

MEETING: 20th June 2022

Ref: 19237

ASSESSMENT CATEGORY: Bridging Divides - Cornerstone Fund

Global Black Thrive CIC

Adv: Sandra Jones

Base: Lambeth

Amount requested: £298,130

Benefit: Lambeth

Amount recommended: £298,200

The Lead Organisation

Black Thrive Lambeth (BTL) is a partnership of communities and services focused on the borough and working to address the inequalities and structural barriers that impact on the mental health and wellbeing of Black people in Lambeth. BTL delivers this work by engaging with Black people, seeking to improve outcomes in statutory and voluntary organisations provision, identifying priorities for joint community and cross-sector action to address inequalities, and advocating for change in the conditions that hold Black mental health inequality in place. BTL was part of Healthwatch Lambeth from 2016 and transferred to Black Thrive Global (a registered Community Interest Company) on 1 April 2021.

The Partnership

No Wrong Door (NWD) is a partnership of six organisations and four individuals with lived experience who have come together to develop new approaches and ways of working with Black Disabled people around employment in Lambeth. The partners have changed slightly for Stage 2 and are Disability Advice Service Lambeth (DASL), First Steps Trust, High Trees Community Development Trust, Renaisi, Vocation Matters, Black Thrive Lambeth and 4 people with lived experience. Other organisations that will work closely with the partnership include Mosaic Clubhouse, Status Employment, and Lambeth Living Well Network Alliance.

The Proposal

Black people disproportionately have more serious mental illness and other long-term health conditions and are more likely to be unemployed or in low paid insecure work. The situation has been exacerbated by the Covid-19. When trying to find work, research and resident feedback show that the Department for Work and Pensions system is not effective at supporting disabled people into employment. There are over 130 organisations providing employment support in Lambeth, but the support is not coherent making it difficult for Disabled Black people to find the right support.

This was brought into focus at the assessment meeting by one of the people with lived experience, a carer. When asked what success might look like, this individual stated that Black Disabled people should be treated with empathy and compassion, with organisations that work with them treating them with humanity and that they should not have to repeat their situation every time that they meet different agencies, building up positive relationships.

Over the next three years, NWD will work towards creating a human-centred system in which a referral for any employment support provider in Lambeth would lead the individual to a service which meets their needs, so there will be no 'wrong door' for any Black and/or Disabled individual seeking help. This proposal will test a mini-

system of community-based providers to pilot new ways of working that specifically address the needs of Black Disabled people. the overall aims are to improve residents' experience of accessing employment support, improve the coordination and quality of employment support providers for Black Disabled residents, promote the partnership's learning, and influence statutory employment services and commissioners.

Building on existing knowledge of the employment support landscape in Lambeth, BTL will co-produce a strategic approach, widening the collaborative structure over the life of the project. This will include developing and testing practical tools for partnership working, coordinating services, and improving quality standards and competencies of partner organisations and wider service providers. A Charter will be co-designed for each partner to create a set of shared values, expectations, and accountabilities, reduce competition, and improve referral pathways between employment services.

One of the partners, High Trees Community Development Trust is the lead organisation of a separate Cornerstone application which was considered and agreed at the March 2022 Grants Committee meeting. That proposal was a partnership bid on 'Building Young Brixton' and Global Black Thrive is one of the partners.

The partnership had encountered some problems during the development stage, which culminated in Black Thrive being the employer for the role that will include recruiting the people with lived experience rather than DASL, but there will be a dotted line to DASL. Apart from that, the partnership has been developing well over the last year which included changing some of the partners, and it has a strong foundation ready for the next phase.

Cornerstone Fund Outcomes

This proposal meets all the long-term outcomes outlined in the Cornerstone Outcomes framework, namely, building capacity and capability; drawing on co-production; improved gathering and use of data and intelligence; enabling voice and influence and involving partners in collaborative working practices. The ambition is to widen participation of employment service providers by the end of the three years.

Equity Considerations

The partnership is challenging the systemic discrimination, exclusion and marginalisation faced by Black Disabled people in accessing employment services. The members of the partnership range from user led projects within public sector organisations, community groups and the lead organisation is a black-led organisation, with DASL being a Deaf and Disabled People's Organisation (DDPO). Key to the project is that the work will be co-produced and co-designed with people with lived experience, ensuring that intersectional experiences are at the fore.

Financial Information

Until April 2021 Black Thrive was part of Healthwatch Lambeth, when it became part of Global Black Thrive CIC (registered on 2 June 2020). Global Black Thrive accounts include financial activity for Black Thrive Lambeth from 2 June 2020 to 30 June 2021, with the full income and expenditure of the independent organisation only showing in these accounts from 1 April 2021 to 30 June 2021, once the relationship with Healthwatch Lambeth had ended. The income increase in 2022 and 2023

accounts is because it now has a full year of activity as an independent organisation compared to the three months in the 2021 accounts, and includes the income from Black Thrive Lambeth. The table below shows that it has a reasonable level of reserves from FYE 2022.

Year End 30 June	2021	2022	2023
	Signed accounts	Forecast/ Management accounts	Budget
	£	£	£
Income & expenditure:			
Income	210,759	1,676,322	1,652,725
- % of Income confirmed as at	100%	100%	75%
Expenditure	(203,882)	(1,102,668)	(1,648,796)
Total profit/(loss)	6,877	573,654	3,929
Operating expenditure	203,882	1,102,668	1,648,796
Balance sheet:			
Net assets/(liabilities)	6,877	580,531	584,460
<i>Of which:</i>			
Profit & loss reserves	6,877	580,531	584,460
	6,877	580,531	584,460
Months' expenditure covered by reserves	0.40	6.32	4.25

The Recommendation

This proposal aims to challenge the way Black Disabled people are treated when using employment services. The expectation is that lessons from this work and toolkits established could be used more widely. Black Thrive Lambeth has been operating for several years under the umbrella of Healthwatch Lambeth and during this time has become an important organisation in the field of mental health services, with the CEO being on Lambeth Together, the overarching strategic partnership around health and social care in Lambeth, taking on an influencing role. The proposal is well thought through and costed and supported at the full amount.

£298,200 over three years (£111,400; £93,400; £93,400) towards a project to build No Wrong Door, a partnership to create a human-centred system in which a referral for any employment support provider in Lambeth would lead the individual to a service which meets their needs, so there will be no 'wrong door' for any Black and/or Disabled individual seeking help.