

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: Race On The Agenda	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Islington	
Contact person: Mr. Anthony Salla	Position: Senior Policy Officer
Website: http://www.rota.org.uk	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 1064975
When was your organisation established? 13/03/1997	
Aims of your organisation: Race on the Agenda (ROTA) is a social action research organisation which aims to address racial inequality by working with those communities who are directly impacted. ROTA is one of Britain's leading social policy think-tanks focusing on issues that affect Black, Asian and minority ethnic (BAME) communities. As a social action and research organisation, we aim to address racial inequality by working with those communities who are adversely, and often directly, affected by racial inequalities and wider inequalities. Originally set up in 1984, our mission is to work towards the elimination of racial discrimination and to promote equality of opportunity, human rights and good relations between persons of different groups. ROTA aims to increase the capacity of BAME organisations and strengthen the voice of BAME communities through increased civic engagement, participation and associated activities.	
Main activities of your organisation: ROTA's activities involve working closely with people to build their capability, across areas of health, education and criminal justice. Each activity involves a mobilising feature and regularly includes a package of support such as: community-led research, building awareness, increasing organisational capacity and influencing skills through training or intense and person-centred projects. These activities are carried out as part of in-depth partnership work. Two examples are: ROTA's social action Building Bridges Project (BBP) looking at gun and knife crime in London, which supported young people to develop transferable skills to inform and shape decisions. The BBP helped to bring community voices and involvement in decision-making to inform policy development locally, regionally and nationally. ROTA's Female Voice in Violence Project had similar successes, by offering a voice to girls and women who are gang associated, developing the skills of community members and ensuring that intelligence remained within the community to continue to tackle problems for those disadvantaged and discriminated against.	

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
2	5	0	3

Property occupied by your organisation

Is the main property owned, leased or rented by your organisation?	If leased/rented, how long is the outstanding agreement?
Rented	Dec 2013 - Dec 2014

Grant Request**Details of grant request**

Under which of City Bridge Trust's programmes are you applying? Strengthening London's Voluntary Sector
Which of the programme outcome(s) does your application aim to achieve? More equalities organisations with enhanced voice, advocacy and representation skills More organisations with improved capabilities in monitoring, evaluation and impact reporting
Please describe the purpose of your funding request in one sentence. Delivering training, brokering pro-bono legal expertise and providing ongoing support, so organisations can produce equality monitoring/evaluation compliant with legislation and hold public authorities to account
When will the funding be required? 17/09/2014
How much funding are you requesting? Year 1: £0 Year 2: £0 Year 3: £54,915 Total: £54,915
Do you plan to continue the activity beyond the period for which you are requesting funding? If so, how do you intend to fund it? During ROTA's Equalities Law project funded by City Bridge Trust a need has been identified for intense training at a local level around holding public authorities to account. During the project we have piloted "train the trainer" which proved to be successful. ROTA hopes to expand this work beyond equality legislation.
If you need any planning or other statutory consents for the project to proceed, what stage have the applications reached?

Summary of grant request

ROTA would like to continue and build upon the two years of success delivering the Equality Law project funded by City Bridge Trust. ROTA would like to continue providing specialist training to enable organisations to improve their equality monitoring and evaluation and to continue to provide training on holding public authorities to account using the Public Sector Equality Duty (PSED). Additionally, ROTA would like to roll out "train the trainer" training and to broker pro-bono legal assistance focused on using the Public Sector Equality Duty around voice and representation on equality issues.

The need for this project has been established by participant feedback and overwhelming demand during the first 18 months of the present project. Each training session has been oversubscribed with a waiting list in operation. Feedback received via monitoring forms from participants has indicated that the training is consistently good, very good or excellent. Three month follow up feedback has indicated 93% of organisations have carried out actions as a consequence of the training. The inclusion of "train the trainer" training and pro-bono support in this project is a direct response to the recommendations of project participants.

External evidence supporting the need for the project includes information from the Government Equalities Office review of Public Sector Equality Duty. This highlighted the importance of public bodies needing critical friends. Further research into the impact of government cuts on BAME people highlights the need for work in this area.

The project will be delivered by one full time Project Officer in collaboration with borough partners. One day training will be delivered to 50-60 organisations on improving equality monitoring and evaluation. A further 50-60 organisations will benefit from One Day training on holding public authorities to account. 40 organisations will attend 3-4 day "train the trainer" training on the Public Sector Equality Duty and 40 organisations will receive pro-bono specialist legal support/advice.

The project will aim to deliver and meet the Trust's outcomes by:

- Improving equality monitoring and evaluation in line with best practice and Equality Law by delivering training and ongoing support.
- Enhancing the voice and representation skills of equalities organisations by providing one day training, intense 3-4 day "train the trainer" training and brokering pro-bono legal support.

ROTA has almost 30 years experience working to improve outcomes for BAME people and has experience of delivering work of this nature. ROTA has also piloted "train the trainer" training and established the necessary relationships to broker pro-bono support. ROTA is the right organisation to deliver this project as it has:

- Delivered training and awareness raising sessions to over 900 organisations on the Equality Act 2010.
- Developed an Equality Act 2010 92 page reference manual 98% users (81 people) rated excellent.
- A significant London-wide reach to ensure organisations from every London borough benefit.

ROTA will meet the Trust's Principles by making them central to the project and share learning amongst the Third Sector. This will include:

Continuing with training day evaluations and three monthly follow up survey to ascertain the cascaded benefit of the training, and use survey data to improve, update and make adaptations to training and support. During the previous 18 months of the Equality Law Project 80% of organisations accessing support have been micro-level organisations. ROTA will continue to target its training and support to small organisations and take mitigating action if this changes. During the project ROTA has shared weekly case studies of evidence gathered about cases of discrimination which have been shared across the sector. ROTA will continue to share this information in addition to sharing information about developments relating to the project.

Outputs and outcomes

What are the main activities or outputs you want to deliver? Please include no more than 5. By activities or outputs we mean the services, products or facilities you plan to deliver. If you plan to deliver work over more than one year you should include activities over the full grant period requested. Try to be specific.

Deliver one day training to 50-60 organisations on improving/updating equality monitoring and evaluation in line with Equality and Human Rights Commission best practice and Equality Act legislation

Delivery one day training to 50-60 organisation on holding public authorities to account using the Public Sector Equality Duty

Deliver 3-4 days, 'train the trainer' training to 40 organisations on working with and holding public authorities to account using the Public Sector Equality Duty.

40 organisatons will receive pro-bono legal support on technical issues related the Equality Act (including prohibited conduct, services and public functions, premises, work, education and associations)

What main differences or outcomes do you hope the activities you have described above will achieve? Please include no more than 5. By differences or outcomes we mean the changes, benefits, learning or other effects that result from the work your project would deliver. These might be for individuals, families, communities or the environment.

More organisations will have improved or updated their equality monitoring and evaluation policies and procedures in line with best practice and legislation

More organisations will be more aware of situations when discrimination has occurred and the legal apparatus to hold public authorities to account

More organisations will have the knowledge, experience and skills to deliver Equality Act training around holding public authorities to account

More organisations will be better supported to remedy technical situations relating to direct and indirect discrimination

Who will benefit?

About your beneficiaries

How many people will benefit directly from the grant per year?

250

In which Greater London borough(s) or areas of London will your beneficiaries live?

London-wide (100%)

What age group(s) will benefit?

16-24

25-44

45-64

65-74

What gender will beneficiaries be?

All

What will the ethnic grouping(s) of the beneficiaries be?

A range of ethnic groups

If Other ethnic group, please give details:

What proportion of the beneficiaries will be disabled people?

11-20%

Funding required for the project

What is the total cost of the proposed activity/project?

Expenditure heading	Year 1	Year 2	Year 3	Total
Staff Salary & Employer's NI	0	0	30,740	30,740
Employers Pension	0	0	1,397	1,397
Staff Travel	0	0	400	400
Staff Management	0	0	11,124	11,124
Staff Training	0	0	250	250
Website development	0	0	800	800
Training sessions: venue hire, refreshments	0	0	4,200	4,200
Participant & Volunteer expenses	0	0	1,500	1,500
Overheads	0	0	4,504	4,504

TOTAL:	0	0	54,915	54,915
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What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
	0	0	0	0
	0	0	0	0

TOTAL:	0	0	0	0
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What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
	0	0	0	0
	0	0	0	0

TOTAL:	0	0	0	0
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How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Staff Salary & Employer's NI	0	0	30,740	30,740
Employers Pension	0	0	1,397	1,397
Staff Travel	0	0	400	400
Staff Management	0	0	11,124	11,124
Staff Training	0	0	250	250
Website development	0	0	800	800
Training sessions: venue hire, refreshments	0	0	4,200	4,200
Participant & Volunteer expenses	0	0	1,500	1,500
Overheads	0	0	4,504	4,504

TOTAL:	0	0	54,915	54,915
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Finance details

Please complete using your most recent audited or independently examined accounts.

Financial year ended:	Month: March	Year: 2013
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Income received from:	£
Voluntary income	350,397
Activities for generating funds	0
Investment income	425
Income from charitable activities	9,092
Other sources	0
Total Income:	359,914

Expenditure:	£
Charitable activities	351,311
Governance costs	4,828
Cost of generating funds	12,750
Other	0
Total Expenditure:	368,889
Net (deficit)/surplus:	-8,975
Other Recognised Gains/(Losses):	0
Net Movement in Funds:	-8,975

Asset position at year end	£
Fixed assets	471
Investments	0
Net current assets	210,004
Long-term liabilities	0
*Total Assets (A):	210,475

Reserves at year end	£
Endowment funds	0
Restricted funds	28,260
Unrestricted funds	182,215
*Total Reserves (B):	210,475

* Please note that total Assets (A) and Total Reserves (B) should be the same.

Statutory funding

For your most recent financial year, what % of your income was from statutory sources?
31-40%

Organisational changes

Describe any significant changes to your structure, financial position or core activities since the date of your most recent accounts:

This Financial year we have had to tap in into our reserves in order to sustain ROTA's current activities.

The amount of the reserves expected at the end of the current financial year will still be in line with our reserves policy (to meet 3 to 6 months of ROTA's expenditure).

Previous funding received

Please list the funding received by your organisation from the following statutory sources during the last THREE years.

	2010 £	2011 £	2012 £
City of London (except City Bridge Trust)	0	0	0
London Local Authorities	0	0	0
London Councils	214,644	165,898	136,651
Health Authorities	0	0	0
Central Government departments	165,377	41,345	0
Other statutory bodies	25,000	0	0

Previous grants received

Please list the grants received by your organisation from charitable trusts and foundations (other than City Bridge Trust) during the last THREE years. List source, years and annual amounts. Please include the 5 largest only.

Name of Funder	2010 £	2011 £	2012 £
BLF (Basis)	106,595	103,144	82,201
Barrow Cadbury Trust	15,000	0	0
Heritage Lottery Fund	0	25,000	25,000
BLF Reaching Communities	0	0	69,024
BLF Small Grant	0	0	10,000

Declaration

I confirm that, to the best of my knowledge, all the information I have provided in this application form is correct. I fully understand that City Bridge Trust has zero tolerance towards fraud and will seek to prosecute and recover funds in every instance.

Please confirm: Yes Full Name: **Anthony Salla**

Role within **Project Manager**

Organisation: