

MEETING: 09/12/2024

REF: 25064

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

<b>Inclusion London</b>	<b>Adv: Sandra Jones</b>
<b>Amount requested: £ 1,400,000</b>	<b>Base: Lambeth</b>
<b>Amount recommended: £1,400,000</b>	<b>Benefit: London-wide</b>

**Purpose of grant request:** Inclusion London (IL), will use core funding over a ten-year period to add organisational capacity to expand its second-tier activities and drive broader systems change.

**The Applicant**

Founded in 2008 as a CIC and later registered as an Incorporated Charity in 2014 (number 1157376), (Company number 06729420), Inclusion London (IL) is a disability equality infrastructure organisation that promotes Deaf and Disabled people's equality and inclusion by supporting Deaf and Disabled People's Organisations (DDPOs) in London. IL itself is led and managed by Deaf and Disabled people (D&DP) to convene campaigning networks, offer DDPO-specific consultancy and training, support its members with legal advice training and business/strategy support. IL seeks to effect systems change in London by raising awareness and understanding of the unique contribution DDPOs make to London and Deaf and Disabled Londoners, encouraging them to have a strong and influential collective voice and delivering empowering and effective services.

**Background and detail of proposal**

As one of CBFs equity partners, IL is a key partner for CBF in working towards systems change. For this reason, CBF has been funding the organisation for a range of projects since 2016, with the most recent one being under Propel for a three-year period to engage seven DDPO project partners to co-produce new communication messages about disability and support implementation of the new reframed messages into partners' work through strategic communications training. This funding ceases in March 2025. With the Propel money ceasing, the amount of funding sought will be to pick up some of the work that they have been doing as well as developing other areas as identified below. Taking this into account, the request from the Anchor Programme for year one is less than the following years.

Funding is requested towards IL's core costs. The submitted budget includes small amounts towards the CEO and administrator with contributions towards the salaries of the Training & Support Programme Manager, Media and Comms Manager, Digital Comms officer, Data and Insight Manager including impact and learning and the Engagement Co-ordinator. It also includes a proportion of IL's organisational overhead costs. This funding will create a solid foundation that enables IL to successfully work to tackle disablism in a more agile, strategic and responsive way. The communication costs will enable the organisation to build their online social media resources, particularly enabling accessible video content, increase social media profile enabling them to reach more Disabled people and update critical

resources including social media resources and build important relationships with media and journalists. The Training & Support Programme Manager and Data and Insight Manager posts will enable the building of a DDPO evidence base and have the capacity needed to develop, design, review and refine IL's infrastructure offer to DDPOs and meet on-going and emerging sector needs. The engagement officer will offer dedicated capacity to ensure that IL is engaged with DDPOs and groups currently in London, expanding on their intersectional work, ensuring that they are plugged into and shaping the sector.

Specifically, the funding will enable IL to:

- Expand and develop their 'Grow Our Own' recruitments, HR and leadership support intervention to improve recruitment and retention of Disabled people in the DDPO sector
- Develop IL's accessible infrastructure practice and learning, building on what works and continue developing more flexible one-to-one support
- Continue to develop their dedicated intersectional DDPO engagement and support
- Building collective identity and practice with time and having the flexibility and long-term funding will allow this
- Update and improve sharing resources of social model, co-production and intersectional resources which are key conceptual tools to achieving disability equality
- Continue to build funders understanding of DDPOs to improve funder practice
- Ensure the organisation has the influencing and campaigns capacity and expertise needed to influence government policy

Success will be judged against these seven points. The proposal highlights Disabled People's lack of equality in society and that the disability sector has been under resourced and undervalued for decades with the pandemic and cost of living crisis further impacting on Disabled people and sector. Over recent decades IL has been focusing on systems change for Disabled people and this funding will assist IL to continue to redress these imbalances, working to shift thinking around disability to shift systemic and cultural change.

IL acknowledges that its relationships with its members is critical to contribute to the disability movement and working towards intersectional building. It is working to address the gaps in its membership, particularly towards stronger representation of specialists responding to people of colour, LGBTQ+, gender specific and older people and CYP.

### **London's Disability sector**

Disablism systemically discriminates, excludes, disadvantages and devalues Disabled people. Individually, Disabled people experience trauma, othering, day to day barriers & exclusion, isolation, lack of choice and control, violence, poverty and limited life opportunities. At a community level Disabled people are marginalized and fragmented and generally overlooked or viewed through the lens of medical/tragedy models of disability. Access to needs by agencies are still not understood, leading to

Disabled people's routine exclusion from community life. It's much harder for them to meet and organise together. In the 'disability space' organisations not run by Disabled people still dominate.

Disablism manifests itself structurally in segregated education, inaccessible workplaces, inaccessible services, routine denial of Disabled people's human rights; high levels of involuntary detention and institutional abuse; high rates of hate crime; systemic disregard of issues related to Disabled people for example, social care and the continued invisibility of Disabled people in public sphere.

The DDPO sector, as organisations run by and for Disabled people, experience this disablism. DDPOs have historically been marginalised within the wider disability charity sector with most funding and influence going to non-user led disability organisations. Disabled people sector's needs, and the social change work DDPOs do, are still not understood or adequately resourced whilst generic infrastructure support is often inaccessible or inappropriate.

The Disability sector has a recruitment and leadership crisis. IL is seeing increasing societal barriers preventing Disabled people taking up work. This coupled with precarious work and poor terms and conditions result in high levels of vacancies and burn-out, putting the sector at existential risk.

IL, as the leading mainstream infrastructure organisation for Disabled people in London sees its role as working to network London's DDPOs to provide a powerful voice to influence and change attitudes and the position of statutory agencies and other areas of the voluntary and community sector to overcome the societal barriers faced by Disabled people. IL work with local DDPOs and other specialist disability infrastructure organisations such as Disability Law Centre and Disability Rights to magnify support given to smaller DDPOs operating in the sector to enforce rights and entitlements and effect change.

## Financial Information

Year end as at March	2023	2024	2025
	Signed Accounts £	Draft Accounts £	Budget £
<b>Income &amp; expenditure:</b>			
Income	1,112,197	1,282,070	1,243,825
Expenditure	(1,111,926)	(1,017,275)	(1,219,765)
<b>Surplus/(deficit)</b>	<b>271</b>	<b>264,795</b>	<b>24,060</b>
<b>Reserves:</b>			
Total restricted	274,950	440,150	438,110
Total unrestricted	352,113	451,708	477,808
<b>Total reserves</b>	<b>627,063</b>	<b>891,858</b>	<b>915,918</b>
Of which: free unrestricted	343,127	292,969	319,069
Reserves policy target	336,000	342,000	348,840
Free reserves over/(under) target	7,127	(49,031)	(29,771)

IL's total income for the financial year end 31 March 2024 was £1,282,070 with expenditure totalling £1,017,275 with unrestricted reserves excluding tangible assets being £442,969. Of this, £150,000 has been designated for funding towards additional sick leave cover, recruitment costs, staff well-being support, staff

professional development support, access costs and planned improvements to their IT and communication systems and an office move. The organisation's financial history shows it to be financially stable with a surplus of income over expenditure, although in 2023 they broke even rather than having a surplus. 2024 accounts are showing £49,031 below the target of six months of operating costs for unrestricted reserves, although the deficit against the target for 2025 reduces by 30%. Going forward the organisation are looking at increasing unrestricted reserves as one of their key strategic objectives is to continue the diversification and expansion of their funding base with a focus on securing further charitable trust funding for additional strategic capacity building support work as well and income from statutory organisations for the training they offer.

### Funding History

ID	Type	Date	Decision
20005	Propel	9/3/2023	£989,600 over three years (£326,600; £332,400; £330,600) for the post of Data and Insight Officer (1FTE), Policy, Voice, and Justice Co-ordinator (0.8FTE) and a contribution towards a proportion of five core salaries - CEO, Operations Manager, Communications Manager, Senior Administrator, Events Administrator (1.2FTE in total), alongside Leadership Consultancy, Training for DDPOs and additional project costs.
19697	Strategic Initiative	9/26/2022	£25,000 to extend Inclusion London's 'Making it Work' service currently funded through Bridge to Work
19396	Anchor Programme - Resourcing Grant	6/20/2022	£3,000 to resource Inclusion London to participate in a design group co-creating programme design for City Bridge Trust's Anchor funding programme.
19081	Cornerstone Fund	3/9/2022	£308,200 over three years to engage seven DDPO project partners to co-produce new communications messages about disability and support implementation of the new, reframed messages into partners' work through strategic communications training
18729	Cornerstone Fund	9/30/2021	£25,000 towards the development phase of a user-led partnership to develop and test strategic communications skills for London's DDPO organisations to support Disabled people's inclusion and human rights
18823	COVID19 LCRF Wave 5	7/14/2021	£1,500 to ensure the London Community Response increases its reach
18636	COVID19 LCRF (Wave 5)	7/14/2021	£50,000 towards the development of a peer network support and engagement provision to DDPOs
17956	COVID19 LCRF (Wave 3)	11/26/2020	£49,616 towards the costs of the Follow-On employment support service for young disabled adults.
17859	COVID19 LCRF (Wave 3)	9/17/2020	£10,000 for core operational costs in order to support you to ensure the London Community Response increases its reach and to participate in wider recovery activities in the capital
16002	Bridging Divides	9/17/2020	£336,110 over 5 years for the salary of a Business Director and associated development and training activities.
16938	COVID19 LCRF	7/8/2020	£15,000 to ensure that London Community Response increases its reach in Deaf and Disabled communities

16046	Anniversary employability programme	5/13/2020	£100,000 over two years to provide follow-on support for young people completing Supported Internships
15874	Stepping Stones	5/13/2020	£50,000 to engage consultants to review current training products and prepare a detailed business plan, enabling the charity to apply for social investment
14373	Anniversary infrastructure support programme	3/14/2018	£25,000 towards the CEO and Policy Officer salaries to enable Inclusion London to provide DDPO networking and information sharing opportunities.
13934	Anniversary infrastructure support programme	5/11/2017	£50,000 towards the cost two salaries and on costs and associated costs and for access costs for DDPOS to Inclusion London's campaigns and policy forum
13982	Anniversary employability programme	5/11/2017	£775,000 over five years for a Project Manager; other key staff; and operational costs of the Inclusion London/Action on Disability joint Bridge to Work project.
13351	Investing in Londoners	7/14/2016	£114,200 over two years for a part-time Business Development Manager and project overheads.

### The Recommendation

The request for year one funding takes into consideration the organisation's Propel grant and therefore IL is applying for 1/3 of the year, i.e. £50,000. This Anchor grant does not overlap with the grant awarded by Propel and Officers are assured that it will not be double funding any posts funded from elsewhere.

***£1,400,000 over ten years (£50,000; £150,000; £150,000; £150,000; £150,000; £150,000; £150,000; £150,000; £150,000; £150,000) towards core funding for IL's second tier and systems change work.***