

# The City Bridge Trust

## Investing In Londoners: Application for a grant



### About your organisation

Name of your organisation: <b>Race On The Agenda</b>	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? <b>Islington</b>	
Contact person: <b>Mr. Andy Gregg</b>	Position: <b>Chief Executive</b>
Website: <b>http://www.rota.org.uk</b>	
Legal status of organisation: <b>Registered Charity</b>	Charity, Charitable Incorporated Company or company number: <b>1064975</b>
When was your organisation established? <b>01/03/1984</b>	

### Grant Request

Under which of City Bridge Trust's programmes are you applying? <b>Strengthening London's Voluntary Sector</b>
Which of the programme outcome(s) does your application aim to achieve? <b>More equalities organisations with enhanced voice, advocacy and representation skills</b>
Please describe the purpose of your funding request in one sentence. <b>Delivering training, brokering pro-bono legal expertise and ongoing support around equalities by using current equality legislation to hold public authorities to account.</b>
When will the funding be required? <b>01/01/2016</b>
How much funding are you requesting? Year 1: <b>£55,597</b> Year 2: <b>£57,062</b> Year 3: <b>£0</b>  <b>Total: £112,659</b>

**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 in London. As a social action and research organisation, we aim to address racial inequality by working with those communities who are directly, and often adversely, 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 in society and associated activities.

**Main activities of your organisation:**

ROTA works closely with BAME communities and individuals to build their capability, particularly in the areas of health, education and criminal justice. Each activity 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 working with the organisations and connecting them to wider networks of support and solidarity. Two examples are:

ROTA's What About The Boys? project, which mentored and supported young men at risk of gang involvement to discuss and challenge issues of sexual consent and coercion and to develop transferable skills to inform and shape their decisions. ROTA's Female Voice in Violence (FVV) 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:
<b>2</b>	<b>4</b>	<b>12</b>	<b>10</b>

**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?
<b>Rented</b>	

## Summary of grant request

ROTA wants to build upon the past three 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). We would continue to broker pro-bono legal assistance focused on using the Public Sector Equality Duty around voice and representation on equality issues. We would also like to develop case studies and a range of web-based support and training tools. The need for this project has been established by participant feedback and overwhelming demand during the first 3 years of the current 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 confirms 93% of organisations have carried out actions as a consequence of the training.

External evidence supporting the need for the project includes information from the Government Equalities Office review of the 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 at least 80 VCS organisations (over the two years) on improving equality monitoring and evaluation. A further 80 organisations (over two years) will benefit from One Day training on holding public authorities to account. At least 100 organisations will attend 2 seminars a year on equality in the workplace issues particularly relevant to BME communities delivered by experts in employment law. We will broker pro bono specialist legal support and advice for at least 40 organisations over two years around discrimination and equality issues in employment.

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 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 1200 organisations on the Equality Act 2010.
- Developed an Equality Act 2010 92 page reference manual that 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 evaluation and three monthly follow up surveys 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. 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.

If you need any planning or other statutory consents for the project to proceed, what stage have the applications reached?

Do you have a Vulnerable Adults policy? **No**

What Quality Marks does your organisation currently hold?

### **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 80 VCS organisations (over 2 years) 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 80 organisation on holding public authorities to account using the Public Sector Equality Duty.**

**2 seminars per year aimed at 100 BME and migrant organisations on equality and anti-discrimination in the work place.**

**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).**

**Advise and support BAME organisations on Employment Law, especially as it relates to anti-discrimination and race equality. Develop the ROTA Equality Law website with information and case studies on employment rights and anti-discrimination cases. Develop referral pathways for BAME organisations with complex employment law cases.**

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.**

**More BAME organisations aware of and using good employment law practice and procedures**

Do you plan to continue the activity beyond the period for which you are requesting funding? If so, how do you intend to sustain it? If not, what is your exit strategy?

**We will investigate seeking social investment funding to look at the feasibility of charging for some of this project's services after the end of the 2 year funding period. We will approach a number of funders who provide social investment loans and grants for this kind of activity including the City Bridge Trust's Stepping Stones programme.**

## Who will benefit?

### About your beneficiaries

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

**200**

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

**London-wide (100%)**

What age group(s) will benefit?

**All ages**

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?

**1-10%**

## 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	28,783	29,647	0	0
Employers NI	2,879	2,965	0	0
Employers pension	1,439	1,482	0	0
Staff travel	412	424	0	0
Staff management	11,458	11,801	0	0
Staff training	258	265	0	0
training sessions (venue, refreshements etc)	4,500	4,500	0	0
Website development	750	750	0	0
overheads	4,118	4,227	0	0
<b>TOTAL:</b>	<b>55,597</b>	<b>57,062</b>	<b>0</b>	<b>0</b>

**What income has already been raised?**

Source	Year 1	Year 2	Year 3	Total
	0	0	0	0
	0	0	0	0
<b>TOTAL:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**What other funders are currently considering the proposal?**

Source	Year 1	Year 2	Year 3	Total
	0	0	0	0
	0	0	0	0
<b>TOTAL:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**How much is requested from the Trust?**

Expenditure heading	Year 1	Year 2	Year 3	Total
Staff salary	28,783	29,647	0	0
Employers NI	2,879	2,965	0	0
Employers Pension	1,439	1,482	0	0
Staff travel	412	424	0	0
Staff Management	11,458	11,801	0	0
Staff Training	258	265	0	0
TOTAL Staff Costs	45,228	46,585	0	0
TOTAL Project Costs	6,250	6,250	0	0
Overheads	4,118	4,227	0	0
<b>TOTAL:</b>	<b>55,597</b>	<b>57,062</b>	<b>0</b>	<b>0</b>

## Finance details

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

Financial year ended:	Month: March	Year: 2015
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Income received from:	£
Voluntary income	257,617
Activities for generating funds	
Investment income	238
Income from charitable activities	1,499
Other sources	
<b>Total Income:</b>	<b>259,354</b>

Expenditure:	£
Charitable activities	269,765
Governance costs	4,564
Cost of generating funds	9,247
Other	
<b>Total Expenditure:</b>	<b>283,576</b>
<b>Net (deficit)/surplus:</b>	<b>(24,222)</b>
<b>Other Recognised Gains/(Losses):</b>	
<b>Net Movement in Funds:</b>	<b>(24,222)</b>

Asset position at year end	£
Fixed assets	860
Investments	
Net current assets	99,289
Long-term liabilities	
<b>*Total Assets (A):</b>	<b>100,149</b>

Reserves at year end	£
Endowment funds	
Restricted funds	3,675
Unrestricted funds	96,474
<b>*Total Reserves (B):</b>	<b>100,149</b>

**\* 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?  
20%

### Organisational changes

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

N/A

### Previous funding received

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

	2012 £	2013 £	2014 £
City of London (except City Bridge Trust)	0	0	0
London Local Authorities	0	0	0
London Councils	136,651	136,651	47,118
Health Authorities	0	0	0
Central Government departments	41,345	0	0
Other statutory bodies	0	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	2012 £	2013 £	2014 £
Trust for London	0	0	30,000
Evening standard DF	0	0	25,000
BLF Reaching communities	0	69,024	0
BASIS BIG	103,144	822,201	96,286
Heritage Lottery fund	25,000	25,000	0

### 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: **Andy Gregg**

Role within                      **CEO**  
Organisation: