

APPENDIX 7

Southwark Human Rights, Race and Equalities Bureau (SHRREB) – Grant Funding Agreement for 2009-10

1. Aims and objectives of the Organisation (and funded project if applicable):

SHREBB (the Organisation) aims to promote a fair and equal society in Southwark, working in partnership with individuals, public, private and voluntary sector organisations in order to promote diversity, tolerance and understanding with the aim of working towards the elimination of discrimination.

It aims to do so by:

- Promoting good human rights, race and equality practise
- Supporting the development of new and existing equalities forums
- Providing a legal service to the community to support human rights and equalities
- To act as a referral agency to support Southwark people
- To work and develop partnerships locally, regionally and nationally to promote human rights and equalities

2. Short description of the Project which is supported by the Grant funding:

The Organisation is to provide the following services under this agreement in 5 main areas:

- Taking on a challenge and policy role in relation to each of the discrimination strands – age, religion or belief, disability, gender, race or sexual orientation, compliance with the Race Relations Act 2000 for the local authority and other public bodies, including active involvement in the Council's Equalities and Diversity Panel
- Active participation in strategic partnerships including the Stronger Communities Partnership, Southwark Alliance, Southwark Voluntary Sector Forum as well as taking a key role in Southwark infrastructure directors group
- Delivery of legal services in immigration, employment and human rights
- Providing information briefings, community events and consultation
- Organising and facilitating forums – Human Rights and Equalities Policy Forum and Racial Incidents Forum

This agreement provides funding for staff to deliver the above activities.

Additional funding is provided to SHRREB by the Legal Services Commission (LSC) for the delivery of legal services, and by Southwark Council, Community Safety for delivering the Racial Incidents Forum. This funding agreement provides for a proportion of the organisational and management costs of delivering these activities to meet the costs of employing the Chief and Assistant Executive Officers. The apportionment of costs arising is contained in the budget forecast for 2009/10.

3. National and Local Drivers

The organisation will operate within the context of a number of local and national policy and strategy drivers. The main ones are identified below.

Driver	Details
National and local policies on equalities, cohesion	The merging of the Commission for Race Equality, the Equal Opportunities Commission and the Disability Rights Commission into one new body, The Equality and Human Rights Commission.
The Government's Third Sector Agenda	Promoting a wider role for the voluntary sector new opportunities for campaigning, service delivery and community involvement.
Funding climate	CVS organisations recognise that the resources available to the local authority and other statutory funders for grant purposes are limited. The statutory sector recognises the importance of its funding in supporting the core costs of voluntary and community organisations.
Southwark 2016	The Community Strategy, setting out local priorities for all partners in Southwark Alliance.
Southwark Voluntary Sector Compact	Written agreement between the voluntary and community sector and public agencies in Southwark which has undertakings on both sides. Recognising the sector's independence as well as the contracting and grant regulations of the council and other funders
Community Safety	Role of the VCS in the Safer Southwark Partnership aims and objectives – monitoring and reducing race hate crime, promoting social cohesion between communities and the police
Safeguarding Agenda	Support CVS organisations to participate fully in the safeguarding agenda for both children and adults

4. Inputs directly related to the Grant funded service or activity:

4.1 Paid staff

The grant of £95,000 from Southwark Council, Social Inclusion provides funding to meet the following costs

- Full costs (for part of the year from when recruitment takes places) for a Chief Executive Officer responsible for:
 - Overall strategic direction
 - Management of Assistant CEO and Head of Legal team
 - Development of forums
 - Fundraising and finance
 - Human resources and employee relations

- Full costs of employing an Assistant Chief Executive Officer responsible for:
 - Deputising for Director
 - Communications
 - Management of SHRREB organisation secretary
 - Management/support of SHRREB volunteers
 - General office managerial duties

- Running costs of the organisation also supported by other additional funding

4.2 Joint working arrangements with other agencies, including the Council

The organisation works closely with the following statutory bodies and voluntary agencies.

- The Equality and Human Rights Commission
- Southwark Council
- Stronger Communities Partnership
- Southwark Primary Care Trust
- Community Action Southwark
- Greater London Authority
- Voluntary and community organisations in Southwark

It either takes a lead role or is actively involved in the following boards, partnerships and networks.

- Racial Incidents Forum
- Southwark Equalities and Diversity Panel
- Stronger Communities Partnership
- Safeguarding Adults Partnership Board
- Safer Southwark Partnership Victim & Witnesses Strategic Group
- PCT Equalities and Diversity Steering Committee
- Southwark Advice Services Community Legal Services Partnership
- Critical Incident Response Action Group
- Racial Education Equalities Forum

It is setting up and running the Southwark Human Rights and Equalities Policy Forum.

4.3 Projected estimated funding from other Sources 2009/10

Legal Services Commission	£
Southwark Council – Community Safety	£15,000
Equality and Human Rights Commission	Application due to be made

There is uncertainty in relation to SHRREB's projected budget income from the Legal Services Commission, and the Equality and Human Rights Commission for 2009/10.

The LSC Unified Contract was introduced in October 2007 and the impact of this is still being worked through. Legal aid suppliers have been assessing how the new funding regime is affecting their income under the transitional scheme.

5. Outputs agreed with respect to Grant funded service or activity:

- Providing one Human Rights, Race and Equalities Event per year
- Formation of Human Rights and Equalities Policy Forum with a membership of key stakeholders from community groups in Southwark
- To organise and service regular Policy Forum meetings (either on a quarterly basis or as a minimum, three times a year)
- To produce policy papers arising from the Policy Forum
- Key issues from the policy forum to be fed into the Southwark Alliance via membership of the Stronger Communities Partnership
- Core panel member and regular attendance at meetings of Southwark Council's Equality and Diversity Panel (scheduled to take place 12 times a year)
- To act as a central referral agency for the community for equality, diversity, cohesion and integration issues affecting the communities of Southwark

6. Outcomes directly related to the Grant funded service or activity:

- Community organisations and their members gain knowledge of how to engage in consultations from national and local stakeholders on strategic and proposed programmes and take a lead in identifying equality, diversity, human rights, community cohesion and integration issues, particularly around issues of inequality
- Improved community knowledge and understanding of the legislative and government policy framework relating to equalities, diversity, human rights, community cohesion and integration
- Promoting community engagement and active citizenship by actively involving the voluntary and community sector in the development and production of 2 policy papers to be identified by the community and representative organisations, and 2 policy papers in areas to be selected in consultation with Southwark Council
- The development of productive relationships and links between the community and statutory bodies in order to facilitate a proactive, targeted and inclusive approach to monitoring, identifying and addressing local issues
- The promotion of equalities and human rights by ensuring that BME, hard to reach and emerging community groups are specifically targeted to participate in the policy forum and consultation process for each policy paper
- An improved framework for creating social policy action and change in Southwark relating to equalities, diversity and human rights issues
- The identification of gaps in services in Southwark affecting communities within scope of one or more of the equality discrimination strands
- Policy development to take account of issues arising from the legal services casework in human rights, employment and immigration

- Improved communities knowledge and awareness of SHRREB's role within the various activities of the Stronger Communities Partnership particularly in relation to race hate crime reporting, leading to increased confidence in reporting hate crime within the borough

7. Catchment area for the funded activity:

Borough wide

8. Service users/beneficiaries:

Policies/procedures for admission:

SHRREB has an open door policy and does not turn away any person that wishes to access any of its services.

Consultation policy/procedures

SHRREB views consultation as an essential tool in identifying and determining the success and appropriateness of its services and activities. As such, every effort is made to consult with users on a regular basis, via evaluation forms (following sessions, conferences and seminars) or questionnaires that are collated and analysed. On closure of a client case the client is required to complete a Client Satisfaction Questionnaire. Periodically, users meetings and focus group sessions are held to collate feedback on service delivery.

Complaints procedure

SHRREB has a written complaints procedure that new/existing members and users are made aware of. Clients accessing advice sessions are also provided the complaints procedure at their first appointment.

Copies of the procedure are clearly displayed at vantage-points at the office and at other places where the organisation holds events or activities.

Monitoring reports and requirements:

In line with Conditions of Grant Aid.

Minutes of EC meetings to be submitted.

Quarterly monitoring visits.