

## Main Grants 2017-18 report

<b>Name of organisation</b>	The Metro Centre
<b>Date of meeting</b>	31 August 2016
<b>Names and positions of attendees</b>	Peter Vittles, Head of Community Engagement Metro Greg Ussher, CEO Metro Andy Thomas, Cultural Development Manager LBL

Group Name:	Total	Q1	Q2	Q3	Q4
Total funding received 2015-16	£25,000	N/A	£8,333	£8,333	£8,333
Total funding received 2016-17	£33,333	£8,333	£8,333	£8,333	
Outcomes	<ul style="list-style-type: none"> <li>• Work with and support police, social services and housing providers to publicise meaning of and need to report anti-LGBT hate crime</li> <li>• Publish information for the LGBT community to help raise awareness of hate crime and how to respond when they are violated</li> <li>• Provide LGBT equalities information at outposts through participating organisations that will act as access points to specialised (and mainstream) services, such as METRO's LGBT Hate Crime and Domestic Abuse service</li> <li>• Promote LGBT contact with other mainstream organisations in the borough to allow contact and engagement</li> <li>• Initiate a borough wide reporting/monitoring system that will allow LGBT individuals and organisations to register concerns</li> <li>• Identify and liaise with other equalities organisations in the borough and share information on learning and other opportunities for joint work</li> <li>• Deliver activity in mainstream settings to promote understanding of LGBT issues among services and residents</li> <li>• Work with council and Police to support the development of equalities policies and procedures</li> <li>• Attend Lewisham community events and deliver engaging activity to promote LGBT inclusion</li> <li>• Involved and engage local LGBT residents in equalities issues and support their involvement in equalities work in the borough</li> </ul>				

	2015-16 Target	2015-16 Q2	2015-16 Q3	2015-16 Q4	2015-16 Total	% Achieved	2016 -17 Targ et	201 6- 17 Q1	201 6- 17 Q2	% A c h i e v e d T D
Outputs:										
Attendance at Lewisham Hate Crime Sub Group, Hate Crime Strategic Group, Police Independent Advisory Group	5	1	2	2	5	100	7	2		
LGBT hate crime and DV sessions for front line workers in Police, council, voluntary sector, housing providers. Number of attendees in brackets	4	1(12)	1(9)	1(20)	4	100	5	0		
Produce leaflet/Poster/business card for LGBT hate crime and Domestic abuse service	1	1			1	100	2	2		
Deliver engagement activities with LGBT groups in Lewisham – Trans swimming group, LGBT youth group, LGBT Liaison officer group, Mental health drop in	5	2 (28)	2 (21)	3(124)	7	140	6	2		
Lewisham specific LGBT service booklet produced in consultation with partners, LGBT groups and residents. Booklet distributed to LGBT residents and available on websites	1			1	1	100	N/A			
Briefings on LGBT equalities issues: hate crime, dv, mental health, LGBT health inequalities, providing inclusive services to LGBT people	10	1	4	4	9	90	12	2		
Briefings sessions with participating organisations on LGBT equalities issues	3	1	1	1	3	100	4	2		
LGBT training sessions for mental health professionals (4 per yr)	3	1(5)	1(5)	3(26)	5	168	6	3		
Recruit 2 volunteer LGBT equalities advocates and train them on pan equalities issues and deliver	3	1	1	1	3	100	4	2		

outreach to Lewisham VCO groups and statutory frontline services (4 outreach sessions per year)										
Train volunteer hate crime advocates to deliver sessions with community groups and frontline services (4 sessions per year)	2	3	4		7	250	3	1		
LGBT complaints information in mental health services for LGBT service users to report incidents	375	125	115	110	340	90.5	500	125		
Attend steering group/Equalities coordination forum led by VAL	4	1	1	2	4	100	4	0		
Deliver equalities learning seminars	2		2(150)	4	6	300	3	1		
Attend local authority and Police strategic groups and ensure that there is an LGBT voice in discussion Feedback LGBT concerns gained through outreach	3	1	1	1	3	100				
Deliver outreach stalls at Lewisham community events including Intergenerational week and Lewisham Peoples day	2	2(76)	2	1	5	250				
Promote and recruit LGBT volunteering opportunities to take part in health, police, council engagement structures Promote and recruit LGBT volunteering for hate crime and domestic abuse support	2	4	1		5	250				

## 1. Remove funding from under-performing groups/those performing least well

Have you achieved at least 90% of the agreed reporting outputs and outcomes in all quarters since the start of the programme?

The Metro Centre has achieved or over achieved 100% of most targets over the 2015/16 9 month monitoring period. Two of the outputs are below 100% but are on or above 90%.

Have you achieved all of the wider outcomes outlined in the initial grant application?

Wider outcomes have also been achieved. The organisation has worked hard over the past year to develop a stronger visible presence in the borough, using a range of communication methods including social media and attendance at community events.

The organisation provides a broad ranging approach, serving the LGBT community around issues including mental health, youth, sexual health, HIV support, equalities and hate crime and domestic abuse work.

If no to either of the above:

N/A

What local support/evidence of need can you identify for the work you are undertaking?

- Lewisham has a significant subset of LGBT residents who have high needs which often follow lines of inequality such as: economic deprivation, mental health issues and financial and housing issues
- There are high needs of HIV support, though these tend towards the heterosexual African population
- There is a high demand for on the ground equalities work, centring around Hate Crime and Domestic Abuse work as well as support for other services such as the police and health services

## 2. Negotiate reductions and seek alternative funding streams

Are there any proposals that you can put forward that will deliver significant saving against current expenditure? This can include capital investment to change your delivery/business model.

There are no proposals at the moment but the organisation is always seeking opportunities to save money in this way

What alternative funding streams are you already pursuing?

Applications for funding have been submitted over the past 6 months:

- Maudsley Charity – 2-year LGBT Carers Project, p/t across all SLAM boroughs – still awaiting outcome

- Esmee Fairban – 2-year LGBT Muslim Hate Crime Project – unsuccessful at stage one
- BUPA Care – 2-year p/t LGBT Carers Project – unsuccessful
- London Councils – 4-year Pan London LGBT Domestic and Sexual Violence Project – still awaiting outcome
- DfE – 2 year Safeguarding Grants project to prevent violence against women and girls by working with boys and young men –still awaiting outcome
- DfE - 2-year Homophobic, Transphobic and Biphobic Bully Project with schools across south East London, Kent and Medway – Successful
- Home Office – 8 month LGBT Muslim Hate Crime Project – due for submission

Are there any other funding streams that you can identify that the council can support you to access?

None currently but the organisation will make use of this offer where appropriate.

### 3. Work with groups to consider mergers or asset sharing

Are there any organisations doing similar work to you in the borough who you may consider sharing resources or merging with? Who have you considered/approached?

METRO already has a strong commitment to working in partnership and is always open to exploring new opportunities. The organisation currently has the following arrangements in place:

- South London HIV Partnership - METRO leads this grouping of agencies, which exists to provide HIV support to residents of South London, working closely with commissioners as well to determine the future of HIV support services
- Leader of GMI Partnership. From 2008 this partnership has successfully provided interventions for the Pan-London HIV Prevention Programme, Caring with Confidence and HIV Prevention England.
- National Youth Chances Survey - METRO leads this partnership working with Ergo Consulting and University of Greenwich to undertake the largest ever survey of the health and social care needs of young LGBTQ people across England.
- The GLC Partnership, which METRO leads to deliver HIV prevention across Greenwich, Lewisham and Croydon, with the African Advocacy Foundation

Are there other groups in the local area that you could share resources with even if they are delivering a different type of service? Again, who have you considered/approached?

The organisation is open to working more closely with other equalities organisations and potentially playing a broader role – although the latter would not be possible with the current level of funding.

What support might you need to move these suggestions forward?

None currently but officer will continue to support the organisation and offer support where there is helpful

#### 4. Pro-rata reductions across all groups

What would a 25% cut in your grants look like in service delivery terms? What are the wider impacts?

Most of the current grant is against salary costs, so any reduction would mean a reduction in staffing levels. The organisation states that this will inevitably impact on service provision around:

- Hate crime and domestic abuse case work
- Reduction in LGBT voice at Lewisham borough level strategic groups – Hate Crime Committee, VAWG, Safer Neighbourhood Board
- Reduction in LGBT training with front line workers on LGBT engagement, mental health, hate crime and domestic abuse

Have you modelled this cut and developed an action plan for its implementation?

The organisation states that the cut will result in a 25% reduction in staffing levels and in order to deliver these cuts it will:

- Continue to work with our partners to plan for reductions
- Plan and implement a role out of online information to LGBT residents signposting them service out of borough services
- Continue to support development of an LGBT Forum in Lewisham which will act as the LGBT voice once our service is reduced

#### Conclusion

##### Any other comments / areas discussed

Discussions took place about some negative perceptions of the organisation arising from the fact that it is not based in Lewisham even though it is delivering front line services in the borough. The organisation continues to work to address this issue and recognises the need to win over its detractors.

##### Conclusion and recommendation

**It is recommended that Metro receive a pro-rata cut.** The organisation has performed strongly over the past year and achieved the targets set around outcomes and outputs and although the organisation is actively fundraising, this will not replace Council funding. Metro already has a strong partnership ethic but there are currently no opportunities to find efficiencies through further partnership or mergers.

##### Equalities groups disproportionately impacted by recommendations

Ethnicity:		Pregnancy / Maternity:	
Gender:		Marriage & Civil Partnerships:	
Age:		Sexual orientation:	x
Disability:		Gender reassignment:	x

Equalities groups disproportionately impacted by recommendations			
Religion / Belief:			
<p>Commentary and potential mitigations:</p> <p>The organisation is funded to deliver services to the LGBT+ community and a grant cut would therefore have a disproportionate effect on sexual orientation and gender reassignment. The organisation is developing an action plan to mitigate against this impact including supporting the Lewisham LGBT Forum to provide a voice for the community in Lewisham. Officers will work the organisation to identify further ways of mitigating against the impact of the cuts.</p>			