

Item No.	Classification: Open	Date: 24 March 2022	Decision Maker: Cabinet Member for Equalities, Neighbourhoods and Leisure
Report title:		Culture Together Grants 2022/23	
Ward(s) or groups affected:		All	
From:		Head of Culture	

RECOMMENDATION(S)

1. That the Cabinet Member for Equalities, Neighbourhoods and Leisure review and approve the recommendations for Culture Together Grants for 2022/23 to ten organisations as set out in paragraphs 19-32.

BACKGROUND INFORMATION

2. In October 2021, following a review of the existing Culture Grants programme and in light of Southwark Stands Together, a new direction was approved for the distribution of funding to support the cultural sector in Southwark.
3. The new Culture Together Grants Fund is designed by the Culture team in response to engagement with the sector in June 2019 and May 2021, at the Southwark Stands Together Culture Listening Exercise in July 2020, and in alignment with the following Southwark Stands Together recommendations in the September 2020 cabinet report:

“Embed the requirement for cultural organisations to develop and carry out a diversity improvement strategy as part of any Council funding or partnership agreements with cultural organisations in the borough.”

“Review the Council’s grants to make sure they develop the best value for communities and remove barriers to equal access to funding, particularly for Black, Asian or minority ethnic groups”.

4. The Culture Together Grants Fund is a brand new fund launching for a pilot year in 2022/23, with £144,000 funding available and a further £8,000 funding available via a reserves list to support organisations in the cultural sector to recover from Covid-19 in a more equitable and sustainable way.
5. Criteria for the fund explicitly addresses inequality within the cultural sector. An open and accessible application process proportionate to the level of funding available was designed to encourage applications from a diverse range of organisations. Longer lead-in times, engagement with applicants through the process and diversity of thought in the decision making were all

been built in to the process to further encourage a diverse pool of applicants that will create a step change towards a more equal cultural sector in Southwark.

Application process

6. The fund opened for applications on the Council's new online grants portal on 11th November and closed on 20th December 2021. The £144,000 funding available was advertised via an open call for applications to 'Big Grants' (applications for up to £25,000) and 'Small Grants' (applications from £5,000 to £10,000). An additional £8,000 in 'Small Grants' funding was made available via a reserve list, contingent on confirmation of a separate rental income from Council premises for the 2022/23 financial year.
7. The particular priority in the first year of the fund is to support activity that achieves or celebrates better representation in terms of racial equality in one of the following areas - audiences, workforce, governance, or artistic content. Applications for activity that achieves better representation of people from other protected characteristics groups were also welcomed, for example that seeks to bring about inclusive improvement in gender, sexuality or disability representation where the organisation's current delivery is not in line with the borough's demographics.
8. The application process was designed to be as transparent and accessible as possible, with all applications being made via the Council's new user-friendly online grant applications platform. The application form was designed to be concise, only asking for information that was really needed to assess an application's viability, and with flexibility around how applicants could provide information e.g. via video or supporting documentation.
9. A series of open access workshops and one-to-one advice sessions were delivered both in person in accessible library venues and online, with 55 bookings translating into 39 attendees across four sessions. Direct support via phone and email was available from the Culture Team during office hours throughout the application window.
10. Following the closing date, 34 applications were received via the online portal. Applicants were given the opportunity to respond to clarification questions within a set timeframe if officers identified discrepancies or missing information in their application.
11. Eligibility was scored on a yes/ no basis against the following core criteria:
 - Applicant is an arts or culture organisation based in Southwark
 - Activity is ongoing rather than a one-off event and will take place between 1st April 2022 and 31st March 2023
 - At least 50% of the activity beneficiaries will be Southwark residents
 - One of the following applies:

- Application for 'change-making' – applicant has demonstrated that the organisation is not yet representative of the Southwark population benchmarks in the area for which they are applying for support and has applied for 'change-making' activity
 - Application for 'amplifying' - applicant has demonstrated that they are already representative of the Southwark population benchmarks for Black, Asian and minority ethnic communities in the focus area for which they are applying for support and has applied for 'amplifying' activity
 - Applicant provided supporting documentation including a copy of organisation's governance document, copy of recent annual accounts (or bank statement if organisation is new), redacted copy of bank statement showing matching account details, safeguarding policy (if activity is working with vulnerable adults or children).
12. Following the clarification window, three applications were confirmed to be ineligible as they did not meet the core criteria of being an arts and culture organisation based in Southwark. The three applicants were notified of the outcome of their application.
 13. The 31 applications taken forward were from a broad range of organisations spanning multiple artforms within the cultural sector, engaging a diverse range of beneficiaries and representing a good geographic spread across the borough.
 14. Equalities monitoring data submitted by applicants show that approximately 23% of the applications submitted were from Black, Asian and minority ethnic led organisations. 50% of the organisations recommended for grant funding are led by chief officers from Black, Asian and Minority ethnic backgrounds, sharing grants whose combined total equates to 53% of the available funding.

Evaluation and scoring of applications

15. A panel including two Council Officers, two community representatives with lived experience of inequality and a Councillor reviewed and individually scored the 31 eligible applications against the published criteria.
16. A 0 - 4 scoring matrix was used to assess each application against the following criteria:
 - Has a need for the activity been identified and explained in relation to the population demographics benchmarking?
 - Has the organisation described an activity that shows a commitment to delivering high quality arts and culture activity?
 - How many people will benefit and how?
 - Will the activity have a significant impact on either making change or promoting equality?
 - Does the proposed activity deliver value for money?

17. The panel came together for a panel moderation meeting chaired by a Specialist Procurement Advisor, during which individual applications were discussed.
18. The panel's recommendations were weighted in favour of 'change-making' activity that seeks to achieve or improve representation in ethnicity in the first year, to focus on progressing Southwark Stands Together objectives. Additional consideration was also given to activities that support the Council's objectives around engaging young people and tackling climate change.

KEY ISSUES FOR CONSIDERATION

Funding award recommendations

19. The panel's funding award recommendations include ten funding awards totaling £152,000. This comprises nine grant awards totaling £143,887 and one 'Small Grant' on the reserves list for £8,113, which represents an offer towards a proportion of an application for a scalable 'Big Grant'.
20. A summary of the funding award recommendations to the ten organisations is set out below, totaling £152,000.

Organisation name	Project	Artform	Grant Type	Funding request (£)	Funding award recommendation (£)
Unicorn Theatre	Unicorn Co-Creates	Theatre	Big	25,000	23,250
Theatre Peckham	An Audience at Theatre Peckham	Theatre	Big	24,350	22,645
South London Gallery	SLG Schools Programme	Visual arts	Big	25,000	23,250
Dulwich Picture Gallery	Southwark Family Sundays	Visual Arts	Small	6,848	6,848
Intoart	Studio Change	Visual Arts	Big	21,288	19,798
Arte Latino Cultural Project	Colombia – PeaceArt – (ArtPaz)	Inter-disciplinary	Small	7,996	7,996
London Bubble	Representation in theatre: Bubble's Older Adults	Theatre	Big	14,813	13,776
Peckham Platform	Three Little Birds	Visual Arts	Big	20,000	18,600
Bold Theatre	Access Audit, Inclusion Training and Assisted Performances	Theatre	Small	7,724	7,724
Groundwork London	Peckham Studios (PS)	Music	Small	24,600	8,113 (via reserve list)
				TOTAL	152,000

21. Each project is summarised below

Unicorn Theatre – Unicorn Co-Creates

A series of projects from the UK's leading children's theatre designed and created collaboratively with primary schools and community groups of

people with lived experience of inequality, to gather stories from a diverse range of voices that will inform the theatre's artistic programme. The project will kick-start a new way of working for the theatre, changing the way that artistic content is programmed on stage and online.

Theatre Peckham – An Audience at Theatre Peckham

A community engagement programme to increase hyper-local audiences representative of the local community through a series of outreach activities including at community fairs, tea dances with older residents, and creative activities for young people in the theatre and at local youth clubs. The theatre's existing ticket discount scheme will be extended for local residents, and more artists from Black and ethnically diverse backgrounds will be commissioned to make work at the theatre. The project will support the theatre to continue to engage a diverse Southwark audience and focus on engaging with a greater number of residents on their doorstep.

South London Gallery – Schools Programme

An inspiring and engaging schools programme introducing children who are representative of the borough's population demographics to contemporary art through in-classroom workshops and a digital learning resource *Making Sense*. The funding will contribute to this successful programme and support a large number of children representative of the borough's population demographic to discover a love for contemporary art from a young age.

Dulwich Picture Gallery – Southwark Family Sundays

A new collaborative project employing Black, Asian and minority ethnic artists to deliver free art making workshops for families at the gallery, and working with community partners to offer free off-site taster activities to families who haven't visited the gallery before. The project will support the gallery to kick-start a process of diversifying their audiences to be more representative of the local community.

Intoart – Studio Change

The project will support this visual arts organisation's workforce to make a step change towards being representative of the Southwark population demographics, for example by working to recruit a diverse team of freelance events assistants to support its work with young adults with learning disabilities.

Arte Latino Cultural Project – Colombia – PeaceArt – (ArtPaz)

A project curated by Latin American artists celebrating Colombian heritage in Southwark, spanning multimedia art, music, theatre and dance workshops, and culminating in a celebratory performance *'Reimagining Colombia'*. The project will create paid opportunities for Latin American artists and provide a much-needed opportunity for Latin American communities to come together through culture.

London Bubble – Representation in theatre: Bubble’s Older Adults

Two new posts, Lead Artist and Producer, will be recruited using positive action, with the ambition of diversifying the company’s workforce who deliver Bubble’s Older Adults programme, seeking to reflect the demographics of the programme participants.

Peckham Platform – Three Little Birds

An intergenerational project involving co-creation of packs for early years children and memory boxes for older residents from Black, Asian and minority ethnic backgrounds, exploring themes of anti-racism and inclusion. The project will provide paid opportunities for Black, Asian and minority ethnic artists and tackle intersectionality by engaging with socially isolated older residents who are from Black, Asian and minority ethnic backgrounds.

Bold Theatre – Access Audit, Inclusion Training and Assisted Performances

A programme of activities improving access for disabled residents to the theatre, including an access audit, inclusion training for staff, and appointment of a new Access Co-ordinator. There will also be a series of assisted performances for the *Seven Scenes From The End Of Everything* production about the climate emergency. The project will result in significantly improved accessibility at the theatre for disabled residents.

Peckham Studios (Groundwork London)

A music multimedia programme which actively celebrates and promotes equality, inclusivity, empowerment and representation of young people from Southwark’s Black, Asian and minority ethnic communities, delivered at Peckham Studios.

- 22. The panel recommendations include six ‘Big Grant’ funding awards at 93% of the amount that the applicants requested. This is in order to fund the maximum number of projects possible and achieve greatest value for money, whilst also protecting applicants’ ability to deliver quality projects. Four ‘Small Grants’ are recommended at the full 100% of the amount applicants requested.
- 23. At least 50% of all those who engage in the funded activities will be Southwark residents, and funded activities will help the organisations either celebrate or make change towards closer representation in line with the Southwark population demographic benchmarks. The population benchmarks that applicants responded to and will be monitored against are set out below:

	Black, Asian or minority ethnic	Disability	Lesbian, Gay, Bisexual and Transgender	Female
Total Southwark population	46%	13%	6%	50%
Southwark working age (16-64 years) population	32%	Not known – total population benchmark to	Not known - total population benchmark to	36%

		be used	be used	
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24. The summary below shows the focus areas that each of the activities will address. In this initial pilot year priority has been given to proposals which will address racial inequality to align with Southwark Stands Together. Nine of the activities will address racial inequality in one of three focus areas (audiences, workforce or artistic content) and one will address accessibility for disabled audiences.

Org name	Focus area	Target group Black, Asian and minority ethnic (all ages)	Black, Asian and minority ethnic (working age 16-64 y/o)	Disabled (all ages)	Change-making	Amplifying
Unicorn Theatre	Artistic Content					
Theatre Peckham	Audiences					
South London Gallery	Audiences					
Dulwich Picture Gallery	Audiences					
Intoart	Workforce					
Arte Latino Cultural Project	Artistic Content					
London Bubble	Workforce					
Peckham Platform	Artistic Content					
Bold Theatre	Audiences					
Peckham Studios (Groundwork London)	Artistic Content					

25. In summary, the above portfolio comprises:

- 6 change-making grants; 4 amplifying grants
- 6 big grants (receiving 93% of the amount requested); 3 small grants (receiving 100% of the amount requested)
- 1 additional small grant via the reserves list (receiving 33% of the amount originally requested in support of 33% of their proposed workshop activity)
- 9 grants addressing racial inequality; 1 grant addressing inequality on the grounds of disability (although 1 of the organisations whose project addresses racial inequality is an organisation that works inclusively with people with learning disabilities)
- 4 grants for the Artistic Content focus area; 4 grants for Audiences; 2 grants for Workforce

- 4 grants to Theatre, 4 grants to Visual Arts, 1 to Music and 1 to Interdisciplinary Artforms
- 5 grants to Black, Asian and Minority Ethnic-led projects / organisations (representing 53% of the total grants amount)
- 5 grants in Peckham & Camberwell in line with the Borough Plan target to establish a cultural and creative district
- Other wards benefiting from funded projects: London Bridge, Dulwich Village, Champions Hill, Rotherhithe, St. George's.

26. There will be an estimated 17,361 beneficiaries who will be positively impacted by the funded activities. The projected beneficiaries across different target groups for each proposal are set out below, and will be finalised with each organisation once funding offers and terms of funding are issued. It's important to note the targeted and focused nature of the work that will be carried out through each funded activity, which will result in genuine and meaningful engagement with each of the identified beneficiaries.

	Black, Asian and Minority Ethnic Beneficiaries	Disabled Beneficiaries
Arte Latino Cultural Project	5000 (artists and audiences)	
Bold Theatre		400 audiences, 20 staff
Dulwich Picture Gallery	1003 (3 artists, 1,000 participants)	
Intoart	42 (including 1 new fixed term post and 4 temporary events staff)	Participants in the activity are exclusively D/deaf or disabled, and through the funded activity will benefit from working directly with new staff members with diverse lived experiences
London Bubble	160 (2 new fixed term posts, 83 participants in the Older Adults programme, 75 audience members)	
Peckham Platform	500 (8 young participants, 15 older participants, 150 young families and 100 older people participating in person, plus up to 1000 digital participants)	
South London Gallery	2000 (school pupils and staff)	
Theatre Peckham	6600 (audience members)	
Unicorn	1231 (121 young people participating in person, 1,110 young people participating digitally)	
Peckham Studios (Groundwork London)	425 (young participants, TBC, estimated based on 33% of proposed beneficiaries to reflect adjusted funding recommendation)	
TOTAL BENEFICIARIES	17,361	

27. The geographic distribution of funding is illustrated in the map below, which shows a good spread of activity across the borough's neighbourhoods.



28. Performance monitoring targets focused on demographic data of beneficiaries will be agreed with each funded organisation as part of the terms and conditions of funding.
29. Payments of grant funding will be staggered appropriately to align with the scale of the grant, activity being funded and frequency of performance monitoring data being collected.
30. All applicants will receive formal notification of the outcome of their application following the funding awards decision sign off. Unsuccessful applicants will be offered feedback on their application on request.
31. Formal offer letters will be issued to successful applicants who will then be invited to introductory meetings with Officers from the Culture team to agree terms and conditions of funding.
32. Organisations in receipt of a Culture Together Grant will be connected to one another as appropriate to provide peer support and learning opportunities, particularly for activities working with older people and schools, and those that are using positive action through employment practices to improve diversity in the workforce.

Policy framework implications

33. The proposals in this report will deliver on the Southwark Stands Together commitments, The Borough Plan and The Fairer Future Promises.

34. The proposals support the Southwark Stands Together recommendations in the September 2020 cabinet report to:

“Embed the requirement for cultural organisations to develop and carry out a diversity improvement strategy as part of any Council funding or partnership agreements with cultural organisations in the borough.”

“Review the Council’s grants to make sure they develop the best value for communities and remove barriers to equal access to funding, particularly for Black, Asian or minority ethnic groups”.

35. The Culture Together Grants will also enable continued delivery against the Council’s Culture Strategy, Creative Southwark. In particular delivering against commitments to ensure that Southwark continues to be a borough for cultural excellence, that cultural venues, spaces and provision are protected, preserved and grown, that the cultural sector is supported to be resilient in the changing financial and political climate, that Southwark’s diverse communities have access to cultural opportunities and that creative programmes help support residents to lead to healthier lives.

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

Community impact statement

36. Recent studies have concluded that the two most influential factors for attendance and participation in cultural activities are educational attainment and socio-economic background. At a local level, our research shows that affordability and knowing what’s on are the main factors hindering participation and attendance.
37. The activities delivered with support from the Culture Together Grants recommended for funding in this report will have a positive impact on a range of communities across the borough who will benefit from increased opportunities to engage in cultural activity that is free at the point of delivery.

Equalities (including socio-economic) impact statement

38. The Culture Together Grants Equalities Impact and Needs Analysis (Background Document) details the positive impacts of the funded activities resulting from the Culture Together Grants recommended in this report, and ways to mitigate any potential negative impact on local communities.

Health impact statement

39. These grants will facilitate our residents’ and communities’ access to arts and culture, which is highly beneficial for mental health and plays a key role in wellbeing. It can lead to higher levels of happiness, boost self-confidence and self-esteem and help connect with others. This is

particularly important in Southwark, which has a higher than average population percentage suffering with mental health issues and social isolation, particularly following the effects of the pandemic and successive lock downs.

Climate change implications

40. All grant recipients will be required to observe the Council's Climate Strategy in order to reduce carbon emissions linked to the funded activities.
41. 'Big Grants' recipients will be expected to use the creative green tools developed by Julie's Bicycle (carbon foot-printing tool whose use is required by Arts Council England for their National Portfolio Organisations) to understand and monitor the environmental impact of their funded activities.
42. Officers will use the learning from this work with providers to develop specifications and scoring criteria on climate change for the next round of Culture Together Grants.

Resource implications

43. The grants funding awards will be delivered within existing resources.

Legal implications

44. Please see the concurrent report of the Director of Law and Governance below.

Financial implications

45. The cost of the Culture Together Grants programme in 2022/23 is £152,000. £143,887 is contained within existing budgets (cost code LH237-66701) which is enough to cover the initial nine funding award recommendations in this report. A further grant of £8,113 allocated via a reserves list will be funded using rent receipts from Property allocated to the grant fund.
46. Staff and any other grant monitoring costs connected with this proposal will be contained within existing departmental revenue budgets.

Consultation

47. Organisations from the cultural sector were consulted on the design of the new programme before its development and launch, further feedback has been invited through the application process itself and additional feedback will be sought during 2022/23 from the first cohort of Culture Together funding recipients.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Governance

48. This report seeks approval of funding allocations to the ten organisations listed in the table at paragraph 20 to enable them to deliver their projects under the Culture Together Grants programme, as described at paragraph 21.
49. Paragraphs 3 to 5 set out the details of the grant funded programme, which aligns with Southwark Stands Together objectives. The report notes from paragraph 6 that a transparent, robust and accessible process has been followed in order to attract and evaluate applications for funding, and paragraphs 28 and 29 confirm the proposed arrangements for performance monitoring and payment of grant allocations.
50. Paragraph 37 notes that the grant programme is intended to target and benefit a range of communities across the borough who will benefit from increased opportunities to engage in cultural activity that is free at the point of delivery. The Equalities Impact and Needs Analysis details the positive effects of the proposed grant allocations and its production is consistent with the requirements of the council's statutory duty (the Public Sector Equality Duty) as prescribed by the Equality Act 2010, which requires the council to have due regard to the needs of individuals and groups having a protected characteristic under the Act.
51. The decision to approve the Recommendation is one which is expressly reserved to the Cabinet Member under Part 3D of the council Constitution.
52. The funding allocations made to the successful organisations will be regulated by appropriate legal terms and conditions.

Strategic Director of Finance and Governance (EL21/062)

53. The report seeks the Cabinet Member for Equalities, Neighbourhoods and Leisure to approve the Culture Together Grants funding award recommendations for 2022/23 for £152,000 funding.
54. The Strategic Director of Finance and Governance notes that the costs can be contained within existing resources as mentioned under the financial implications. It is expected that continued monitoring will take place with all grant recipients to ensure conditions of grants are met.
55. Staffing, subsequent grant monitoring and any other costs connected with this proposal to be contained within existing departmental revenue budgets.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Culture Grants Review and 2022/23 Commissioning Plan https://moderngov.southwark.gov.uk/ieDecisionDetails.aspx?ID=7454	Environment & Leisure 160 Tooley Street	Name: Eva Gomez, Head of Culture Phone number: 0207 525 7246
Culture Together Grants funding award recommendations EINA	Environment & Leisure 160 Tooley Street	Name: Eva Gomez, Head of Culture Phone number: 0207 525 7246

APPENDICES

No.	Title
None	

AUDIT TRAIL

Lead Officer	Toni Ainge, Director of Leisure	
Report Author	Michelle Walker, Culture & Events Manager	
Version	Final	
Dated	22 March 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	24 March 2022	