

The London Community Foundation (LCF) and

The Social Innovation Partnership (TSIP) with

The Mayor of London Office for Policing and Crime (MOPAC)

TSIP

**The London
Community
Foundation**

MOPAC violence against women and girls (VAWG) grassroots fund

Feedback from prospectus engagement and planning/co-design sessions

Authors: Fancy Sinantha (TSIP) and Millie Brown (LCF)

11 February 2020

TSIP

**The London
Community
Foundation**



Our Goal Today

- Who we are – TSIP & LCF
- Vision of the VAWG Fund and key features
- Why we brought you together:
 - ✓ The community
- What we heard from you on:
 - ✓ The VAWG Fund Prospectus
 - ✓ Peer learning, training & support
 - ✓ The VAWG Fund "Theory of Change" - a map on how and why change should happen within specific contexts - and Impact Monitoring
- How will your experiences shape the VAWG Fund
- The VAWG Fund Prospectus – key things to know
- What will happen next
- Q&A
- Networking (5-6PM)



Who we are - The Social Innovation Partnership (TSIP)

We are a diverse team of technical and community specialists joining forces to drive social change. We support our partners to better understand the issues they care about and increase their positive impact on people and communities.

We lead with empathy and curiosity in order to really get to know our partners and build trusting relationships. Our approach is collaborative, participatory and enabling. We work across sectors and on the ground with groups that share our values.

Our role on this Fund is to support planning/co-design of prospectus, capacity building, and oversee Fund Theory of Change and monitoring & evaluation.



Fancy Sinantha,
Strategic
Advisor/Project
Director



Tyler Fox,
Project Manager

Who we are - The London Community Foundation (LCF)

We are The London Community Foundation, the charity for London's grassroots. We specialise in supporting community-based organisations focused on helping disadvantaged London.

We're passionate about London, its people, its communities and its vitality. But we also know that it's a place that can exclude and marginalise. We believe grassroots organisations hold the key to improving the lives of the most disadvantaged.

By shining a light on the key issues faced and supporting the best ideas to grow, we strengthen and nurture the network of local people solving local problems.

Vision & Context - MOPAC VAWG Grassroots Fund

1. VAWG-specialist grassroots providers are increasingly dealing with greater and more complex needs.
2. Yet funding for smaller organisations has reduced or is dominated by short-term project funding which is not sustainable.
3. Grassroots Black, Asian and Minoritised Ethnic (BAME) specific services are disproportionately affected by funding challenges.
4. £3m fund to support VAWG-specialist grassroots organisations operating deep in London's communities.
5. Vision - to help build the resilience of VAWG-specialist organisations through funding, peer learning and support, networking, information sharing, and partnership building.

Key Features - MOPAC VAWG Grassroots Fund

1. Two-year funding commitment to existing VAWG-specialist organisations.
2. Priority focus (80% grants awarded) for BAME – led organisations delivering VAWG services to support BAME communities.
3. Capacity-building support programme to be co-designed with successful grantees.
4. Networking events and peer support across successful grantees.
5. Engagement of successful grantees in evaluation.

Why We Brought You Together

- We want to build on MOPAC's consultation in 2019 on the needs of VAWG Grassroots organisations.
- We want your support to co-design the fund prospectus; peer training and support package; fund Theory of Change and impact monitoring.
- To ensure VAWG Grassroots community experiences are heard, reflected on, and fed into the VAWG Grassroots Fund Prospectus & Programme as much as possible.



The Community We Brought Together



VAWG grassroots community organisations represented:

70

Service specialism represented:

General support for gender-based violence
Child sexual exploitation (CSE) & gang exploitation
Domestic and sexual violence
VAWG prevention
Migrants and refugees
Support groups
Supporting non-abusing parents and carers
Cultural and language-specific services

Boroughs represented:

23 out of 32 London boroughs represented.
Lambeth, Greenwich, Croydon, RBKC, Ealing, H&F
Lewisham, Southwark, Islington, Tower Hamlets, Enfield,
Newham, Tottenham, Waltham Forest, Hackney,
Kingston, Barnet, Merton, Redbridge, Camden, Barking
and Dagenham, Brent, Hillingdon, Merton



What We Heard From You:

On The Prospectus

1. The application process must include a range of support options (e.g. accessibility and inclusion):

Organisations want to be able to speak with someone 1:1 over the phone in case they have queries about how to complete the form. Participants also suggested that MOPAC/LCF hosts webinar about how to complete the application for maximum clarity. Participants also want to help design the application form (e.g. what questions are asked and how).

2. Application forms should be simple, accessible and sector-appropriate:

The form should be saveable, downloadable (as a Word document) and should avoid repetitive questions. It should use correct terminology relevant to the VAWG sector, clearly define VAWG (or let organisations define this themselves) and include an FAQ section.

3. The criteria and scoring process should be transparent, with VAWG experts on the panel and majority BAME representatives:

There is a desire for MOPAC to be as transparent about their scoring methods as possible, with assessment criteria included in the prospectus. They also want to know that VAWG experts (the majority of whom are also BAME) will be making decision about their applications, not just grant administration staff.

4. Flexibility around core and project costs, as well as budget reporting, is key:

Organisations should be able to apply for a combination of core and project costs, including salaries. Grantees should be permitted flexibility around changing budgets as projects evolve.

5. Financial status should not be the sole determinant of a funding award:

When assessing applications and risk, MOPAC should consider an organisation's track record of achievements, as well as the trust placed in them by the communities they serve and their past impact on these communities – not simply their financial standing.

What We Heard From You

On The Prospectus (Continued)

6. Options for partnership working should be flexible:

There should be both support for equitable partnerships (where there is no lead organisation and separate payments are made to each), as well as the possibility for 10% extra funding to go toward management costs for the lead organisation in cases where there is one. Moreover, an additional £20k is not enough to make partnerships working worthwhile in many cases.

7. Funding for capacity building support should be additional to the grant pot:

The budget for capacity building support should not come out of the main pot of funding but should instead be added on top of the grant to allow for more organisations to access funding.

8. The prospectus and the application form should include sample responses and a list of required documents for reference:

The prospectus and application form should include examples of how questions could be answered so applicants have a clear understanding of what is required of them in each section. The prospectus should also list the documents required as part of the application so applicants can prepare accordingly.

9. Newer organisations should not have to supply three years of accounts:

Newer organisations should not have to supply three years of accounts to be eligible for the Fund, as they are often excluded from funding on this basis, and therefore struggle to expand even if there is a clear need for their services.

10. There is no need to dedicate the fund to one priority, but it is important to fund preventative long-term work as well as crisis response:

Organisations have different specialisms, and they are all needed. They also have vastly different opinions about what is currently a priority in the sector. However, prevention (in addition to, but not in lieu of, crisis management) is seen as an extremely important part of the work, with many organisations noting that this aspect does not currently receive enough funding.

How **Your** Experiences Will Shape The Prospectus

The learning from all these sessions will inform the Fund Prospectus and all requests from the previous two slides are being addressed.

The total Fund value is £3m and therefore there is no separate pot available for engagement in the capacity building programme. Organisations are encouraged to account for their participation in this within their budgets.

Our shared ambition is that through the VAWG Grassroots Fund we can further evidence the unique value of grassroots organisations in tackling disadvantage in London, to generate more investment in the community sector throughout and beyond the lifetime of the programme.

What We Heard From You

On Peer Learning, Training & Support

1. Capacity building sessions that require staff attendance should either be held locally or online and should be remunerated:

Participants suggested webinars for (i.e. guidance on how to complete the application) and capacity building sessions, so staff don't have to travel to central London, saving them time and money. If this isn't possible, sessions should be held locally and not at City Hall. Payment for sessions might range from £50-£200 per full-day session.

2. Capacity building activities should be totally relevant and led by the needs of grantees:

Participants were clear that it is reasonable to ask grantees to attend quarterly capacity building sessions / activities as a condition of their grants, as long as they are relevant and helpful. This might mean waiting to develop the capacity building sessions until grantees are awarded funding so they can determine the topics they would like to be covered. Participants shared unique ideas about the kind of support they would like to see, including: creating a platform for tracking spending across grant pots; partnerships with organisations like Pilot Light to help groups develop their business strategy; policy audits; learning events where organisations can share successes and failures; connecting organisations to social media influencers who can champion their work, and more.

3. Grantees should have access to an online resource hub, as well as bespoke tools and software:

Grantees should have access to an online platform that includes VAWG-specific guidance on policies, risk management and governance, news from the sector and policy updates. They should also be supported to obtain robust casework software subscriptions and relevant training for staff.

4. Grantees should be able to access various kinds of support related to long-term funding strategy and business planning:

Capacity building activities should include guidance around longevity planning, particularly around securing longer-term funding and diversifying funding sources (e.g. donors, Crowdfunding, social investment, income generation, etc.). This could include creating a committee to help grantees identify match or continuation funding, as well as helping organisations develop fee-for-service trainings, training resources, toolkits, or consultancy services which can be sold at cost and reinvested into frontline services.

What We Heard From You

On Peer Learning, Training & Support (Continued)

- 5. Capacity building events should emphasise, encourage and facilitate sector-wide partnership working:**

Events should help grantees get to know and learn from each other's work, build peer mentoring networks and encourage organisations to form partnerships, consortiums, and forums for specialist work. MOPAC should compile an accessible list of grantees (with descriptions of work and contact details) to facilitate this process.
- 6. Events should provide grantees with the opportunity to network with other funders, larger VAWG orgs, universities and policymakers:**

MOPAC should use its position as a funder to provide grantees with face-to-face opportunities with other large funders, including inviting speakers to events to talk about funding trends and providing networking opportunities with various funders and commissioners. They should also connect grantees to Universities and policymakers to provide frontline organisations with the chance to influence VAWG policy on a greater scale.
- 7. Organisations would benefit from a coach who is also a role model**

If mentorship or coaching is part of a capacity building programme, it should be carried out by a VAWG expert coach who is assigned to work alongside each organisation throughout the life of the grant. This coach should not be a corporate professional (e.g. Lloyds mentors) but instead someone with relevant expertise in the sector who can provide both support and inspiration to VAWG teams as a role model (e.g. 'someone who's made it in the sector' or 'a woman who is part of the movement'). Organisations should be able to meet 2-3 prospective coaches and select one to work with based on their needs.
- 8. Smaller organisations require a range of back office support, e.g. upskilling staff on bid writing:**

From policy and IT audits to guidance around compliance (GDPR, safeguarding, etc.), bookkeeping and resource sharing, supporting small organisations with their back-office needs would help make them more resilient
- 9. Organisations need support recruiting diverse and well-connected trustees:**

MOPAC should use its connections with other funders to help organisations recruit and train passionate, diverse and well-connected trustees who can help them grow sustainably.
- 10. Capacity building requirements should be streamlined for organisations with multiple MOPAC grants:**

For those who are already in receipt of a MOPAC grant, capacity building requirements of the VAWG Fund should be considered alongside the others, in order to avoid duplication of activities and unnecessary loss of time.

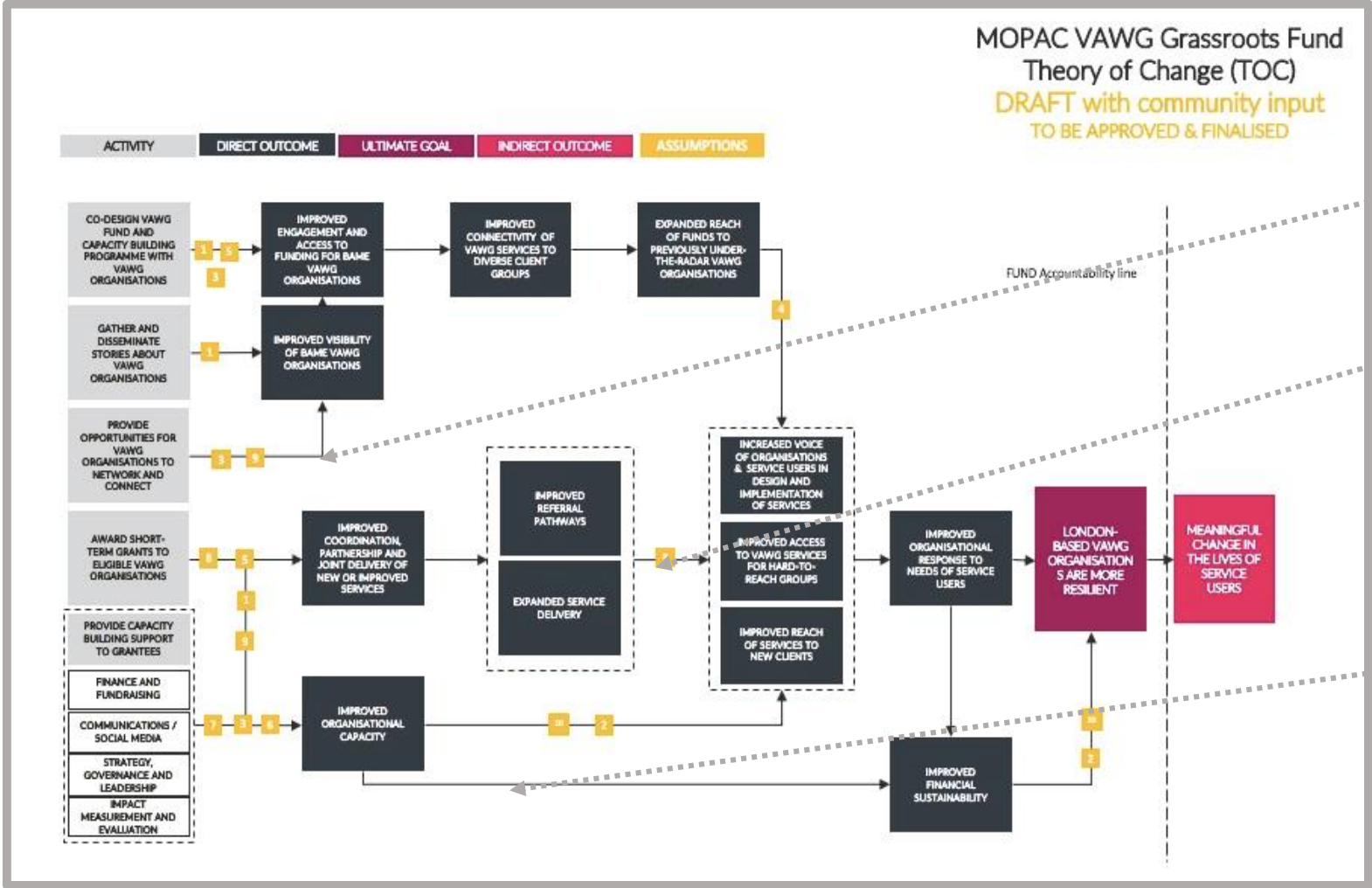
How **Your** Experiences Will Shape **Peer Learning, Training, & Support**

Successful grantees will participate in co-designing events later this year to develop a VAWG grassroots-led programme of capacity building activities that meet the needs of your organisations.

We will try to decide together what activities (training and support) are mandatory and which are flexible and will endeavor to ensure they are all accessible and inclusive.

What We Heard From You

On Fund Theory Of Change (ToC)



Additional Direct Outcomes

1. Improved visibility of funded organisations among key decision-makers such as funders, policy-makers, and social media influencers.
2. Improved coordination of services across boroughs so that providers are not "borough – bound" to help forge deeper collaborations and partnerships.
3. Improved information, advice, and guidance (IAG) sharing among VAWG grassroots organisations to better share resources like space and volunteers and to sign-post other services.

What We Heard From You

On Impact Story & Monitoring

- 1. Language and activity around the Fund Theory of Change needs to be simplified:**
Participants have limited time to engage so the session needs to be truly relevant to their work and account for their day-to-day realities.
- 2. A Theory of Change outline from groups should not be required with an application:**
Not all organisations have working ToC outlines and therefore the ToC should not be a required document.
- 3. Evaluation support should be provided through multiple platforms and be led by organisational need:**
Grantees should be provided with training on the Theory of Change and impact reporting, they should have access to external advisers who can support them through the process, or they should be able to hire an external evaluator to do an independent evaluation of their work.
- 4. Extra or additional finance to bring in volunteers, advisors, etc. to support evaluation:**
Ideally some of the capacity building budget covers additional evaluation support.
- 5. Crisis intervention and long-term support must be measured differently:**
The activities, outputs and outcomes for each crisis intervention vs long-term support differ significantly and reporting templates should account for this.

What We Heard From You

On Impact Story & Monitoring (Continued)

- 6. Reporting methods should be gender and trauma-informed:**

Grantees should receive support around trauma-informed methods of collecting data in order to ensure that they are not retraumatising their service users when they get back in contact to assess their long-term impact.
- 7. Reporting should not be required more than two times per year:**

Reporting any more than two times per year puts unnecessary pressure on services (in terms of numbers) and staff (in terms of time). If reporting twice a year, interim reporting at six months should be a simpler process (perhaps a shorter form) than year-end reporting.
- 8. Consider ring-fencing funding for monitoring and evaluation and any support for this:**

If monitoring and evaluation is a requirement for all successful applications, then MOPAC and LCF ought to require or ring-fence budgets (proportionately) so that this is reflected in the programme and work.
- 9. One easy impact report template or diagnostic tool for all grantees to use, a Truth Kit, that rewards honesty:**

Organisations should be able to provide mix of various qualitative data, including: honest case studies and stories about clients, impact analysis (e.g. how people surrounding service users have been indirectly impacted), how the organisation coordinates with other services, photos, videos and social media to help show change over the grant period. They should also be able to provide more **basic** quantitative data, including number of clients, number of interactions and time spent with each client, level of re-engagement, etc.
- 10. More options for face-to-face visits/phone calls by MOPAC or LCF to meet volunteers and service users:**

Allow this to exist in place of such intense reporting requirements; this promotes honesty and better data gathering.

How **Your** Experiences Will Shape Theory of Change and Impact Monitoring

Evaluation and impact measurement of the fund and relevant projects to be co-produced with grantees.

A Theory of Change document is not required with an application.

Proportionate, twice-yearly online monitoring (with accessible alternatives to online form available) linked to funding instalments, dedicated telephone and email support, plus opportunities for visits from LCF and MOPAC.

VAWG Grassroots Fund Prospectus:

Key things to know

The VAWG Grassroots Fund Prospectus

Key Criteria

- 1. We will accept only one application per organisation.**
- 2. Applicant must:**
 - Currently be providing services to address VAWG
 - Have been established for at least three years
 - Be delivering the work they are requesting funding for in London and be able to demonstrate that they aim to continue to deliver those services in London in the future
- 3. We will accept applications from organisations with the following legal status:**
 - Constituted voluntary and community groups that have a minimum of 3 unrelated members responsible for the governance of the organisation; trustees/directors/management committee, as appropriate.
 - Registered charities
 - Community interest companies
 - Companies limited by guarantee without share capital
 - Charitable incorporated organisations
- 4. Income threshold**
 - The Fund is aimed at organisations with an annual income of less than £500,000 in the previous financial year, or as an average over the past three years.

The VAWG Grassroots Fund Prospectus

Grant Size

- For individual organisations, two-year grants of between £30,000 (£15,000 per year) and £100,000 (£50,000 per year) over 2 years are available.
- Organisations with an annual income of less than £30,000 are advised to call the Fund Manager to discuss an appropriate size of grant request before applying.
- Partnerships consisting of up to three eligible organisations may apply for up to £120,000. Those looking to apply in partnership are advised to call the Fund Manager to discuss their proposal before applying.

The VAWG Grassroots Fund Prospectus

80% to 20% Funding Parameters

- 80% of funds will go to specialist 'by and for' BAME organisations addressing VAWG.
- 20% of funds will go to specialist community organisations (e.g. disability, LBT, migrant groups) providing services that address VAWG.
- Examples for each of these categories will be provided in the Fund Prospectus.
- The Fund Prospectus is published on the LCF Grants Website.

Questions?

Authors: Fancy Sinantha (TSIP) and Millie Brown (LCF)

11 February 2020

TSIP

**The London
Community
Foundation**



Thank you & networking

Contact details for TSIP

Email: tyler.fox@tsip.co.uk Twitter: @TSIPTWEETS

Contact details for LCF

Millie Brown, VAWG Fund Manager

Email: vawgrassrootsfund@londoncf.org.uk

Twitter: @Londoncf

Telephone: +44 (0)20 7582 5117

#VAWGGraassrootsFund

TSIP

**The London
Community
Foundation**