

Appendix Four

Additional Equalities information

This report builds on the initial Grants Review consultation (July – October 2015), the previous report related to that consultation, considered by Grants Committee at their meeting, 18 November 2015, and provides a summary and response to the additional consultation (December 2015- January 2016). At each of these stages equalities information has been presented. The following is provided in addition to previously published information and provides supplementary information to address any gaps that were highlighted through the additional consultation. Also provided below is equalities monitoring information with regard to respondents to the consultation.

1. Further information on the impact of funding a grants programme that does not have a priority focused on capacity building

A number of consultation responses expressed a view that previous equalities information presented with the Grants Committee report in November 2015 and with the additional consultation (December 2015 – January 2015) did not sufficiently outline the impact of the new programme not having as a priority capacity building of the Third Sector. The following information addresses this issue by providing information on current commissions'

- reliance on London Councils funding
- delivery and outcomes to date
- frontline organisations supported

This information aims to provide more information on the potential equalities impacts of a new programme not having as a priority capacity building of the Third Sector, given the indirect impact on people with the protected characteristic that Priority Four commissions have provided. It is also worth noting that consultation responses provided information on the impact of the Leaders' Committee in principle position which is outlined in the body of this report in section two.

1.1 Reliance on London Councils funding

1.1.1 Table one provides information on commissions currently funded under Priority Four, including directly funded organisations and partners. The table outlines how much the current annual grant payments from London Councils represent as a percentage of the organisation's overall income. To calculate this officers have used the most recently supplied accounts (March 2015) or income information received from providers to source the total income level of the organisation. This was then compared to the amount of funding due to be paid to each partner according to the budget agreed with the lead partner. Officers have used this approach because the alternative method (comparing the total organisational

income to the total grant amount) does not present a clear representation of how much the organisation relies on London Councils funding as part of the total grant amount includes payments to partners.

Table one

	Commission	Grant amount as a percentage of income
lead partner	Advice UK	8%
Partner	Law Centres Federation	8%
Partner	LASA ₃	13%
lead partner	Age UK London	9%
Partner	Opening Doors London	Less than 1%
lead partner	Children England	21%
Partner	Race Equality Foundation	5%
Partner	Partnership for Young London	36%
lead partner	Inclusion London	31%
Partner	Transport for All	59%
lead partner	London Voluntary Service Council	20%
Partner	Race on the Agenda	18%
Partner	Women's Resource Centre ¹	18%
Partner	Refugees in Effective and Active Partnerships	33%
Partner	Lasa ²	13%
lead partner	Refugee Council	1%

1.1.2 Table one shows that a number of organisations are heavily reliant on funding from London Councils. London Councils uses a threshold of 25% as a due diligence test on lead organisations to ensure organisations are not overly reliant on London Councils funding. This test was undertaken at the start of the grant and annually. Officers have sought additional information from projects where the grant to income ratio exceeds 25% (such as a quarterly submission from the organisation's director of finance confirming the organisation's financial viability). The financial viability of the partners has been the responsibility of the lead partner to check. Whilst officers have encouraged organisations to put measures in

¹ Women's Resource Centre delivers under two projects therefore officers have used the combined sum of payments from both services to calculate the grant to income ratio.

² Lasa delivers in two partnership projects and therefore officers have used the combined sum of payments from both services to calculate the grant to income ratio.

place to ensure they are not overly reliant on London Councils funding it is also true that as alternative funding opportunities have reduced over this period, some organisations have become more reliant on London Councils funding.

1.1.3 London Councils, through its grants principles is a funder of outcomes and not organisations. Each funding cycle includes a competitive application process and current funding does not imply future funding. Notwithstanding this, in order to outline the impact of the new programme not having as a priority capacity building of the Third Sector, this table provides an indication of the potential impact to the current commissions should the opportunity to apply again for funding under such a priority not exist after March 2017. The table only provides an indication of reliance on London Councils funding and needs to be seen in the context of a number of factors including (1) the income levels relate to the year ending March 2015 and changes to funding may have happened since then (2) the table does not provide any indication on how sustainable the rest of the organisation's income streams are. A range of means to mitigate any negative impacts are detailed in this report, including the potential for London Councils to work with City Bridge Trust in relation to their future grant giving around infrastructure in London.

1.2 Current commissions' delivery and outcomes

1.2.1 Consultation responses stated that insufficient information had been provided to date on the impact of the new programme not having as a priority capacity building of the Third Sector and that this would benefit from further information on the services currently being provided and the impact these have had. Information is provided to Grants Committee on a quarterly basis and is provided in the report on performance on this agenda. This information includes delivery partners, activities delivered, a case study and outcomes achieved. In addition a review of commissions was undertaken in 2014 and considered by Grants Committee at their meeting 26 November 2014.

1.2.2 In addition to this some highlights from the quarter eleven (October – December 2015) reports from commissions are included below to provide more examples of delivery. Full quarterly reports are available to boroughs on request.

Advice UK

- Increase in organisational stability of agencies – Support to three organisations including Richmond Aid regarding submission of materials for quality standards.
- Organisations more successful in attracting resources - through one to one support to 18 organisations to develop funding applications.

- Increase in organisation's capacity leading to improved quality of advice services -
- Increased organisations' capacity leading to improved quality of advice services – assisting four organisations including The Black Women's Health & Family Support with one to one support to increase quality of advice services.
- Number of organisations reporting that they can better engage with statutory agencies and stakeholders - specific support to four organisations
- Organisations better able to network and engage, including with stakeholder networks/ partnerships and with statutory agencies
- Influence and improve the commissioning of advice services
- Increase in the awareness of voluntary advice agencies, to meet the advice and support needs of protected equalities groups including workshop facilitation at a consultation meeting of the Mayor's Refugee Advisory Panel (MRAP), Workshop on Equality Act; The Care Act 2014
- New partnerships created with equalities organisations

Age UK London

- Organisations gain skills in financial and organisational viability including skills to diversify funding streams and investigate becoming funding free - Practical fund bidding workshop, Free resources online workshop, Sustainability workshop, Getting your organisation online workshop
- Organisations with increased knowledge of best practice including legal and policy issues - Skill sharing workshop, Action learning workshop, Digital democracy workshop
- Services aware of the principles and practice of equality and inclusion - Equality learning and dissemination workshop
- The following briefings were circulated: London funding news, London Age periodical, Health and Social Care briefing, London Age Express, Councils briefing, Best practice briefings (Revolve), Good practice age equality sector update
- Individual support was provided to complete 6 grant applications, 9 corporate support opportunities were brokered, 5 organisations were paired with a social media volunteer
- 22 organisations took part in consultations
- 6 organisations contributed to the Age Equality Sector update

Children England

- Organisations with enhanced business plans and skills in place demonstrating that their services are more able to be effective and sustainable – two business planning workshops, one leadership workshop, social investment conference, one coaching skills for leaders workshop, one schools policy session, leadership in youth services session, business plans re. health agenda session, Mapping of Commissioning and Evidence Frameworks around Youth Services
- Organisations effectively engaged in regional representation structures and increased opportunities for engagement for equalities organisations – including a regional roundtable on the VCs role in CAMHS commissioning with Healthy London Partnership
- Organisations demonstrating that their services are better able to meet the needs of equalities groups – two safeguarding equalities events and one equalities and road safety event.

London Voluntary Service Council

- LVSC: LVSF Steering Group meeting, training events on building relationships with business plus masterclass, managing poor performance, dealing with change and engaging the private sector, redundancy and restructuring, Gender Recognition Act, trans awareness, monthly LVSC and London for All bulletins;
- Women's Resource Centre: fast track to successful fundraising, financial planning, Train the Trainer in Human Rights and Equalities Act. Financial and organisational management,
- LASA: Webinar - 'Using Digital Technologies in Community Health and Social Care Settings'; Delivery of ICT email/helpline throughout the quarter; Examples of sign-posting included – referring beneficiaries to technology Trust for access to low-cost software;
- HEAR: 3 bulletins sent to members covering consultation opportunities, training and support activities and member news. Training on designing and implementing equalities practice, managing change and effective involvement of service users, trans awareness, gender recognition and care act, working with LGBT communities and human rights
- ROTA: Two days Train the Trainer training on using the Equality Act 2010

Inclusion London

- One day strategic planning for business success training course

- Two day Effective project management training course for Deaf and disabled project workers wanting to develop their project management skills.
- Disability Equality Training : making your events accessible to Disabled people training course
- One day Building Your Brand training course and provided “1-2-1” social media support
- DDPO legal network meeting looking at Disabled people’s rights to accessible goods and services
- CEO meeting looking at issues DDPOs experience recruiting Deaf and Disabled people to senior roles within their organisations
- Pan-London Mobility forum meeting
- Policy and Campaigns forum meeting
- Three newsletters / bulletins and three capacity building support resources as well as IL and TFA web resource updates

The Refugee Council

- One-to-one advice and support sessions to eight migrant and refugee community organisations (MRCOs), in-depth capacity-building support to three MRCOs
- Issue of RCO Connect Newsletter – including refugee crisis and homelessness issue
- Three training sessions - income generation, fundraising, Equalities and Safeguarding Children and Young People from refugee and migrant background
- Networking opportunities
- Advocacy work through meetings and attendance to events.

1.3 Equalities focus of frontline organisations supported by current commissions under Priority four

1.3.1 A number of consultation responses expressed a view that information in the previous equalities assessment was not sufficient because it presented information on individuals accessing current Priority Four services rather than the equalities focus of frontline organisations supported. Information was presented on frontline organisations previously, however, the following table provides additional information to supplement information previously provided. Table two provides information on the numbers of frontline organisation supported with a particular equalities focus. Figures represent frontline organisations supported in the period April 2015 – December 2015. This provides members with information on the frontline organisations supported by current commissions and the indirect support this has on people with the protected characteristics under the Equality Act 2010. It can be used as an indication to the potential impact related to the Leaders’

Committee in principle position. This information is indicative given that each funding cycle operates with a competitive application process and commissions currently funded are due to end in March 2017.

Table two: Number of frontline organisations supported (by equalities characteristic) ³

Year/Commission	Organisations worked with	Race	Disability	Sex	Sexual Orientation
2015-17					
Advice UK	877	687	620	569	538
Age Concern London	537	93	69	20	7
Children England	2120	1304	719	462	345
London Voluntary Service Council (LVSC)	2231	758	709	598	531
The Refugee Council	678	642	65	91	4
Inclusion London	249	15	240	6	2

Table two continued

Year/Commission	Pregnancy/ Maternity	Marriage/ Civil Partnership	Age	Religion/ faith	Gender reassign ment
2015-17					
Advice UK	541	533	607	539	533
Age Concern London	6	5	230	41	6
Children England	387	302	1528	564	263
London Voluntary Service Council (LVSC)	514	511	686	660	510
The Refugee Council	1	3	133	43	
Inclusion London			18		

2. Equalities representation in the consultation

Finally it is important to ensure that a sufficiently diverse range of voices have been heard during the consultation process.

³ (The dataset used was found to contain errors (duplicates). Therefore a random sampling of the dataset was analysed and used to estimate the error rate. A comfortable margin was added to the error rate and this was then used to adjust(reduce) the final results accordingly))

The following list provides information on the number of consultation responses against each of the protected characteristics under the Equality Act 2010.

1. Age – of the 66 respondents on this question, 3% were under 24 years and 17 % were over 55 years old. In addition a number of organisations that reflect the issues of older people and children and young people submitted responses including, Children England, Age UK London, New Horizon Youth Centre and Tender Education & Arts amongst others.
2. Disability - 19 respondents identified themselves as having a disability. In addition a number of disability and Deaf related organisations submitted responses including Action Disability Kensington and Chelsea (Taking Control Project), Inclusion London and DeafLondon amongst others.
3. Race – of the 74 respondents on this question 49% of responses were from White British people, 47% of responses were from BAME categories. In addition responses were received from organisations with a BAME/ race focus including Southall Black Sisters, Imkaan, Race on the Agenda, Refugee Council and Race Equality Foundation amongst others.
4. Sex – of the 74 respondents that answered the question on sex 69% of respondents were women. In addition a number of organisations focusing on violence against women and girls submitted responses such as Southall Black Sisters, Imkaan, Women's Resource Centre and Women and Girls Network amongst others.
5. Sexuality – of the 67 respondents that answered 61% heterosexual, 6% from bisexual people, 9 % from gay men, 12 % from lesbians; 12 % of respondents other/ preferred not to say. In addition organisations representing LGBT issues submitted responses such as Stonewall Housing.
6. Religion and belief – of the 58 respondents that answered 64% stated that they had a religion or belief.
7. Gender reassignment – a number of responses highlighted issues related to gender reassignment, such as the fact that this group is more at risk of sexual and domestic violence.
8. Pregnancy/ maternity – of the 62 respondents 3% stated that they had pregnancy/ maternity issues
9. Marriage/ Civil partnership – of the 63 respondents, 18 stated that they were single, 18 were married/ civil partners and 22 living with a partner, 5 other.