email address	

Q18. Please tick any of the following that tell us about your role and responsibilities:

An elected member/councillor	
Employed in local government	
Employed by another funder	
A management member of a voluntary organisation	
Employed by a voluntary organisation	
A volunteer in a voluntary organisation	
A member of another group (eg, government department)	
A user of a service provided by a voluntary organisation	
A member of the public	
Prefer not to say	

Q19. Is this response:

Your personal view?	
The view of your organisation/body?	

If you are answering on behalf on an organisation please go to Question 21.

Q20. If you are responding as an individual and this is your personal view, in which borough do you live?

Barking and Dagenham	
Barnet	
Bexley	
Brent	
Bromley	
Camden	
City of London	
Croydon	
Ealing	
Enfield	
Greenwich	
Hackney	
Hammersmith and Fulham	
Haringey	
Harrow	
Havering	
Hillingdon	
Hounslow	
Islington	
Kensington and Chelsea	
Kingston upon Thames	
Lambeth	
Lewisham	
Merton	
Newham	
Redbridge	
Richmond upon Thames	
Southwark	
Sutton	
Tower Hamlets	
Waltham Forest	
Wandsworth	
Westminster	

If you are answering as an individual and this is your personal view please go to Section F.

Q21a. If you are responding on behalf of an organisation, what is the name of the organisation/body?

--

Q21a. What type of organisation/body is this?

Local or Central Government	
Funder	
Voluntary or community organisation	
Prefer not to say	
Other (please specify)	

Q22. If you are responding on behalf of an organisation, in which borough does your organisation operate? If your organisation operates in more than one, check all that apply.

Barking and Dagenham	
Barnet	
Bexley	
Brent	
Bromley	
Camden	
City of London	
Croydon	
Ealing	
Enfield	
Greenwich	
Hackney	
Hammersmith and Fulham	
Haringey	
Harrow	
Havering	
Hillingdon	
Hounslow	
Islington	
Kensington and Chelsea	
Kingston upon Thames	
Lambeth	
Lewisham	
Merton	
Newham	
Redbridge	
Richmond upon Thames	

Southwark	
Sutton	
Tower Hamlets	
Waltham Forest	
Wandsworth	
Westminster	

Section F Equalities monitoring

Please take the time to fill in the equalities monitoring information below. The information is confidential and is used to ensure the consultation is accessible to everyone and that we have heard from different sections of society. These categories reflect the protected characteristics of the Equality Act 2010.

You are welcome to decline any part/all of this section and still submit your response.

If you are an individual please answer for yourself. If you are responding on behalf of an organisation please respond in a way that best represents the organisation (for example if you are aged 35 but work for an organisation representing older people please tick 65+).

All of the following questions are optional:

Q23. Ethnicity

Asian Bangladeshi	
Asian British	
Asian Indian	
Asian Pakistani	
Asian Other	
Black African	
Black British	
Black Caribbean	
Black Other	
Chinese	
Latin American	
Middle Eastern	
Mixed Ethnicity	
White British	
White Irish	
White European	
White Other	
Prefer not to say	

Q24. Do you consider that you have a disability?

Yes	
No	

Q25. If you consider yourself to have a disability, please tick all that apply:

Blind or visual impairment	
Deaf or hearing impairment	
Have learning difficulties	
Have poor mental health	
Have limited mobility	
Other disability	
Prefer not to say	

Q26. Do you meet the Disability Discrimination Act (DDA) definition of disability?

Yes	
No	

Q27. Your gender

Female	
Male	
Transgender	
Other	
Prefer not to say	

Q28. Your sexuality

Bisexual	
Gay man	
Heterosexual	
Lesbian	
Other	
Prefer not to say	

Q29. Religion and belief

Agnostic	
Atheist	
Baha'i	
Buddhist	
Christian	
Hindu	
Humanist	
Jain	
Jewish	
Muslim	
Rastafarian	
Sikh	

Zoroastrian	
None	
Other	
Prefer not to say	

Q30. Age

Under 16	
16-17	
18-24	
25-34	
35-44	
45-54	
55-64	
65+	
Prefer not to say	

Q31. Are you...

Married	
In a civil partnership	
Living with a partner	
Single	
Other	

Q32. Do you consider that you have any pregnancy and maternity issues?

Yes	
No	

Thank you for completing the consultation

Annex E Summary of Programme for Consultation

London Councils Grants Programme Summary

The London Councils grants programme was established in primary legislation in 1985. Section 48 of the Local Government Act 1985, empowers boroughs to establish a grants programme to make grants to the voluntary and community sector.

The Leaders' Committee sets the overall funding strategies, policies, and priorities for funding to voluntary organisations. Decisions on individual commissions, funding of applications and programme operation are made by the Grants Committee comprising members of each of the 32 London boroughs and the City of London. The programme operates under the following principles:

- Commissioning services that deliver effectively and can meet the outcomes specified by London Councils, rather than funding organisations.
- Commissioning services where there is clear evidence of need for services that complement borough and other services to support organisations that deliver services.
- Commissioning services where it is economical and efficient to deliver services on a London wide basis or where mobility is key in delivery to secure personal safety.
- Commissioning services that can not reasonably be delivered locally, at a borough or sub-regional level.
- Commissioning services that work with statutory and non-statutory partners and contribute to meeting the objectives of the Equality Act 2010.

London Councils recognises that by working in partnership, organisations can share ideas and best practice, widen the reach of service delivery and gain access to different funding. London Councils encourages partnership working as it helps to ensure services funded by the grants programme are truly delivered pan-London. Most funded projects are delivered via voluntary organisations working in partnership, where London Councils funds a lead partner which manages the partnership, handles reporting, and is responsible for distributing funds among the partners.

The current programme has four priorities:

1. Homelessness
2. Sexual and Domestic Violence
3. Tackling poverty through employment (match funded by ESF)
4. Providing support to London's voluntary and community organisations.

The services funded under each priority focus on specific issues.

1. Homelessness

Tackling homelessness amongst individuals and households through direct services and/or developing new ways of working with partners to generate housing and accommodation and access services.

Strand 1.1: Early intervention and prevention of homelessness: Preventing homelessness by taking early action through advice, information and support to those at risk of homelessness. Services provide targeted housing support, early advice, signposting and referrals, access to accommodation addressing specific needs, support with tenancy sustainment, debt advice, access to a range of health and drop in/day centre services and activities which develop skills and increase opportunities.

Strand 1.2 Youth homelessness: Reducing the number of young people age 16 -24 becoming homeless in London and helping young black, Asian, and minority ethnic community people who are already homeless to access appropriate accommodation and services. Young people once homeless are often faced with unfit and unsuitable housing 'choices'. The range of services provided includes access to appropriate accommodation, outreach work in schools and youth centres, family mediation, advice and advocacy, counselling, independent living skills, training and access to voluntary and/or employment opportunities.

Strand 1.3 Support services to the homelessness voluntary sector organisations to assist them to deliver better services: Providing support, specialist, advice, training and capacity building support to frontline organisations providing services particularly to equalities groups who are most impacted by homelessness, or risk of homelessness. The focus of the service is to support organisations to develop high quality services tailored to the needs of equalities groups, including frontline homelessness organisations for Black, Asian, minority ethnic, refugee and migrant groups (BAMER), women, specialist homelessness services for older people, young people and specialist homelessness services for Lesbian, Gay, transgender and bisexual (LGBT) groups and or homelessness services for Deaf and disabled groups.

Projects promote partnership working between homelessness organisations, particularly smaller specialist agencies working with protected groups. It also helps to raise awareness about the impact of homelessness. Funding supports these organisations with information about changing policy and regulations within housing, and provides them with information about access to funding and resources, to enable them to be more financially sustainable.

2. Sexual and Domestic Violence

Preventing sexual and domestic violence and assisting people affected by sexual and domestic violence to access emergency services and access to services by people at risk.

Strand 2.1: Prevention; Preventing future sexual and domestic violence by addressing gender stereotypes and negative attitudes towards the acceptability of sexual and domestic violence. Services cover a range of interventions in schools and youth settings. Delivery results in lasting change, through equipping professionals to continue delivering the messages. Young people worked are diverted from engaging in unhealthy relationships and instead understand the benefits of healthier inter-personal relationships.

Strand: 2.2 Advice, counselling, outreach, drop-in and support for access to services;

Providing support to those who have experienced sexual and domestic violence. This is delivered through a number of methods, such as access to accredited, counselling, support, group work, advice, outreach, drop-in services, referral and access to services. Services include early intervention work and support those affected to rebuild their lives and remove themselves from dangerous situations. This strand also includes work with service providers to increase their knowledge of this area.

Strand 2.3 Helpline and coordinated access to refuge provision; Providing a helpline service to ensure access to a full range of sexual and domestic violence services. Supporting borough officers to access support for their residents and in the collation of data.

Strand 2.4: Emergency refuge accommodation that offers services to meet the needs of specific groups: Increasing access to specialist emergency accommodation for those experiencing sexual and domestic violence delivering appropriate support to meet particular needs. Specialist provision includes drug and alcohol misuse, culturally specific provision, access for disabled, women with no recourse, exiting prostitution, mental health and complex needs.

The primary outcome for the service is the safety of those in immediate danger, leading to longer term outcomes around leaving abusive situations and rebuilding independent lives, making safe choices for their children, increased self-esteem and confidence, health and wellbeing and reduced levels of drug/alcohol misuse.

Strand 2.5: Support services to sexual and domestic violence voluntary sector

organisations to assist them to deliver better services: Supports voluntary and community organisations working in the sexual and domestic violence sector to improve practice, financial sustainability, build capacity, build knowledge of policy, build partnerships/consortiums, work with

local networks, monitor, evaluate and adapt services effectively. Services support statutory agencies through effective and coordinated data collection in association with strand 2.3. Activities include, workshops, organisation health checks, advice on funding streams, network meetings and policy updates.

Strand 2.6: Specifically targeted services for women affected by female genital mutilation (FGM), Honour based violence (HBV), forced marriage (FM) and other harmful practices:

Providing culturally specific services to survivors of and those at risk of FGM, HBV, forced marriage and other harmful practices. Services raise women's awareness of the choices available to them and help them to make safer choices and exit violent situations. Services also help them to rebuild their confidence, health, emotional well-being and independence.

The following table outlines the protected groups that benefit from funding in each priority area.

Protected Groups that benefit from Priority 1 and 2					
Ethnic Background		Gender/Identity		Age	
Asian – Bangladeshi	X	Female	X	Under 16	X
Asian – British	X	Male	X	16-17	X
Asian – Indian	X	Transgender	X	18-24	X
Asian – Pakistani	X	Other	X	25-34	X
Asian – Other	X	Prefer not to say	X	35-44	X
Black – African	X	Sexual Orientation		45-54	X
Black – British	X	Bisexual	X	55-64	X
Black – Caribbean	X	Gay Man	X	65+	X
Black – Other	X	Heterosexual	X	Prefer not to say	X
Chinese	X	Lesbian	X	Pregnancy or maternity	
Latin American	X	Other	X	Pregnancy/maternity	X
Middle Eastern	X	Prefer not to say	X	Marriage or Civil Partnership	
White – British	X	Religion/Belief		Pregnancy/maternity	X
White – Irish	X	Agnostic	X		
White – European	X	Atheist	X		
White – Other	X	Baha'i	X		
Mixed Ethnicity	X	Buddhist	X		
Prefer not to say	X	Christian	X		
Disabled		Hindu	X		
Blind or Visual Impairment	X	Humanist	X		
Learning Difficulty	X	Jain	X		
Mental health	X	Jewish	X		
Mobility	X	Muslim	X		
Other disability	X	Rastafarian	X		
Not disabled	X	Sikh	X		
Prefer not to say	X	Zoroastrian	X		
Deaf		None	X		
Deaf or Hearing Impairment	X	Other	X		
Prefer not to say	X	Prefer not to say	X		
Not Deaf	X				

3. Tackling poverty through unemployment

Tackling poverty by promoting access to employment and training is half funded by the London boroughs and half funded by the European Social Fund. This priority;

- Enables people to be successful in gaining a job or work related training
- Provides training and preparation for employment to people who are out of work, able to work in the UK and offers a continuous programme of training with 75% gaining a job, additional employment support or voluntary work within 6 weeks and 17% remaining in a job for 6 months.

The programme is focused on people who face additional challenges in gaining employment including older people, women with children and people with special requirements who are not in the Work Programme for example, adults with long-term work limiting health conditions including mental health or a disability, ethnic groups with language and cultural barriers and people recovering from drug or alcohol misuse. The following table outlines the protected groups that benefit from funding in priority 3.

Protected Groups that benefit from Priority 3					
Ethnic Background		Sexual Orientation		Age	
Asian or Asian British – Bangladeshi	X	Bisexual	X	16-17	X
Asian or Asian British – Indian	X	Gay Man	X	18-24	X
Asian or Asian British – Pakistani	X	Heterosexual	X	25-34	X
Asian or Asian British – Other	X	Lesbian	X	35-44	X
Black or Black British – African	X	Other	X	45-54	X
Black or Black British – Caribbean	X	Prefer not to say	X	55-64	X
Black or Black British – Other	X	Religion/Belief		65+	X
Chinese	X	Agnostic	X	Pregnancy or maternity	
Mixed – White and Asian	X	Atheist	X	Pregnancy/maternity	X
Mixed – White and Black African	X	Baha'i		Marriage/Civil Partnership	
Mixed – White and Black Caribbean	X	Buddhist	X	Pregnancy/maternity	X
Mixed – Other Mixed Background	X	Christian	X		
White – Irish	X	Hindu	X		
White – British	X	Humanist	X		
White – Other	X	Jain	X		
Any other ethnic background	X	Jewish	X		
Prefer not to say	X	Muslim	X		
Disabled*		Rastafarian	X		
Yes	X	Sikh	X		
No	X	Zoroastrian	X		
Deaf**		None	X		
Gender/Identity		Other	X		
Female	X	Prefer not to say	X		
Male	X				
Transgender	X				

* Priority 3 only collects information relating to whether participants have a disability or not, but no further detail about the type of disability.

** Priority 3 does not collect information relating to whether participants are Deaf or have Hearing Impairments.

4. Providing support to London's voluntary and community organisations

Funding enables organisations to access skills and resources to provide effective services to communities. Services support organisations to deliver effectively and to achieve efficiencies and improve stability through delivering services jointly through partnerships or mergers.

Funding provides support to voluntary and community organisations through:

- sharing of good practice, improving access to information
- achieving greater diversification of funding, access to funding and additional sources of finance
- increasing skills in management, delivery, and data collection of services
- improving service delivery by the development of partnerships and collaboration.

The following table outlines the protected groups that benefit from funding in priority 4.

Protected Groups that benefit from Priority 4					
Ethnic Background		Gender/Identity		Age	
Asian – Bangladeshi	X	Female	X	Under 16	
Asian – British	X	Male	X	16-17	
Asian – Indian		Transgender		18-24	
Asian – Pakistani	X	Other		25-34	
Asian – Other		Prefer not to say	X	35-44	X
Black – African		Sexual Orientation		45-54	X
Black – British	X	Bisexual	X	55-64	X
Black – Caribbean	X	Gay Man	X	65+	X
Black – Other	X	Heterosexual	X	Prefer not to say	X
Chinese		Lesbian	X	Pregnancy or maternity	
Latin American		Other	X	Pregnancy/maternity	X
Middle Eastern		Prefer not to say	X	Marriage or Civil Partnership	
White – British	X	Religion/Belief		Marriage/Civil Partnership	
White – Irish	X	Agnostic	X		
White – European	X	Atheist	X		
White – Other		Baha'i			
Mixed Ethnicity	X	Buddhist			
Prefer not to say		Christian	X		
Disabled		Hindu	X		
Blind or Visual Impairment	X	Humanist	X		
Learning Difficulty	X	Jain			
Mental health	X	Jewish	X		
Mobility	X	Muslim	X		
Other disability		Rastafarian			
Not disabled	X	Sikh			
Prefer not to say	X	Zoroastrian			
Deaf		None	X		
Deaf or Hearing Impairment	X	Other	X		
Prefer not to say	X	Prefer not to say	X		
Not Deaf	X				

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- i Local Government Act 1985 <http://www.legislation.gov.uk/ukpga/1985/51/section/48>
- ii Item 3, Minutes, meeting, Leaders' Committee, 12 June 2012
- iii Defined as domestic violence, sexual violence, 'honour-based' violence, female genital mutilation (FGM), forced marriages, prostitution and trafficking, stalking, sexual harassment, sexual exploitation and gang-related sexual violence.
- iv Local Government Act 1985 <http://www.legislation.gov.uk/ukpga/1985/51/section/48>
- v Item 3, Minutes, Grants Committee, 16 July 2014
- vi London Councils Governing Agreement, 13 Dec 2001 and the Variation to that Agreement, 1 Feb 2004 <http://www.londoncouncils.gov.uk/aboutus/governance/constitutional.htm>
- vii Item 3, Minutes, Grants Committee, 16 July 2014
- viii Commissioning Monitoring Arrangements, Item 5, Grants Committee, 20 February 2013.
- ix Commissioning Monitoring Arrangements, Item 5, Grants Committee, 20 February 2013.
- x The process is open to all not-for-profit organisations that operate in London or would do so if they won the award. This is in section 48 of the Local Government Act 1985
<http://www.legislation.gov.uk/ukpga/1985/51/section/48>
- xi Commissioning Monitoring Arrangements, Item 5, Grants Committee, 20 February 2013.
- xii All figures from Item 10, Grants Committee, 16 July 2014
- xiii Item 10, Grants Programme 2013/15 – Year One update report, Grants Committee, 16 July 2014
- xiv Item 3, Minutes, Grants Committee, 26 Nov 2014
- xv Local Government Act 1985 <http://www.legislation.gov.uk/ukpga/1985/51/section/48>
- xvi Equality Act 2010 <https://www.gov.uk/equality-act-2010-guidance>
- xvii Item 3, Minutes, Grants Committee, 25 March 2015 The Leaders' Committee agreed £1 million ESF funding in December 2014 for 2015/16 in order to align with the grants programme to March 2016.
- xviii Item 7, Grants Committee, 26 March 2014
- xix Item 3, Minutes, Grants Committee, 26 Nov 2014
- xx Item 4, Grants Committee, 26 Nov 2014
- xxi Item 3, Minutes, Grants Committee, 25 March 2015
- xxii Item 3, Minutes, Grants Committee, 25 March 2015
- xxiii Equality Act 2010 and <https://www.gov.uk/equality-act-2010-guidance>