

**MEETING: 11/09/23**

**REF: 20494**

**ASSESSMENT CATEGORY: Bridging Divides - Anchor Programme**

<b>Southall Community Alliance</b> <b>Amount requested: £520,000</b> <b>{Revised request amount: £543,400}</b> <b>Amount recommended: £543,400</b>	<b>Adv: Lydia Parr</b> <b>Base: Ealing</b> <b>Benefit: Ealing</b>
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**Purpose of grant request:** A contribution towards core costs to enable SCA to support Global Majority voluntary sector groups to challenge systemic barriers within Southall and the surrounding areas.

**The Applicant**

Southall Community Alliance (SCA) is a registered charity (no.1104671) and not for profit company based in Southall. Established in 2000 as an umbrella network it has 75 affiliated group members, who assist residents from a wide variety of backgrounds. SCA aims to develop the capacity and skills of the members of the socially and economically disadvantaged community of Southall and surrounding areas, so they are better able to identify, and help meet, their needs and participate more fully in society. SCA promotes equality and diversity and good race relations by co-ordinating, organising and providing facilities and activities specifically targeted at Global Majority<sup>1</sup> groups in the community enabling them to develop their capacity and skills to participate more fully in society.

SCA activities are multifaceted, acknowledging the reality of the multiple intersecting disadvantages and circumstances that users and organisations face. Activities include fundraising advice and support, policy and governance training, capacity building for resilience, a resource centre with hot desk facilities, 'Southall Connect' a partnership project combatting social isolation, monthly community forum meetings, environmental projects and promoting local anti-racist history in schools.

**Background and detail of proposal**

SCA have been funded by CBT on three occasions, most recently via a three-year Bridging Divides grant to facilitate it in delivering anti-poverty capacity building activities to Global Majority community groups in Southall. Recruitment difficulties (commonplace in the sector as it significantly lacks racial diversity<sup>2</sup>) early on resulted in delays starting activities however since then good progress has been made.

SCA is applying for eight years' core funding to enable it to support Global Majority voluntary sector groups challenge systemic barriers within Southall and the

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<sup>1</sup> Global Majority refers to people who are Black, Asian, Brown, dual-heritage, indigenous to the global south, and or have been racialised as 'ethnic minorities'. Globally, these groups currently represent approximately eighty per cent (80%) of the world's population.

<sup>2</sup> ACEVO Institute of Fundraising Racial diversity in the charity sector report <https://www.acevo.org.uk/wp-content/uploads/2018/07/Racial-diversity-in-the-charity-sector.pdf>

surrounding areas. SCA has been providing second tier support to Southall organisations since 2003. Its long-term sustainability has been affected as it faced over a decade of under-investment in its capacity building work. Since 2010, SCA have supplemented organisational income by developing new projects and thereby lost core focus on policy work that helped organisations through structural change.

SCA proposes to use the Anchor funding to facilitate system change around socially and economically disadvantaged groups. Inequalities related to socially and economically disadvantaged communities include inequalities in education, health, housing, and crime rates. Funding would contribute to SCA's core costs including contributions to the roles of the SCA Director and Administrative Officer. Funding would enable SCA to expand its capacity building for resilience work equipping organisations with tools and skills to enhance resilience against poverty's adverse effects and empowering them to be advocates for positive change within the community.

SCA would directly support more fundraising bids especially larger partnership applications encouraging and educating groups on diversifying income generation to increase sustainability. Group training and networking opportunities will be arranged, building digital resources and a policy library, and conduct annual mapping of services in Southall to assist groups looking to recruit new and diverse volunteers and trustees. Knowledge sharing will be enhanced amongst members via a range of insight and knowledge sharing seminars to help identify emerging challenges and local responses for the community sector.

New members will be recruited to ensure membership reflects local demographic diversity. Groups will be united in 'communities of interest' to proactively influence policy makers in Ealing. The communities of interest will influence the development of health, regeneration and anti-poverty policies encouraging partnership working to reduce duplication of work across the borough. Outreach and co-production meetings will be conducted to develop a shared vision for the social and cultural regeneration of Southall. SCA will also use the funding to explore and consider the efficiencies that co-location of community services could yield as this was previously very valuable in the borough.

The 2021 Census recorded most wards in Ealing had over 85% residents from Global Majority and migrant communities, with over 170 languages spoken within the borough. This population and community sector have been disadvantaged for years by three main intersecting systemic issues:

1. Poverty - Successive Indices of Multiple Deprivation have confirmed the high levels of income deprivation in Southall wards, particularly affecting older people. Southall was the worst affected area by the pandemic in the borough of Ealing recording the highest job losses, number of staff on furlough and number of new benefit claimants.

2. Health Inequalities – Ealing Council research summarised in the Joint Strategic Needs Assessment report<sup>3</sup> the most significant areas of health deprivation are found in the West and East of the borough, including areas in and around Southall, Northolt and Acton.
3. Racial Inequality - Southall has a transient community. It has large Indian, Somali, Afghan, Tamil and Goan communities, many of whom have poor English, limited digital skills, and are affected by social and cultural segregation. The proportion of people who cannot speak English well or at all in Ealing is significantly higher than the England average, in all wards. Southall Broadway and Southall Green have the highest proportions (over 15%) of those who cannot speak English well or at all, the highest proportion of deprived households and are among the wards with lowest household incomes.

SCA's proposal meets the criteria for Anchor Programme funding. It is a user-led organisation, of the 75 affiliated group members, 95% work with residents of Somali, Indian, Afghan, Goan and Pakistani origins. The majority are of Muslim, Sikh or Hindu religious backgrounds. 100% of SCA staff and trustees are from global majority backgrounds. SCA constantly reviews the involvement of newer migrant communities in the area and seek staff, trustees, and volunteers to reflect demographic changes. SCA works in an equitable way involving members in the design and delivery of services and is looking to encourage further co-design projects to tackle fundamental issues in the community.

SCA provides second-tier organisational infrastructure support via operating a community resource centre, fundraising support, delivering training to build networking and capacity, and acting as a voice for Southall voluntary sector on borough wide networks. It has an intersectional approach, for many Southall groups race, ethnic origin, migration status, gender and educational attainment combine to perpetuate marginalisation. SCA has 8 funded projects involving 27 partners, some repeat, allowing SCA to support organisations helping communities affected by intersectionality i.e., migrant women who cannot access services with no recourse to public funds, poor English communication or lacking digital skills.

SCA has a strong track record of system change work. SCA works to tackle multiple issues which marginalise the community i.e., building organisational ability to tackle social isolation, developing resilience to poverty, and building Global Majority voluntary sector capacity to develop community campaigns. For example, since 2005 SCA have helped local groups attract over £4 million of funding in small and medium grants or as partners in consortia bids.

SCA has an established track record of working in partnership with other organisations, both in Southall and across London. Since 2012 SCA has led on borough wide voluntary sector consortia, involving other infrastructure groups, on public health, self-care, and neighbourhood development. Existing partnerships include a social isolation and health inequality project with Ealing Council and 11

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<sup>3</sup> Ealing Council Joint Strategic Needs Assessment report 2021 can be accessed here: [https://www.ealing.gov.uk/downloads/download/6772/population\\_characteristics\\_-\\_jsna\\_2021](https://www.ealing.gov.uk/downloads/download/6772/population_characteristics_-_jsna_2021)

other Southall organisations and digital inclusion, anti-poverty, and cost of living projects with an additional 15 organisations. SCA recently established the Southall Business Forum and Southall Schools Forum, connecting the voluntary sector with local businesses and schools and the monthly community forum provides engagement with numerous organisations.

### London's Racial Justice sector

The Racial Justice sector has been historically underfunded with many organisations struggling to access funding to cover core costs and service delivery. Internal data analysis found in 2010 there were over 50 Racial Justice infrastructure organisations in England. Specialised funding ended in 2011, since then, 10 national infrastructure organisations closed, along with seven larger local/regional organisations (and more smaller organisations). This resulted in gaps in reach during the pandemic, for example. Additionally, racism within the charity sector impacts on the workforce generally, and within Global Majority-led organisations including – not enough leaders due to lack of opportunity, funders not understanding the benefit of Global Majority experiences, and funders having a paternalistic moral superiority approach.

To achieve systemic change SCA will need to build partnerships that focus upon second-tier support, including with newer voluntary sector groups representing more recently arrived migrant communities, organisations doing similar work in London through the Anchor programme to share good practice, Ealing Council departments, West London NHS structures, and sub-regional voluntary sector support organisations. Supporting SCA's proposal could not only support system change within Southall and the surrounding areas but also strengthen London's under-resourced Racial Justice sector.

### Financial Information

Year end as at 31st March	2022 Signed Accounts £	2023 Draft accounts £	2024 Budget £
<b>Income &amp; expenditure:</b>			
Income	193,888	345,008	402,001
Expenditure	(243,043)	(269,746)	(370,250)
<b>Surplus/(deficit)</b>	<b>(49,155)</b>	<b>75,262</b>	<b>31,751</b>
<b>Reserves:</b>			
Total restricted	48,734	113,403	129,954
Total unrestricted	2,835	13,428	28,628
<b>Total reserves</b>	<b>51,569</b>	<b>126,831</b>	<b>158,582</b>
Of which: free unrestricted	(2,914)	7,679	22,879
Reserves policy target	60,760	67,430	92,563
Free reserves over/(under) target	(63,674)	(59,751)	(69,684)

The charity was holding negative free reserves at 31/3/22, draft accounts show SCA has been building free unrestricted reserves by continuing to employ efficiency savings to reduce expenditure where possible. SCA created a sustainability plan to identify means of increasing free unrestricted reserves in 23/24. Activities include introducing membership fees, securing business sponsorship, and increasing advertising of its bookable facilities and resources. Income is steadily increasing year

on year with SCA pursuing a diversified funding portfolio, as demonstrated in 22/23 where the proportion of other grant funds exceeded funding received from Ealing Council. With 90% of income confirmed (excluding Anchor funding) from a range of multi-year grants and a small surplus projected for 23/24 the organisation is continuing to improve its financial health. Long-term core funding from the Anchor Programme would further strengthen SCA's income position.

### Funding History

ID	Type	Meeting Date	Decision
IPP201	Inflationary Pressures Payment	21/11/22	£3,504 one off payment.
16033	Bridging Divides	28/02/20	£94,150 over 3 years towards the costs of a Project Officer and other project costs of delivering anti-poverty capacity building activities to BAME community groups in Southall.
17550	LCRF W3	31/07/20	£33,839 towards a health advisory service for BAME community groups over 6 months.
11481	Working with Londoners	15/11/12	£31,500 over 2 years towards the provision of volunteer training and healthy living activities for elderly BME residents in Southall.

### The Recommendation

**£543,400 over eight years (£69,550; £68,900; £68,250; £68,250; £67,600; £66,950; £66,950 £66,950) towards core costs to enable SCA to support Global Majority voluntary sector groups to challenge systemic barriers within Southall and the surrounding areas.**