

SAFER STRONGER COMMUNITIES SELECT COMMITTEE			
Title	Main Grants Programme 2015-18 – Equalities Update		
Contributors	Executive Director for Community Services		
Class	Part 1	Date:	30 November 2015

1. Purpose of Report

- 1.1 This report provides the Safer Stronger Communities Select Committee with a further update on the co-ordination of the Equalities aspect of the Lewisham Main Grants Programme 2015-18, a brief update on EqualTeam Lewisham and details of LGBT provision within the Borough.

2. Recommendations

- 2.1 Members of the Safer Stronger Communities Select Committee are recommended to note, and comment upon, the content of this report.

3. Background

- 3.1 The first part of this report is lifted from the previous report in September 2015, and is included to provide context (3.1 through to 4.1)
- 3.2 At Mayor and Cabinet (Contracts) on 13 May 2015, a decision upon the Main Grants Programme awards for 2015-18 was taken that 62 voluntary and community sector groups be funded, for the financial years 2015/16 – 2017/18. Following appeals heard on 11 May 2015, a further 3 organisations were awarded transition funding.
- 3.3 Under the Main Grants Programme funding was awarded to Voluntary Action Lewisham (VAL) to coordinate borough-wide work on equalities and to support voluntary and community sector organisations to meet their equalities commitments. The other organisations that have a specific equalities remit are:
- Age UK Lewisham & Southwark
 - Lewisham Disability Coalition
 - Lewisham Multilingual Advice Service
 - Lewisham Refugee and Migrant Network
 - METRO (The Metro Centre Ltd)
 - Stephen Lawrence Charitable Trust
 - Lewisham Pensioners Forum
 - EqualTeam Lewisham
- 3.4 Subsequently at Safer Stronger Communities Select Committee, on 14 May 2015, an update was provided detailing the decisions taken at Mayor and Cabinet contracts the previous evening. At that meeting a number of key points relating to equalities were noted;
- Mayor and Cabinet had accepted officers' recommendation that the Council should work with EqualTeam Lewisham to use unspent grant funding of £180,000.

- EqualiTeam Lewisham was in possession of their outstanding funding.
- All organisations would be subject to performance monitoring and action would be taken where organisations failed to deliver on their objectives.

3.5 There was further discussion by members around the decision to approve officers to work with EqualiTeam Lewisham to use its outstanding funding from the current grants programme. Again the following key points were noted:

- Some Members felt that the grant assessment process had highlighted EqualiTeam Lewisham's lack of demonstrable outcomes.
- Members questioned the possibility of setting a timescale on which the outstanding funds could be used.

The Chair indicated that the Committee should seek to assure itself that there were demonstrable outcomes being delivered against this funding.

3.6 At Mayor and Cabinet (Contracts) on 3 June 2015 the resultant call-in was presented. The Mayor resolved that the original decision be upheld and the Overview & Scrutiny Business Panel be informed the Cabinet approved the request for a review of EqualiTeam's outcomes and an examination of wider issues relating to comprehensive equalities objectives, the outcomes of which would be reported to the Safer, Stronger Communities Select Committee.

3.7 An initial progress report was presented to Safer, Stronger Communities Select Committee on 16 September 2015, and this report updates on the further progress made since then.

3.8 Equalities Co-ordination

3.8.1 The Main Grants Programme 2015-18 tasked Voluntary Action Lewisham (VAL) to lead on co-ordinating activities for Equalities across the borough and report into the Stronger Communities Partnership Board. The initial detail for this was presented to 13 May 2015 Mayor and Cabinet paper with the intention that the Voluntary and Community Sector will contribute towards the 5 outcomes of the Council's Comprehensive Equalities Scheme (CES).

3.8.2 The CES 2012-16 has 5 main objectives, these are;

1. Tackling victimisation and discrimination
2. Improving access to services
3. Closing the gap in outcomes for different citizens
4. Increasing mutual respect and understanding in communities
5. Increasing participation and engagement

3.8.3 The role that the VCS will have in helping to deliver these objectives is as follows:

3.8.4 **Objective 1: Tackling victimisation and discrimination**

Ensuring access to information, advice, advocacy and representation

This will be delivered across the advice sector but additional work is required on the coordination of activity to ensure specialisms such as immigration, language support and translation are open and available to all.

3.8.5 *Easy access to report victimisation and discrimination*

There will be VCS representation on both the Hate Crime forum and Stop and Search Group with outcomes to be agreed with these forums. Additionally the Equalities Working Group will be ensure that trends or spikes in victimisation

and discrimination are monitored and responded to in a cohesive and joined up fashion.

- 3.8.6 *Ensuring that patterns of discrimination and victimisation are fed from the grassroots (groups and residents) into the appropriate forums and then into the partnership board*
- 3.8.7 The following groups and forums will feed into the new Equalities Working Group co-ordinated by VAL: Disability Forum; Lewisham Disability Coalition; Stephen Lawrence Centre; Lewisham Refugee and Migrant Network; Lewisham Pensioners Forum and Ageing Well Council; Metro (with the model for capturing views from grassroots to be developed). In addition to the grant funded groups the Violence against Women and Girls (VAWG) Forum and Refuge will also be invited to be standing members of the group.
- 3.8.8 The Working Group will then report to the Stronger Communities Partnership Board on patterns of discrimination and victimisation with suggested actions required across the borough.
- 3.8.9 **Objective 2: Improving access to services**
Ensuring that grassroots organisations can access training and support to develop deliverable equality plans
This support will be co-ordinated through the Equalities Working Group once training needs have been identified. The subsequent training will be delivered by a number of key organisations, including; Stephen Lawrence Centre; Lewisham Disability Coalition; Metro; VAL; EqualTeam Lewisham (using unspent grant from previous years) and Lewisham Pensioners Forum
- 3.8.10 **Objective 3: Closing the gap**
Ensuring that forums have an infrastructure to work in partnership with public sector providers
The membership of the Stronger Communities Partnership Board will provide the leadership for the VCS in this area will be reviewed to ensure that the make-up is both relevant and representative of the VCS.
Partnership with the health sector will be coordinated through Bromley and Lewisham Healthwatch and it is important that the work of this group is effectively linked to the work of the SCP Board.
- 3.8.11 **Objective 4: Increasing mutual respect**
Helping organisations to work together at neighbourhood level.
The Neighbourhood development strand of the Main Grants programme brings together 10 key organisations to help deliver on this agenda locally. They are; Ackroyd Community Association; Bellingham Community Project; Corbett Estate Neighbourhood Forum; Goldsmiths Community Association; Grove Park Community Group; IRIE!; Lee Green Lives; Somerville Youth & Play Provision; Teatro Vivo; and Age UK Southwark and Lewisham (Community Connections). These organisations have been tasked with building capacity, engagement and developing partnership working at a local level. The main Equalities Working Group will monitor any issues arising from the work of these groups and make suggestions regarding remedial actions required.
- 3.8.12 Additionally there is also a role for recipients of any Faith Funding and/or Prevent Funding to help to deliver against this objective.

3.8.13 **Objective 5: Increasing participation and engagement**

Influencing all organisations

We will expect that *all* funded groups and Lewisham partners will be working to actively increase participation and engagement within communities, and that they work towards achieving a representative client base across the protected characteristics. Officers working with the Equalities Working Group will help feed in additional intelligence as to where gaps and needs are to allow funded organisations to effectively share good practice and meet the needs of communities.

3.8.14 In terms of taking this delivery and coordination forwards, VAL has established an Equalities Working Group, made up of the Main Grants funded Equalities organisations (with others invited on an ad hoc basis) that will work in partnership to better meet the needs of their communities/service users and help identify gaps in provision. The organisations that are currently funded, and are a part of the working group in addition to VAL and the Council, are:

- Age UK Lewisham & Southwark
- Lewisham Disability Coalition
- Lewisham Multilingual Advice Service
- Lewisham Refugee and Migrant Network
- METRO (The Metro Centre Ltd)
- Stephen Lawrence Charitable Trust
- Lewisham Pensioners Forum
- EqualTeam Lewisham

4. Update on progress

4.1 Equalities Monitoring (LB Lewisham)

- 4.1.1 As part of the standard main grants monitoring requirements, funded organisations are required to complete quarterly monitoring as well as an annual organisational health check (Rocket Science 'Ready for Change').
- 4.1.2 Given the focussed work around equalities, we have pulled all of the funded equalities organisations quarterly monitoring information together, and then allocated the outputs according to the 5 CES objectives to give an overview of how those funded groups are contributing to the Comprehensive Equalities Scheme in a quantifiable way. A copy of this Equalities Monitoring Dashboard can be found in Appendix 1, which also provides information on the organisations achievements against their first quarter targets (July-September 2015)
- 4.1.3 As can be seen from the Dashboard, organisations are in the main either hitting or exceeding targets, however there is some underperformance regarding older people, which is highlighted in red.
- 4.1.4 Regarding those missed targets, officers are working with the organisations and the wider older peoples network to encourage more cross-population between service deliverers. Additionally, one of the organisations is suffering from recruitment drag, and expectations are that they will catch back up with their targets once staff are back in post.

- 4.1.5 The annual Rocket Science exercise challenges organisations to think about how they operate, and covers four main areas; Leadership; Finance; Impact; and Business Opportunities. Specifically within these four areas, it asks organisations a series of questions to determine how they are performing and how 'ready for change' they may be, ultimately scoring each area out of 5.
- 4.1.6 Within the Leadership section, the exercise asks questions about the Board/Steering Group, Management, the Non-management staff, and the Organisation's approach to risk management.
- 4.1.7 Within the Finance section, the exercise asks questions about the Current sources of income, Financial planning and budget expertise, Financial systems, and Anticipated sources of income
- 4.1.8 Within the Impact section, the exercise asks questions about How the organisation reviews performance, How they conduct monitoring, and How they evidence impact.
- 4.1.9 Within the Business Development section, the exercise asks questions about Spotting opportunities, Knowing the market place, Marketing tools, Selling services, Resourcing business development, Bids and tenders, Communication, and Marketing.
- 4.1.10 The Rocket Science tool then provides a graph and score out of 5 for each of these areas, highlighting what the organisation has suggested are it's weaknesses. Lead officers then work with that organisation to help develop those weaknesses, usually focussing on three key areas that have been identified. The tool also provides an overarching graph highlighting all areas that were questioned, to help organisations pinpoint areas for improvement.
- 4.1.11 The Rocket Science exercise is then completed each year to provide an update in terms of where the organisation stands, and what areas may need development.
- 4.1.12 As a hypothetical example of the Rocket Science report and how it highlights any organisational weaknesses please see Appendix 2 which details the 4 areas, any weaknesses, how officers will assist, and an overarching summary graph.
- 4.1.13 Regarding the funded equalities organisations, in the main they are all fit for purpose organisationally, with only small areas for improvement, with 5 out of 7 organisations averaging over 4 out of 5. Two organisations drop below 4, and officers are working with those organisations to put in place solutions in the same way as those indicated above. One organisation requires support around it's governance, income streams and financial systems, and the other requires support around it's governance, income streams and evidencing impact.
- 4.2 Equalities Coordination (VAL and the Equalities Working Group)
 - 4.2.1 To date this group has met twice, on 12 August 2015 and 29 September 2015, with a further meeting scheduled for 20 November 2015 (after despatch). The group will then meet every 2 months and will focus on a specific CES objective at each meeting.

- 4.2.2 As mentioned in the previous report, we have identified how their current funded work delivers against the 5 objectives of the Comprehensive Equalities Scheme (this has gone into the Equalities Monitoring Dashboard in Appendix 1), which is being fed into VAL and the group to help create a picture of the communities and clients served. This is then going to be analysed to see how this reflects the make-up of the Borough (this work is ongoing), and identify where additional development work needs to occur.
- 4.2.4 As previously reported the working group has also highlighted the opportunity for the council and particularly those working on the development of CES 2016-2020 to utilise the group as an engagement tool and how the group can have a collective 'watching brief' across shared characteristics to highlight any pitfalls. Indeed, one of the council officers working on the development of CES 2016-20 was engaged in the second EWG meeting on 26 September 2015.
- 4.2.5 To help tie all of these elements together, as well as ensure that the EWG has a clear purpose, VAL have produced a draft action plan (Appendix 3) that will be shared with the EWG at the meeting on 20 November 2015. This together with the dashboard information will form the basis of the Voluntary and Community Sector's contribution to the Council's Comprehensive Equalities Scheme (and the development of the next CES 2016-2020), and the implementation of a structure for co-ordinated activity.
- 4.2.6 The EWG is already providing an effective forum for members to better align campaigns and services (e.g. work on hate crime), and members are also contributing to a 'one stop shop' signposting database hosted on VAL's website (and is a key part of the action plan)
- 4.2.7 The work of the EWG will help connect VCS organisations with the Stronger Communities Partnership Board, and indeed VAL will use the reporting against the dashboard and the action plan to produce an annual equalities report, highlighting the issues, successes and on-going priorities which will be submitted to the Stronger Communities Partnership Board for discussion, comment and direction. These annual reports will be produced in time for discussion at the first Stronger Community Partnership Board of each financial year.
- 4.2.8 Continued scrutiny of this work will be required and can be built into the Safer Stronger Communities Select Committee work plan.
- 4.3 EqualiTeam Lewisham update
- 4.3.1 As previously reported, officers have been working with ETL to develop a short-term delivery plan (the full version of which is attached as Appendix 4, and a large proportion of the outputs are contained within the Equalities Monitoring Dashboard).
- 4.3.2 This delivery plan covers the 6 month period from November 2015 to April 2016, with specific outputs for delivery and with progress being monitored every 2 months.
- 4.3.2 In summary the delivery plan covers 8 key areas that help to deliver equality of opportunity and representation for the African and Caribbean community;

- Help to deliver a more representative volunteer workforce within Lewisham
- Help to deliver a healthier and more active African and Caribbean community
- Play an active part within the Equalities Working Group, working effectively with other equalities organisations to ensure that their work is also representative and well communicated
- Engage effectively with existing civic leadership programmes to widen the pool of people from African and Caribbean communities that apply for and then take up roles in civic leadership in all areas and at all levels
- Engage with the Positive Ageing Council to increase representation by African and Caribbean communities
- Engage with the Lewisham Young Mayor's team to increase the representation on the Advisors Panel from African and Caribbean communities
- Engage with the Ward Assemblies programme to increase the representation from African and Caribbean communities being engaged through the meeting process and also involved in the Coordinating groups
- Engage with the Youth Service, Young Mayors Team, the Police and Youth Offending Service to help identify and then deliver relevant interventions for young African and Caribbean residents

4.4 LGBT Provision for Lewisham residents, workers and learners

- 4.4.1 Safer, Stronger Communities Select Committee requested detail as to the LGBT provision available to Lewisham residents, workers and learners.
- 4.4.2 There are a number of support services and groups in and around Lewisham that are either specifically aimed at LGBT users or can help with issues. A large proportion of this information is currently available in a booklet developed by Age UK and the police. This is now being updated with input from officers and the Metro Centre into a more comprehensive document.
- 4.4.3 Appendix 5 provides details of the services offered to Lewisham residents, workers and learners broken down into two sections; Activities & Services, and Support & Resources
- 4.4.4 As alluded to above, in addition to current provision, we are working with the Metro Centre as a Main Grant funded group to co-ordinate and ensure that this information is available and accessible, and that services within the borough are extended. To this end, we are currently working to see if Metro can base some of it's youth provision at the Mulberry Centre, and they will be attending a site visit on 26 November with the officer responsible for VCS hubs.

5. Financial Implications

- 5.1 Age UK, Lewisham Multilingual Advice Service, Lewisham Refugee and Migrant Network, Lewisham Disability Coalition, Lewisham Pensioners Forum, Metro Centre, Stephen Lawrence Centre and Voluntary Action Lewisham are all Main Grants funded groups, currently in receipt of funding totalling £723,017 for the 9 months to 31 March 2016.

5.2 EqualiTeam Lewisham are funding their current work using an underspend of £180,000 from their previous Main Grant, and are now working to deliver an initial 6 month delivery plan.

6. Legal Implications

6.1 There are no legal implications arising from this report.

7. Crime & disorder implications

7.1 There are no direct crime and disorder implications arising from this report. Some of the recommended main grant organisations deliver services and projects which help to reduce the fear of crime and indeed feed into the CES objectives above.

8. Equalities implications

8.1 The Equalities implications are set out in the body of the report.

9. Environmental implications

9.1 There are no environmental implications arising from this report.

If you have any queries relating to this report, please contact James Lee, Head of Culture and Community Development on 020 8314 6548.

Additional documents for reference

Appendix 1 – Equalities Monitoring Dashboard

Appendix 2 – Rocket Science Example

Appendix 3 – Equalities Working Group Action Plan - draft

Appendix 4 – EqualiTeam Lewisham Delivery Plan

Appendix 5 – LGBT provision