

Appendix 1

Review of existing Culture Grants programme

1. The *Southwark Stands Together* listening exercise on arts and culture in summer 2020 exposed inequalities within the sector across the following four areas: audiences, workforce, governance, and artistic content. There were recurring questions asked about the leverage the Council might exert in its funding contracts with sector organisations to tackle the persistence of racial inequalities in these four areas.
2. To understand the inequalities within the existing Culture Grants programme, information on protected characteristics and demographics for the current grant beneficiaries has been reviewed and compared with local population data and Arts Council England (ACE) grants beneficiaries. This also provides an opportunity to identify other areas of inequality and identify where within the existing programme best value is being created for our communities.
3. The four areas analysed and benchmarked against local population and ACE beneficiaries data include audience, workforce, governance and artistic content, mirroring the themes that emerged from the *Southwark Stands Together* listening exercise. The protected characteristics and demographics data analysed includes ethnicity, disability, sexual orientation and gender.
4. There are some limitations in comparing the data available. To date, Culture Grants data on protected characteristics and demographics of beneficiaries has not been consistently requested or regularly monitored by the Council, and has not been used as a metric to assess performance of the funded organisations. There are therefore differences in the types of data collected on the existing grant beneficiaries. There are also exclusions within local level data published by ACE.
5. To gather as broad and reliable range of data as possible, monitoring data for Culture Grants organisations has been used from 2019/20- the most recent full year of delivery, 2020/21- an extraordinary year due to COVID-19 restrictions limiting delivery of the funded organisations, and targets set for 2021/22. Where data for 2021/22 has been used for analysis, this is on the basis that these target figures are informed by previous performance and are expected to be achieved. Analysis of the available data is set out below.

AUDIENCES

6. Programmes supported by Culture Grants funding have year on year consistently engaged a large number of beneficiaries, a high proportion of which are Southwark residents.
7. Operating under COVID-19 restrictions in 2020/21, the five organisations engaged more than 60,000 people through their programmes, of which 41% were Southwark residents. In the year prior to that without COVID-19 restrictions, more than 245,000 people were engaged, of which 69% were Southwark residents.
8. In 2021/22 organisations are expected to engage more than 126,000 people, of which approximately 25,000 will be young people aged 0-19 years of age. More detailed data on the ethnicity and disability of beneficiaries will be collected for the first time.
9. The table below shows the breakdown of demographic and protected characteristics data for audiences expected to be achieved by Culture Grants beneficiaries in 2021/22, compared with the latest available data on Southwark population and audiences for activity delivered by ACE National Portfolio Organisations in London.

	Black, Asian or minority ethnic	Disability	Lesbian, Gay, Bisexual and Transgender	Female
Benchmarks				
Southwark population ¹	46%	13%	6%	50%
ACE audiences in London ²	20%	11%	Not known	66%
Culture Grants beneficiaries Audiences (targets set for 2021/22)³				
Blue Elephant Theatre	50%	2%	Not known	
London Bubble	46%	6%		
South London Gallery	20%	5%		
Southwark Park Galleries	20%	14%		
Theatre Peckham	70%	15%		

10. Southwark has a high proportion of Black, Asian and minority ethnic communities compared to the national average. Whilst all five Culture Grants beneficiaries reach ACE's benchmark for audience who identify as Black, Asian or minority ethnic, two of the organisations in receipt of Council funding are far from meeting this benchmark for Southwark's population.
11. In addition, the representation of audience members who identify as having a disability is significantly below the Southwark benchmark for three of the organisations. There may be additional physical barriers that prevent organisations from reaching larger numbers of audiences who identify as having a disability.
12. Southwark has the second highest Lesbian, Gay, Bisexual and Transgender population in the UK after Lambeth. Data on sexual orientation of audience members is not currently requested from Culture Grants funded organisations, nor does ACE publish this data for their organisations.
13. Without access to this data it is impossible to determine the level to which Culture Grants funded organisations are engaging residents from these groups. Furthermore, there are challenges around collecting this data reliably as ACE have pointed out that generally grant-funded organisations reporting this type of data receive a high proportion of respondents who 'Prefer not to say' to monitoring questions around sexual orientation, resulting in high levels of 'Not known' for this category.
14. In summary, representation of audiences who identify as Black, Asian or minority ethnic is mixed across the five funded organisations with some achieving representation

¹ Data from Southwark Joint Strategic Needs Assessment (latest available data, 2018/19)

² Data from Arts Council England Diversity Report 2018/19

³ Data from Southwark Council Culture Grants beneficiaries targets set for 2021/22

reflecting the Southwark population and others falling below the benchmark. The picture is similar for disabled audiences, suggesting that there is variation in the areas for improvement in equality across organisations.

WORKFORCE

15. The table below shows the breakdown of demographic and protected characteristics data for the senior management team workforce of Culture Grants funded organisations, compared with the Southwark working age population, ACE NPO workforce in London and ACE NPO senior management teams nationally. Data on the Culture Grants funded organisations workforce as a whole is not currently collected.
16. The Office of National Statistics determines ‘working age’ as 16-64 years, though it should be noted that it is likely that there are individuals above 64 years of age working in the cultural sector who may be excluded as a result of this.

	Black, Asian or minority ethnic	Disability	Lesbian, Gay, Bisexual and Transgender	Female
Benchmarks				
Working age population in England ⁴	16%	21%	2%	50%
Southwark working age population ⁵	32%	Not known	Not known	36%
ACE NPO workforce in London ⁶	15%	6%	8%	42%
ACE NPO senior management team nationally	9%	6%	9%	60%
Culture Grants beneficiaries Individuals in senior management team (targets set for 2021/22)				
Blue Elephant Theatre	0%	Not known		
London Bubble	30%			
South London Gallery	20%			
Southwark Park Galleries	17%			

⁴ As per latest available data from the Office of National Statistics, accessed May 2021

⁵ Data from Southwark Joint Strategic Needs Assessment (latest available data, 2018/19)

⁶ Data from Arts Council England Diversity Report 2018/19

Theatre Peckham	65%			
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17. A new monitoring indicator has been set for 2021/22 Culture Grants to gather more detailed data on the representation of senior managers from diverse backgrounds.
18. According to this new data, all but one organisation is expected to fall short of achieving Black, Asian or minority ethnic representation within the senior management team on a par with Southwark's population. Additionally, given the small scale of the organisations, it is likely that the current picture of representation is precarious given each senior management staff team is made up of a small number of individuals.
19. On a more positive note, following the introduction of a new monitoring indicator in 2021/22, data on the number of Black, Asian or minority ethnic artists contracted for paid work as part of funded activity provides a more positive outlook, although as most paid work for artists takes the form of short-term, temporary, freelance contracts, it should be noticed that it is within less stable employment opportunities that we see the greatest diversity of workforce, which in itself speaks to a bigger picture inequity.
20. Early analysis of these targets assumes that on average, during 2021/22 Culture Grants beneficiaries will provide 300 of 616 (45%) paid opportunities to Black, Asian or minority ethnic artists as part of their funded activities. Whilst these are not long term paid employment opportunities, they give an indication of the support provided through the grants to Black, Asian or minority ethnic artists within the freelance workforce.
21. There could be potential to encourage organisations to explore this richly diverse pool of freelance workers as a potential talent pipeline for the permanent workforce and senior management positions. It is also worth noting that the level of working age Black, Asian and minority ethnic population in Southwark is double the level for the nation as a whole. This may present an opportunity for Southwark's cultural organisations to benefit from a level of diversity in the workforce that would be more challenging to achieve in other parts of the country.
22. In summary, only one of the five organisations currently employs a senior management team that reflects the ethnic diversity of the working age population of the borough, suggesting that it is likely that there are inequalities within the workforce of Culture Grants funded organisations. However, there are currently gaps in the data on Culture Grants workforce which makes it difficult to ascertain whether representation across the organisations' workforce as a whole reflects the Southwark population.

GOVERNANCE

23. The table below shows the representation of individuals who identify as Black, Asian or minority ethnic on the governing boards of the five Culture Grants beneficiaries, compared with data on Southwark population and ACE NPO board members nationally.

	Black, Asian or minority ethnic	Disability	Lesbian, Gay, Bisexual and Transgender	Female
Benchmarks				

Southwark population	46%	13%	6%	50%
ACE NPO board members in England	15%	7%	7%	47%
Culture Grants beneficiaries Individuals on the governing board (targets set for 2021/22)				
Blue Elephant Theatre	50%	Not known		
London Bubble	25%			
South London Gallery	50%			
Southwark Park Galleries	38%			
Theatre Peckham	55%			

24. Currently data on disability, gender or sexual orientation of board members is not requested of funded organisations. Data on ethnicity of board members is being collected for the first time in 2021/22.
25. The representation of board members who identify as Black, Asian or minority ethnic on the governing boards of four of the five Culture Grants funded organisations are fairly well aligned with the Southwark population. This is also significantly higher amongst the Culture Grants funded organisations than ACE NPOs across London, suggesting that this is an area where Southwark-funded cultural organisations are performing well.
26. However, it's important to note that in the same way that representation of diversity amongst senior management teams is precarious, governing boards face similar challenges. Owing to the small scale of the organisations and their governing boards, representation amongst board members is precarious as often this can be solely based on one or two individuals on the board.

ARTISTIC CONTENT

27. No data is formally captured to measure the extent of inequality within the artistic content and programming of the Culture Grants funded organisations. To date, this has been assessed based on case studies and feedback gathered from the organisations during monitoring meetings.
28. ACE has developed a more formal process- 'The Creative Case for Diversity' ratings based on an assessment of the extent to which an organisation demonstrates equality across:
- Artistic programming integrating diversity
 - Engaging a diverse range of people in developing and delivering their programme
 - Supporting talent development among diverse artists and companies
 - Identifying and prioritising resources to deliver diverse work
 - Self-evaluation and sharing of best practice

- Participating or driving initiatives to promote equality and diversity in arts and culture

29. Four of the five Culture Grants funded organisations are ACE NPOs and perform well on the most recent Creative Case for Diversity ratings (2018-19):

Blue Elephant Theatre	Strong
South London Gallery	Strong
Southwark Park Galleries	Met
Theatre Peckham	Strong

30. The Southwark-wide performance of NPOs makes it clearer that there is still significant improvement needed, with only 41% of the borough's 17 NPOs achieving a Strong (35%) or Outstanding (6%) rating; 53% of Southwark NPOs only achieved a Met rating, with one organisation (6%) failing to meet the required standard.

APPLICATIONS SUCCESS RATE

31. Five of the 16 applications received to the last open round of Culture Grants funding in 2016/17 were successful, representing a 31% success rate. No demographic data for the leadership of each organisation was collected at the point of application, so an analysis of the application rate and success rate from Black, Asian or minority ethnic; disability; Lesbian, Gay, Bisexual and Transgender; and Female led organisations is not possible.
32. However, a useful benchmark is provided by ACE's published data on applicants to their Grants for the Arts, National Lottery Project Grants and Developing Your Creative Practice funds. In 2018/19 the success rate for applications to ACE programmes was 35%. The success rate was largely consistent across Black, Asian or minority ethnic, disability, Lesbian, Gay, Bisexual and Transgender and Female led organisations.

Total % successful applicants across all programmes	Black, Asian or minority ethnic	Disability	Lesbian, Gay, Bisexual and Transgender	Female
35%	35%	32%	33%	33%