APPENDIX 1

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Review of grant making and commissioning - Black Asian Minority Ethnic Groups

SOUTHWARK STANDS TOGETHER

Final Report

Positive attitudes by funders can affect critical characterises of BAME groups and make for better success in applying for funding

January 2021

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Executive Summary

Why the report?

The funding of community and voluntary groups that provide services for racially disadvantaged communities has become topical again. The Covid emergency, recovery and adaptation programmes revealed some inequalities that are being addressed by some funders. In Southwark, the murder of George Floyd in America became a trigger for the Council to hold conversations on the issue of racial inequality. The Southwark Standing Together project expressed concerns that the system of funding presented Black Asian Minority Ethnic community organisations with barriers that made them less successful in applying for and being awarded grant funding.

This review of grant funding in Southwark is meant to identify any structural barriers that Black Minority Ethnic communities may face in making successful applications and how these can be addressed. It is also meant to investigate the usefulness of the term BAME and to find a more appropriate terminology.

We held discussions with various stakeholders: councillors, commissioners, community leaders, we also conducted an online survey of over 50 groups who identified as Black Asian Minority Ethnic and held a focus group with a selection of persons from the disadvantaged community in Southwark. We interviewed relevant funding officers in two boroughs to find out about the funding regime elsewhere and reviewed some of the current reports on funding these groups and the terminology in use.

Who is BAME?

BAME is a term that has evolved over the years. Some respondents feel that it has been imposed on the disadvantaged communities by the authorities who find it a term of convenience but feel that it is ill-defined for the people it is used to refer to. A large number find it offensive and several, who do not seek assistance from the government, do not understand how it is used and what it means. Most would prefer that they are **not** called BAME, and several find Black Asian Ethnic Minorities, a mouthful to use as a name to address persons who can be addressed more meaningfully in their subgroups. Several terms including “Black Minoritized Communities” or “People of Colour” are emerging but are not deemed to be perfect or appropriate. However, some find the term BAME useful for distributing funding or developing indices of inequality. It allows them to deal with deprivation that affects the newly arrived migrant communities and members of disadvantaged communities that are often discriminated against because of their race and colour. We are yet to find the most appropriate term to replace it if we must insist on lumping together people of different races, cultures and linguistic backgrounds who sometimes have conflicting and contradictory needs together even for funding purposes.

Southwark is a borough where just under half of the residents 46% are non-white, it is the 40th most deprived borough in the UK and is characterised by several small community organisations who are trying their best to level up their communities so that they can participate and contribute equally to community activity.

Identifying the barriers to successful funding applications

Whilst the council has priorities and has an adequate funding budget with which to tackle this deprivation. There is a perception, however, that not enough groups from BAME groups are getting access to funding because of their small size and the lack of capacity in applying for funding and meeting obtuse funding criteria that work against them. There is also a feeling that the assessment and award processes are unfair because they are not transparent and act as a further barrier.

Some of the barriers to funding identified from the comments of respondents included

- Difficulties with the application forms
- Lack of Institutional capacity
- Long application processes
- Low funding base
- Discrimination
- Not locked in relevant networks

After analysis of all the information collected from the review, it was useful to categorise the barriers based on the internal and external characteristics and attitudes of both funders and BAME community and voluntary organisations.

These structural barriers as identified are summarised below in this chart.

Barriers to funding for Black Asian Minority Ethnic Community and Voluntary Groups		
Factors	**Characteristics**	**Attitudes**
Internal	• **Organisational characteristics** • Small and difficult to get sufficient funding because starting from a low base • Lack of capacity to apply for funding • Struggle with compliance on governance issues • Multi-focussed trying to solve all the problems for the community at the same time • Still moving from the informal to the formal	**Organisational attitudes to funding** • Difficult concept – need to spend a lot of time on fundraising • Difficult content – too much work in navigating the different funding sources • Difficult process – shouting and complaining will not always help • Negativity based on experiences with the disappearance of core funding and less completive grants
External	• **Other external characteristics** • Lack of networks • Exclusion from formal and Informal funding networks • Consortium working needs too much support • Perception of discrimination	• **Funders attitude to BAME groups** • Stereotyping of certain groups, racist discrimination • Do not think they can manage the funds – too much due diligence • Do not think that they can deliver and report • Too much scrutiny • Priorities may not be the same for BAME communities
Equinox Consulting 2021 - Southwark Standing Together Review		

Looking for solutions to minimise the barriers

There were several suggestions from respondents aimed at making it easier for the groups to gain access to funding. These include:

- Simplifying the application form -a simple portal
- Simpler application process – longer lead times
- Providing Support and targeted assistance
- A fairer assessment and awards system
- Ringfencing some funding
- Capacity building the BAME community sector

Conclusions

We make the following conclusions on the findings of the review. These are

- Most respondents did not like the term BAME
- Southwark Council recognises that there are pockets within the borough that rate high on the indices of deprivation
- The council agrees that Black Asian Minority Ethnic community groups have a better reach into their communities
- The council adopts stringent application and assessment measures often based on track record and compliance with procedures and policies in place and carrying out rigorous due diligence
- Information about BAME communities should be analysed and monitored in line with the Public Sector Equality Duty
- The is a dearth of Black Asian Minority Ethnic led umbrella organisation
- The lack of core funding further aggravates the problems of the sustainability

Recommendations

- Use Black Asian and Minority Ethnic for funding purposes only and allow organisations with 75% of the Board and 50% of staff to self-identify as such
- Simplify the application process by providing more clarity on the different application forms
- Provide for funding of specialist support organisations that will provide more assistance
- Compile a register of all voluntary sector organisations within the borough so that they are identifiable by the equality, diversity, and inclusion characteristics
- Substitute the current colour-blind approach to funding to a more nuanced intersectional one
- Consider transforming the grants programme to focus more on ideas for projects that will be effective in reducing deprivation
- Work towards the involvement of members of the communities and their representatives in the grant and assessment process
- Continue the transition from a non-racist to an anti-racist funding model, bearing in mind the requirement for equality impact assessments within the Public Sector Equality Duty.

Structure of the Report

The introduction - the first section of the report introduces the review's objective end methodology and establishes the demographical and socio-economic context of Southwark.

The second section - a note on the term Black Asian Minority Ethnic discusses how the term BAME evolved and has been used and discusses how appropriate the term is outside the funding of disadvantaged groups and the search for a more appropriate term.

Section 3 focuses on funding the community and voluntary sector in Southwark, canvassing the views of councillors, commissioners, and community leaders to determine why there is funding for the sector and how this is implemented and can be improved.

Section 4 establishes who are the Black Asian and Minority Ethnic groups that took part in the review and their organisational characteristics.

Section 5 presents their experiences of funding. We consider their experience of funding from Southwark Council, their experience of other funders and we also reviewed how other boroughs were implementing their funding support to Black Asian Minority Ethnic community funding. We presented comments that typified the problems that they claim they face and funding and made comparisons

Section 6 provides a sample of salient comments from respondents on the difficulties they face, and these are formulated into a framework for analysis and discussion.

Section 7 and 8 are the conclusions of the report followed by Section 9 which is the appendix of the report.

1 Introduction

The murder of George Floyd in America brought into sharper focus issues about race and the inequalities faced by Black Asian and Minority Ethnic people in this country. Different institutions and organisations responded to the killing with statements on equality. Southwark Council responded by setting up Southwark Stands Together – SST, a programme of call to unity, support and long-term positive action aimed at promoting the rights of all people to equality of opportunity.

One concern emerging from the listening conversations held around the borough was that the racial imbalance and inequalities in the funding of BAME community and voluntary sector organisations. The need for a critical investigation into this concern resulted in a short report to the cabinet on the experiences of racism and racial inequalities and injustices faced by these communities.

This report was commissioned as the first stage review of grant-making and commissioning in the council, to investigate any structural barriers that groups from the Black Asian and Minority Ethnic Communities may face in making successful applications to the council for funding and how these can be addressed.

1.1 Objectives

The main objective of the assignment was to

- Review of what is currently funded and any structural barriers that BAME (Black, Asian and minority ethnic) groups may face in making successful applications and how to address them.

The main objectives relate to issues of the structure of grant-making and commissioning, but there were other pertinent issues that the investigation was expected to shed light on. The methodology recommended that the course of the review should include the following:

a) Consult with stakeholders and recommend a definition of “BAME led groups”.
b) Suggest how best to use this definition of “BAME led groups” to identify those groups/organisations who either apply for funding or who are funded by the council
c) Investigate the support in place for organisations to access funding and how targeted support can be offered to groups from BAME backgrounds who have not previously been funded
d) Investigate whether how the council structures its grant-making enables or disables people to access these opportunities
e) Investigate the council’s grantmaking and commissioning processes and requirements and any barriers these may generate
f) Identify examples of good practice in grant-making and commissioning within the council and elsewhere and how they might be applied more broadly in Southwark

1.2 Methodology

A mixed-method approach was adopted to conduct the assignment during this period that Covid protocols in force provided some constraints. These protocols dictated that the work was conducted through an online survey and discussions with all stakeholders including progress meetings were held online.

The review included a survey of 53 BAME-led organisations completing a survey online, conversations with 6 community leaders, discussions with 8 officials from the council with responsibilities for commissioning and grant-making, discussions with 4 councillors with oversight and ownership of the funding programmes and a focus group with some BAME-led community groups operating in Southwark. In addition, we held discussions with officers from 2 borough councils who had responsibility for their funding programmes.

Reviews of recent reports on the state of funding of BAME-led groups that became topical during the COVID 19 pandemic, and research and discussions that have been conducted on the use and usefulness of the term BAME further enriched the review.

The COVID period meant that many face-to-face or group conversations could not be held and the decision to opt for the main survey was based on the premise that lists of BAME community organisations were readily available in the borough. Community Southwark helped to disseminate information to the groups in the absence of a comprehensive digital list that is being developed. GDPR issues meant that there was a reliance on Community Southwark and the different grant and commissioning officers to send out the information to those who they felt were from the BAME community. Community Southwark, the capacity-building organisation operating in the borough proved to be most helpful in sending out the survey and in organising the focus groups of community members.

In the event, though 108 organisations accessed the survey, 53 completed it. The others may have been put off when confronted at the start of the survey with questions about their turnover, at that stage they had not provided information about contact details, and it proved difficult trying to get them to complete the survey. Whilst it was expected that a lot more would have attempted to participate, it was felt that the negativity of some BAME groups in not getting access to funding must have discouraged them from accessing the survey.

The review was stalled because of the sad demise of the Lead Consultant Maxine James who passed to eternity at the stage of putting together this report. Her absence delayed the completion of the report.

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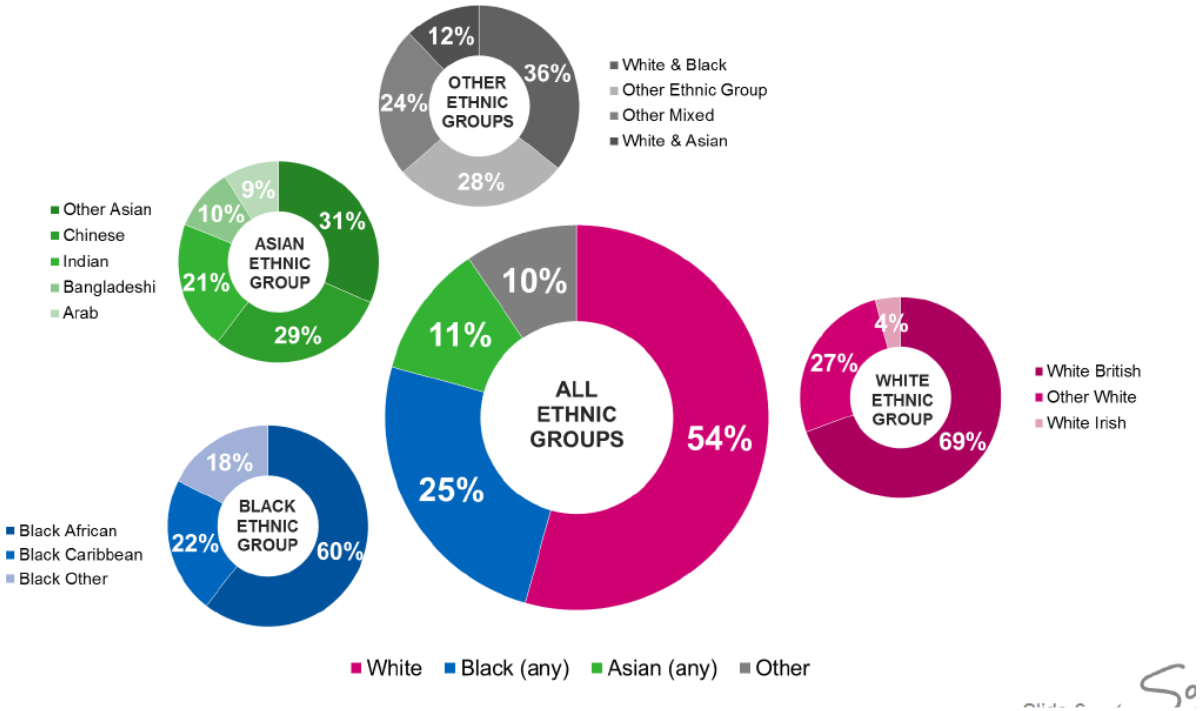
1.3 The Southwark context

A GLA 2025 Trends Report provides some highlights on the demographics of the borough of Southwark.

- Approximately 313,300 people live in Southwark, and the local population is much younger than the national average
- The average age in Southwark is 32.9 years almost 7 years younger than the national average
- Approximately 13% of people living in inner London have a disability, equating to 40,700 people in Southwark
- Approximately 4 in 10 residents live in communities considered the most deprived nationally
- Southwark is the 40th most deprived LA in the country (out of 326 local authorities)
- ▪38% of our residents live in communities ranked in the 20% most deprived areas.
- ▪In contrast, only 2% of residents live in communities considered the most affluent nationally.
- ▪Around 15,000 children (28%) in Southwark aged under 16 live in low-income families
- Southwark is an ethnically diverse borough with almost half of the population, 46% identifying as a minority group
- Ethnic minority communities are concentrated across the middle of the borough with pockets in the north



2 A note on Black Asian Minority Ethnic - BAME

2.1 Evolving terminology

The population breakdown provides four main categories of White,54%, Black 25%, Asian 11%, and other 10% with their subcategories. Yet the term, BAME is being used to describe all the other categories except the white category. With the recent kickback against the shortened BAME, the council is now asking that all the elements of BAME should be pronounced in full - Black Asian and Minority Ethnic

The term BAME has developed over the years more for funding purposes but is now generalised for identity. At best, it is an ill-defined term with different organisations using it to serve their different purposes without stating who is included or excluded.

For African Heritage communities, the term Afro-Caribbean changed to African Caribbean and with the influx of a lot of Africans, the term black became commonplace. But there was a time when the term Black was used as a political term embracing all non-white persons who suffered from disadvantage and discrimination and were deemed to be oppressed by the system. The problem arising out of this extended use of the term was that people with different lived experiences, including the Irish, were lumped into the umbrella of Black.

British membership of the European Union allowed many European people to settle in the UK and with many refugees fleeing war zones in the former Eastern Bloc, the term Minority Ethnic gained currency – these were white but considered 'white other', but their disadvantage was based more on their cultural differences and their initial deficiency in the English language. Minority Ethnic has also been used to describe some persons from other continents such as South America again because of their lack of English as a first language.

The Single Regeneration Budget used for development purposes replacing the urban programme recognised that people who were disadvantaged and suffered multiple deprivations or lived in areas that were high on the indicators of deprivation needed special assistance, so the term BME or Black Minority Ethnic became an acceptable term used for funding purposes, to ensure that services reach several of these disadvantaged 'communities of interest'.

Black Asian Minority Ethnic emerged because, in some local authority areas with a much higher proportion of people of Asian descent, it was important to add Asians to ensure the term fitted all who were disadvantaged.

In some cases, the term has been extended to BAMER to include persons from refugee communities.

Given that the term BAME has evolved over the years and had started as a term used for funding purposes but is now being used to identify groups.

Discussions with councillors, commissioners, community leaders and focused groups with organisations that had responded to the survey revealed the divergence of opinion about the term, BAME and its usefulness for funding purposes.

2.2 Use of the term BAME

The term BAME is used to define different groups

- Black African, Black Caribbean, and Black other
- Asian and Asian other
- Mixed race persons
- European and Middle Eastern persons
- People from other continents such as South America.

The term, therefore, lumps together persons based on their race, their language, their cultural differences, their recent migration into the country. It lacks precision because it mixes the notion of cultural disadvantage with race and colour, persons who have recently migrated into the country with persons born within the country.

It is used as a marker for persons who have historically been disadvantaged because of their race and people who are vulnerable and need special attention because they could be excluded from service delivery because of their lack of knowledge of how the system works.

The term BANE recognises that some “communities of interest” are “hard-to-reach” or are “traditionally uninvolved or excluded” from access to services. With this recognition, special effort must be made to communicate, consult, and engage with these communities. At the minimum measures must be put in place to ensure that they are beneficiaries of council services in line with the Public Sector Equality Duty in the Equalities Act 2010.

In the view of the councillors, some communities have been historically disadvantaged and will continue to require special assistance in the delivery of services and the classification of BAME enables the council to target services to these communities beyond the targeting of other categories of vulnerable people such as the young, women, the elderly and those with a disability.

In the view of commissioners, it is a term that allows them to best target services so that it will reach all in the community and by specifying that services should reach BAME communities they indicate to service deliverers that they should do their maximum to reach all in the community.

2.3 The usefulness of the term BAME

From a funding perspective, most respondents, councillors, commissioners, community leaders and respondents to the survey and focus groups agree that though the term is ill-defined, it has its uses because it shows intent that the council is recognising the needs of some vulnerable and disadvantaged communities and doing something about it.

Though the term is ill-defined and would be more meaningful if more clarity is provided on what it means, it has been used for so long that people have come to recognise it as a term that indicates the willingness to do something about disadvantage.

Some groups responding to the survey stated that they were better encouraged to apply for funding when the guidance notes made mention that it would encourage applications from BAME groups and that the funding must meet the needs of BAME communities, but sadly there were very few such funds, and they were mainly for small pockets of funding.

Some community leaders feel that whilst the term is useful for identifying those communities that need to be further assisted, several BAME community organisations especially facilitating organisations such as the London Accountancy Project and Strategic Ethnic Alliance have been defunded. The funds have been allocated to mainstream organisations that claim that they are providing services for the BAME communities but it is not clear whether these service providers are more effective than BAME community organisations. This defunding has occurred because of a colour-blind approach in the distribution of grants that prioritises efficiency of delivery over effectiveness.

This colour-blind attitude means that there is a patchy record on whether the organisations who receive the funding are BAME-led and there is no monitoring of whether these services when given to these mainstream organisations reach the targeted communities or not.

2.4 Can BAME be used to denote identity?

One criticism against the term is that it has been imposed on the communities who hardly refer to themselves as BAME but refer to their origins – Latin American, Latino or Columbian for instance or African, Nigerian or Igbo or Black British depending on whom they are speaking to. There was a feeling that this imposition was unnecessary as it was better to ask people to self-identify who they are.

The term BAME has been extended from its usefulness for funding purposes to being used to identify people from different communities. Most feel that such an ill-defined term becomes meaningless when used as a mark of identity. People are Caribbean or Jamaican, people are not BAME.

Most people did not recognise themselves as BAME for identity and feel that because it is not a precise term, it does not capture the identity of persons in a meaningful way. The general feeling is that when BAME is used to identify people, it has pejorative connotations.

Others feel that when the term BAME is used, it is meant to discriminate and to suggest that there are second class citizens but on whom there is extra spending because they do not want to change their culture. There was an instance where even for funding purposes one respondent felt that they were deliberately not given funding because they were deemed to be a BAME community leader and therefore in his words '*a trouble causer'*. On the other hand, some community leaders feel that mainstream organisations use the term to access funding for work with BAME groups that they do not deliver because they are not able to reach them effectively.

2.5 Towards a more acceptable terminology

Despite the clamour against the term BAME, there was no consensus as to what should replace it. People just said that they did not like it and found it offensive as a term mainly because they felt that they should be defined by what they are.

In the focus groups, there was a feeling that BAME was not useful for identity purposes and Black Asian Minority Ethnic was also a mouthful and that it was far easier to refer to people by their nationality or the continent of origin – South American, Caribbean, African, Eastern European, or Southeast Asian or even by their nationality when known.

Some terminologies have emerged such as Black and Minoritized Ethnic, - the explanation for this term is that the people BAME refers to are global majorities, but the purposes of this country are in the minority. This term though it includes Asians does not mention the word Asian. This is going back to assert the use of Black as an acceptable political term for all disadvantaged and oppressed people in this country.

Further investigation on the subject from The African or Black Question – TAOBQ[1] does not lead us to a solution. It only speaks to African and Caribbean communities. The widely acclaimed BAMEOver[2] investigation prefers that groups are not lumped together because it subsumes their identity which is important for them. A more recent report BAME: A report on the use of the term and responses to it Terminology Review for the BBC and Creative Industries[3] does not offer a solution as to what term must replace BAME.

Outside this country, in Australia, the term CALD – Culturally and Linguistically Diverse[4] people have been used but that is also now under challenge as a term that is too broad and that does not consider the conflicting and contradictory needs of the groups[5]

Though the EHRC deals with issues relating to protected groups, they have not yet passed comment on the use of the term BAME or come out with any document that would guide the change of terminology

Most respondents felt that in the absence of any new classification to describe the need for excluded communities, this is perhaps the best terminology that describes them from a funding perspective. It would however be important for all who use the term BAME to clarify who it refers to make it more meaningful even for funding purposes.

[1] http://taobq.blogspot.com/
[2] https://incarts.uk/%23bameover-the-statement
[3] https://bcuassets.blob.core.windows.net/docs/csu2021325-lhc-report-bbchighres231121-1-132828299798280213.pdf
[4] https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7830035/
[5] https://www.diversityatlas.com.au/heres-why-cald-has-had-its-day/

3 Funding the community and voluntary sector

3.1 Why a funding programme

In discussions with councillors, who had ownership of the funding programme, they recognised that there was deprivation in certain areas within the borough and that certain communities tended to be more disadvantaged than others. They were intent that all residents and communities receive adequate services and grant funds that would provide residents with services over and above the statutory services provided by the council. Though funds were meant for community organisations mainly, it was unclear whether the funds were meant to minimise deprivation amongst beneficiaries or to develop the community and voluntary sector.

Funding is provided in grants to deliver much-needed services within the borough. This is provided through a combination of grants and capital funds, small amounts as well as larger amounts. The main areas of interest for the local authority include Cleaner Greener Spaces, the development of communities, culture, and tenants and residents.

Based on the needs of residents of the borough the priorities set for funding are in the areas of health, social services, and young people. There is a special interest in young people leaving the care system, health and safety of the young people and their access to jobs. The council spends more than £15 million on young people.

The underlying principle is that funding is provided in areas where it would most help residents to meet their most pressing social needs. Other areas of interest include Green issues. Support is also provided to the community sector to engender a positive impact on their deprivation and cultural issues are very much on the agenda as residents seek to celebrate and promote their identity.

The process of assistance focuses on 2 main issues

- Accessibility to grants for all who are eligible through a transparent system
- Centralised processing to demystify the system of funding and to ensure that all established sectors are covered.

The grants should also have the effect of

- Empowering the communities
- Reaching all communities especially those with multiple deprivations

The system of grant-making and commissioning is audited by external organisations and found to be fair and transparent and deemed to reach all the target communities and meet all the objectives.

Data on BAME communities is collected as part of a commitment to equalities and there is enough openness to allow all from BAME communities to apply and benefit from the funding. The councillors are committed to minimising whatever barriers prevent certain groups of people from gaining access to funding distributed by the council to create a level playing field with regards to equalities.

3.2 What is funded

In discussions with commissioners, it emerged that the funding programme covered a wide variety of issues that, dealt with but, was not limited to minimising social deprivation. It covered issues that the communities in Southwark feel that is relevant to their wellbeing and identity and in some cases, it also celebrated the culture of the diversity of the borough.

The table below provides a summary of the different funds available in the borough.

Grant programme	Annual Budget
Common Purpose	£801,454
• Four-year strategic partner grants	£431,974
• Two-year community engagement grants	£369,477
Black History Month	£30,000
Neighbourhoods Fund	£630,000
Democracy Fund	£20,000
Community Safety	
Culture	£152,000
Cultural Celebrations Fund	£95,000
Elephant & Castle Community Fund	£55,000
Youth and Play	£500,000
Positive Futures	£750,000
Resident Participation Fund – core grants for Tenant and Resident Associations {TRAs} (HRA)	£178,000
Getting Involved (Housing Revenue Account) (Formerly Tenant & Resident Social Improvement Grants)	£272,123
Capital grants	
Cleaner Greener Safer	£1,880,000
Community Infrastructure Levy Not possible to give annual budget figure – is triggered by developments in the borough	.
Devolved Highways Budget	£800,000

3.3 Promoting the programmes

There are several funds – grants and commissioning, different sizes and different timetables targeted at different groups. The total funding programme is over £6 million per annum

Advertising of the funds is carried out by the commissioning team responsible for the fund. These are widely shared within the community on a variety of platforms and media.

There are workshops and webinars to provide more information about guidance on the priorities and eligibility criteria and the timetable for completion of the application process. Some officers can work with some of the applicants to help strengthen their applications.

Commissioners provide feedback to groups that are not successful in their applications.

3.4 Application process

The process for the award is rigorous to ensure that the funds are provided to deserving organisations who can deliver and report back. It is also expected that this rigorous process will ensure that the funds reach the deserving communities and individuals.

This objective process is regularly reviewed to ensure that the priorities for which the funds are set up are met. The system has been audited by external organisations that found them fit for purpose.

In recognition that there are several persons from disadvantaged organisations residing in the borough, some funds such as the Black History Month funding are targeted at the BAME community. The term BAME is deemed useful for funding purposes to alert all that these communities need some special attention.

3.5 Assessment and award

Whilst the application process is simple for some of the funds, for others it is a multi-stage process requiring due diligence to militate against non-performance. Assessment of the risks requires that the organisations must have all their procedures and policies in place and that they must demonstrate their capability to deliver as well as their capacity to survive as an organisation.

The application and assessment processes are stringent for some applicants but are deemed by the commissioners to be fair and transparent. the council hopes that with the new portal that has been developed, most applicants will find it easier to apply for funding.

3.6 Monitoring the programme

Whilst information about performance has been collected, not enough information on equality, diversity and inclusion is kept on the applicants, especially those that are not successful and so there is no comprehensive list kept of applicants to the various funds.

Some of the funds collect Equality, Diversity, and Inclusion information on the successful applicants but there is very little such information available on unsuccessful applicants. The collection of this information is not as rigorously adhered to even when it is mandatory.

Several of the commissioners did not have information on which of the applicants were from the BAME communities and did not have a ready list of BAME organisations who had applied for funding or been successful.

There was a marked absence of specific positive action programmes aimed at encouraging Black Asian Minority Ethnic groups to apply for funding and to ensure that some of them will receive funding despite the knowledge that some of these organisations were struggling.

3.7 What Equality, Diversity and Inclusion data is collected

Southwark Council Grants programmes – equality data	Collected?	Mandatory?	If yes, what and on whom?
Common Purpose	Yes	No –	Beneficiaries – estimated percentages of those with protected characteristics. NB form approved by EHRP. we state that it doesn't affect the outcome of their application
Black History Month	Yes		
Neighbourhoods Fund	Yes	No.	Funded organisations are asked to collect equalities data on beneficiaries.
Democracy Fund	No	No	
Community Safety	No	No	Providers are asked to collect the data for their records
Culture	Yes	Yes	Quarterly monitoring of participants: revised for 2021-22
Cultural Celebrations Fund			% of participants/audience/visitors that are from BAME communities % of participants/audience/visitors that have a disability Number of BAME artists paid to deliver programmes and performances as part of the project % of board members from BAME communities % of members of the organisation's senior management team from BAME communities Will also request 1 case study per quarter that shows commitment to SST pledges. For future funding rounds, plan to request equalities data from applicants.
Elephant & Castle	Yes	Yes	Ethnicity and age groups of beneficiaries – select ethnic and age groups that will make up most beneficiaries, then add all the others that may be involved.
Youth and Play	Yes	Yes	As part of the application process, the council asks organisations to estimate the percentage of their service users that fall into the protected characteristics of the 2010 Equality Act. This information is used to assess the equalities impact of their Programmes and for compliance with the Public Sector Equality Duty. The form used to collect this information has been developed in line with feedback from the forum for equalities and human rights in Southwark FEHRS). (Same as Common Purpose).
Positive Futures	Yes	No –	Age, Gender, Disability, Ethnicity of applicants but does not affect the outcome of their application
	Yes	Yes	2 funded groups are required to collect data on users' age, gender, ethnicity & postcode (monitoring framework devised 2012. New contracts will use equalities monitoring forms covering all protected characteristics.
Resident Participation Fund –			
Getting Involved formerly Tenant & Resident Social Improvement Grants))			
Capital grants			
Cleaner Greener Safer	Yes	No	Age, Disability, Ethnicity, Gender of applicants
Community Infrastructure Levy			
Devolved Highways Budget	Yes	No	Age, Disability, Ethnicity, sex of applicants

3.8 Changes in the funding regime

Discussions with community leaders provided a useful background of the changes in the funding regime, their view of the funding programme and the use of the term BAME. They provided a rich context of what had happened concerning the funding programmes over the years.

These changes may have been a result of the council's adjustment to severe cuts from the central government, but these changes have been made without an equality impact assessment on BAME organisations. Perhaps it may be such adjustments that lead to the perception that of structural problems faced by organisations.

In their view, these cuts impact more adversely on small BAME organisations who are providing useful services to the community. They challenge the priorities set by the council as the priorities that are needed by the local BAME communities and believe that these priorities are set to exclude small community organisations from operating. In their view, the council officers prefer to deal with larger organisations than with smaller organisations.

The groups that are defunded then disappear because without support from their local authority, attempts to seek outside funding often flounder. This has happened to specialist support organisations and umbrella organisations that have disappeared and are no longer able to provide support for smaller organisations and are no longer around to provide useful intelligence to the local council and what is happening on the ground.

3.9 Lack of positive action on race issues

A colour-blind attitude to race issues in a borough with such immense diversity disadvantages small BAME community organisations. The decision not to fund organisations that provide services to only one section of the community excludes the small BAME communities from applying for funding and yet these are the same groups that have an interest in partnering with the council to solve the social problems within their communities of interest and will help the council to set realistic priorities on the state of the borough.

Whilst the council recognises the usefulness of the term BAME for funding purposes, the lack of a positive action programme can be interpreted as the unwillingness or inability of the council to comply with its Public Sector Equality Duty to level the playing field for BAME groups and whilst it flaunts its non-racist credentials the council is still on its way to becoming an is anti-racist one.

3.10 Competing for funds

Without core funding, small BAME organisations that may have delivery expertise are unable to compete with larger organisations for funding. They are unable to compete for contracts because they lack the "necessary paperwork" required for the assessment process and yet there is no monitoring information that larger organisations are more effective in meeting the needs of the BAME communities. Funding dedicated to BAME organisations with less competition, but a fairer system of assessment and more monitoring and assistance may prove to be more effective in having services delivered to these communities

4 Who are the BAME community groups?

The views from the BAME organisations were captured from a main online survey of the organisations and supplemented with focus groups with some of the organisations.

The findings of the main survey are presented below.

4.1 Composition of board and staff? and service users?

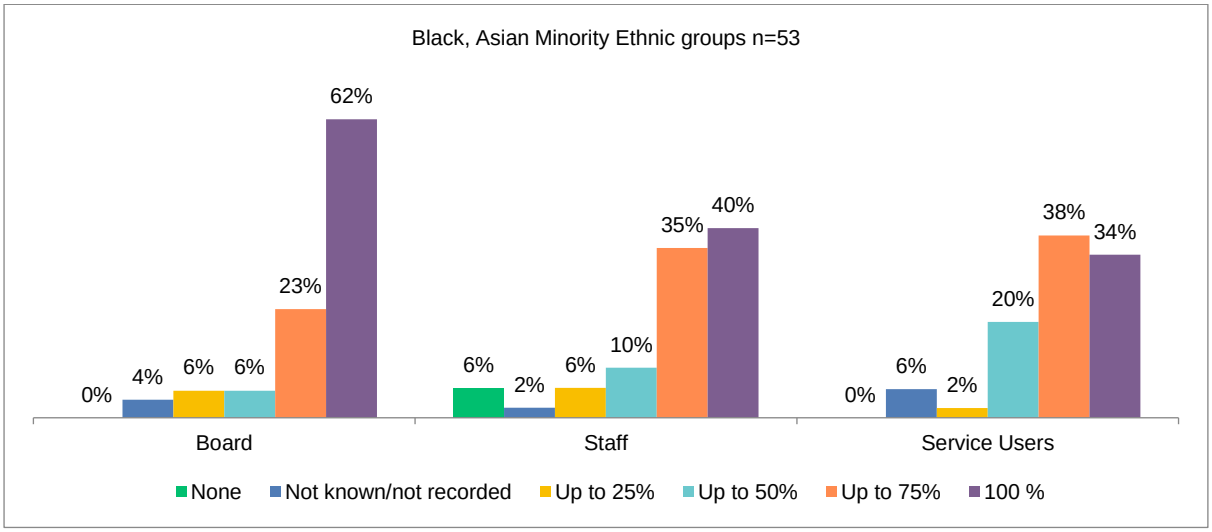
To establish who could be recognised as a BAME led community organisation, we used the description of the National Lotteries who determine that an organisation is BAME led if more than half of the board are from the BAME, or more than half of the staff are from the BAME community. There may have been one or two organisations that identified as BAME based on the further qualification of what proportion of service users are from the Black Asian Minority Ethnic communities, but this outlier organisation did not substantially affect the rich information that the review gathered and analysed.

A larger percentage 62% have boards that are 100% BAME and a further 23% said that their boards were up to 75% BAME.

A total of 75% claimed that their staff consisted of more than 50% BAME.

The BAME component for service users was 72% of respondents who said over half their users were from the BAME communities.

All the organisations have a heavy BAME representation on their board and provide services to BAME users but there were some 4 organisations that had no BAME staff.



There were Latin American, African Caribbean, African, Eastern European led organisations that took part in the survey. A list of respondents is provided in the Appendix.

4.2 Profile of BAME Groups

4.2.1 Longevity

Of the 53 respondents nearly one third had been in existence for more than 20 years and only 2 of the organisations 3.77% had operated for less than one year. A larger percentage 57% had been in operation between 1 and 10 years

This means that though there were just over one-third of the groups that responded to the survey had been in existence for less than 6 years, the other two-third were established organisations that have survived despite the harsh funding terrain.

4.2.2 Legal structure

A larger number of respondents were registered charities 37% or companies limited by guarantee 37%

The was a variety of organisations represented in the survey – there were sole traders, a parish church, a company limited by shares and unincorporated organisations

The variety in legal structure shows the diversity of organisations represented in the borough. We can say that some of the organisations have been willing to try the different alternate forms of registration that are now open to the non-profit sector, community interest companies are represented in the survey as well as charitable incorporated organisations that are newer forms of registrations that have been implemented over the past 10 years or so.

4.2.3 Type of organisation

Grassroots organisation emerged as the most popular, 58% of respondents, Direct service provider was the next most popular selected by 40%. The least popular selection was umbrella organisation at 4% representing two organisations

Grassroots organisations are at the heart of community activity, they tend to engage with the most deprived and are more support-based organisations that provide services across different sectors based on the need in the borough

4.2.4 Sectors served

The four most popular sectors served by the respondents were young people 47%, education 43%, socially excluded 41% and arts leisure and culture 39%

The sectors served by the respondent organisations fit within the priorities identified by the council as being important, children and young people and education and certain dealing with the socially excluded and presumably “hard to reach” communities to provide them with a pathway for them to access mainstream services. More importantly, these organisations are working across all the sectors and since they are providing

4.2.5 Main service users

the three most popular choices were BAME communities 79%, young people 63% and women 56%.

The respondents are serving their communities, to young people they are providing services to women and children, they are dealing with disability issues.

But they are also providing services to the community probably sing their experience in dealing with supposedly intractable problems to benefit the community as a whole

4.2.6 Income Profile

The respondents were in the main small organisations. In 2018 only 1 organisation had a turnover of more than £1 million and this had increased to 2 organisations in 2019 and 2020. This was an outlier and the organisation participated in the survey because they were serving many BAME service users.

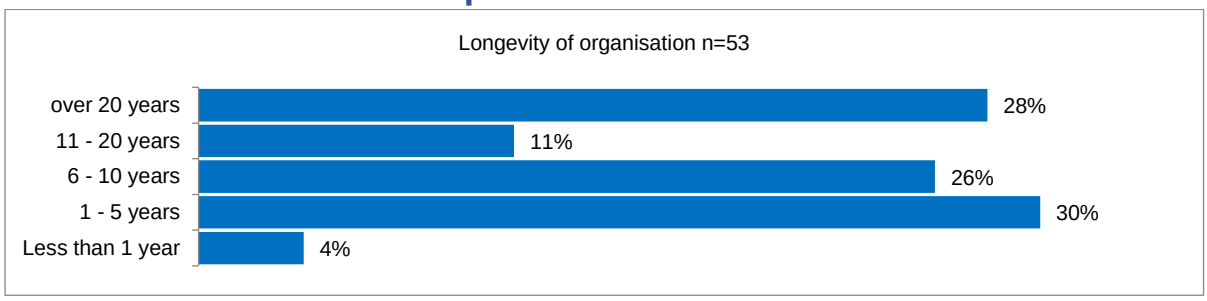
In 2018 many respondents 39% said that their turnover was below £5K, 20% said it was between £5-£20K and 22% stated that it was between £20K -£100k, 8% said it was between £100-£250K, another 8% attested to it being between £250k-£1million and 2% said that it was above £1million.

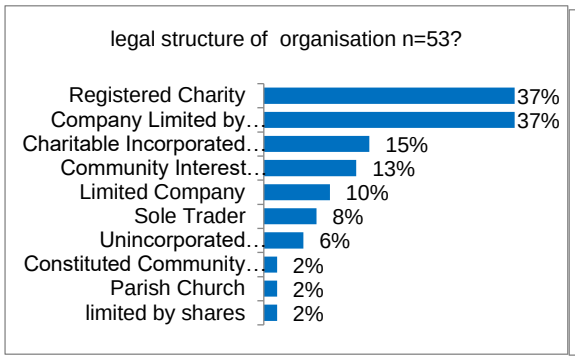
Apart from those below £5k, which had reduced in proportion by 2021, there seems to have been an improvement and a movement in the £100-£250K category where their proportion has moved from 8% to 12%.

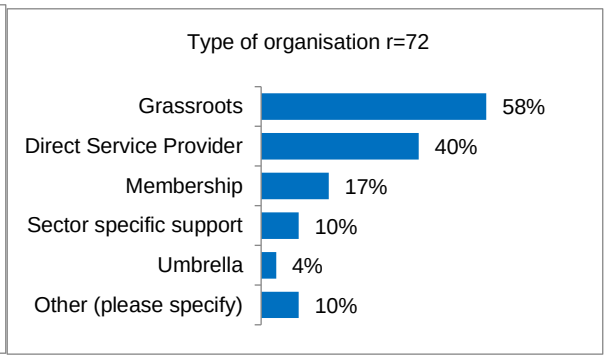
This may mean that the fortunes of groups have improved during this COVID 19 period and organisations may have had more funding to deliver covid related services to BAME communities that were harder hit by the pandemic.

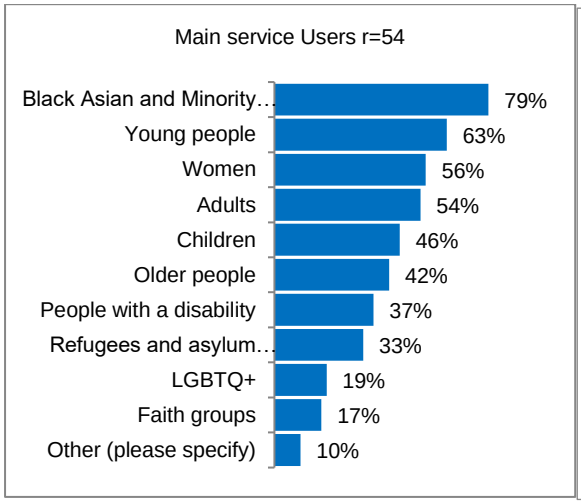
The total income of the respondents increased from £2.51millioon from 2018/19 to £2.74 million in 2019/20 to £3.02 million in 2020/2021.

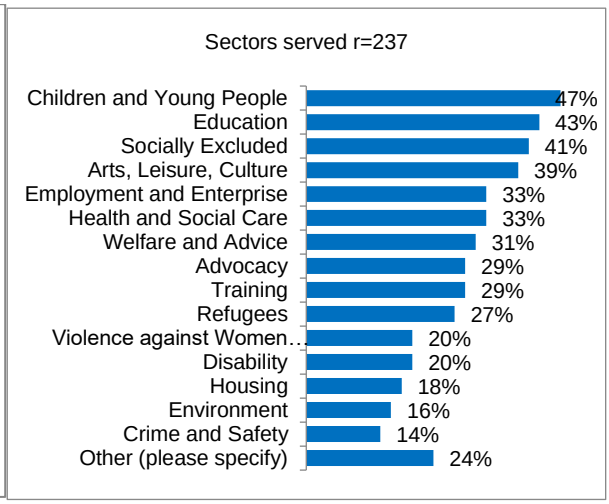
4.3 Characteristics of respondents in charts

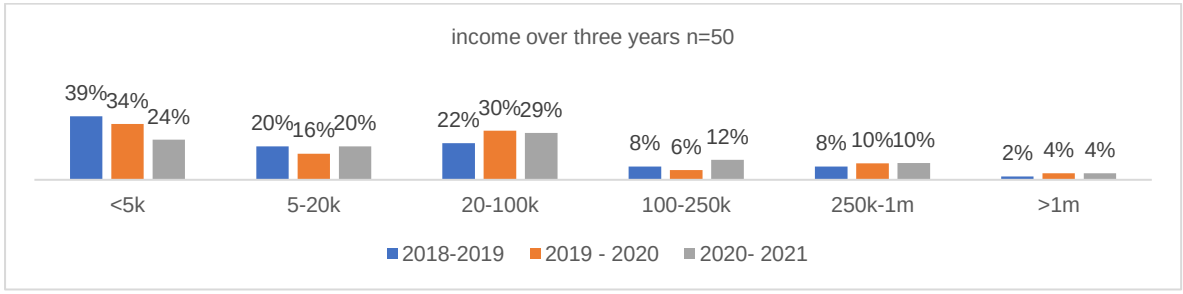


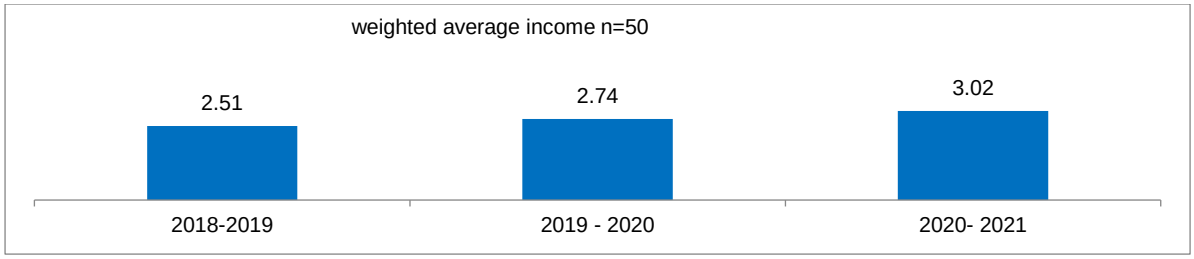










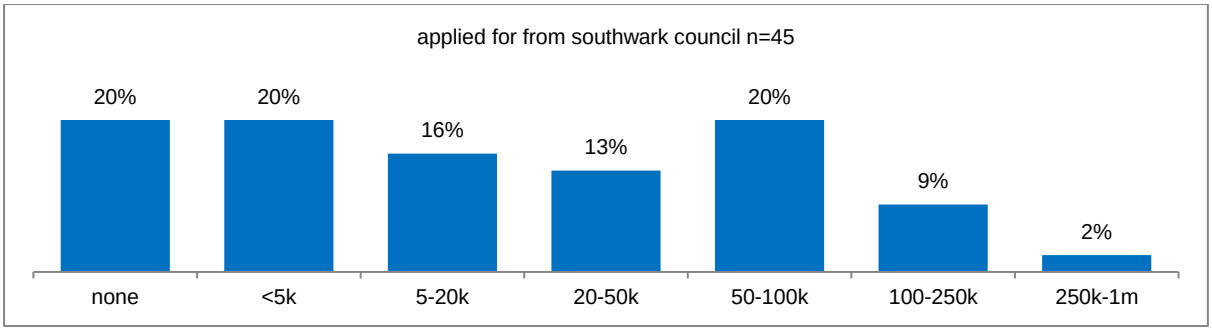


5 Experience of the funding process

5.1 Southwark funding

5.1.1 Amounts requested from Southwark

20% said that they did not apply for any of the Southwark funding. Another 20% of respondents had applied for less than £5k and 1 organisation stated that it had applied for over £250K of funding. The funds requested are evenly spread across the different amounts.

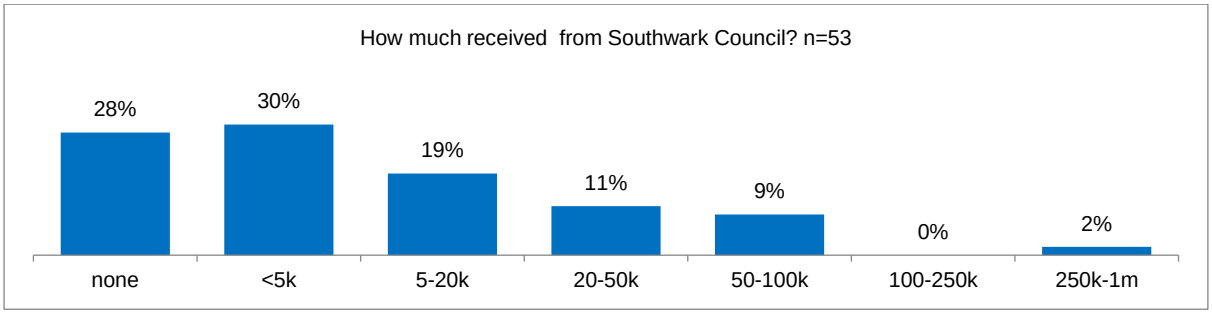


The total amount of funding applied for by respondents was £1,718,206

5.1.2 Funding received

Most who applied for received funding though there was a difference – 28% of respondents said they received no funding at all.

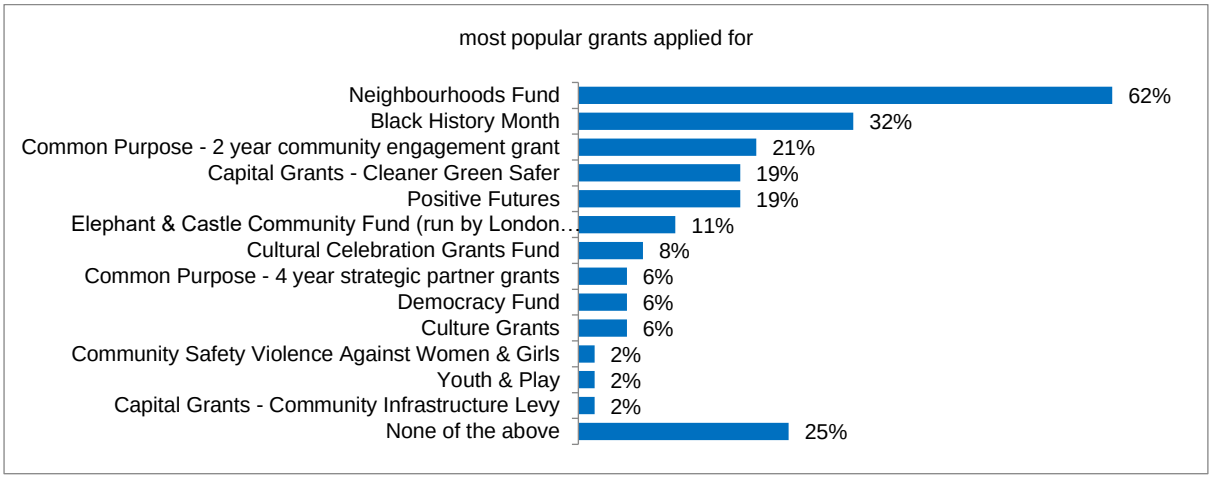
30% said that they received less than £5k of funding. The one organisation that applied for more than £250k got their funding. No respondent received between £100-£250K.



What this means is that 8% of respondents who applied for funding did not get the funds they applied for and the 9% who applied for between £100K-£250k must have been unsuccessful and did not receive any funds or got less than they applied for.

5.1.3 Most popular grants

- 20% of respondents did not apply for any of the grants.
- The most popular grant applied for was the Neighbourhood funds, also the biggest and most general of the funds – 62% followed by the Black History Month grants at 32%
- The Democracy Fund, Common Purpose and Culture grants had only 6% applying for them.
- Disability, Resident participation, Getting Involved and Capital grants from the Devolved highway Budget - no applications

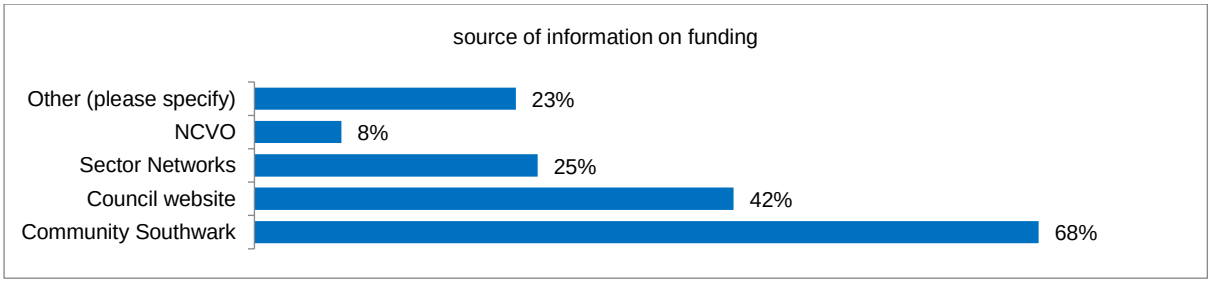


5.1.4 Effective advertising?

Community Southwark, 67% emerged as the most important source of information about funding from the council, followed by information from the council itself. This could be an indication that the advertising and publicity around the grants programme may be reaching its sources.

Other sources included: word of mouth, shared email, Ubele, friend, council, other organisations, Peckham levels and contact with council officials and empowering community coordinator.

Increasingly email and other social media sources have been effective in publicising and targeting communication at the Black Asian Minority Ethnic communities. There was no mention of the social media outlets in the other category.



5.1.5 Assistance and support in the application process?

Several of the organisations stated that they filled the applications in-house. They either relied on their director, employees or trustees who have some experience of filling in application forms.

In some cases, council officials were very helpful in answering all the questions and going through the application form when asked to assist. The guidance notes became simpler and clearer with their support. There were training sessions and webinars organised that helped. In one instance, a customer services agent from the council helped in the filing of the forms

The webinars and training sessions that were organised for some of the funds gave some respondents more confidence in tackling the application forms.

For those who applied for outside support, Community Southwark emerged overwhelmingly as the most popular organisation that helped respondents with their funding application. Other organisations mentioned as assisting include Foundation for Social Improvement (FSI), Founders Vine, Generation Success, London Growth Hub, Mayor of London, Traveller Movement, United St Saviour, Ubele Initiative, Southwark Law Centre, and some local organisations that were not named

5.2 Comments on Southwark application process

The comments about the Southwark application process ranged from simple and easy to fill through to difficult. Some of the key issues are classified below with some of the comments from the respondent.

5.2.1 Simple and easy to fill if you read the guidance

The applications were easy to fill if one took the time to read the guidance notes and attended the training programmes provided. But some applicants did not have the cooperation of the programme officers and had great difficulty with the forms

5.2.2 Difficult language

The language used could be difficult to understand especially from someone whose first language is not English and those with dyslexia such as me struggled with it.

5.2.3 Rigid Eligibility

There was a lack of clarity and to who can apply and for what, the requirements seemed rigid and with preferred applicants in mind. Those of us with different but effective ideas are excluded.

Culture grants are mentioned above but there has not been an open application process since 2016-we are very lucky to still be funded but it is a little disingenuous to have It listed above and any other org besides the five of us funded would encounter very big difficulties applying for funding that Is not open!

I find the black history application grant amount is very rigid and hard to meet as we asked to deliver a celebration of our culture and history in a vacuumed - no funding for music, food and the amount is very merger and embarrassing to apply for and if your deviate from the script of presenting our culture in a proud and any int of superiority your deny the funding as this does not fit into the grant decision-makers

image of BAME group so we have to stay to the same old stories of coming from Africa on the boat and how white people save us.! I stop Applying for this grant

Recent small grant pots were so specific that we could not apply for activities we had planned. There is also a lot of work and monitoring for quite smaller amounts of funding

5.2.4 Communication with applicants difficult

Communicating with some programme officers can be difficult. There is no feedback, requests made for a lot of information and documentation, but officers do not respond to letters written or enquiries made. Information about the grants is not provided in a timely fashion

5.2.5 Technical problems with computers

The process demands knowledge of computer use and you are not allowed to see the whole form before you start filling it up

5.3 Other funders

Respondents mentioned that they had experience with the different funding sources. The diversity of these sources is summarised below.

- Income generation through trading and selling services and contracts – Home Office, the Mayor's Office for Policing and Crime -MOPAC
- Donations and gifts from all sources including membership deals and crowdfunding
- Local and regional trusts and charities
    - St George the martyr, Phoenix Funds, Peckham Settlement, London Funders - St Saviour, London Assembly, London Catalyst, London Community Foundation, - London Community Response to COVID-19 Phoenix Fund Southwark Charities Tesco grant Trust for London
- National funders
    - Lottery, Children in Need, Comic relief. Arts Council
- National Trusts and charities
    - Alan & Babette Sainsbury's, Guys & St Thomas' Trust Charity - Foyle foundation previously City Bridge - The Peter Minute Wakefield and Tetley Trust
    -

5.4 Comments on other funders application process

Respondents who had applied to other funders provided some information on their experience with these other funders. The comments on their experiences are summarised below.

5.4.1 Complex procedures and processes

Complex procedure and long application forms that take days to complete only for you to be unsuccessful. There is a huge amount of work to navigate through the outdated portals for you to apply.

Some organisations also conduct a credit search and when the outcome is negative, you do not get the funds

5.4.2 Application periods too short

Short application periods. Not knowing about the time, the application fund is in process

Some funders you do not hear back from. It is hit and miss with other funders plus some of them do not give core funding and they are normally smaller amounts of funding for small projects extensive application forms/process. when funders asked to submit a proposal about your project - then if success you go on to stage 1 application and if successful you move on to stage 2 and if successful the funding officer want additional Information!!!!!!!!!! that equates to stage 1 and stage 2 combined ... long and winded - they doubled check and tripled check as if they are still not satisfied- I feel like they want to find something as a way to say - NO

5.4.3 Funding criteria excludes BAME groups

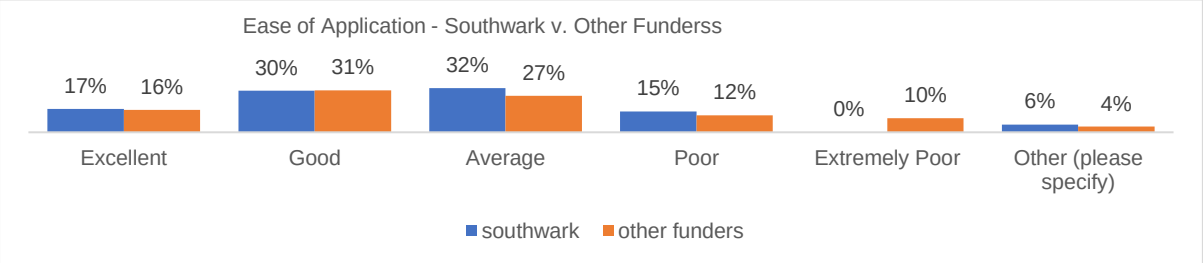
Some funders ask for a lot of information on criteria we do not understand and that does not fit within the services we offer – they do not want to fund advice and case work

5.4.4 Lack of understanding of needs of BAME communities

Some funders do not understand the needs of BAME organisations for small funds and provide long and complex application forms. They also expect that you will compete with mainstream service providers who have more attractive profiles but less experience of the complex problems facing disadvantaged communities

5.5 Comparison

The experience of those who looked for funding outside Southwark was not there were problems and even more difficult to get assistance.



5.6 What other boroughs are doing?

We held discussions with officers from two other boroughs who have a similar proportion of BAME in their population and who face similar levels of deprivation in their boroughs. We wanted to find out how they deliver grants and whether there may be exemplars that we can adopt.

Element	Hackney	Lambeth
commissions	Individual services do their commissioning	Main funding to groups through the commissioning of services – big sized for 3 years. BAME do not get sizeable contracts
purpose	Social inclusion provides grants helping to build a relationship with the community to be able to positively engage them. Provides much-needed intelligence on what is happening in the communities. Collect data on service users	All commissioners must collect EDI information Theoretically, such information is supposed to be tracked but not always and the excuse is that the system changes. Pulling out statistics is not easy because expenditure items are not coded but guided by borough plan and not departmental outcomes
Basis of grants	Historically provided grants to deal with critical community issues such as antisocial behaviour, cultural issues for the many communities of interest	No grants for the voluntary sector are direct from the council, it is outsourced. Covid meant that some organisations such as Youth Play organisations and Age Concern were directly funded
Eligibility and process	The open application process, surgeries by local CVS to help groups	The outsourced organisation encouraged to assist smaller organisations and help build consortia
Assessment	Volunteer representatives help in the assessment of the grants – infrastructure as well as general grants	Statutory services are dependent on budgets from forward plans and there is now a need to examine these to determine the equality impact
amounts	£2.5 million yearly. Some for 2 or 3 years – largest to CVS. No one gets more than £60K. but there Is also a community chest of £250 to £1000	Organise national and regional funders forums to assist the VCS sector
Covid19	Provided some extra funding to deal with COVID – helped with the London Community Funding initiative older people or younger in community-led to deal with those issues	Made exception during covid and provided some emergency funding but covid also revealed great inequalities in funding and an urgent need to reconfigure
Future	Maybe go back to core funding?	
BAME Term	BAME Is a useful term for the council – prefer self-definition so that we can get the diversity within how the communities organise Themselves and capture all the strands of equality and Its intersectionality	BAME term is useless in the face of non-collection of data and no analysis of who receives what. Self-identification and analysis of needs are more useful in the face of changing demographics. Excluded communities seem to be the emergent ones though discrimination against BAME people Is still rife

5.7 Can we adapt and adopt from other boroughs?

Lambeth commissions services signing three-year contracts with organisations, these contracts are rigorously monitored to ensure delivery reaches beneficiaries from the BAME communities.

The council however understands that community organisations must be supported and it does this not by giving them grants but by outsourcing all the assistance to these organisations to an outside agency that acts as a coordinating agency to support and capacity build organisations, provide a forum for sharing their views and supporting each other or forming consortia to bid for services and more importantly attracting funding from external sources, it organises a periodic funders forums to enable organisations to meet funders.

Whatever funds it has for distribution is outsourced to grant-making organisations that have experience in distributing and managing small grants for its community projects. The facilitating organisation helps the groups to develop and grow and if capable gain core funding to enable them to be sustainable.

Hackney on the other hand divorces its commissioning from its historical grants making. It recognises that not all the commissioned services will reach all parts of the BAME communities effectively and that groups within these communities may wish to undertake some projects based on their specific cultural or language needs or indeed help on issues of social, educational or health promotion issues that have been identified in their communities.

These small grants to community organisations help to keep the communities involved and engaged with the council and help identify a need within these communities where the council can intervene with its main commissioning programme.

The application forms are very simple, the groups are already known and new groups that emerge can be accommodated within the programme. Community representatives are involved in the assessment process to make it more transparent and fairer.

6 Structural barriers to accessing funding

6.1 Comments from the review

Based on the discussions some of the barriers faced by respondents have been grouped into these categories with some comments from the respondents themselves

6.1.1 Difficulties with the application forms

Difficult to understand what is required and fill, lack of time, assembling information, finding the right information

Due to workload constantly run out of time to meet the closing date.

Inhouse capacity and expertise are inadequate to check over the application

Having someone check the application form who is knowledgeable in the area

6.1.2 Institutional capacity

the institutional requirement that is not flexible to different needs

Reluctance to apply because of lack of successful applications from similar businesses

Not always having qualitative information to back up our proposal

Not having core funding to invest in admin etc, not having salaries to employ people, relying on volunteers doing favours during free moments in the evening - often have full-time jobs

6.1.3 Long processes

small organisations need to devote as much time and do applications as to deliver, too many hoofs to pass through in competition with others more capable and with the capacity

Lack of time to prepare applications

Navigating operational needs and taking the time needed to apply for fundings

culture cuts and austerity - so it takes full time volunteering without salaries additional information needed and when you supply it, they still want more information and give you a draft of information needed and the timeline to deliver is a small window- which we now called red flag for saying no we can fund you at this time, but no reasons given.

6.1.4 low funding base

Lack of business plan and coherent fundraising strategy

need match funding, the small size means difficult to justify, governance and known trustees with contacts, not enough money in bank etc

There Is very little funding to support the structure of the organisation, such as core funding, which limits the capacity that we have for fundraising (for example the Director must fundraise for the organisation on top of managing the service delivery)

This is what happened when, but core funding was stopped in 2011 by Southwark Council

6.1.5 Discrimination

Black groups are not funded, so there is certain negativity about black groups applying with confidence especially when they keep on failing

I think discrimination is the only factor Ignoring our consultation and engagement and expecting members of our community to become Trustees when they don't have time or resources

Being a BAME Leader

Reluctance to apply because of lack of successful applications from similar businesses

6.1.6 Not locked in relevant networks

Some networks were mentioned by respondents as networks that they belonged to, and they had hoped that these networks would help secure funding. The most popular was network was community Southwark. Others are

A black women's network Adults Mental Health Network, Africa Advocacy Foundation, APC British & Colombian Chamber of Commerce CAS Coalition of Latin Americans in the UK (CLAUK), Community Action Southwark, Council of Leaders, Trinity Faith Forum Founders Vine FSB, Latin American Network, London GRT partnership London Youth network, NCVO, SCRF UNLTD - Mentor support, Ubele, Southwark Latin American Network, Southwark CAB Network, SFAA, Southwark Stand Together

We do not have advocates in the local authority who can help in opening funding doors.

6.2 Framework for analysis

We devised a framework for analysing the finding from the review and contextualised it since the barriers to funding are both internal and external, but they are also based on characteristics of the funders and grantmakers as well as on attitudes to funding

These factors are summarised in the chart below.

Barriers to funding for Black Asian Minority Ethnic Community and Voluntary Groups		
Factors	Characteristics	Attitudes
Internal	• **Organisational characteristics** • Organisations are small and difficult to get sufficient funding because starting from a low base • Lack of capacity to apply for funding • Struggle with compliance on governance issues • Multi-focussed trying to solve all the problems for the community at the same time • Still moving from the informal to the formal	**Organisational attitudes to funding** • Difficult concept – need to spend a lot of time on fundraising • Difficult content – too much work in navigating the different funding sources • Difficult process – shouting and complaining will not always help • Negativity based on experiences with the disappearance of core funding and less completive grants
External	• **Other external characteristics** • Lack of networks • Exclusion from formal and Informal funding networks • Consortium working may need too much support • Perception of discrimination	• **Funders attitude to BAME groups** • Stereotyping of certain groups, racist discrimination • Do not think they can manage the funds – too much due diligence • Do not think that they can deliver and report • Too much scrutiny • Priorities may not be the same for BAME communities
Equinox Consulting 2021Southwark Standing Together Review		

These factors have been echoed in recent reports by:

- Charity so white
- Baobab report
- BOOSKA report

6.3 The discussion and implications

The term BAME lumps people with different ethnicities, nationalities, languages, cultures, and persons born in this country as well recent migrants together, people who are not homogeneous at all and without any explanation of who is included it can be meaningless.

We found out that as a term for funding purposes, it could be useful if it is further explained but most respondents did not think that it was of any use if it was meant to denote identity. In a sense, it was seen as offensive by some and people should not be called BAME or Black Asian Minority Ethnic, but rather called by their identities.

The borough of Southwark which is 54% white has a larger than average proportion of people who would fall into the BAME classification for funding purposes, it also has many deprived communities where these people live.

If council services are targeted at reducing deprivation, then one would expect that there will be some specialist services that would be targeted at these communities, that organisations that receive funds from the local authority will be mandated to reach these organisations or at best some community groups from these communities will be provided funding to help their communities on the assumption that they are closer to the communities and how best where these are or that they have been set up to specifically assist their communities and be more effective.

The council however adopts a colour-blind approach in providing funding, it advertises all its programmes across the board, it has a transparent application process, but the application forms are seen as difficult for some of the communities. The council also adopts a rigorous approach to assessments for funding, looks at organisations that have the capability and the capacity, have all the policies and procedures in place and that has a track record of delivery.

Having established the BAME community organisations are small and in the absence of core funding has no or few staff members, this will put them at a disadvantage in competing for funds with well-established organisations. This implies that their perception that they will only receive small amounts or nothing at all feeds on the decision of some not to apply at all and in the absence of support and assistance in the application process and their conviction that there are few visible minorities on the panel it feeds on their negativity towards funding.

The critical question that cannot be answered without further analysis is whether knowing that BAME groups have not done well in accessing funds from the council has not seen it fit to provide positive action initiatives in line with the Equalities Act 2010 amended and the Public Sector Equality Duty it places on agencies to conduct equality impact assessments on all decisions so that they can minimise the adverse discriminatory impact it will have on people in the protected categories in this case groups led by people from BAME communities.

The comments from the respondents in this research point to fact that BAME groups face some barriers in accessing funding. In the next section, we will analyse these barriers using an appropriate framework.

6.4 Making it easier for BAME groups

Respondents had an experience of funders who were making it easier for eligible organisations to apply for their funds; organisations such as Big Lottery, Southwark Charities, St. George The Martyr, City Bridge Trust and Trust for London, United St Saviours Charity, Garfield Weston Foundation, NLC, Paul Hamlyn Foundation, Esmee Fairbairn. In this list two funds from Southwark Council as worthy of mention: the Neighbourhood fund, Black History Celebration, Southwark Culture Grant

Based on suggestions for improvements from the many participants in this review, some measures that will be most helpful in levelling the playing field and minimising some of the systemic barriers that have discouraged some BAME groups from applying for funding are presented below. These measures should ensure that those who apply have a fairer chance of navigating what some feel is loaded against their being successful in the applications.

6.4.1 Simplifying the application form -a simple portal

Given that over 67% of respondents have used the new funding portal developed by the council, it should be improved to ensure that all the applications are standardised and make it simpler.

More clarity should be provided on the applications, and the language should not be filled with jargon but simple and purposeful, to the extent of helping the applicants by giving them examples of what is required.

The purpose of the guidance notes is to help applicants and not to prevent them from applying, requests for documentation should be kept to a minimum and only essential information that helps in deciding the quality of the application should be asked for. The shorter the form, the better, it should not take more than 10 minutes and should not feel that applicants are writing a thesis as claimed by some.

Despite the complaint from some respondents about digital exclusion, the portal is the best way of inviting applications if some of the forms can be made printable to enable those who are not computer proficient to have a chance at filling them on paper before transferring them onto the computer.

6.4.2 Simpler application process – longer lead times

Advertising the fund should be targeted at people from the BAME community to encourage them to apply.

A longer lead time to allow the group to collect all the required documentation and seek assistance and support will also be a help to these groups.

6.4.3 Providing Support and targeted assistance

- Providing support before the application process is increasingly becoming a feature of some funds that target the BAME communities. This support should be provided on different levels
- Webinars and workshops to explain the application process and the guidance notes, the criteria in some detail
- Webinars and workshops and training on issues that pertain to the filling of the application forms. Topics such as business planning, budgeting, and costing, proving social impact, proposal writing, project management, monitoring and evaluation, report writing, fundraising strategies will be useful for some of the applicants
- An overwhelming 91% of respondents feel that they would benefit from a bid writer especially for the funds where you have a lot of writing to do in a language that funders understand. They would also benefit a dedicated person to
    - Explain the funding for them
    - Look over the application form to edit and correct mistakes
    - Show them examples of successful applications
- Some funders have started providing external consultancy advice as part of the process to funding where a consultant is available to support the applicant through the process

6.4.4 A fairer assessment and awards system

Applicants should be allowed an opportunity to discuss their applications before submission if the objective of the council is to receive applications for projects that will be effective rather than just giving more to organisations that may look efficient on paper.

There does not seem to be enough persons from the BAME community involved in the grant-making and they are invisible in the assessment process. So, more persons representing these communities would provide more confidence that the assessment process is fairer

Other ways of assessing projects such as video applications and face to face interviews may help assure persons that it is the substance contained in the application that is being evaluated and not the applicant.

If the council wants to minimise deprivation, then it must encourage more persons from disadvantaged communities to join forces with them, if good ideas are evaluated the council officers should be able to provide more support to smaller organisations who may be more effective because they know the communities better.

A rapid turnaround will also be more encouraging, and feedback is crucial in motivating smaller groups who are unsuccessful to keep on applying, it will address the negativity that groups have that they are marginalised, and their ideas and projects are not welcome for discussion. At present only 42% of respondents indicated that they received any form of feedback on their unsuccessful applications.

The question that respondents asked was who is more qualified to run a project in a deprived area? An expert of a community group that has more commitment to the area in which they reside and should the council not be encouraging more community activity to empower people to take care of their issues.

6.4.5 Ringfencing some funding

The suggestion of ringfencing funding for smaller groups that will include groups that serve the BAME communities and that are BAME led is a suggestion made by several respondents and that has now been implemented by some private funding charities.

The Lloyd Bank Foundation for instance had 25% of its infrastructure funds to help build the capacity of BAME led infrastructure organisation in some of its regional grants and during the COVID recovery period, national BAME-led infrastructural have been involved in distributing funding to mainly BAME-led organisations. Several other funders are likely to follow in this new approach,

The whole approach to equal opportunity and equity suggests that this is a refreshing approach to signalling that the council is shifting from its non-racist posture to an anti-racist posture for funding and adopting positive action mechanisms in promotion of its Public Sector Equality duty.

Ringfencing funds will encourage the council to work with some of the BAME led community organisations in the borough that serve deprived communities, it will help the council gain more intelligence especially if there are dedicated officers who work with BAME led organisations to co-produce some of the projects.

6.4.6 Capacity building the BAME community sector

The main question of core funding has not been addressed by the council but the concept of ring-fencing that adopts an equality-equity approach to enable some of the community organisations serving the deprived areas to build their institutional capacity and capability to serve their communities better.

The lack of BAME-led infrastructure organisations operating in the borough is worrying for some since in the past these organisations have been responding to increasing positive activity in the borough, they have created forums, helped to coordinate, and assist with capacity building acted as channels of communication between the communities and the council, help to disseminate vital information and held the fabric of the communities together.

The BAME infrastructure community organisations have introduced the smaller groups to wider networks that can assist them in their sectors and further capacity build them.

7 Conclusions

Most respondents did not like the term BAME which they believe is not the best descriptor for people within the Black Asian Minority Ethnic communities who would rather be described by their continent or country of origin rather than a catch-all nebulous term that is meaningless to some and offensive to others. However, some found the term useful for funding purposes and some felt that it encouraged them to apply for funding when it was referred to in the funding application. The terminology is still evolving and yet another descriptor -Black Minoritized Community is emerging.

Southwark Council recognises that there are pockets within the borough that rate high on the indices of deprivation and that there are large numbers of people from Black Asian Minority Ethnic backgrounds that live in these areas. Based on its commitment to minimising deprivation, it has a grant programme through which it works with community and voluntary organisations to provide services outside the scope of its statutory responsibilities. Though it expects that its priorities will be met, there is not enough follow-through to ascertain the extent to which Black Asian Minority Ethnic communities' benefit from these funds and there is no monitoring of the extent to which Black Asian and Minority Ethnic community and voluntary groups are successful when they apply for these grants or an Equality Impact Assessment.

Though the council must know that Black Asian Minority ethnic community groups have a better reach into their communities and that some can deliver services that will better satisfy members of their communities, there is no comprehensive knowledge of who and where these groups are in the borough and though some ethnicity information is collected of groups that successfully apply for funding there is little statistics on those that are unsuccessful. This fuels the perception that many Black Asian Minority Ethnic led facilitating organisations are being defunded over the years as the council restructures its funding programme to adjust to funding cuts from the central government.

These adjustments demand that the council must adopt stringent assessment measures often based on track record and compliance with procedures and policies in place and carrying out rigorous due diligence often disadvantage Black Asian Minority Ethnic community groups some of whom find the application process difficult due to their lack of capacity even though they may have more effective projects.

The dearth of Black Asian Minority Ethnic led umbrella organisations who can help their members with their applications acts as a barrier to their making successful applications and advocating for a level playing field; the absence of visible Black Asian Minority Ethnic persons on the assessment panel continues to fuel the negativity that these groups have developed in applying for funding.

The lack of core funding further aggravates the problems of the sustainability of groups and detracts against the whole concept of community development which the council is desirous of forging.

The structural barriers to successful funding applications include the internal and external characteristics of community organisations and the attitudes of funders as well as the organisations themselves.

8 Recommendations

The following recommendations are made based on the findings of the review:

For funding purposes only, Black Asian and Minority Ethnic organisations should be allowed to self-identify, if 75% or more of the Board of Trustees, Directors, Management Committee and 50% or more of the senior staff of the organisation are from a specific community or identity and have lived experience of that community.

Simplify the application process by providing more clarity on the application forms, offering examples of what is required and explaining the different steps in the application process including the next steps for unsuccessful applicants. The portal must be promoted to all community organisations through the specialist support organisations and elsewhere in the council general publicity to all groups.

Provide funding for specialist support organisations that will assist groups applying for funding which will be run by people from their communities who because they are closer to the groups and beneficiaries and have more intimate knowledge and intelligence of the communities will be more effective in building the capacity of the organisations and the communities.

Compile a register of all voluntary sector organisations within the borough so that they are identifiable by the equality, diversity and inclusion characteristics which will facilitate the council having better communications and relationships with the communities to be able to involve groups and their representative to develop a social value model to address inequalities and deprivation in the borough through it funding and commissioning processes.

Substitute the current colour-blind approach to funding to a more nuanced intersectional one to ensure funding is effective instead of merely efficient in addressing deprivation. In so doing to consider that support to community organisations is important to create a more vibrant social, economic, and political environment

Consider transforming the grants programme to focus more on ideas for projects that will be effective in reducing deprivation and working with selected groups who come up with these ideas to co-produce the project providing them with specialist ring-fenced funding that has sufficient resources to provide capacity building of these organisations to enable them to deliver successfully

Work towards the involvement of members of the community and their representatives in grant and assessment process to make more transparent and fairer and remove the perception of unfairness that fuels the development of a negative approach to funding by Black Asian Minority Ethnic community and voluntary groups

Continue the transition from a non-racist to an anti-racist funding model, adopting positive action mechanisms in promotion of its Public Sector Equality Duty, for example by ring-fencing funding for BAME-led groups that serve the BAME communities and data on success rates of BAME applicants should be analysed and grants awarded only after their impacts have been assessed.

9 Appendix – Review Participants

9.1 BAME Respondents

Latin American Women's Rights Service
Yenny Betancourt
Spring Community Hub Formally Central Southwark Community Hub
Bizzie Bodies CIC
Wave of Peace (WAVE)
Aaina Womens Group
Southwark Hindu Centre
iiChild
Turnquick Distribution ltd
Elimhouse Community Association Southwark
TAYOToonz
Rastafari Movement Uk
Bezaleel Solutions Limited
Ballers Football Academy
Fashtag Clothing Ltd
Otentik Care
The Scissors of Oz
Southwark Everywoman's Centre
Camberwell After School Project
Dulwich Music Festival
Construction Youth Trust
Theatre Peckham
Youth Learning Network Ltd
The Cornerstone
Passion for Reducing Type 2 Diabetes
Reach Dem UK
Smartkid
The Ernest Foundation
Elevated Minds CIC
Age UK Lewisham and Southwark
Capoeira Angola Community
Pecan
Blue Elephant Theatre
Ancestry Talks
Southwark Pensioners' Centre
Latin American Disabled People's Project
Rastafari Movement UK
Black Mama Earth Ltd
Parish of St Peter, Walworth
Youth Learning Network Ltd
Love north Southwark
Bibeasy bibs
The Ernest Foundation
The R3cruit
Carnaval del Pueblo
Flashy Wings Ministry
Youth Learning Network Ltd
Art 247
Centre for the Advancement of Development and Human Rights

The Bright morning star Prisons and homelessness outreach
London Senior Social
Southwark Travellers' Action Group

9.2 Councillors

Cllr MacDonald
Cllr Ali
Cllr Babudu

9.3 Commissioners

Michelle Walker

Tina Thorley - Youth Operations & Commissioning Manager
Pauline Bonner - Empowering Communities Programme Officer
Houghton, Jillian

Dagmar Tolonen - Senior Project Manager, Cleaner Greener Safer

Libby Dunstan (Pioneer Fund)

Michelle Walker, Southwark Arts & Culture

Palmela Witter, Southwark - Positive Futures

Katherine Pitt

Ahmed Forid & Pauline Bonner

Andrew Matheson, Southwark, Senior Commissioning Officer, C & V Sector Engagement Division, Environment & Leisure Dept

Stephen Bahooshy

John Abbott, Head - Regeneration North, CE's Dept

John McCormack - Tenant and Home Involvement Team Leader

9.4 Borough Councils

Sarah Hale, - - Grants and Investment Manager, Hackney

Grace Gbadamosi – Senior Strategy and Policy, Communities and Equalities Lambeth

9.5 Community leaders

Ade Adebambo - London Accountancy Project

Gissella Valle, Latin American Womens Rights Service

David Reid, Community Southwark

Russell Profitt, Golden Oldies Community Leader

Aubyn Graham, Elim House, Community Leader

Cedric Whilby, SUNBEAM, Community Leader

Sandra Evans – Community Bridges

9.6 Focus group

Suzann McLean - Theatre Peckham

Grace Smith - Mental Fight Club

Peter Beaumont:

Sister Stella - Rastafari Movement UK Food and Well-being First

Sandra Ferguson :

Romina Lopez - LatinHubUK

Elaine Joseph :

Jacy Stewart: Local Access Partnership

Cathy Duplessis - Southwark Pensioners' Centre:

Lindon: Melanin Health & Wellness

Nancy Liscano - VOADES UK

David Reid Community Southwark

Carlos Corredor, AYMARA SOCIAL ENTERPRISE CIC.

Queenie Iye Enefola Ekuerhare - Flashy Wings Ministry

Maryam Bachoo - Computing and Programming Academy

Gisela Valle - Latin American Women’s Rights Service

9.7 Questionnaire

Q1 How long has the organisation been established?		
Answer Choices	Responses	
Less than 1 year	*4%*	2
1 - 5 years	*30%*	16
6 - 10 years	*26%*	14
11 - 20 years	*11%*	6
over 20 years	*28%*	15
	Answered	**53**

Q2 Name of Organisation	
Answered	**52**

Q3 What percentage of these groups of people are from Black, Asian Minority Ethnic groups						
	None	Not known/not recorded	Up to 25%	Up to 50%	Up to 75%	
Board	0%	4%	6%	6%	23%	100 %
Staff	6%	2%	6%	10%	35%	62%
Service Users	0%	6%	2%	20%	38%	40%
					Answered	34%
						53

Q4 What was your total income in these financial years?						
	<5k	5-20k	20-100k	100-250k	250k-1m	
2018-2019	39%	20%	22%	8%	8%	>1m
2019 - 2020	34%	16%	30%	6%	10%	2%
2020- 2021	24%	20%	29%	12%	10%	4%
						4%

Q5 Please tick all the Southwark funds for which you have applied. Tick all that apply	
Answer Choices	Responses
None of the above	25% 13
Capital Grants - Community Infrastructure Levy	2% 1
Youth & Play	2% 1
Community Safety Violence Against Women & Girls	2% 1
Culture Grants	6% 3
Democracy Fund	6% 3
Common Purpose - 4-year strategic partner grants	6% 3
Cultural Celebration Grants Fund	8% 4
Elephant & Castle Community Fund	11% 6
Positive Futures	19% 10
Capital Grants - Cleaner Green Safer	19% 10

Common Purpose - 2-year community engagement grant	21%	11
Black History Month	32%	17
Neighbourhoods Fund	62%	33
	Answered	**53**

Q6 How much did you apply for across all the funds you ticked in Question 5?

none	20%	9
<5k	20%	9
5-20k	16%	7
20-50k	13%	6
50-100k	20%	9
100-250k	9%	4
250k-1m	2%	1
£501,000 - £1m	0%	
>1m	0%	
	100%	45

Q7 How much funding did you receive from all the funds you applied for from Southwark Council?

Answer Choices	Responses	
none	28%	15
<5k	30%	16
5-20k	19%	10
20-50k	11%	6
50-100k	9%	5
100-250k	0%	0
250k-1m	2%	1
£501,000 - £1m	0%	0
>1m	0%	0
	Answered	**53**

Q8 How do you hear about funding opportunities? Please tick all that apply

Answer Choices	Responses	
Community Southwark	68%	36
Council website	42%	22
Sector Networks	25%	13
NCVO	8%	4
Other (please specify)	23%	12
	Answered	**53**

Q9 Who helps you to apply for funding? (Please state the individual or organisation)

Answered	**50**	

Q10 Please describe any advice and support that was available to you before applying for the funding from Southwark?

Answer Choices	Responses	
1.	100%	46
2.	43%	20
3.	20%	9
4.	13%	6
	Answered	**46**

Q11. Were you given any feedback on your application?

Answer Choices	Responses	
Yes	42%	22
No	58%	30
	Answered	**52**

Q12 Please describe any problems you encountered in applying for funding from Southwark?

Answered	**49**	

Q13 How do you think Southwark can improve their funding application process to make it more accessible for Black Asian and Minority Ethnic applicants?

Answer Choices	Responses	
1.	100%	50
2.	76%	38
3.	60%	30
4.	38%	19
5.	22%	11
	Answered	**50**

Q14 What assistance do you need to be more successful in accessing funding from Southwark?

Answer Choices	Responses	
1.	100%	46
2.	57%	26
3.	41%	19
4.	33%	15
5.	20%	9
	Answered	**46**

Q15 Please rate the Southwark application process		
Answer Choices	Responses	
Excellent (very clear, with all information I needed to apply set out clearly, sufficient time to prepare & submit application)	17%	9
Good (some information on the process that helped me in completing the form)	30%	16
Average (just about ok because I have applied before so familiar with form/process)	32%	17
Poor (I had to spend a lot of time trying to find out eligibility and what I could apply for)	15%	8
Extremely Poor (I did not apply as I found the process placed barriers in my way) or was discouraging.	0%	0
Other (please specify)	6%	3
	Answered	**53**

Q16. Have you used the Southwark Council's online portal?		
Answer Choices	Responses	
Yes	68%	36
No	32%	17
	Answered	**53**

Q17 Please list your other sources of funding?		
Answer Choices	Responses	
1.	98%	47
2.	65%	31
3.	52%	25
4.	33%	16
5.	21%	10
	Answered	**48**

Q18 Please describe any problems you encountered in applying for funding from other funders?	
Answered	**44**

Q19 Please rate the application process used by other funders you have dealt with?		
Answer Choices	Responses	
Excellent (very clear eligibility, bidding workshop, information I needed to apply set out clearly, sufficient time to prepare and submit application)	16%	8
Good (some information on the process that helped me in completing the form)	31%	15
Average (just about ok because I have applied before so familiar with form/process)	27%	13
Poor (I had to spend a lot of time trying to find out eligibility and what I could apply for)	12%	6
Extremely Poor (I did not apply as I found the process placed barriers in my way) or was discouraging.	10%	5
Other (please specify)	4%	2
	Answered	**49**

Q20 What assistance do you need to be more successful in raising funds from other sources?		
Answer Choices	Responses	
1.	100%	43
2.	51%	22
3.	23%	10
	Answered	**43**

Q21 Please specify up to 3 areas in which you would like support to improve your chances of making successful funding applications.		
Answer Choices	Responses	
1.	100%	43
2.	77%	33
3.	53%	23
	Answered	**43**

Q22 Who provides you with advice and support - please specify up to three organisations?'"		
Answer Choices	Responses	
1. most important	100%	45
2.next most important	60%	27
3. important	47%	21
	Answered	**45**

Q23 Please specify up to 3 networks to which you belong?		
Answer Choices	Responses	
1. most important	98%	44
2. next most important	80%	36
3. important	60%	27
	Answered	**45**

Q24 Would you find it useful to receive support from a fundraising bid writer?		
Answer Choices	Responses	
Yes	91%	43
No	9%	4
	Answered	**47**

Q25 Please describe the factors that would make for a good funding application process and provide examples of funders who have demonstrated this.	
Answered	**45**
Skipped	**8**

Q26 Thinking about your experience of applying for funding what are the factors, do you think, that prevent you from having more success in raising funds for your organisation?		
Answer Choices	Responses	
1.	100%	48
2.	75%	36
3.	63%	30
4.	31%	15
5.	13%	6
	Answered	**48**

Q27 What is the legal structure of your organisation?		
Answer Choices	Responses	
Other (please specify)		
limited by shares	2%	1
Parish Church	2%	1
Constituted Community Group	2%	1
Unincorporated organisation	6%	3
Sole Trader	8%	4
Limited Company	10%	5
Community Interest Company	13%	7
Charitable Incorporated Organisation	15%	8
Company Limited by Guarantee	37%	19
Registered Charity	37%	19
Mutual and Cooperative	0%	0
Exempt or Excepted Charity	0%	0
	100.00%	52

Q28 What type of organisation are you? Please select all that apply?

Answer Choices	Responses	
Other (please specify)	10%	5
Umbrella	4%	2
Sector specific support	10%	5
Membership	17%	9
Direct Service Provider	40%	21
Grassroots	58%	30
	Answered	**52**

Q29 In which of these sectors do you provide services? Please select all that apply

Answer Choices	Responses	
Other (please specify)	24%	12
Crime and Safety	14%	7
Environment	16%	8
Housing	18%	9
Disability	20%	10
Violence against Women and Girls	20%	10
Refugees	27%	14
Training	29%	15
Advocacy	29%	15
Welfare and Advice	31%	16
Health and Social Care	33%	17
Employment and Enterprise	33%	17
Arts, Leisure, Culture	39%	20
Socially Excluded	41%	21
Education	43%	22
Children and Young People	47%	24
	Answered	**51**

Q30 Who are your main service users? Please select all that apply		
Answer Choices	Responses	
Other (please specify)	10%	5
Faith groups	17%	9
LGBTQ+	19%	10
Refugees and asylum seekers	33%	17
People with a disability	37%	19
Older people	42%	22
Children	46%	24
Adults	54%	28
Women	56%	29
Young people	63%	33
Black Asian and Minority Ethnic communities	79%	41
	Answered	**52**

Q31 Would you be prepared to take part in a focus group?		
Answer Choices	Responses	
Yes	71%	37
No	13%	7
Depends (please specify)	15%	8
	Answered	**52**

Q32 Please provide us with your preferred contact details.		
Answer Choices	Responses	
Name:	100%	51
Name of Organisation:	98%	50
Address:	0%	0
Address 2:	0%	0
City/Town:	0%	0
State/Province:	0%	0
ZIP/Postal Code:	94%	48
Country:	0%	0
Email Address:	98%	50
Phone Number:	94%	48
	Answered	**51**