

## APPENDIX 1

<b>Item No.</b>	<b>Classification:</b> Open	<b>Date:</b>	<b>MEETING NAME</b> IDM - Executive Member Citizenship, Equalities & Communities
<b>Report title:</b>		Recommendation for grant funding to Southwark Human Rights, Race & Equalities Bureau (SHRREB) for 2009/2010 under a one year Funding Agreement.	
<b>Ward</b>		All	
<b>From:</b>		Director of Legal & Democratic Services	

### RECOMMENDATION

1. That approval is given to award Southwark Human Rights, Race & Equalities Bureau (SHRREB) £95,000 grant aid under a funding agreement in order to provide services in the borough during 2009/2010.
2. That the recommendation be made subject to approval by the director of legal and democratic services of the draft funding agreement, that is currently under negotiation between the council and SHRREB.

### BACKGROUND

3. The current funding for SHRREB ends in March 2008. This consists of grant aid of £125,000 from April 2008 to March 2009.
4. During the course of the current financial year a new chief executive and the previous Chair of SHRREB both resigned within a short space of time. This sudden upheaval gave rise to serious concerns about the future viability of the organisation. An independent review was commissioned to address these concerns with the following terms of reference:
  - To review the work of SHRREB
  - To establish the need for such work
  - To make recommendations as to the best way in which such work could be carried out.

An amount of £15,000 was held back to meet the costs of the review.

5. Whilst the review was being carried out the organisation worked to deliver a programme of essential work. Recruitment of a new chief executive was put on hold pending the outcome of the review.
6. The review reported in October 2008 and made a number of recommendations. The Council has accepted the recommendations including those relating to funding namely:
  - To reconfirm support for SHRREB and for its work programme
  - To continue to work with SHRREB on the development of different aspects of the work programme.

7. The amount proposed for funding is £95,000. Significant additional amounts of exceptional grant funding had been provided for the organisation from 2006/2008 to augment the base budget. This additional funding was provided to support operational and personnel changes required to set the organisation on a sound footing. The current funding recommendation restores the grant to the base budget level that existed before the provision of additional grant.

## **KEY ISSUES FOR CONSIDERATION**

8. The 2008/09 review concluded that there is a need for the work programme of SHRREB to be delivered in Southwark, and that the existing organisation is best placed and capable of doing so.
9. The Council accepts the review recommendations and makes this funding recommendation on the basis that SHRREB can deliver the agreed work programme in line with the organisation's current Business Plan. SHRREB has indicated that this grant aid funding recommendation will enable it to recruit to the chief executive post. The organisation has indicated that it is hopeful that the impact of the reduction in grant aid in the short term can be minimised by a greater potential for achieving increased funding income resulting from the recruitment of a chief executive.
10. SHRREB has continued to work with the consultant who carried out the review, and this additional support has provided stability, continuity and expertise at a time when the organisation's management capacity has been reduced. The Council is satisfied that this arrangement has brought significant benefits to SHRREB without any additional costs being incurred.
11. The Council is satisfied that the additional resources provided during 2006/08 have resulted in an organisation which has a comprehensive framework for governance, management and operation.
12. There is an expectation that with the continuing support of the interim consultant, a successful appointment to the post of chief executive will be made which will ensure a steady transition and build on the recent progress of the organisation.

## **SERVICE DELIVERY**

13. SHRREB has delivered services in the following areas:
  - Attendance at strategic partnership meetings – Equalities and Diversity Panel, Southwark Infrastructure Directors Group, VCS Quarterly Liaison meetings, Southwark Voluntary Sector Forum
  - Provision of legal advice through Legal Services Commission contract in immigration and asylum law
  - Community meetings and events of borough wide/specific community interest.
  - Delivery of workshops and human rights policy forum consultations
14. During 2009/10 the organisation proposes to continue to work in 5 main areas.
  - Strategic partnerships - Stronger Communities Partnership, Southwark Voluntary Sector Forum as well as taking a key role in Southwark infrastructure directors group

- Challenge and policy role in relation to race equality and standards, compliance with the Race Relations Amendment Act 2000 for the local authority and other public bodies including active involvement in the Council's Equalities and Diversity Panel
- Delivery of legal service – immigration, human rights and employment
- Community events, information briefings, consultation
- Organising and facilitating forums – Human Rights and Equalities Policy Forum, Racial Education Equalities Forum and Racial Incidents Forum

15. The funding agreement under negotiation will specify the contribution to core costs as well as the services and outputs to be delivered in relation to this funding recommendation, and desired outcomes.

### **RESOURCE IMPLICATIONS**

16. The recommended grant of £95k can be contained within the budgets for social inclusion.

### **CONSULTATION**

17. There have been extensive discussions between the consultant responsible for carrying out the review and stakeholders including the PCT, Metropolitan Police, Equality and Human Rights Commission, voluntary sector partners and council officers. This process of consultation has informed the review recommendations. The Council's decision to accept the review recommendations has been influenced by the views of the stakeholders.

### **FINANCE DIRECTOR**

18. There are no resource implications arising from this report as the recommended grant of £95k can be contained with the budgets for Social Inclusion.

### **COMMUNITY IMPACT STATEMENT**

19. SHRREB has a vital and enhanced role to play within Southwark on delivering the government's and Southwark's agenda in this area. It has broadened its remit to address equalities across the discrimination strands to mirror the role of the new national body. In addition, through its active participation in Southwark Alliance's Stronger Communities Partnership, and by organising community events and forums, it will contribute to local efforts to build stronger communities, to promote good relations between and within different groups, and build community cohesion. SHRREB encourages and promotes equality and human rights, and will continue to provide an advice and challenge role to statutory bodies in how they carry out duties under the Race Relations Amendment Act 2000, and to provide advice and guidance to individuals who may experience racial discrimination and harassment.

### **DIRECTOR OF LEGAL & DEMOCRATIC SERVICES – LEGAL IMPLICATIONS**

19. The Director of Legal & Democratic Services ("DLDS", acting through the Contracts Section) notes the content of this report and would confirm that the approval of the proposed grant funding is one of the prescribed

matters reserved to an individual executive member within Part 3D of the Council Constitution. The DLDS will advise and assist the report author as required in connection with the drafting and execution of the funding agreement following the negotiation of its terms between representatives from the Council and SHRREB.

## BACKGROUND PAPERS

Background Papers	Held At	Contact
Funding agreement (In negotiation)	Social Inclusion Division Town Hall, Peckham Road SE5 8UB	Andrew Matheson 020-7525 7648
SHRREB Business Plan		

## AUDIT TRAIL

<b>Lead Officer</b>	Jules O'Mahoney – Head of Social Inclusion	
<b>Report Author</b>	Andrew Matheson – Partnership & Policy Manager	
<b>Version</b>	Final	
<b>Dated</b>	24/2/2009	
<b>Key Decision?</b>	No	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / EXECUTIVE MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments included</b>
Director of Legal & Democratic Services	Yes	Yes
Chief Finance Officer	Yes	Yes
Head of Social Inclusion Jules O'Mahoney	Yes	Yes
<b>Executive Member</b>	Yes	Yes
<b>Date final report sent to Constitutional Support Services</b>		