

Item No. 13.	Classification: Open	Date: 1 February 2022	Meeting Name: Cabinet
Report title:		Grants and Commissioning Review	
Ward(s) or groups affected:		All	
Cabinet Member:		Councillor Alice Macdonald, Equalities, Neighbourhoods and Leisure	

FOREWORD – COUNCILLOR ALICE MACDONALD, CABINET MEMBER FOR EQUALITIES, NEIGHBOURHOODS AND LEISURE

Our Voluntary and Community sector play a vital role in Southwark providing support, hope and advice across a huge range of areas to residents. We saw that more than ever during Covid; for many people our voluntary sector provided a lifeline. We have an incredibly broad and vibrant range of organisations in our borough from grassroots organisations to household names. We invest over £11 million per year in local VCS organisations making Southwark one of the most generous local authority funders in London. That’s because we know what a difference they make and how critical they are to our borough.

I am proud of that record and that investment. But we are always seeking to increase the impact of our funding and to ensure that the organisations we fund are truly representative of our population. A key issue identified as part of Southwark Stands Together was unequal access for our Black Asian and minority ethnic communities to our grants programmes - an issue that was compounding inequality- and one that we are determined to address

That’s why I am pleased to bring this report, which is the culmination of two independent but linked reviews developed with community representatives. These reviews looked firstly at how to address barriers facing Black, Asian and minority ethnic led groups in accessing grant funding and secondly how to improve the overall effectiveness of our funding. This report sets out a number of actions we will take to address the challenges raised. This includes the allocation of £400,000 in grant funding to support our community organisations with 50% ring-fenced to support Black, Asian and minority ethnic led organisations. We also commit to develop a funding prospectus with our communities. This is the first step in a process and we know there is much more to do to ensure we can build a fairer, more equal Southwark together.

I want to finish by thanking everyone who took part in and contributed to these reviews especially the community representatives we worked with who played such an important role in ensuring wide engagement. I look forward to working with them on the next steps in this process. I also want to pay tribute to Maxine

James who was part of the team on this review and who sadly died during the work. She was a hugely dedicated and passionate advocate for equality.

RECOMMENDATIONS

Recommendations for the Cabinet

1. That Cabinet notes the findings of two independent reviews i) the Southwark Stands Together grants review, that examined whether there are obstacles to Black, Asian and minority ethnic groups making successful grant applications (Appendix 1); and ii) the Community Investment Review which looks at the effectiveness of funding to deliver outcomes (Appendix 2).
2. That Cabinet approves the allocation of an additional £400k in grant funding, with £200k of this to be available specifically for groups that self-identify as Black Asian and minority led. The funding will support our community organisations to recover from pandemic impacts, to thrive and self-organise, to strengthen networks, partnerships, and equalities infrastructure and support more inclusive and responsive service delivery. This funding is additional to the other funding which will remain available for all community groups as advertised.
3. That Cabinet notes we will identify organisations as Black Asian and minority ethnic led if the organisation self identifies as Black Asian or minority ethnic led and 75% of the governing body, ie Board of Trustees, Directors, Management Committee, and 50% of the senior staff of the organisation, (key decision-makers) self-identify as being from that specific community or identity.
4. That Cabinet agrees that all grant and commissioning teams collect data about the protected characteristics not only of service users of organisations we are considering funding or commissioning, but also the composition of the board or management of an organisation, so we are able to identify who is leading the groups we fund and as well as those who are not successful in their applications or tenders.
5. The Cabinet tasks officers with building a database of Black, Asian and minority ethnic led organisations in the borough, so we are better able to include and act positively to encourage and support Black Asian and minority ethnic led groups to access funding opportunities.
6. The Cabinet agrees that council officers, working with community representatives and the voluntary and community sector (VCS), will develop a funding prospectus for the council over the next nine months that will support the delivery of the Borough plan. This will be presented to Cabinet in Autumn 2022 for approval. The prospectus will:
 - Apply council wide
 - Be created in partnership with our key VCS and health partners in two phases

- Include a review of the current VCS outcomes framework
 - In phase one we will focus on developing our priorities
 - In phase two we will work with our partners on how we will deliver the outcomes and priorities together.
7. The funding prospectus will also set out how we will address other issues that have emerged from both reviews and identify how council procurement processes can reflect the learning from this work, including:
- How we support organisations grow and bid successfully to deliver larger programmes
 - How we involve Black Asian and minority ethnic community representatives in the grant making assessment process to make it more transparent and fair
 - How we can substitute the current colour blind approach to our funding for a more nuanced intersectional one.
 - How we remain informed by the data and evidence we are receiving across the council and embed flexibility.
 - How we can ensure that we continue to ring fence funding for Black Asian and minority ethnic led organisations beyond the programme described above.

Recommendation for the Leader of the Council

8. That approval of the criteria and award of grants for the pot of £400,000 and the £200,000 set aside for Black, Asian and minority ethnic groups is delegated to the Cabinet Member for Equalities, Neighbourhoods and Leisure.
9. That this grants programme will be co-produced with community representatives including representatives of Black, Asian and minority ethnic groups.

BACKGROUND INFORMATION

10. Covid-19 has highlighted levels of poverty and community exclusion, which have compelled the Council to consider a step change in its approach to grants and funding. The pandemic has thrown a spotlight on the scale of need across Southwark's communities. The evidence is that the virus has had a disproportionately heavy impact on already disadvantaged and minoritised groups and particularly on Black, Asian and minority ethnic groups. In both adversity and normality the VCS plays a vital role in sustaining our communities and our residents.
11. The council is committed to making Southwark more just and fair, and taking positive action to tackle inequalities that still affect too many people.
12. We recognise the critical role the VCS plays in addressing and mitigating the impacts of inequality both regionally and at the neighbourhood level.

Our grant making, commissioning and procurement at all levels has a significant impact on the ability of these organisations to meet needs, address inequality, and support communities to thrive. What and who we invest in makes a difference to the health, well being and resilience of our communities.

13. Looking at information held by the Charity Commission the community investment review identified that there were 179 LB Southwark charities with a focus on Black, Asian and minority ethnic beneficiaries in Southwark. Data indicates that Black, Asian and minority ethnic focused charities are typically smaller, with almost half (87 out of 179 [48.6%]) being classified as micro charities with an annual income of under £10,000. A large majority of micro charities have no paid staff and rely on volunteers to provide services.
14. The Council's Community Investment comprises annual grants and contracts to the value of over £11m per annum to local VCS organisations. The Council has been a consistent investor and supporter of the sector.
15. There are a wide range of both national and local funders also supporting VCS organisations in the borough. We estimate that annual levels of community investment are currently over £40m. This still means that the Council's community investment grants (at around 20% of the total) comprise a proportionally significant part of all local funding available, and makes Southwark Council one of the most beneficent local authorities in London.
16. The change in the funding to the VCS over the last 7 years has been significant. To give one example of what can be a complex picture, there has been a reduction of 12% in funding for community infrastructure: in terms of core community sector grants, advice services and the council for voluntary services. This reflects the significant reduction in funding of council services which has seen a loss of £227million since 2010.
17. As part of Southwark Stands Together - tackling racism and inequality- the council is committed to strengthening our approach to equalities, embedding it in everything we do and to increase representation of Black, Asian and minority ethnic residents in community leadership positions.
18. The listening exercises we did as part of Southwark Stands Together in summer 2020 identified unequal access by our Black Asian and Minority Ethnic communities to resources - and in particular our grants programmes - as an issue that was compounding the inequality they were experiencing. Providing priority funding for Black Asian and minority ethnic groups reflects the intent to address this inequality.
19. In addition, the Community Support Alliance was set up as a new model for partnership working across the sector to address the consequences of the pandemic. The vulnerability, poverty and exclusion faced by many in

our community led to a feeling that there was a need for the council to review the effectiveness of our current funding programmes.

20. In response we commissioned two reviews to examine in more detail the issues raised through Southwark Stands Together and the Community Support Alliance.
21. Equinox Consulting carried out a review of what is currently funded and any structural barriers that Black Asian and minority ethnic groups may face in making successful grant applications and how to address them.
22. A second review carried out by Rocket Science has examined how effective our investment in the VCS is in reducing inequality. It follows on from the Community Hub that reviewed community needs arising from the pandemic.
23. In addition, the councils' Public Health team is undertaking a separate review of their contracted services that include Sexual Health, Substance Misuse, and Free School Meals. An independent organisation is undertaking an independent review of Public Health's processes and practices, including how they design, commission and deliver services, to understand how these processes contribute to inequalities facing Black Asian and minority ethnic communities. This project will develop a toolkit and training package that can be tested for use in the commissioning of Public Health improvement services and in the wider health and care system.
24. It is anticipated that the lessons from this Public Health review will also inform practice in commissioning and grant making across the council and its findings will also inform the funding prospectus and practice.

Review Key Lines of Enquiry (KLOE)

25. Southwark Stands Together Grants Review:
 - Consult with stakeholders and recommend a definition of Black Asian and minority ethnic led groups”
 - Suggest how best to use this definition of Black Asian and minority ethnic led groups to identify those groups/organisations who either apply for funding or who are funded by the council
 - Examine the support in place for organisations to access funding and how targeted support can be offered to groups from Black Asian and minority ethnic backgrounds who have not previously been funded
 - Examine whether the way in which the Council structures its grant making enables or disables people to access these opportunities
 - Examine the Council's grant making and commissioning processes and requirements and any barriers these may generate

- Identify examples of good practice in grant making and commissioning within Council and elsewhere and how they might be applied more broadly in Southwark.

The key findings from this review

26. Survey respondents were overwhelmingly Black, Asian and minority ethnic organisations and most felt that in the absence of any new classification to describe the needs of excluded communities, Black, Asian and minority ethnic is perhaps the best terminology to describe them from a funding perspective, and we should therefore make use of it. It should not however be used in terms of community identity. An extract from the review is set below. This has been included because it conveys the range of views on definition and sets out that it is problematic and incomplete.
27. *“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. Several terms including “Black Minoritised 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.”*
28. As part of the review engagement with stakeholders a focus group had taken place that specifically considered whether a definition should be used and what that definition should be. The definition adopted and referenced in recommendation three above is consistent with the Diversity Equity & Inclusion data standard produced by a number of independent funders.
29. There has been a lack of consistent information gathering about the Black Asian and minority ethnic led organisations the council funds. We need to know more about who we fund through better data collection.
30. In the absence of alternative definitions, the review and the Council have concluded, taking account of the strong reservations referred to above, that this definition should be used for funding and data gathering funding purposes. The Council commits to using more specific community identity definitions that reflect how communities chose to define themselves where they specifically chose to do so.
31. Black Asian and minority ethnic led organisations that we currently fund

are concentrated at the lower end of the grant making value e.g. Neighbourhoods Fund and Black History Month, and these are focused on project funding rather than core funding.

32. Through better data collection through the portal, we will compile a register of Black Asian and minority ethnic groups and engage them in regular forums. With this improved knowledge of Black Asian and minority ethnic led groups, it will become possible to provide more assistance to groups applying for funding and to provide more appropriate and targeted infrastructure support for Black Asian and minority ethnic groups.
33. Compared to others in London we fund fewer Black Asian and minority ethnic focused projects. There has been a strong focus on assessing who the beneficiaries of funded services are, but inconsistent assessment and no agreed definition of whether groups are Black Asian and minority ethnic led.
34. It is recommended that we 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 and we fund specialist services targeted and delivered by communities themselves ('by and for' or community-led groups) on the assumption that they are closer to the communities and have been set up specifically to assist their communities and be more effective.
35. Other recommendations are:
 - Co-production of projects with smaller organisations.
 - Provide support for external funders to know the Southwark patch.
36. Involve Black Asian and minority ethnic community representatives in the grant making assessment process to make it more transparent and fair.
37. **Community Investment Review Key Lines of enquiry:**
 - Evaluate the effectiveness of our grants and commissioning in delivering outcomes for residents to deliver a Fairer Future for All
 - Evaluate whether the funding programmes contribute to long-term reductions in inequality
 - Evaluate how well we measure the social and economic value of our investment
 - Evaluate how our investment supports community infrastructure
 - Consider how effective funding programmes are in embedding services in neighbourhoods. How can funding be provided to test new ways of providing housing, employment, skills, money, social care and immigration support in local communities? This included testing how support from established public & VCS providers can be made accessible in partnership with local community 'anchor' organisations rooted in each part of the borough.

Community investment review findings

38. Local VCS organisations that took part in the survey were broadly positive about the effectiveness of Southwark Council funding. Core funding is a key enabling requirement; there are opportunities for more joined-up funding approaches and promoting access to contracts as well as grants programmes.
39. Another key finding is that our approach to working with the VCS should be based on collaboration and co-production rather than informing and consulting. Changing this will improve our delivery.
40. We should think about the value of our neighbourhood funding and what this achieves in terms of addressing inequality and need.
41. With most of our VCS funding (by monetary value) through contracts rather than grants, supporting Black Asian and minority ethnic led groups to access contract funding is an important change to achieve equality.
42. Across all aspects of the council's community investment, there is an opportunity for a more flexible approach aligned with the Civil Society Futures principles of power, accountability, connectedness and trust.
43. Stakeholders proposed that the council as a funder should include a strong focus on tackling root causes, a sharper equalities-lens, and a more balanced approach to risk and more proportionate monitoring and evaluation focusing on overall impact, using an updated shared outcomes framework. To achieve this the following is proposed:
44. For the council to renew its commitment to community investment, putting communities at the heart of policy making, will require the following:
 - Continue the support and emphasis that the council puts on supporting infrastructure, including specialist infrastructure and community anchors, to add value and reach into different front-line communities
 - Develop procurement and commissioning approaches to strengthen local civil society and improve outcomes, including integrating the four aspects of the social value model: supporting Covid-19 recovery, tackling economic inequality, fighting climate change, and driving equal opportunities.
45. The Council's Common Outcomes Framework, which was developed as part of the VCS Strategy, has not been widely adopted across the council. There is an opportunity to refresh this and strengthen its use so that organisations are able to evidence their impact in meeting community needs.

KEY ISSUES FOR CONSIDERATION

46. Although the two reviews were carried out independently of each other representatives from the first group also contributed to the second review. A key concern is to ensure that the issues affecting Black, Asian and minority ethnic groups in accessing grant funding are addressed and the recommendations sets out a number of ways in which this is done.
47. However, the issues identified for the first grant review around obstacles to grant funding and inequality for Black, Asian and minority ethnic groups were also identified within the second review which looked more broadly at the larger area of community investment. This is referenced in paragraphs 55 and 56 below. There is a long term challenge in addressing the inequality of leadership and representation for funding that is allocated through contracts with even less Black, Asian and minority ethnic led organisations being awarded contract funding.
48. The allocation of £400k in grant funding provides a significant additional resource at a time of need for the VCS in Southwark. By ring fencing funding of £200k it will enable us to immediately address concerns raised by Black Asian and minority ethnic groups without any impact on existing funding streams.
49. The funding criteria will be flexible and responsive to need. Groups will be able to apply for core funding and to cover costs such as utilities, premises and staffing. Groups will be asked to evidence how the funds applied for will make an impact and how they will help communities to self-organise and thrive. Funding for this grant will not disqualify organisations from seeking other funding.
50. We will work with community representatives and residents to ensure that a broad range of views and voices inform the criteria and approach to allocating the funding, from communication of opportunity to decision on grant awards.
51. The funding provides for a particular focus on how equalities groups and in particular Black, Asian and minority ethnic groups can grow and recover from the pandemic. The funding could be used to:
 - Enable organisations to develop with a view to being in a stronger position to apply for longer term core funding.
 - Support targeted sector wide capacity building, governance, or direct staffing costs for organisations.
 - Meet the objective of increasing representation of Black, Asian and minority ethnic residents in community leadership positions.
52. The ring fenced fund will begin the process of addressing the points made by Black, Asian and minority ethnic community leaders as part of the review consultation. They stated that funding had reduced over the years and also:

- Defunded groups tend to disappear or try to seek funding from elsewhere
 - Black, Asian and minority ethnic 'facilitating organisations' have disappeared
 - There is a lack of interest among funders in funding groups based on race alone
 - Black, Asian and minority ethnic organisations have had decreased access to core funding
 - Black Asian and minority ethnic organisations cannot compete when it comes to contracts.
53. Organisations that are not Black, Asian and minority ethnic led will be able to apply to the non-ring fenced grant funding to strengthen their equalities delivery and to become more representative of the communities they serve in their leadership.
54. As part of the Common Purpose grants awards we have embedded approaches that are recommended in the review such as investing in core funding and longer term funding to provide stability and therefore opportunities for growth. As part of the next steps we need to think about how we can embed these practices in other programmes.
55. Although we invest significantly in the sector the majority of the £11.3M investment is delivered through contracts (£7.4M) rather than grants that have been outside the scope of these reviews. The learning from this needs to also impact the way we commission and procure our contracts to the sector if we are going to have a significant impact on outcomes and addressing inequality.
56. Collection of data about the identity of the organisations that are funded is being addressed through the council wide grants application portal with a standard question that will enable organisations to identify as Black Asian and minority ethnic led based on trustee or staff data. However we also need to ensure this information is collected through our procurement processes and grant programmes where awards are made outside of the portal.
57. Groups applying for funding will be asked to ensure that they provide accurate information about, and visibility of, their services.

Next Steps

58. First steps following the cabinet report will be to establish a process for the allocation of the new pot of funding. This process is outlined below:
- The governance for the process of allocating the £400K will be a joint group of officers and community representatives, who will work together to develop the criteria and application process for the funding. The group will make recommendations to the Cabinet

Member for Equalities, Neighbourhoods and Leisure for approval by IDM.

- Community representatives will be drawn from those who have already participated in the stage one and two of the review and will also include representatives of Southwark Voice, Community Southwark's network of networks, the Southwark Youth Parliament and other networks including residents
 - Following this process the timelines, application form and guidance for the additional funding will be advertised as a first step. Black, Asian and minority ethnic groups that responded to the Equinox Survey and took part in the focus groups will be notified of the funding opportunity and information for the funding pot as a whole will be distributed through Community Southwark and cross council communication networks.
 - An evaluation panel to make recommendations on successful applications will be drawn from a mixture of council staff and individuals who represent Black, Asian and minority ethnic led organisations and organisations led by other communities and identities.
 - Final decisions about funded groups will be made by the Cabinet Member for Equalities, Neighbourhoods and Leisure for approval by IDM, aiming for July 2022 for the first grant making.
59. The second steps will look at developing the prospectus for funding reporting to Cabinet in autumn 2022. This process will take place over two phases.
60. During phase one we will establish the funding priorities, engaging with a wide range of stakeholders and representative bodies such as the Youth Parliament, tenants and residents, faith organisations and the VCS, as well as council commissioners and Procurement.
61. The work will be informed by the Life after Covid report, Social Life survey and the emerging borough plan as well as addressing the wider recommendations in both grant review reports and the work yet to be completed on commissioning in Public Health.
62. As part of this process we will also work with stakeholders on the review of the outcomes framework to ensure that there is representation for key outcome areas such as reducing food poverty, access to justice, rights and entitlements, digital inclusion and access to services to ensure a focus on addressing inequality and meeting the greatest needs.
63. All grant funding will be in scope of this project. Consideration should be given early in the process to include contracts and funding that has been out of scope for the first two reviews but not the third, as the reports have

highlighted that the majority of our investment in the community sector is through contracts.

64. Delivery of the project will be led by officers but will require a temporary additional resource to deliver effectively, which will be met from existing resources.
65. Oversight of the project will be led by the joint officer and community representative's team, which will report bimonthly to the lead member for Equalities, Neighbourhoods and Leisure. This team will be drawn from commissioning officers group, Southwark Voice and members of the previous commissions, and needs to reflect a range of lived and commissioning experiences. The first report will set out the phase one engagement plan.
66. The second phase of the development of the prospectus will look at developing our delivery principles for achieving the priorities for our funding, and examine in detail how we will deliver.
67. The mechanism we will use to deliver this phase is a series of working groups that will facilitate examination in some depth with the right lived experience informing how we take the principles forward..

Policy framework implications

68. The recommendations support the delivery of the Council Plan to create a fairer and just society and specifically the Southwark Stands Together programme and the commitment to:

Review our grant making and commissioning processes to remove any barriers to equal access to funding and delivery opportunities; to consider:

- *How targeted support can be offered to groups from Black, Asian and minority ethnic backgrounds, who have not previously accessed grant funding;*
- *Whether the way in which we structure our grant making enables or disables people to access these opportunities;*
- *The support in place for people to access funding;*
- *Our grant making and commissioning processes and requirements and the barriers these may generate.*

69. Having a strong, vibrant and engaged VCS is a key part of creating a fairer and just society through enabling volunteering, participation, inclusion and well-being at a borough wide and neighbourhood level and supports our VCS strategy and volunteering strategy.
70. In particular both reviews support the recommendations in the Community Support Alliance review, in particular recommendations 12, 13 and 14 which speak about VCS infrastructure and inequality, and recommendation 7 on volunteering. The prospectus will need to reflect

recommendations 4 15 and 16 which address ways of working that are more collaborative and responsive to grass root and local need.

Community, equalities (including socio-economic) and health impacts

Community impact statement

71. The recommendations in this report will have a positive community impact. The reviews were co-produced with a range of community representatives who are network chairs and represent community networks as well as their own organisations. Additional resources in the form of grant funding and improved use of data and intelligence will have a positive impact on communities. There will not be any negative community impacts.

Equalities (including socio-economic) impact statement

72. Section 149 of the Equality Act, lays out the Public Sector Equality Duty (PSED) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities. The proposals support the delivery of the PSED and the council's [Approach to Equality](#) by specifically putting in place measures that are designed to reduce inequality. In particular, these proposals aim to:
- Tackle inequalities affecting Black Asian and minority ethnic residents and Black Asian and minority ethnic led organisations in terms of access to funding and resources
 - Improve the effectiveness of the council's investment in the VCS in terms of tackling broader inequalities, including socio-economic inequality.
 - A full Equalities Impact Assessment will be produced to accompany the prospectus and report in October 2022.

Health impact statement

73. These proposals aim to improve the council's effectiveness in tackling inequalities which already existed but which have been exposed by the Covid 19 pandemic.
74. The socio-economic inequalities experienced by different groups in the borough, including Black Asian and minority ethnic communities, are directly linked to health inequalities and have meant that they have been disproportionately affected by both the pandemic itself and the impacts of lockdowns and other measures.
75. Improving access to council funding for Black Asian and minority ethnic communities and other disadvantaged groups will enable organisations to better support the health and wellbeing of their communities. It will also increase their ability to support their communities to access mainstream

health services, by overcoming language and other barriers.

Climate change implications

76. Climate change is linked to social justice because the most marginalised communities are at greater risk from the impacts of our changing climate.
77. Black, Asian and minority ethnic organisations that are thriving and sustainable will be in a better position to engage with their communities about climate change and support a just transition to a carbon neutral borough by 2030, as well as support those communities build strategies for mitigating the impact of change.
78. The review of the Common Outcomes Framework will include a review of the 'Greener Communities' outcomes and how they could be clearer and more measurable in terms of reducing emissions and other environmental measures such as improving biodiversity and reducing plastic use.

Resource implications

79. The Voluntary Sector Transition Fund was established in 2011 to assist third sector organisations to become more sustainable. A balance of £0.4m remains available, however, no calls have been made on it since 2015. Making this available provides an opportunity to resource the implementation of the recommendations.

Legal implications

80. As set out below in comments from the director of law and governance.

Financial implications

81. As set out below in comments from the strategic director of finance and governance.

Consultation

82. The reviews have been co-produced with a steering group of community representatives who took part in all aspects of the process from the evaluation of tenders, to defining the scope of the review, steering and facilitating engagement with stakeholders and challenging and refining the recommendations. Community representatives have been drawn from networks including Latin American, Southwark REACH, Carers, Womens, Mental Health and Community Southwark.
83. There has been cross-council engagement with commissioners and a focus group with members of Southwark Funders.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Head of Procurement

84. Not applicable.

Director of Law and Governance

85. Cabinet are recommended to notes the findings of two independent reviews. Under the council's constitution, this is a decision that Cabinet is empowered to take. The council has the power to do anything that an individual may do (Localism Act 2011). Further, the council may incur expenditure where this is calculated to facilitate, or is conducive or incidental to the exercise of its functions.
86. The Cabinet are reminded that the council is subject to the public sector equality duty in section 149 Equality Act 2010. This requires the council, in the exercise of all its functions, to have due regard to the need to:
- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The duty is a continuing one.

Strategic Director of Finance and Governance

87. The Strategic Director of Finance and Governance notes the recommendations of the report concerning the two independent grants reviews and the £440k allocation to support community organisations recover from pandemic impacts.
88. Paragraph 79 notes that the funding will be made available utilizing the remaining balance of the Voluntary Sector Transition Fund and a smaller contribution from departmental budgets. Paragraph 64 notes the remaining recommendations can be delivered using existing departmental resources.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
None		

APPENDICES

No.	Title
Appendix 1	Equinox Consulting, Southwark Stands Together Review of Grant Making and Commissioning, Black Asian and minority ethnic groups
Appendix 2	Rocket Science, London Borough of Southwark, Community Investment Review

AUDIT TRAIL

Cabinet Member	Councillor Alice Macdonald, Equalities, Neighbourhoods and Leisure	
Lead Officer	Caroline Bruce, Strategic Director, Environment and Leisure	
Report Author	Andy Matheson, Senior Commissioning Officer, Communities Division,	
Version	Final	
Dated	20 January 2022	
Key Decision?	Yes	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Governance	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
List other officers here	N/a	N/a
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team		20 January 2022