

Review of Equality Funding Programme 2013/14 to 2015/16

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Suzan Gregory: Equality Team Leader, MCC
Liz Goodger: VCS Development Manager, MCC
Nigel Rose: Strategic Lead (Commissioning), Macc

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Acronyms

AKT	Albert Kennedy Trust
TJLLC	The Joyce Layland LGBT Centre
LGBTF	LGBT Foundation
MDC	Manchester Deaf Centre
MBWO	Manchester Bangladeshi Women's Centre
MM	Manchester MIND
MRC	Manchester Rape Crisis
EFP	Equality Funding Programme
MRSN	Manchester Refugee Support Network
FN4M	Faith Network for Manchester
SASCA	Somali Adult Social Care Agency
VA	Venture Arts
WY	Wai Yin
WIP	Women in Prison
GMCDP	Greater Manchester Coalition for Disabled People

Equalities Funding Programme

Introduction

This report summarises a review of Manchester City Council's Equalities Funding Programme 2013-16. The review took place during May and June 2015, at the start of the third and final year of the funding programme. The purpose of the review was to evaluate the

impact of the first two years of the programme, and learn lessons to inform (any) future funding.

This report starts by describing the background to the current funding programme, outlines how the review was conducted and then sets out our findings, including key issues for any future funding programme. The report finishes with a conclusion. Some case studies and detail of the current programme are appended.

Context

Manchester is one of the most diverse places in the country:

- Since 2011 the proportion of the Manchester population who are from ethnic minority groups, has increased from 19% to 33.4%.
- Estimates from The University of Manchester indicate that at least 153 languages are spoken in the city, making it one of the world's most linguistically diverse places.
- 9.4% of the Manchester population say their day to day activities are limited a lot because of a long term health problem or disability, compared to 8.3% for England
- The LGB population of Manchester is estimated at around 35,750
- More than two out of every three Manchester residents describe themselves as followers of a religion, with 19% following religions other than Christianity. The Muslim population has grown by 73% in the past ten years¹

Background

Manchester City Council has long promoted the need for, and benefits of, greater equality and diversity. The City has long recognised that a key way of doing this is by supporting voluntary and community sector organisations which represent, support and advocate for the city's many different communities of interest and identity. Grant funding to such organisations dates back to at least 2002, with many organisations having been supported for much longer than this.

We have been unable to find any examples of other Local Authorities which fund voluntary sector equality focussed organisations at, or even close to, the level of Manchester.

Between about 2002 and 2012, equality funding was allocated via four separate funding pots:

- Black and Minority Ethnic
- Disability
- Lesbian and gay

¹ All from Communities of Interest Report, 2014

http://www.manchester.gov.uk/manchesterpartnership/downloads/download/6/state_of_the_city_communities_of_interest

- Women

The BME fund (the largest) underwent a process of review and re-allocation of funding in both 2003 and 2009. The other, smaller funds tended to fund the same organisations year on year. Funding was managed by the third sector/voluntary sector policy and grants teams with little involvement from the equalities team. In 2012, 25 groups were funded through these four funding strands, with funding totalling £660,000 a year.

By 2012 the Council knew that this way of funding needed review and redesign. The Equality Act 2010 changed the equalities landscape, introducing 9 protected characteristics. In addition, the 4 existing funding streams unhelpfully siloed equality activity. Finally, the continuation of historic funding arrangements meant it was difficult to fund any new activity, delivered by different organisations.

In June 2012, a stakeholder group was convened comprising representatives from equality-focused organisations active within the newly established Equalities Hub. This group met four times and oversaw the development of a proposal for a single equalities funding scheme, with the same level of funding as the four previous funds combined.

The main criteria developed for the fund were that projects should meet at least one of the City's equality priorities:

- To strengthen our knowledge, understanding and evidence base about communities so that we can increase community cohesion and design services that meet everyone's needs
- To tackle discrimination and narrow the gap between disadvantaged groups and the wider community and between Manchester and the rest of the country
- To celebrate the diversity of Manchester and increase awareness of the positive contribution that our diverse communities make to the city

And contribute towards one or more of the (then) priorities of the (then) Manchester Board:

- Reducing worklessness
- Raising aspirations
- Promoting private sector growth

In applying to the fund, applicants also had to demonstrate how their project:

- Involves local people, groups, and service-users in its design and delivery and where applicable encourages opportunities for volunteering
- Will become sustainable after the initial grant award has expired
- Will represent good value for money

In addition, project proposals were asked to meet one or more of the following principles:

- Be innovative in nature
- Provide research or evidence on gaps in services
- Increase awareness of equality

The proposed scheme was consulted on in the autumn of 2012, with feedback showing strong support for a single equalities fund. The programme opened to applications on the 19 November 2012 and closed on 31 January 2013. A total of 78 applications were made to the fund, with a combined value of £7.3million, against the three year budget of £1.8million, meaning the fund was oversubscribed by 400%.

Each application was read and scored, against set criteria. The criteria balanced the strength of the project proposal with the capacity of the organisation to deliver successfully. The ranked list of applications was reviewed by Lead Equality Members and considered by a scoring panel which carried out a process of balancing the programme to ensure a good mix of types of projects across all the protected characteristics.

An Equality Impact Assessment was carried out and the outcomes of this and the proposed programme taken to a decision making panel on 4th March 2013, chaired by the Deputy Chief Executive and with senior representatives from the (then) Directorates of Adults and Children's Services .

Most projects were funded for three years. One was funded for two, and two projects were funded for one year, with future years based on performance. A few projects were funded on a tapered basis, where the panels considered the projects had good opportunities to raise other income, and so required more support in the early years of the programme. Other projects were funded for less than they had requested, where the panels considered that some aspects of their applications were not needed (because of other similar work elsewhere) or where costs were high.

The Equality Impact Assessment identified a gap in the programme around specific support to the transgender community (although two of the funded projects include work with this community as part of a broader service to LGBT people). Some funding was therefore reserved for consultation, research and/or projects aimed at this community.

The 21 successful groups were notified of their success in securing funding shortly after the decision making panel, meaning they had a few weeks' notice before a 1st April 2013 start. Those groups which had been funded for an extended period, and who were not successful in securing future funding, were told in person by council staff. Where projects were funded for less than they had requested, they were visited and negotiations conducted face to face. Of the 25 groups funded in 2012, 10 retained their funding under the new programme, though not necessarily at the same level.

Review Methodology

The methodology for this review is broadly based on MCC's Quality, Performance and Compliance review methodology.

1. **Strategic discussions** – Review proposal discussed with Lead Equality Member and other Equality Members as appropriate. Information to and discussion with EFP funded organisations.
2. **Desktop Review** – Review team conducted a desktop review of original fund documentation, application forms, end of year 1 reports, any year 2 reports available, all monitoring reports and any other documents relevant to the EFP.
3. **Quality and Review** – Grant funded organisations submitted evidence and information as set out in a pro-forma sent to each organisation. This was a shortened and modified version of the pro-forma used in MCC Quality, Performance and Compliance reviews. Organisations were also asked to return staffing information, to allow a value for money calculation to be made and to complete a SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis. As all organisations are visited 4 x a year by equalities officers, no additional visits were made for this review.
4. **User and stakeholder engagement** – organisations returned summaries of any stakeholder information gathered and conducted a short piece of user research (three questions) with at least 10 of their users.
5. **Report** – drafted by the review team, based on analysis of desktop review and of information returned by groups. Report includes key findings and makes links with future co-design work. Key findings considered by the co-design group.
6. **Draft report** submitted to - Lead Equality Member and Equality Leads, Strategic Director Reform, Head of Strategic Commissioning.
7. **Final Report published**

Review team: Suzan Gregory: Equality Team Leader, Liz Goodger: VCS Development Manager, Nigel Rose: Strategic Lead (Commissioning) Macc. Supported by, Catriona Craig, Graduate Management Trainee, Equalities Team and Kevin Stott, Commissioning Hub. Advised by Liz Stevens and Riz Hussain, Quality, Performance and Compliance Team.

Findings

1. Objectives and Requirements

In this section we explore how funded organisations met the objectives and requirements of the EFP.

Organisations had to choose a minimum of one objective from the city's equality objectives (group 1) and one from the priorities of the Manchester Board (group 2). All organisations chose more than one objective from group 1 and many selected all. Similarly most organisations selected more than one of the group 2 objectives, though few selected the objective concerning private sector growth.

The information in this section relies mainly on the monitoring reports submitted by funded organisations between July 2013 and March 2015, the first 2 years of the 3 year programme.

The information in the monitoring reports is variable in length, detail and quality and is often repeated from one monitoring report to the next. It also focuses, in the main, on outputs rather than outcomes, as this was the information asked for. The numbers that were negotiated with the funded organisations as their outputs were often open to interpretation as to what they were actually measuring, so it was not always clear if organisations were measuring the same person using a service many times or many different people using a service, or the number of training sessions were measured but not the number of people who attended.

Many groups used the funding to contribute to their general activities rather than for a discrete project which sometimes made it difficult to attribute outputs and outcomes solely to the EFP.

Some organisations feature more extensively in the report below, mainly because they supplied more information in their monitoring reports.

Though the information presented below is organised by objectives and requirements, in practice, the activities carried out by organisations often cut across several objectives and requirements.

One of the strategic criteria used in selection of groups was ensuring a spread across protected characteristics. Unsurprisingly, there are many examples of organisations actively working across protected characteristics.

Group 1 Objectives

Objective 1: To strengthen our knowledge, understanding and evidence base about communities so that we can increase community cohesion and design services that meet everyone's needs.

The use of the word "our" in this objective caused some confusion. It was intended to refer to Manchester City Council (and other public bodies and providers). It was interpreted by many

groups as referring to their own organisation and so organisations described how they collected evidence from the people they worked with solely to inform the delivery of their own services. Where groups used this interpretation it is not included in this review unless it met another objective or requirement.

Several organisations contributed to the evidence base either through conducting research and/or writing reports.

- BHA interviewed 40 Roma young people and produced a report highlighting the inequalities experienced within the Roma community, particularly for girls and women.²
- LBGTF produced the State of the City, an Annual Report on Manchester's LGB Communities. The first focussed on Community Safety and the second on the needs of older LGB people.³
- LBGTF developed an Evidence Exchange, (a free online database of LGBT statistics) with over 4500 statistics but it has not yet been used to any great extent. The intention is to focus now on promotion of the database.⁴
- 42nd Street investigated the barriers for young black men in accessing preventative services. "This has local, regional and national potential to influence the way services are developed and delivered in the future. This project reaches significant numbers of young men across the city and has a significant role to play in enhancing help-seeking behaviours and so potentially improves the health and wellbeing of participants across their life course. The research findings will be disseminated widely at a national level and 42nd Street will utilise its local and national partnerships to influence change".⁵
- TJLLC produced a report called "How you can help us" focusing on how young LGBT people want to be supported by adults in their lives.⁶
- MASH investigated alcohol use among sex workers and found that alcohol misuse was not a major issue for sauna workers⁷. It also investigated "The Recession and Sex Workers".⁸

² BHA: Final Report Draft Version 31122103

³ http://lgbt.foundation/assets/files/documents/may_15/FENT_1431527810_11145_State_of_the_City_Report.pdf

⁴ LBGTF Jan-Mar 2015 Quarterly Monitoring Form

⁵ 42nd Street Request For Information, June 2015

⁶ <http://www.lgbtyouthnorthwest.org.uk/2014/04/quarter-of-lgbt-young-people-have-no-adults-to-confide-in-according-to-new-research/>

⁷ MASH Request for Information

- AKT surveyed the knowledge gap around LGBT in local agencies. They found that whilst agencies are confident around what they see as general LGBT awareness they are less so when asked about their specific knowledge – for example around gender transition services, or LGBT forced marriage and honour-based violence. As a result, the Trust carried out some outreach sessions with agencies to improve their knowledge. Sixteen agencies reported a large increase in both knowledge and confidence as a result.⁹
- FN4M gathered 200 responses to their research project questionnaire. Initial findings suggest: Approximately 28% of respondents thought that the change in demography in the last ten years had a negative affect on the community in general, whilst approximately 50% thought it was positive. Approximately 39% of those responding felt the changes cause social tension, but 41% thought they improved social cohesion.
- SASCA produced a report on Somalian health issues. They worked in partnership with MMU to develop community research skills with a cohort of local volunteers¹⁰
- Saheli conducted research into forced marriages, looking at the effects, the risk, the long-term effects and the barriers for people to come forward to seek support. ¹¹
- Saheli also conducted research into Asian women who were victims of domestic abuse. This research and its findings was presented through their executive summary report which highlighted that Asian women with no recourse to public funds were further disadvantaged due to their immigration status, services were refusing them support due to their immigrations status and the language barrier further restricted them even seeking support.¹²
- MRSN conducted research to understand the impact of MRSN’s community development service on the refugee community organisation and its volunteers/leaders as well as on the individuals benefitting from the services provided by the group. The research was carried out over a 10 week period from January – March 2015. MRSN wanted to pilot a method of evaluation which they hope can provide a model for future research with other Refugee Community Organisations supported by MRSN, resources/capacity permitting. ¹³

⁸ MASH Survey The Recession and Sex Workers: Dr Wendy Laverick, April 2014

⁹ AKT April-June 2014 Quarterly Monitoring Form

¹⁰ <http://www.ioe.mmu.ac.uk/caec/reports/SASCA%20research%20report%2021814.pdf>

¹¹ Saheli Request for Information June 2015

¹² Saheli Request for Information June 2015

¹³ MRSN Request for Information June 2015

There is limited evidence on how organisations intended to use the process of research and the findings to bring about change. This may partly be due to the EFP not yet being finished.

Where reports and research have been published, organisations have not always recorded how many people knew about the report and how they had used it e.g. citations. There are some clear examples of research being shared effectively:

- In the quarter April to June 2014 The BHA conducted a training event at Cedar Mount High School with relevant teaching staff around the consultation results. This facilitated a discussion around how best to support Roma students within school and to share our knowledge base with relevant others in a safe and non-judgemental space. The final report from the consultation was shared with MSCB, MCC, and others.¹⁴
- 42nd Street is aiming to launch their research in October 2015 via 2 events, reaching 60-80 people with a circulation to 150 organisations. The organisation aims to disseminate the research findings widely at a national level and to use its local and national partnerships to influence change.¹⁵
- SASCA shared the key findings of their report on Somalian health issues in conjunction with Manchester Metropolitan University in Sept 2014 with local public sector organisations, elected members and key figures from the Somalian community. SASCA continues to use the skills developed by the volunteers to produce a community newsletter on a quarterly basis as a community voice.¹⁶
- LBGT Foundation launched their reports via presentations carried out at the Town Hall, providing those in attendance with an opportunity to network.
- Saheli developed a training pack on supporting vulnerable adults fleeing forced marriages and delivered training to the 10 boroughs of Manchester, informing professionals from statutory/voluntary and community organisations on the findings. This research reached over 200 professionals directly, and hundreds indirectly as the training pack was given to professionals to share with colleagues.¹⁷
- MRSN as members of the Manchester Refugee Employment Partnership (MREP) used their network meetings to disseminate the results of community research which showed disproportionate levels of unemployment and under-employment amongst refugees in Manchester as opposed to the rest of the local working-age population. This enabled further discussion amongst refugees to determine responses to this

¹⁴ BHA July-September 2014 Quarterly Monitoring Form

¹⁵ 42nd Street Request For Information, June 2015

¹⁶ SASCA October –December 2014 Quarterly Monitoring Form

¹⁷ Saheli Request for Information June 2015

important issue, leading to the design of a training and peer support programme to help refugees increase their confidence and skills in the job market.¹⁸

Some organisations used training/awareness sessions as a way of influencing staff at both operational and strategic level in service design.

- LGBTF ran a master-class for Manchester City Council commissioners on how to ensure the needs of LGBT people are considered properly in the commissioning process.¹⁹ They also delivered training on LGB inclusive service delivery and how to implement service user sexual orientation monitoring. They have run awareness training for staff at schools.²⁰
- GMCDP delivers training and consultancy to service providers on disability equality issues²¹.
- Up to Mar 2015, MM ran 21 Mental Health Awareness Sessions to groups including: Manchester Carers Forum; NEESA; First Key Homes; and MMU Students Union. As part of this work MM carried out 6 sessions with Cornbrook Medical Practice and facilitated an away day to present the findings from the sessions and work with the practice.²²
- WIP offered training on working with women affected by the Criminal Justice System to share good practice, to share resources. To date, this has included the delivery of training/information sessions to the Zion Centre, MASH, local universities, Crisis Point, Greater Manchester Police and Women's Aid.²³
- MRSN increased awareness amongst mainstream agencies and host communities about the experiences, needs and contributions of refugees, through conducting four Refugee Awareness workshops in schools, housing associations and Social Services²⁴

¹⁸ MRSN Request For Information, June 2015

¹⁹ LGBTF Jul-Sep 2014 Quarterly Monitoring Form

²⁰ LGBTF Jan-Mar 2014 Quarterly Monitoring Form

²¹ GMCDP Request for Information return June 2015

²² MM Jan-Mar Quarterly Monitoring Form

²³ WIP January – March 2015 Quarterly Monitoring Form

²⁴ MRSN Request for Information June 2015

- Saheli delivered awareness raising sessions, training to Oxfam home workers project for migrant women on developing social enterprise, cooperatives and other ways of earning income.²⁵

There is some evidence of the impact of training on participants:

- 93% of people who attended MM's Mental Health Awareness training reported that they felt more confident in responding to somebody with mental health problems.²⁶

Several organisations influenced the design of services through direct operational relationships at both management and individual worker level, using their knowledge and understanding of their client group to change the way that staff in public authorities carried out their work.

- MASH used its knowledge of the sex industry to influence other agencies, in particular the police.²⁷

Two slightly examples shows how ongoing work carried out under the EFP has been recognised by a statutory agency which has used the group to try to reach an under-served group

- "Manchester strategy for underage pregnancy – The worker has been approached to be on the steering group for this city-wide strategy due to his work with Black young men. There is a need to reach this group and there will be a series of workshops delivered to the 'We Tell You' group in September focusing on contraception and relationships."²⁸
- Shopmobility work closely with Metrolink and Transport for Greater Manchester in directly delivering the Scooter Permit Scheme and meet regularly to work on risk assessments, evaluations, and sharing information.

There is little evidence of whether these operational links led directly to changes in the way public services are run.

Several organisations attempted to bring about change in services by using their expert knowledge and understanding to influence decision-makers through individual relationships and through strategic meetings.

- MDC made sure they had a "strong presence at networking events"²⁹. MDC is a partner of the Deaf Health Champions project (working with Sign Health and UK

²⁵ Saheli Request for Information June 2015

²⁶ MM Request for Information

²⁷ MASH Report of External Evaluation of MASH Services July 2013

²⁸ 42nd Street April-June 2014 Quarterly monitoring return

²⁹ MDC Request for Information

Council on Deafness) to promote Deaf volunteers who can champion Deaf needs. Deaf Health Champions and MDC hosted the 'Deaf Nest' group which involved some students from midwifery and nursing to talk to Deaf parents and/or expecting parents about their experiences of access to maternity and parenting services.³⁰

- GMCDP took part in a Focus Group run by Nesta and Action on Disability which aimed to understand the needs of and challenges faced by disabled people who use assistive technology. The organisation also participated in a Focus Group organised by Public Health England. This was part of a national consultation programme to research the provision of information for disabled people, carers and service providers. GMCDP also supports two young disabled people to be representatives of the Manchester Youth Council.
- MRC was part of the Independent Panel Inquiry into Childhood Sexual Abuse Victims and Survivors listening meeting convened by Theresa May on behalf of the Home Office. A survivor of childhood sexual abuse who has been receiving support from MRC attended.³¹
- LGBTF provided expertise and consultancy to over 25 organisations in the year up to March 2015 including: GMP; MCC; Manchester CCGs; NHS England Local Area Team; New Economy; GMCVO; Manchester University.³²
- MRSN: "The network meetings were also used to bring together refugees and service providers to raise awareness of the varying needs of refugees and to influence the design of future service provision. For example, we facilitated access for Manchester's Clinical Commissioning Group and Manchester City Council to RCOs and individuals from refugee communities to gather views about what an effective mental health service looked like and what people from refugee communities wanted from mental health services in Manchester. This information was used to redesign mental health and wellbeing services".³³
- Saheli "has been actively involved in the Domestic Abuse Strategic Group at the Council. The impact has been that we have been able to have an input in the strategic decision making and get the voice of our service users and their concerns to decision makers."³⁴

³⁰ MDC Jul-Sep 2013 Quarterly Monitoring Form

³¹ MRC Oct-Dec 2014 Quarterly Monitoring Form

³² LGBTF Request for Information

³³ MRSN January – March 2015 Quarterly Monitoring Form

³⁴ Saheli Request for Information June 2015

- Shopmobility provides representation on the Disability Design Reference Group for Transport for Greater Manchester, ensuring that access is further improved for the future of disabled people.³⁵

There is little evidence to demonstrate the impact of this representation on influencing decision-makers - this was not supplied or asked for in monitoring returns.

There was some evidence presented on how strengthening the knowledge, understanding and evidence base of public authorities led to increased community cohesion.

- “Some attendees from the Muslim and Jewish communities had previously never actually had one to one conversations, or relationships with the other. When the peer workers spoke privately to them about their feelings towards the other community, they had been holding many fears and stereotypes from the media and wider issues in the world; particularly regarding conflict in the Middle East, which had escalated over the summer. Meeting each other in such a warm and friendly environment encouraged them to discuss shared experiences and discover their many similarities in values and cultures. After events, several women spoke of their surprise and relief at how much in common they had with each other and formed personal relationships, dispelling some deep rooted fears. This in turn meant that they were able to pass on their experience to others around them in their respective communities.” Women of Faith project run by FN4M

There was some limited evidence of how strengthening the knowledge, understanding and evidence base of public authorities led to better design of services.

- “Our relationship with MASH gives us a way in/conduit to managing the crime and anti-social behaviour that is associated with sex workers including punters.....the good relationship between MASH, GMP and MCC means that any complaints by residents or businesses are dealt with swiftly and effectively”.³⁶ MCC
- “We’ve now come up with a long list of actions to make things even better for both patients and staff, and we’ll be working our way through this over the next 12 months. But I think we’ve got so much more than just an action plan from this piece of work. Talking about our own experiences of mental health issues has started to foster a deeper sense of trust within the practice, and that’s the sort of stuff that good teamwork is built on. And, of course, our practice mission statement ‘working together to provide warm, personalised care’ isn’t just about what happens within the practice. It’s also about organisations outside the practice.” Cornbrook GP Practice on work carried out by MM³⁷)

³⁵ Shopmobility January – March 2015 Multiple Quarterly Monitoring Form

³⁶ MASH Report of External Evaluation of MASH Services July 2013

³⁷ MM Case Study

- MDC: “A deaf man and his hearing wife were refused an interpreter during the birth of their child on the grounds that the deaf man was not the patient. The deaf man was ultimately refused access to information about the health of his wife, the health of his new-born child or information on the entire labour process. ... MDC ...made the hospital aware of their obligations regarding equality and access. ...This situation did...open up a dialogue with the hospital to ensure situations like this are avoided in the future.”³⁸

Objective 2: To tackle discrimination and narrow the gap between disadvantaged groups and the wider community and between Manchester and the rest of the country

All organisations attempted to meet this objective. It is essentially a catch-all objective and there is considerable crossover with other objectives.

Where there is crossover with other objectives the activities are covered in those objectives. For instance, where a project has helped people to obtain employment that is covered in the reducing worklessness objective.

This section is divided into 3 broad approaches to tackling discrimination:

- increasing the capacity of individuals,
- increasing the capacity of groups of disadvantaged people and,
- changing the attitudes of the wider community.

Some organisations focused on one of these approaches whilst others adopted a mix.

Increasing the Capacity of Individuals

Some organisations provided direct services to individuals who have been directly discriminated against. Some worked with small numbers of people deeply impacted by their experiences; others provided services to larger numbers of people. Services included information, advice and guidance, counselling, group-work, and education.

- MBWO runs a community association for mainly Bangladeshi Women (90% of users) offering a wide variety of support and training. Up to March 2015 support included: advice to 856 women; 127 English classes; 79 keep fit sessions; 84 Health Living Classes; 156 sewing and dress-making classes.³⁹
- WY have organised 15 ESOL classes to support 200 women from BME communities to improve their English language skills:
 - ESOL with ICT for Community Cohesion: 6 classes
 - ESOL with ICT for Active Citizenship: 2 classes

³⁸ MDC Request for Information

³⁹ MBWO Jan-Mar 2015 Quarterly Monitoring Form

- ESOL for Employment: 3 classes
 - ESOL for Health & Well Being: 1 class
 - ESOL & Sewing: 2 class
 - ESOL & Gardening: 1 class
- Venture Arts worked with 57 young people and 12 learning disabled people who were trained as learning mentors to assist in delivering an art project . The Learning Mentors were involved in the planning of a ten week workshop and briefed on what to expect and how to share the learning and work with young people.
 - BHA works with Roma families supporting them to gain access to universal services such as school and health provision, 39 families were supported in the second year of the project.
 - In the year up to Mar 2015, MRC supported female survivors of sexual violence through: 3001 helpline calls; 310 counselling sessions; an Independent Sexual Violence Advisor working with 291 women; 11 BME women attending 48 group sessions and a range of other group sessions.⁴⁰
 - In the year up to Mar 2015, MDC provided a range of services to the Deaf Community including: support groups for over 50s (50 sessions, 85 users/session), and for people with tinnitus (12 sessions, 15-20/session); an IT Club (50 sessions, 5/session); low level advice service; sharing information on their website through BSL.⁴¹
 - MASH provides support to women working in the sex industry. Up to Mar 2015 this support included: 227 sauna outreach sessions reaching 754 women; they took on 45 casework clients; and delivered 112 1hr counselling sessions.⁴²
 - LGBTF runs a community safety project where Angels patrol the Village and offer support to around 100 people per shift. They also run a monthly workshop for lesbian and bisexual women to promote health and wellbeing and support skills development.⁴³
 - 140 people volunteered with Gaydio in the second year of their project, learning new skills and increasing their confidence and employability.
 - By the end of the second year of the project, GMCDP had worked with more than a hundred disabled people, developing their skills for independent living.

⁴⁰ MRC Multiple Quarterly Monitoring Forms

⁴¹ MDC Multiple Quarterly Monitoring Forms

⁴² MASH Multiple Quarterly Monitoring Forms

⁴³ Oct-Dec 2014 Quarterly Monitoring Form

- In the second year of the project 2014/15, AKT provided advice and support to 165 service users.
- SASCA routinely provide advice surgeries on a drop in basis providing communities with advice on access to benefit services. SASCA also operate weekly job club supporting residents to identify vacancies and applying for roles⁴⁴

One organisation focused on increasing its capacity to deliver services to individuals through recruiting volunteers to work in its services.

- MM recruited and trained 68 volunteers to work in their services.⁴⁵

Increasing the Capacity of Groups of Disadvantaged People

Several organisations used media approaches to increasing capacity

- “Awaaz has been able to reach out to the BME community which is a traditionally challenging group to engage with. The radio station has reached out to young people, the unemployed and the disabled”⁴⁶.

Other groups provided facilities that groups could use to meet and plan action.

- TJLLC provides a safe, non-drinking, place with rooms for groups to meet and a café. There is an emphasis on making it open and accessible to everyone. In Oct-Dec 2014 around 300 people used the centre every week, 135 of whom accessed support groups including: alcoholics anonymous, trans youth, Rainbow Noir BAME group; Lesbian Immigration Support Group; and Merpeople for parents of trans children.⁴⁷

One group provide capacity building support

- MRSN coordinated and delivered training sessions throughout year 1 and 2, enabling refugee community organisations to develop their skills and knowledge in project management, governance, delivering good quality advice and information, community asset transfer and managing community buildings, developing policies and fundraising
- WIP Project staff attended a Parole Board Conference and provided information in relation to the services provided by the charity, therefore raising profile and awareness of the women’s agenda within the criminal justice system in an attempt to tackle discrimination.

⁴⁴ SASCA January – March 2015 Multiple Quarterly Monitoring Form

⁴⁵ MM SWOT Analysis

⁴⁶ Awaaz Request for Information June 2015

⁴⁷ TJLLC Oct-Dec 2014 Quarterly Monitoring Form

Changing the attitudes of the wider community

Several groups carried out awareness training or workshops aimed at the wider community

- AKT delivered 9 sessions and reached 152 pupils to challenge discrimination of LGBT communities and of raise awareness of the issues young homeless LGBT people face
- FN4M delivered six sessions under the In Your Faith Project to teenagers in schools and youth organisations on Islam and Judaism, disavowing myths, challenging stereotypes, improving understanding and providing positive encounters. In Your Faith and Peace Mala sessions for schools and youth groups engaged with approximately 200 teenagers⁴⁸.

There were some examples of using media to influence the wider community.

- WIP: “The Project Manager was interviewed on Radio 5 Live and Radio Manchester about the needs of women impacted by the Criminal Justice System, and the disadvantage and discrimination they face.”⁴⁹
- Gaydio: “Another documentary... was all about highlighting the issue of transphobia. Our ‘Beyond the Binary’ programme saw trans men and women from across Manchester talk about their experiences. Listeners also heard from a number of organisations who support the trans community. It’s hoped the programme will raise awareness and increase understanding between this marginalised group and the wider community.”⁵⁰
- TJLLC created a homophobia hate crime pack in partnership with the Crime Prosecution Services.⁵¹
- Awaaz radio broadcast live from the Crumpsall Mela.
- SASCA have recently started to produce a newspaper in partnership with the help of MMU. The newspaper has a positive impact on the community because it is produced in both Somalian and English to reach the wider community⁵²

Outcomes

There was a lot of evidence presented about increasing the outcomes for individuals, less about the other approaches. This is probably due to ease of measurement and should not be taken to indicate the relative importance of each approach. However, in common with other objectives groups were mainly asked to report on activities not on outcomes.

⁴⁸ FN4M Jan-Mar 2014 Quarterly Monitoring Form

⁴⁹ WIP Jan – March 2015 Quarterly Monitoring Form

⁵⁰ Gaydio April-Sept 2014 Quarterly Monitoring Form

⁵¹ TJLLC Jan-Mar 2014 Quarterly Monitoring Report

⁵² SASCA Request for Information June 2015

There was no evidence presented on whether the approaches to tackle discrimination resulted in a narrowing of the gap between disadvantaged groups and the wider community or between Manchester and the rest of the country. Again this is probably due both to the difficulties in measurement and in attributing an overall change to the work of a particular project.

Increasing the Capacity of Individuals

There are too many examples to include in this report but some of evidence presented included

- “I accessed MRC 2 years ago for counselling. I had been raped and sexually abused over an 8 year period by a family member. I never told anyone including my husband until the day I came to counselling.....The group has given me courage, the courage to be myself more, to talk about I feel openly.... But now I feel like I have my life back.”⁵³
- I “Was homeless and was in a bad situation and needed to move to Manchester and I didn’t know anyone. They [AKT] have helped me to get into a better position. They have sorted me out with accommodation. Feels better about a lot of things. They have helped with as they provided me with a mentor and talking to this person has helped me escape a lot of things.”⁵⁴
- AKT: Of 152 pupils: 75% of participants felt they would be more likely to challenge homophobia after the session, 49% of participants felt that the workshop has had a positive impact on their welfare.⁵⁵
- Venture Arts: “Participants have reported increased confidence and independence, have gained real experience in Workshop co-facilitation, learnt about working with young people, and have picked up art techniques and have been trained in an area of work”.
- 42nd Street “It has opened my eyes up to all kinds of things, like how bottling things in can lead to depression or other problems. It helped me get more confidence through helping out with the Mindfulness in Boxing sessions. I had never done mindfulness before or taught people how to bow even though I have been doing it a long time. I feel like they believed in me.”⁵⁶

⁵³ MRC Jan-Mar 2015 Quarterly Monitoring Form

⁵⁴ AKT User Research June 2015

⁵⁵ AKT April-June 2014 Quarterly Monitoring Form

⁵⁶ 42nd Street User feedback June 2015

- “Shopmobility has also hugely impacted my mental health and has given me the confidence to visit the Arndale and city centre without the anxiety of it being too painful or not being able to manage etc.”⁵⁷
- MBWO: “I feel confident speaking to the Doctor after I attend the classes in here. After started sewing classes I made new friend and learn new skill. Because my increase my confidence I helping other to take to the doctor, bank, shop etc”.⁵⁸
- MASH: “Mary has found addressing her alcohol use difficult but ...is undergoing home detox ...She has been able to arrange repayment on her debts. She has had some CBT with MASH and her referral to clinical psychology has now been actioned. ... Although Mary is still sex working and still struggling with her alcohol use and mental health she tells us she feels much more in control of her life and more able to imagine a different future”⁵⁹. MASH commissioned an external evaluation of their services that was published in July 2013⁶⁰
- WIP: 284 women have improved their life skills, 363 women stated that their health/mental health has improved and 105 women have stated a reduction in offending behaviour,⁶¹

Increasing the Capacity of Groups of Disadvantaged People

- “LGBT groups and organisations such as Gaydio are hugely important to the LGBT landscape, and particularly when tackling homophobia, as it gives the LGBT community a voice, and offers support and advice to individuals who may be vulnerable.”⁶²

Changing the attitudes of the wider community

- “The impact of working with Venture Arts and their wonderful learning mentors and extremely talented artists should not be underestimated. It will have a lasting impact for many years to come... the quality of the work that the children produced and the new skills that they learnt. All in all I feel privileged that our school had the opportunity to take part in such a creative and inclusive project. Thank you!” Class teacher, Chorlton CE Primary School.⁶³

⁵⁷ Shopmobility Request for Information June 2015

⁵⁸ MBWO Equality Review User Research

⁵⁹ MASH Equalities Funding Appendix to Monitoring Form

⁶⁰ <http://www.mash.org.uk/wp-content/uploads/2013/08/MASH-Evaluation-Report-.pdf>

⁶¹ WIP Jan – March 2015 Quarterly Monitoring Form

⁶² Gaydio User feedback, June 2015

⁶³ Venture Arts Request for Information return Evaluation report May 2014

- MDC “established a Slimming World network in Central Manchester (Cross Street) so that deaf people can participate and fully access a mainstream Slimming World group. Integrating deaf people with hearing people, with the presence of a BSL/English interpreter, ultimately assists in raising an awareness of the existing community of deaf people living in Manchester”.⁶⁴
- FN4M “I think the biggest impact has come from the sessions on Islam this year. The session begins with a one minute silence for the victims of the Paris massacre. The speaker then explains how this was done in the name of Islam, but that the perpetrators were wrong and that the killings were not Islamic. It is has led to further discussion with students about how the acts of violence done by groups such as Isis are not Islamic. Students now have a greater understanding of this and it has opened dialogue where before students held wrong beliefs about the role of Islam and terrorism, but they were unable to express their concerns. Students are also using Halal and Haram correctly in their work.”⁶⁵

Objective 3: To celebrate the diversity of Manchester and increase awareness of the positive contribution that our diverse communities make to the city.

The focus of this objective is on celebration and positivity about the contribution that is made by diverse communities. There was a mix of approaches, some focused primarily within the communities and some on the wider community.

Less evidence was reported under this objective than for objectives 1 and 2.

- Gaydio made 3 documentaries as part of LGBT History Festival. “One documentary looked at the history of drag performance in Manchester, another looked at the history of comedy and another looked at how performance was used in schools to tackle bullying”.
- FN4M: Held an Iftar meal to mark the breaking of the fast during the holy month of Ramadan. “This was attended by sixty people of all faiths and none, including the Lord Mayor of Manchester. This was followed by a meal (halal and kosher) with much lively conversation around the circular tables of eight. People [were so engaged they didn’t want to leave and the Multifaith Centre didn’t close until 11.30pm!”
- LGBTF: “The theme of this year’s “Sugar and Spice”, our annual celebration of International Women’s Day was “Born Kicking”. In its ninth year, the two day festival is Manchester’s biggest free event for lesbian and bisexual women.... 206 women attended the event which included workshops, discussions, socialising, wellness

⁶⁴ MDC Request for Information

⁶⁵ Head of RE at a secondary school , commenting on an In Your Faith session run by FN4M

activities, crafts, and a panel discussion on “breaking through” with a panel of inspirational lesbian and bisexual women.”⁶⁶

- MDC was involved “in the Moonrise Run in Heaton Park, where Deaf people were encouraged to participate in the mainstream event alongside other organisations and people.”⁶⁷
- TJLLC ran a large number of events including: the Sapphormation festival for women who love women attended by 150 women; a Festive Feast attended by 50; an event at the Women in Comedy Festival; a welcome event for the LGBT Society of the University of Manchester; and hosted the National Trans Youth conference attended by 122 trans young people.⁶⁸
- LGBTF worked with other partners to host a community festival to celebrate LGBT history and heritage.⁶⁹
- WIP allocated a volunteer to take lead in relation to social networking and the organisation’s Twitter and Facebook pages have been updated regularly as a way of promoting and celebrating the achievements of the service and diversity of service users.⁷⁰

There was no evidence presented about whether the events increased the level of awareness of the positive contribution that our diverse communities make to the city, however, this would be difficult to measure and was not specifically asked for in monitoring reports.

Group 2 Objectives

Objective 4: To reduce worklessness

This objective was interpreted by many organisations as contributing to a general reduction in worklessness in Manchester as well as reducing worklessness within their own communities. For most organisations increase in employability or getting work was a by-product rather than a central aim of their activities however some helped their communities directly into work.

- BHA: “In January [2014], three young Roma people will commence employment with the University of Salford. The young people will receive training and support from the University of Salford and will work alongside research professors. Two members of

⁶⁶ LBGTF Jan-Mar 2015 Quarterly Monitoring Form

⁶⁷ MDC Jan-Mar 2015 Quarterly Monitoring Form

⁶⁸ TJLLC Multiple Quarterly Monitoring Forms

⁶⁹ LGBTF Apr-Jun 2014 Quarterly Monitoring Form

⁷⁰ WIP Jan – March 2015 Quarterly Monitoring Form

the Roma community that have been supported through the Equalities programme are now moving into steady, fulltime employment in schools as teaching assistants”.

- BHA: For many Roma families, having incorrect documentation or registration hinders access to work. The Outreach Worker has supported many families to gain National Insurance numbers and to renew travel documents etc. ⁷¹
- Shopmobility: Our service provides volunteering and training opportunities to disabled people, older people and unemployed people. ⁷²
- WY: The development of ESOL & Sewing and ESOL & Gardening courses help women learners to learn English through doing something they are interested in. The Afro Caribbean Older People group has shared 4 sewing machines to our learners to use. We will encourage women learners to practise their sewing skills. We believe this will help them to gain vocational skills and will help them to find jobs in the future⁷³

There were a number of examples of volunteers finding work e.g. MASH, MD, 42nd Street and some organisations had supported placements.

Several organisations provided classes and training to improve employability e.g. MBWO, WY, Awaaz, MDC and/or signposted clients to education.

Other organisations provided support to help people out of crisis as the first stage to obtaining work.

- GMCDP: “We participated in an event at Lancastrian School which focussed on the opportunities available to young disabled people when they left school, i.e. employment and training. We met with 5 young disabled people on an individual basis to discuss their future plans and to give information and signpost them to appropriate organisations”.⁷⁴
- MBWO provided 45 employment support sessions.⁷⁵
- MASH supported women in the sex industry to change careers.⁷⁶
- MM presented a case study of how volunteering had helped someone with mental health problems to find work. “after volunteering at Mind and the support and

⁷¹ BHA July-Sept 2013 Quarterly Monitoring Form

⁷² Shopmobility Jan – March 2015 Quarterly Monitoring Form

⁷³ WY January – March 2015 Quarterly Monitoring Form

⁷⁴ GMCDP Oct-Dec Quarterly monitoring return

⁷⁵ MBWO Multiple Quarterly Monitoring Forms

⁷⁶ MASH Jan-Mar 2014 Quarterly Monitoring Form

encouragement and training I have received, I have now started employment in a cafe near to where I live, I now work 16 hours a week, four hours over four days, its busy and constant, but I am 'out there' – doing something and living".⁷⁷ Most of the volunteers stated that their experience of volunteering and the training they received had increased their work readiness. Some volunteers have gone on to paid employment.

- Gaydio: "Several of our volunteers were unemployed when they came to us and this quarter three of them have found employment. After helping out in our documentary team, one of our volunteers has gained employment working for an LGBT magazine. He really believes his work at Gaydio helped him both in his career and personally. He recently moved to Manchester and didn't know anyone so volunteering with us got him a whole new social network as well as experience. He told us 'the people boost your confidence, make you feel welcome and get you involved. So volunteering at Gaydio has improved me – not just skills wise but in a more positive way. I couldn't ask for anything more'".⁷⁸
- AKT: "The project provides regular support to young people. We try to fill some of the gaps in young people's support through our mentoring scheme. Mentors are able to support young people through advice, information and gateways to training opportunities. Occasionally we are able to offer (alongside our corporate sponsors) day long sessions on subjects such as CV writing and interviews".⁷⁹
- WY: All learners have their own Individual Learning Plan. The tutors review each learner's ILP regularly to ensure learners learning needs are met. This helps the tutors to raise learners' aspirations in terms of their personal development or career development. There have been learners who either found a job or have progressed to study at local college. Some learners showed interest in running their own business. Some learners expressed that they have improved their employability skills.⁸⁰
- MRC: In the year up to Mar 2015, 4 women who have volunteered for MRC have obtained employment and they also provide work experience placements.⁸¹
- MDC runs a job club.⁸²

One organisation provided work directly:

⁷⁷ MM Case Study

⁷⁸ Gaydio: Jan-Mar 2015 Quarterly Monitoring Form

⁷⁹ AKT Jan-Mar 2015 Quarterly Monitoring Form

⁸⁰ WaiYin: Jan-Mar 2015 Quarterly Monitoring Form

⁸¹ MRC Jan-Mar 2015 Quarterly Monitoring Form

⁸² MDC Jan-Mar 2015 Quarterly Monitoring Form

- Venture Arts: 12 people with learning disabilities gained their first experience of paid work by becoming learning mentors on a placement within a local school which helped to raise the aspirations for learning disabled people who have reported increased confidence and independence, have gained real experience in workshop co-facilitation, learnt about working with young people, and have picked up art techniques and have been trained in an area of work. For most this represented the first time the learning disabled people had ever been paid for work ⁸³

Objective 5: To raise aspirations

This objective is very broad. Almost all organisations were able to describe how their activities raised aspirations. This objective is not reported on as it is covered in the reporting of other objectives.

Objective 6: To promote private sector growth

Few organisations chose this objective and those that did often did not report against it.

These are examples from the organisations that did.

- Awaaz: “In addition to helping local people, we also help local businesses. This is done by offering free or low fee based advertising on our radio shows, promoting their services and vacancies within the local community through our users and networks and any other services they may require that we are able to offer”. ⁸⁴
- LGBT Centre created a social enterprise, a café, and is purchasing food from local suppliers and using LGBT run start-ups.

Requirements

Alongside the objectives for the funding programme, there were also a set of requirements of organisations funded by the programme.

1) Involves local people, groups and service-users in its design and delivery and where applicable encourages opportunities for volunteering

Almost all organisations involved volunteers. Most, but not all, made a feature of employing volunteers from the communities they worked with and involving them in service delivery.

⁸³ Venture Arts Evaluation report May 2014

⁸⁴ Awaaz Jan-Mar 2015 Quarterly Monitoring Form

- 42nd Street: The project recruited and trained community researchers, some of whom had experience of mental health issues, to gather information on mental health needs. 10 Community researchers were sent on a 3 day residential in London.
- MRSN: “Volunteers have supported individual Refugee Community Organisations and the delivery of training and events e.g. volunteers were supported through the process of organising and running a highly successful Manchester refugee week celebration. Many have originated from different countries, speak different languages and most of them are from refugee and asylum seeking backgrounds”.⁸⁵
- TJLLC have about 50-70 volunteers running groups, developing the centre and working in the café.⁸⁶
- MRC recruits and trains approximately 40 volunteers per year.⁸⁷
- 42nd Street: “We now have 7 young men and 1 young woman who volunteer on the project. They will be part of the community research training that will be delivered in July and August”.
- LGBTF, as of Mar 2015 had 68 volunteers from the Manchester area working on a wide range of projects.⁸⁸

Some organisations are run by the communities they worked with e.g. MDC, MBWO, and GMCDP

All organisations had some way of consulting and working with their service users in designing their services.

- Gaydio: “This quarter we recruited for and held another focus group. These are invaluable as they give us feedback on our evening talk show aimed at LGBT people in Manchester. We have been doing a lot of work on this programme to improve it and we were pleased to observe that the improvements have been taking effect. Many of the things people complained about in the past (long scripts, rambling presenters) were not mentioned and generally the group were a lot more positive about the programme.”
- “MRC holds four focus groups a year in which stakeholders, including survivors, can tell us about their experience of using our services and how they can be improved and developed to meet their needs.”⁸⁹

⁸⁵ MRSN Request For Information return June 2015

⁸⁶ TJLLC Oct-Dec 2014 Quarterly Monitoring Form

⁸⁷ MRC Jan-Mar 2015 Quarterly Monitoring Form

⁸⁸ LBGTF Jan-Mar 2015 Quarterly Monitoring Form

⁸⁹ MRC Jan-Mar 2015 Quarterly Monitoring Form

2) Will become sustainable after the initial grant award has expired

The requirement of sustainability referred only to financial sustainability rather than to sustainability of outcomes and was focused on reducing reliance on grant funding. In application forms organisations described their general fund-raising and income generation strategies rather than focusing on the particular project or activities that the EFP was supporting.

As the fund has not yet ended, in most cases it is not possible to say whether these strategies will lead to continuing funding for activities.

Some examples of fundraising and income generation include:

- TJLLC raises money through hiring out rooms and running a café.⁹⁰
- BHA: “We are a joint partner on a successful bid from the Joseph Rowntree Charitable Trust for funding for a National Roma Support Group with the University of Salford and the Roma Support Group in London. Our local knowledge and expertise derived through this Equalities fund has put members of the Roma community in Manchester at the forefront of these bids and the impending projects – creating a sustainable future for the work that has been started with the Equalities Fund”.
- AKT: “Secured corporate funding for e-mentoring which has allowed us to fund a part-time co-ordinator”.

Other organisations reported the difficulty in becoming sustainable in a very difficult economic environment and described the importance of EFP funding.

- 42nd Street: “The external economic environment has impacted on the partnership’s ability to fully support the project; one partner has faced reduced staffing which then impacts on their wider capacity to support young men to engage”.
- Shopmobility: “We would not be able to afford our staff or volunteer expenses without this funding, although it doesn’t cover these costs it massively contributes to them.”⁹¹

3) Will represent good value for money

When projects were assessed at application stage, value for money was one of the factors taken into account. We also conducted a value for money assessment as part of the review, utilising the process employed to assess value for money on social care and other contracts. This analysis shows that, on average, equality funding programme projects cost £2.82 per customer, per week. The average cost per service hour of these projects is £12.38 and staffing makes up about two thirds (67%) of most project costs.

Within these averages there is quite a broad range:

⁹⁰ TJLLC Multiple Quarterly Monitoring Forms

⁹¹ Shopmobility Request For Information June 2015

- From 5p to £6.90 per customer, per week
- From £1.81 to £25.54 cost per service hour
- From 34% - 95% of costs made up by staffing

This range illustrates the very different nature of the projects funded, with some working intensively with relatively small numbers of some of the most vulnerable people and others working with a much higher number in a less intensive way.

4) Be innovative in nature

A range of innovations have been demonstrated by organisations, for example some organisations extended their services to new communities or worked across communities:

- As a result of stakeholder feedback MRC have, amongst other initiatives, set up a South Asian Women's Group, a gardening group and have started providing counselling on Saturdays.⁹²
- MASH worked with off-street sex workers many of whom are Romanian.⁹³

Organisations adapted and changed their services in response to service demand:

- The success of MIND's awareness sessions encouraged them to renegotiate their targets.
- MDC, recognising that centre-based services are failing to meet the needs of their diverse community, are developing a strategy to engage with marginalised and hard-to-reach groups. They are also beginning to establish a GM consortium with other Deaf organisations.⁹⁴
- AKT is developing on-line services, so that young people can access support from mobile devices and from home.
- TJLLC have gained funding for LGBT awareness raising workshops in primary schools⁹⁵ and also for employing a young artist to run a creative café.⁹⁶
- LGBTF ran the First National Prostate Conference focussing on GBT. Also they are developing the work of the organisation to extend their support to trans and bisexual communities.⁹⁷

⁹² MRC Request for Information

⁹³ MASH Survey The Recession and Sex Workers: Dr Wendy Laverick, April 2014

⁹⁴ MDC Jan-Mar 2015 Quarterly Monitoring Form

⁹⁵ TJLLC Oct-Dec 2014 Quarterly Monitoring Form

⁹⁶ TJLLC Oct-Dec 2014 Quarterly Monitoring Form

- Saheli: “The forced marriages research we conducted informed us the need for a specialist worker for forced marriages. Following completion of our research we secured 3 years of funding where a forced marriages worker was recruited and became the main point of contact for forced marriages. She then delivered training, supported individuals and worked jointly with organisations whom had many women they worked with whom needed that specialist support.”⁹⁸

Other organisations responded to the impact of legislative changes on their community

- MBWO have responded to a massive increase in demand created by welfare reform including partnering with Fareshare to provide food for their clients.⁹⁹

5) Provide research or evidence on gaps in services

This has been covered under objective 1.

6) Increase awareness of equality issues

This is covered under objectives 1, 2 and 3.

⁹⁷ LBGTF Jan-Mar 2015 Quarterly Monitoring Form

⁹⁸ Saheli Request For Information June 2015

⁹⁹ MBWO Request For Information

Findings

2. Application Process and Monitoring

This section of the report explores the application, monitoring and review processes of the EFP and provides examples of feedback from a number of organisations.

As part of the review, organisations were asked “How did you find the process of applying for this funding and how do you think we could improve it?”

Overall, groups felt that the process was both clear and fair. Some organisations benefitted from support from Macc when completing the application process. Some comments:

- The process of applying to the Equalities Fund was clear and the format and size of application was relative to the size of the funding available.
- The process seemed fair and robust.
- We found the process fair. It was very useful to have the support of MACC when completing the application.
- I was not involved in the process of applying for this funding. However, I do think that some of the targets included in the bid were excessive and have proved hard to achieve. I don't know if support was given at the time by MCC staff to ensure that targets were realistic – if not this could be an area for improvement / extra support. I think it is also important to have a process which ensures that grant holders are not competing to achieve targets / numbers and that projects are dovetailed / complementary.
- Funding process has been good. You could measure the impact and ensure that the fund continues to help the most vulnerable in the city. Many of who have seen their life change for better through the support and help that has been given through this fund.

Monitoring

As part of the project funding agreement, successful applicants to the fund were expected to provide quarterly monitoring returns for the periods April to June, July to September, October to December and January to March by the dates set out on forms provided. The monitoring form details how the project is developing and what progress is being made towards achieving the goals stated in their original application.

The review has highlighted that there was high variability in the quality of the monitoring returns:

1. Some were not completed in very much depth and some repeated the same information each quarter.

2. Sometimes it was hard to differentiate between those activities which a group carried out as part of their general work and those specifically funded through this programme.
3. For some projects it was hard to get any sense from the monitoring about how work is progressing and its impact. The examples given under each heading were sometimes statements of intent rather than examples of either real activity or the impact
4. It was not always clear to people completing, or to those reading, whether outputs are cumulative or unique. So a project might engage 20 people each quarter, add these together and have a year's output of 80, but actually it is the same 20 people each quarter.
5. Some organisations reported against objectives they did not originally choose on their application, whilst others did not report against objectives they did choose. Sometimes, reports of outputs do not match what organisations said they would do in their application. There is no information recorded as to whether these changes were agreed or whether differences were discussed in monitoring meetings.

Organisations were required to carry out equality monitoring of their service users and some found this process helped them identify and address gaps in provision:

- Gaydio: "Doing participant [equality] monitoring has proved really interesting and useful to us. We've known for a while that we need to engage more lesbians in the station and this process has confirmed it. It was also interesting to discover how few people we have from different ethnic backgrounds. As a result of this we would now like to target the BME communities to try and engage future volunteers".¹⁰⁰

We asked organisations what were their views of the monitoring process and how did they think we could improve it. Some felt the monitoring form did not provide their organisation with the opportunity to incorporate further details of what had been achieved:

- "WY particularly welcomes the monitoring visit by the Equality Fund because we believe that it encourages two-way communication between the funding body and the delivery organisation. Equality Fund can also see the project as it is intended to be seen and see the tangible benefits of their funding."¹⁰¹
- We find that some of the questions in the Monitoring Report are not necessary to be asked every quarter, for example, quality standard, access and inclusion. These questions could be modified to be asked yearly instead.

¹⁰⁰ Gaydio April-Jul 2014 Quarterly Monitoring Form

¹⁰¹ Wai Yin Request For Information June 2015

- WY always likes to attach photographs and examples to show to funding bodies as evidence of service delivery. We feel that this is a good way to show how we deliver the project.¹⁰²
- We feel the monitoring process is asking very specific questions and some of those don't give us room to put more details about what we have achieved. Questions asked need to have more flexibility as it does not catch the impact only monitors the targets.¹⁰³
- The monitoring has not caused an issue although it has felt sometimes like we have repeated the same information. It'd be useful to get a guideline of how much we need to write, to prevent us sending information that won't be used.¹⁰⁴
- From recent meetings with staff at MCC it would seem that you would like a more qualitative approach to reporting so that Members get a better feel for what the funding provides. I would suggest that the current report format needs revisited as it does not offer the flexibility to do this.
- As staff resources were limited it would be helpful if there was a six monthly monitoring form to complete and then a meeting in-between (quarterly) with an MCC officer asking key questions and to raise any areas of concern.¹⁰⁵
- The monitoring forms are straight forward but not sufficient enough to fit/ capture all relevant information or evidence about our work.¹⁰⁶
- The monitoring would work better, if you collected quantitative information on a quarterly basis but collated more detailed evaluation, case studies and impact evidence once yearly.¹⁰⁷
- The main questions within the monitoring reports allow detailed description of the drop in, workshops and drop in, however do not allow detailed descriptions of 1:2:1 work undertaken, which is the bulk of the work undertaken. The questions are understandably phrased to encourage descriptions of how the cities Equalities objectives are met, however, whilst all the work undertaken by [WiP] fits with this agenda, not in ways easy to describe under these headings, and often the answers given risk being repetitive across quarters.¹⁰⁸

¹⁰² Wai Yin Request For Information June 2015

¹⁰³ Saheli Request For Information June 2015

¹⁰⁴ Gaydio Request For Information June 2015

¹⁰⁵ Shopmobility Request for Information June 2015

¹⁰⁶ MRSN Request for Information June 2015

¹⁰⁷ Venture Arts Request for Information June 2015

¹⁰⁸ Women in Prison Request for Information June 2015

Accountability and Management

The findings from the review suggest a lack of clear lines of contact and accountability between MCC and funded groups. Funded organisations have contacted a number of officers over the two year period, including Equality Specialist Officers, the Commissioning Officer and the VCS Development Manager to discuss their funding, request variations etc. It is not clear to groups, or Council officers, what the process is when there is an issue/problem and who is responsible for resolving issues and who has the authority to sign off any proposed changes to funding.

This situation has arisen because of staffing, structural and budget responsibility changes during the period the fund has been running.

Records of the applications, monitoring reviews and any evidence submitted are saved in two places to enable officers in both the Commissioning Hub and the Equalities team access. It is not always clear where variations have been agreed and where and how this is documented.

Roles and Responsibilities

A number of officers in the Council are involved in the monitoring and review process. The commissioning officer is responsible for receiving the monitoring forms, saving the form and any additional evidence in a shared folder and processing the release of funding.

The Equalities Specialist Officers are responsible for reviewing the monitoring documentation submitted by the organisations and arranging a 1:1 visit to the organisation. The visit provides the Equalities Specialist Officer the opportunity to discuss the monitoring in more detail and also to review additional information available. For examples sample checking training evaluations, equality monitoring data and feedback forms.

In the first year of the programme, the visits predominantly focussed on relationship building and took a light touch approach with discussions framed around the equality fund and a vehicle to understand the organisations, their values and what they were hoping to achieve. The emphasis was also about looking at opportunities to capacity build and looks at the challenges and changes the organisations faced.

As the Fund approached year 2, it was acknowledged that it was difficult to assess outcomes and the Equalities Specialist Officers applied a more structured approach to the monitoring process.

It was also noted that over the two year period of the programme both the Council and the funded organisations have experienced changes which in some cases has included changes of personnel. This has impacted significantly on the monitoring process, resulting in time being spent guiding new personnel (both Council and funded groups) on the process and expectations. The Equality team has also reduced in size over the period, resulting in some organisations having a change of contact officers and therefore investing time in building new relationships.

Relationship with Equality Specialist Officers

A number organisations stated they value the input from the Equalities Specialists on understanding the Council and the challenge that the officers provide to assist them to shape their own organisations and align to the fund's priorities and criteria .

- The Equalities Fund has struck a useful balance between written monitoring reports (qualitative and quantitative) and face to face meetings. The Fund's approach has enabled 42nd Street to build trusting and generative relationships with the City Council equalities team and meetings have enabled sharing of information and space to reflect together at regular and timely intervals. This model is exceptionally beneficial and has potential to be rolled out across other Funds with great benefit to both the Council and the organisations funded.¹⁰⁹

Equally the Equality Team have felt a real benefit in the relationships built with the 21 funded organisations and the value that this brings into a variety of work. The knowledge and intelligence gained has been shared and cascaded with colleagues across the Council and contributed to the Council's achieving 'Excellent' under the Equality Framework for Local Government.

Being part of a programme

The review explored whether organisations thought it important to feel connected to the other projects in the funding programme and if so how this aspect could be improved.

- Meetings at regular intervals (bi-annual) would enable organisations to share learning, would encourage new partnerships and enable the City Council and funded organisations to think strategically about key issues, emerging areas of concern, or best practice. For example, this has been important in the run up to the 2015-16 Budget announcements and in gathering evidence for the Equalities self-assessment which led to a positive outcome for the City Council.¹¹⁰
- We also had the opportunity this quarter to meet up with other groups who are also part of MCC's equality funding programme. It was incredibly useful to put faces to email names and it's hoped we can continue to liaise with those groups next quarter.¹¹¹
- Yes it is important, so that we can all have an understanding of what each service offers, and to encourage collaborative working rather than competition. Perhaps you could consider an event where each funded service could have a stall, workshops, and speakers. You could also produce a quarterly eNewsletter, letting services and the greater community know what is being funded, and highlighting key successes

¹⁰⁹ 42nd Street Request For Information June 2015

¹¹⁰ 42nd Street Request For Information June 2015

¹¹¹ Gaydio, Oct-Dec 2014 Quarterly Monitoring Form

and developments. If this kind of information could be shared with residents it would also help to highlight our services.¹¹²

- In the days of time constraint probably we should use technology to more efficiently to have meetings on line through Skype and the various other packages available. This would allow more sharing of information¹¹³
- I feel that our project is quite distinct from others and so less relevant in terms of co-working, however it is always beneficial to meet with other equalities funded projects and to feel that there is a body of organisations and people who have the same focus with different sectors of our communities and can deliver a unified message about valuing and celebrating diversity in Manchester.¹¹⁴
- Through this project we have developed our research with women's solidarity forum and faith network, this has been a highly important piece of work for which joint working was imperative to achieve maximum efficiency in the research conducted.¹¹⁵

Other feedback

We asked if there was anything else organisations wanted to tell us about what their project or service has achieved which was not captured in the monitoring information.

This is a sample of responses:

- The project has been instrumental in helping Saheli to diversify its income in a small way but has got a potential to grow. It has also helped lot of women to learn skills to develop Business and Social Enterprise and cooperatives. The success rate has been very good and has empowered many women to move into paid work and set up their business.¹¹⁶
- At GMCDP a significant percentage of funding is set aside to ensure the access needs of participants are met so they can fully utilise our project and its services. If there is a cap on funding available, this means we are effectively left with a lower amount for project delivery compared to other applicants/organisations.¹¹⁷ The monitoring only captures the detail of the funded project and does not look at how it fits with all of our work. Through the arts we work with learning disabled people, non-learning disabled people arts organisations, voluntary organisations to promote the value that learning disabled bring to our society. We develop a range of pathways

¹¹² AKT Request For Information June 2015

¹¹³ Awaaz Request For Information June 2015

¹¹⁴ Venture Arts Request For Information June 2015

¹¹⁵ Saheli Request For Information June 2015

¹¹⁶ Saheli Request For Information June 2015

¹¹⁷ GMCDP Request For Information June 2015

into our culture for people to have a voice, for that voice to be counted and for people to be empowered to excel in the arts. The arts and culture are a brilliant platform for this and so rather than lobbying and fighting for people's rights (which is also necessary and something other organisations do brilliantly) we would rather put equality into action by enabling people to participate, learn, develop, teach, build their careers, advocate, advise and lead in the arts and culture.¹¹⁸

¹¹⁸ Venture Arts Request For Information June 2015

Findings

14. Key Issues for Future Funding Programmes

A number of issues and questions were raised in the process of carrying out the review. These are summarised below. This information fed into the work of the co-design group for any future EFP.

EFP and Strategy

Ideally the EFP should be based on a clear Equality Strategy for the city informed by an agreed underlying theory of change. This would enable the development of clearer objectives and for the development of outcome measures.

Complexity of Programme Objectives

Many organisations misinterpreted the programme objectives in their applications and also attempted to meet too many of them. Some said they would meet all of the objectives, and then failed to report against them. Any future funding should have fewer, clearer objectives.

Three year funding

Generally, it is recognised as good practice and more efficient to provide long-term funding. However, this also has a number of consequences for the way that the programme operates: There is likely to be internal restructure within MCC over a 3 year period, so governance of the programme will need to be restructured. Record-keeping has to be robust as workers and teams change. Changes in external factors such as legislation and policy may lead to different priorities for funded groups to respond to. Personnel in funded groups may change or they may go through crises and their ability to operate effectively may decrease. Learning from the initial stages of projects/services may lead to significant change in what the funded organisation thinks is the best way of meeting its objectives and this needs to be negotiated and properly recorded.

Activities or Projects

Many organisations use equality funding to support their general activities rather than a specific project funded by the programme. The application fund was geared toward projects, as is the monitoring. The new grant funding application and monitoring forms address this issue.

Funding Weak but Strategically Significant Organisations

Some organisations were funded because they were the only organisations working with a particular community despite their application being weaker than others. There is a reasonable correlation between weak applications and weak performance. This suggests the need for targeted support for these organisations to enable them to improve their performance.

Project planning

Some projects evidenced a generalised need for their work in their application and designed activities they believed would meet this need, without evidence that these activities will do so. When projects started, these organisations then struggled to engage the individuals and

organisations they planned to in order to deliver their project. The application process and decision-making needs to test this better.

Culture and Communities

Some projects focussed, at least in part, on supporting the culture of a community. If the object is primarily cultural, should this be funded through the Cultural Partnership? What is the link between supporting and encouraging the culture of communities and the impact on the way that the community is treated? To qualify for equality funding, does the link between promoting culture within the community, and how this enables members of that community to challenge discrimination, need to be spelt out?

Service Provision and Equality Funding

Many organisations provide direct services to people who face discrimination, on the basis that advice and support reduces the level of discrimination of their service users. Whilst the work that these organisations were doing was worthwhile, it isn't always clear why these organisations have been funded through the equality stream. Should services funded through equalities streams have a significant level of broader outcomes, besides those that relate directly to individual service users? Examples from currently funded organisations include: using reports based on information from service users to stimulate change; enabling people who have used services to carry out training about the discrimination they and others have faced; enabling people who have used services to act as representatives.

Service Provision, Quality Assurance and Safeguarding

Some organisations provide direct services to people who are highly vulnerable. The Equality Team, who monitor the services, are not equipped to do detailed service review or to deal with safeguarding issues. Is it appropriate for the Equality Funding Programme to be dealing with these kinds of services? If so then monitoring needs to take place jointly with other appropriate parts of MCC.

Strategic Funding

Some organisations were funded through the Equality Funding Programme because they were the only organisation working with or representing a particular community. Some were funded despite their application having weaknesses. It may be more effective and efficient for MCC to develop some strategic relationships with a small number of groups and negotiate outcomes and funding directly, without the groups going through a general application process.

Ownership of Equality Funding Programme

Responsibility for the Equality Funding Programme currently lies across two teams in different directorates. This creates issues for relationships, responsibility and record keeping, which all need to be resolved.

MCC Organisational Development

Many funded groups have a role in supporting the development of MCC services through training, consultation and representation. For some groups this is built into the funding received through the EFP. Others do it on a more informal basis. Should there be an expectation built in for all funded groups that they should support the development of MCC services?

Collaboration

Many of the funded groups are working across protected characteristics and a few are collaborating. There is a great deal of potential for further collaboration in all kinds of ways. When asked, however a few groups said they could not see the benefit of collaborating. How can beneficial collaboration be encouraged? Should any future funding make it explicit that there is an expectation for funded groups to work together and to learn from each other?

Objectives and Outputs

Much reporting in monitoring returns was through outputs and/or detailed descriptions of activities or process, which did not always align with the objectives of the project, and 'measures' are sometimes just about activity completed, such as 4 workshops held, 2 focus groups run. Monitoring returns therefore often describe what the project is doing, but not what it is achieving. This has hampered the review work.

Additional Benefits

Current monitoring forms do not explicitly encourage organisations to report the additional benefits their work has brought, the work they did beyond their recorded outputs, or additional funding they have been able to lever in. This needs to be addressed so that organisations can record the full value of the work they are doing with MCC funding.

Difficulties in Evidencing Change

Sometimes impact is genuinely difficult to evidence. Many institutions/services do not routinely equality monitor and some actively resist some elements, such as sexual orientation monitoring. Some do not distinguish, for example, between Romanian and Roma, so it can be hard for funded projects to demonstrate an objective change/improvement in the statistics. But more generally, how we help groups evidence the impact of their work more effectively?

Moving on or staying put?

Though funded projects and services vary enormously, a key question arises: should the services funded through the Equalities Fund be about building people's capacity, so they can move on and new service users can be supported, or is it about continuously providing support to the same people? Some projects move people on routinely, others recognise the need for this, but are honest about how difficult they find this in practice, others do not ask this question at all, supporting the same people for many years.

Conclusion

The EFP funded a very broad range of projects. We hope that this review paper has highlighted the breadth and depth of work undertaken and some of the strengths, and weaknesses of the approach taken in defining what this funding was expected to achieve.

It has been hard to answer the question as to whether this funding achieved its aims. The priorities against which projects made their applications were very broad and high level. It would be unreasonable, for example, to expect a fairly small project working with a limited number of people to have a measurable impact on the level of discrimination and disadvantage in the city.

Perhaps understandably, projects can not demonstrate tangible success in shifting the way that mainstream services are designed so that they meet the needs of all people. In discussion at co-design meetings, participants often felt it is unfair to expect this shift to be effected by small voluntary organisations on large statutory institutions.

What is very clear from the evidence presented above is that the projects in this programme have worked hard, particularly in trying to increase the capacity of individuals with protected characteristics who are subject to discrimination and disadvantage. Groups have presented many case studies and quotes from users demonstrating how valuable service users have found projects to be.

Whilst this is persuasive evidence that the money spent on this programme to date has been well spent, it also highlights the point that this funding has been unable to make a strategic impact - that its value mostly lies in individual differences made to individual lives. An obvious point, and a challenge for future funding, is that in a city with the levels of diversity set out in the introduction, using this funding in this way will always leave out more people and more groups than it can include.

Appendices

Appendix 1 Case Studies

GMCDP

J is a 45 year old disabled man who lives with his mother and brother; he was referred to the project by another organisation. J's family are very protective of him which has reduced his opportunities to engage in activities outside his home and has had an impact on his self-confidence and social skills. J is very reluctant to speak until he gets to know a person. J attends a local arts organisation for learning disabled people which he pays for out of his personal budget. He wanted to take part in more arts based activities but did not have the confidence to access mainstream art groups. His family were also very nervous about him trying something different (that wasn't aimed at learning disabled people).

J was introduced and supported to attend a community based arts group in Ardwick. The project worker initially supported J with using public transport and although it was apparent that J would be able to use public transport independently, his family would not accept this. Therefore an alternative had to be found and he was registered with Ring and Ride. The project initially had to provide a significant amount of support which was gradually reduced. As J's confidence increased he became more willing to engage in new activities and participated in the closing Cornerhouse Finale which involved a commitment to attend rehearsals and a performance.

Manchester Refugee Support Network

"Since Manchester Congolese Organisation Ltd MaCO was set up in 2009, the community development project of MRSN has helped us with write-up of constitutions and governance training. Since then, the professional relationship between MaCO and MRSN has grown from support to partnership. Through their bulletin, we've been able to identify potential funders for our projects and also MRSN helped us to raise over £70,000 for our health, education and employability projects in the last five years. The training on Self-employment and enterprise has helped some of our members to develop their own business ideas and MaCO as an organisation is upgrading our business plan to include income generating services. Recently, the community development worker helped us to identify and secure an office space at St. James P.C. Centre for us, which is facilitating our work".

Women in Prison

The case study relates to a 57 year old service user escaped a long history of domestic abuse. She has low literacy levels and some difficulties with communicating confidently as English is not her first language. The service user states she has a physical disability and an ongoing mental health condition. The service user has engaged with ad-hoc support in relation to management of her finances, access to emergency food parcels and accessing welfare rights. Over time her confidence communicating over the phone with external agencies has increased and she is now able to make telephone calls herself rather as a result of observing staff conducting correspondence.

She was signposted to Mother's Against Violence for support with some ongoing issues with one of her children. She has also accessed the Life Coaching service and found this process very inspiring, and helpful in focusing her. In addition to this 1:2:1 support, the drop in has become an integral part of the service users' weekly routine. Staff noted that the service user has a flair for creative activities; she engaged with a Creative Writing Group during year two of WCS and found this really helped develop her written English skills and confidence in communicating. The service user gained huge confidence from the International Women's Day project and clearly enjoyed depicting her life story and positive aspects of her life through creative media. She informed staff that she found this project therapeutic and is proud of having her work displayed in the centre. The service user's adult daughter has stated she has seen a phenomenal change in her mum since she has been attending in relation to her self-confidence, mood and ability to communicate confidently in English.

Manchester Mind

I began to take part in the kitchen at Zion Centre on 14th March 2013. At the interview I was very nervous and cried throughout most of the meeting... I was very fearful, lacked confidence and motivation, however, Fran was very patient, and enabled me feel okay about being there. I don't remember much about our first meeting, but it was suggested that I do some volunteering as I had become very isolated at home, not bothering with anyone, not going out, I felt paranoid, and was sleeping far too many hours than I should have been, among many other issues. I started attending the cafe 2 days a week, I started with washing and preparing fresh vegetables towards the lunch that was to be served. I became part of a team that encouraged me with patience and small different jobs to attend to.... I was shown how to put together basic ingredients to provide a healthy balanced meal. The staff were very helpful in listening, guiding and empowering me to develop.

I was allocated a mentor and met her weekly for six months. She made suggestions, set small tasks and was basically there to listen and support me with any problems I came up against. I needed constant reassurance, I found it helpful as I needed someone to run things and situations by or just the confirmation that what I was experiencing was okay and that it was important for me to trust in my process and be gentle with myself. I was able to chat with workers and felt confident that I could trust that I would be respected and understood and listened too.

After spending 12 months in the kitchen I was asked if I wanted to do some volunteering in the admin side of things, I had some issues in that department but was encouraged further to train in other areas too, such as supporting the volunteer coordinator to deliver mental health awareness training and help people on the training. I have learnt a lot from these experiences but felt I still lacked confidence. I have been commented on about how good I am with others and that I have a lot of qualities, I would love to feel these things at some point and that the description comes from me.

I have always feared the transition off benefits and into work, I have tried to do this several times and ended up overwhelmed and depressed, having experienced delusions, voices and anxiety. However, after volunteering at Mind and the support and encouragement and training I have received, I have now started employment in a cafe near to where I live, I now work 16 hours a week, four hours over four days, its busy and constant, but I am 'out there' – doing something and living - my self belief is changing, I am cooking more, eating healthier,

sleeping better and feel proud that I am working. I'm still involved with MIND and hope to stay around I appreciate each and every one of them for their understanding, generosity and above all their time, it's a great place.

Venture Arts

Venture Arts has been working with schools from across Manchester for the past three years on its ground-breaking 'Arts Mentors in Schools' projects. The problems we wanted to solve in the project were:

Firstly, the employment rate for learning disabled people in Manchester stands at a mere 3.87% Of its 2000 learning disabled population. We believe that culture is a really good place to start to make a difference to this and so we have to date trained and employed over 30 people in workshop leadership who have now worked in schools across the city.

Secondly, marginalisation stigma and hate crime is something that learning disabled people still face on a daily basis. So through working with young people as cultural leaders, learning disabled artists, directly help young people to understand and value learning disability whilst gaining high quality artistic experiences at the same time.

The projects have involved working in Manchester schools in a series of ten week projects. Learning disabled arts mentors and Venture Arts artist-tutors have run a range of exciting, new arts projects with over 150 young people in 20 different schools.

The results have been fantastic with young people, learning disabled artists, and schools unanimously reporting back to us with their fantastic experiences:

'It was really good; I learned how to help in schools and pass on my photography skills to the kids' Jess, learning mentor – Venture Arts

'I think Venture Arts is a fantastic project; it gives both children and adults a fantastic opportunity' Pupil Yr 5, Roll's Crescent Primary school

' The impact of working with Venture Arts and their wonderful learning mentors and extremely talented artists should not be underestimated. It will have a lasting impact for many years to come. I have not mentioned yet, the quality of the work that the children produced and the new skills that they learnt. All in all I feel privileged that our school had the opportunity to take part in such a creative and inclusive project. Thank you!' Class teacher, Chorlton CE Primary School.

The project celebrates diverse talent and we aim for this way of working to become an example of best practice that schools will continue to use in the future. It also really celebrates the value of learning disabled people in contributing and making a real difference to our communities, particularly in the cultural sector.

Appendix 2 – EFP Funding

Name of Organisation	Year 1	Year 2	Year 3	TOTAL 2013-2016	Project Summary
42nd Street	£ 39,853.00	£ 39,560.00	£ 38,851.00	£ 118,264.00	Delivery of a programme of mental health and wellbeing sessions with African Caribbean young men. Research project that will seek to develop a better picture of the needs and experiences of African Caribbean young men in relation to mental health
Albert Kennedy Trust	£ 19,478.00	£ 20,083.00	£ 18,710.00	£ 58,271.00	The project will enable LGBT Manchester residents, who are under 25 and at risk of homelessness or living in a hostile environment, make the transition to successful independent living.
Awaaz	£ 35,000.00	£ 24,500.00	£ 25,065.60	£ 84,565.60	Investigate and tackle the employment inequalities faced by South Asian women and young people from North Manchester. Use Awaaz Community Radio as a platform for research, information sharing and debate.
BHA	£ 33,000.00	£ 23,100.00	£ 23,125.00	£ 79,225.00	Understand and address the occurrence of disengagement from education by the Eastern European Roma community (especially girls up to 18) and how drop-out is influenced by gender and cultural expectations

Faith Network for Manchester	£ 25,000.00	£ 29,000.00	£ 25,000.00	£ 79,000.00	Build capacity in FN4M by creating paid posts to develop their work. This will involve a Community Development Worker (0.5 FTE), Management and Capacity Building worker (1 day a week) and Administration (1 day a week)
Gaydio	£ -	£ 25,551.00	£ 25,551.00	£ 51,102.00	Programme of activity to offer long term opportunities to disadvantaged LGBT people to engage with Gaydio
Greater Manchester Coalition for Disabled People	£ 39,730.00	£ 39,730.00	£ 39,730.00	£ 119,190.00	The project will campaign for the rights and inclusion of disabled people and support them to develop independent living skills.
LGBT Centre	£ 40,000.00	£ 27,500.00	£ 16,000.00	£ 83,500.00	To provide LGBT people with an enjoyable community space
Lesbian and Gay Foundation	£ 35,000.00	£ 35,000.00	£ 35,000.00	£ 105,000.00	To provide advice, training, consultation and provide a voice for LGB people
Manchester Action on Street Health	£ 28,545.00	£ 28,879.00	£ 29,221.00	£ 86,645.00	To develop a project designed to meet the needs of women working in the sex industry who work "off street" i.e. in saunas, flats or as escorts
Manchester Bangladeshi Women's Organisation	£ 40,000.00	£ 40,000.00	£ 40,000.00	£ 120,000.00	Provide an advice and support service for Bangladeshi Women
Manchester Deaf Centre	£ 39,738.00	£ 39,738.00	£ 39,738.00	£ 119,214.00	Deliver a range of accessible services for a diverse group of Deaf & hard of hearing people in Manchester

Manchester Mind	£ 23,945.00	£ 33,557.00	£ 31,849.00	£ 89,351.00	Volunteering project to develop a range of volunteering opportunities that are appropriate and take into account the needs of people with and without Mental Health issues
Manchester Rape Crisis	£ 30,000.00	£ 30,601.00	£ 31,198.00	£ 91,799.00	To provide a free support service for women in Manchester who have experienced any form of rape or sexual abuse and raise public awareness of the effects.
Manchester Refugee Support Network (MRSN)	£ 39,992.00	£ 39,992.00	£ 39,992.00	£ 119,976.00	Run a three year community development project which promotes and supports successful integration of individuals and families from refugee communities in Manchester
Saheli	£ 27,866.00	£ 26,366.00	£ 24,366.00	£ 78,598.00	To support women into employment, particularly within the catering industry
Shopmobility	£ 35,000.00	£ 25,000.00	£ 15,000.00	£ 75,000.00	To relieve the needs of disabled people by providing mobility equipment, including powered mobility scooters, powered wheelchairs and manual wheelchairs, for use in the City of Manchester.
Somali Adult Social Care Agency	£ 28,450.00	£ 27,000.00	£ 21,400.00	£ 76,850.00	To strengthen knowledge and understanding of the needs of the Somali community in M/cr.

Trans Project	£ -	£ -	£ 17,809.00	£ 17,809.00	Gap identified in EIA of recommended programme. Research commissioned in Year 3
Venture Arts	£ 20,024.00	£ 18,905.00	£ 22,426.00	£ 61,355.00	To set up and deliver six 10 week arts courses per year, for 3 years, led by adults who have a learning disability.
Wai Yin	£ 40,000.00	£ 40,000.00	£ 40,000.00	£ 120,000.00	To provide culturally appropriate and bilingual services (including bilingual ICT facilities).
Women In Prison	£ 38,716.00	£ 39,954.00	£ 39,620.00	£ 118,290.00	Service to support women in prison, to limit and prevent the damage, disruption and marginalisation as a result of their contact with the Criminal Justice system
TOTAL	£ 659,337.00	£ 654,016.00	£ 639,651.60	£ 1,953,004.60	
Annual Budget	£ 660,000.00	£ 660,000.00	£ 660,000.00	£ 1,980,000.00	
Surplus / Deficit	£ 663.00	£ 5,984.00	£ 20,348.40	£ 26,995.40	