



# Community Southwark Monitoring Short Term Objectives Q1 & Q2, 2021/22

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## Foreword from the Director

This document reflects the short-term objectives, outcomes and outputs of our 2020-2022 strategy which cover two broad areas:

- Equality, Diversity and Inclusion
- VCS Recovery post covid-19

This work has been supported by a number of generous funders to whom we are very grateful; they are:

- City Bridge Trust
- Guy's and St. Thomas' Charity
- National Grid
- Partnership Southwark
- Postcode Society Trust
- Southwark Council
- The National Lottery Community Fund
- Trust for London
- United St Saviour's Charity

This report serves as our monitoring report with the Southwark Council, as part of the Council for Voluntary Services contract (only for the parts of our work funded by this contract) and is also shared with our members via Community Southwark website in order to demonstrate how we are progressing on the delivery of our short-term strategic aims and objectives.

### Equality, Diversity and Inclusion

#### Internal Developments:

We were delighted to welcome Pedro Gil from the Latin American Network as our newest trustee in May 2021.

We now advertise for any posts via a number of recruitment sources, specifically encouraging people from all backgrounds to apply and proactively asking candidates to remove any identifying information from their applications to reduce the risk of unconscious bias in shortlisting. Our short listening and recruitment panels aim to reflect the diversity of our officers, managers and trustees.

#### External developments:

Both the Latin American Network and the Southwark R.E.A.C.H. Networks continued to develop. Their representatives have been present in several other networks local fora. We were particularly proud to deliver the Latin American Network conference in September 2021; an event attended by over 100 participants during which a number of asks have been made to the local authority, including regarding creating a Latin American Centre. Southwark R.E.A.C.H. Network members and others made the following 12 asks of Southwark council during our 'We are not going back to normal' events in June

and August 2021 which focused on hearing the voices of the Black and Minority communities about their feelings on how Southwark Council can improve their community engagement approach with them: <https://www.communitysouthwark.org/news/bme-community-organisations-challenge-southwark-council-with-12-asks-for-better-community-engagement>

### VCS recovery post covid-19

We have reviewed a substantial number of our membership records – big thanks to all the volunteers helping us with this. We are now working on creating a process for an ongoing review, including members being able to update their own records. Our searchable membership database is under <https://www.communitysouthwark.org/our-members>

Over 40 new members were approved by our Board of Trustees between April 2021 and September 2021 during which time we also grew the membership of our dedicated networks, including those for underrepresented groups.

Our Development Day for Southwark Voice members in September 2021 resulted in a number of action points:

- Creating a Southwark Voice manifesto for the local 2021 elections
- Capturing high level figures on the VCS in Southwark
- VCS taking part in the recruitment process for the next Southwark Council CEO

We continued providing crucial support in our members accessing vital funding for their work:

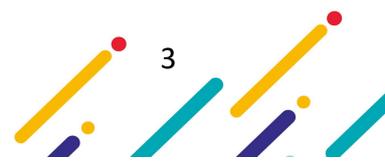
- ‘Let’s Talk Partnerships with the National Lottery Community Fund’ - 29 April (36 attendees)  
This event discussed the National Lottery’s funding streams for partnership working (there are currently no NLCF-funded partnerships in Southwark) and raised awareness of how to secure funding for partnership work. Through a series of facilitated discussion and exchange of email addresses, it also lay the groundwork for increased collaborative working across the VCS. The feedback on the session was really positive with many groups committing to follow up with groups they met at the event.
- London Community Foundation ‘Elephant & Castle Fund Workshop’ - 22 April (23 attendees)

This session provided groups with a space to ask questions about the fund, discuss their ideas for their applications and covered best practice tips of how to write a good funding application.

- A number of Funding resources have been created and added to our website.  
<https://www.communitysouthwark.org/pages/category/income-generation>

Last but not least we continued to support our members with a number of dedicated projects:

- Southwark Food Action Alliance <https://www.communitysouthwark.org/southwark-food-action-alliance-sfaa>
- Make Your Mark <https://www.communitysouthwark.org/make-your-mark-project>
- Catalyst Grants <https://www.communitysouthwark.org/about-the-project>
- VCS Social Prescribing <https://www.communitysouthwark.org/Listing/Category/vcs-social-prescribing>



- Talent Works

Please continue to reach out to us with your support needs and improvement suggestions via [info@communitysouthwark.org](mailto:info@communitysouthwark.org)

Krzysztof Mikata-Pralat  
Director  
22<sup>nd</sup> October 2021



## 1. Objective One:

We will increase equality, diversity and inclusion within VCS in Southwark

### 1.1. Outcome One:

For Community Southwark to become an example of good practice for local VCS in matters of equality, diversity and inclusion.

We are planning to assess whether we succeeded in achieving this outcome by conducting an external assessment before the end of our current strategy (March 2022). This could be via findings from the BS 76005 assessment, which is a British Standard for valuing people through diversity and inclusion or via other means.

#### 1.1.1. Output One

Create Equality, Diversity and Inclusion Policy

Previously achieved. We hope to make it available shortly under <https://www.communitysouthwark.org/Pages/Display.aspx?IsPreview=true&PostType=Page&IDPost=72d8d8e0-b6d8-468a-9944-39104e23f932>

#### 1.1.2. Output Two

Review (and where required create) HR procedures and policies including Anti-Bullying and Harassment Policy; Complaints Procedure; Data Protection Policy; Employee Code of Conduct; Flexible Working Policy and Procedure; Trustees' Governance Manual; Grievance and Disciplinary Procedures; Health and Safety Policy; HR Management Policy; Reasonable Adjustments Procedure; Recruitment and Selection Policy and Procedure; Safeguarding Policy; Volunteers Policy and Procedure.

	Annual target	Actual last 6 months	So far this year
HR P&Ps reviewed	1	1	1
P&Ps created	1	1	1

An HR and Office Manager has been recruited in August 2021 to help with the above process. Our safeguarding policy has been reviewed and the whole team attended safeguarding training in

September 2021. We have also implemented a flexible working policy enabling all staff to continue working from home on some work days until 31/03/2022 if they so wish.

### 1.1.3. Output Three

Monitor the implementation of the policies and procedures underpinning the Equality, Diversity and Inclusion Policy.

We will be able to start work on this output once work on output 2 above has been completed.

### 1.1.4. Output Four

All staff to attend annual Equality, Diversity and Inclusion workshop including unconscious bias workshop

	Annual target	Actual last 6 months	So far this year
Number of training sessions	1	0	0

A follow up training to the sessions delivered in 20/21 is planned for all staff later this financial year via My Learning Source.

### 1.1.5. Output Five

Proactively recruit new trustees from underrepresented groups

	Annual target	Actual last 6 months	So far this year
% increase in new trustees from underrepresented groups recruited	10% increase	-	Able to measure first in Apr 2022

Member of the Latin American Network joined our Board in May 2021.

We will be creating a skills gaps analysis for the three trustee positions which will become available after our 2021 AGM. This will allow us to ensure that we are recruiting the people the charity needs, that they come from amongst our membership and from any groups currently underrepresented on the board.



### 1.1.6. Output Six

Proactively recruit new staff from underrepresented groups

	Annual target	Actual last 6 months	So far this year
% increase in staff from underrepresented groups recruited	10%	-	Able to measure first in March 2022

We advertise via a number of recruitment sources, specifically encouraging people from all backgrounds to apply and proactively asking candidates to remove any identifying information from their applications to reduce the risk of unconscious bias in shortlisting. Our shortlisting and recruitment panels aim to reflect the diversity of our officers, managers and trustees.

### 1.1.7. Output Seven

Meet requirements of BS 76005 Valuing people through diversity and inclusion. Code of practice for organizations

We will start work on this output in Q4 of 2021/2022.

### 1.1.8. Output Eight

Create a factsheet on accessibility to use as a checklist for our events and communications.

	Annual target	Actual last 6 months	So far this year
Number of factsheets created	1	0	0

Previously achieved and available under

<https://www.communitysouthwark.org/Handlers/Download.ashx?IDMF=a820c308-3350-4947-b4b3-f0c0e6c43821>

## 1.2 Outcome Two:

Increased capacity, capability and representation of ethnic minority groups in Southwark.



### 1.2.1. Output One

Obtain funding for and recruit a dedicated Development Officer (ethnic minority groups)

We obtained continuation funding for the period October 2021 to March 2022 from the Postcode Society Trust. We are in discussions with other funders about the potential of them supporting this vital work from April 2022 onwards.

Planning with input from VCS Support Officer on targeted training programme for BME led community organisations.

A new workshop programme to be introduced from October 2021 – March 2022 (Qtr.3 and 4) to include a unit on Equality Impact Assessments.

### 1.2.3. Output Three

Create, publish and/or update online resources (incl. factsheets, short videos, toolkits etc) on Equality Impact Assessments

	Annual target	Actual last 6 months	So far this year
Enter indicator here	8	0	0

Planning with national organisation Race on the Agenda to collaborate on a series of Equality Impact Assessments online resources. Online resources will be available in Qtr. 3.



#### 1.2.4. Output Four

Deliver workshop on fundraising

	Annual target	Actual last 6 months	So far this year
Number of sessions	2	0	0
Number of attendees			0

Planning with input from VCS support officer on targeted training programme for BME led community organisations.

A new workshop programme to be introduced from October 2021 – March 2022 (Qtr 3 and 4) to include a unit on Fundraising

#### 1.2.5. Output Five

Deliver workshop on good governance

	Annual target	Actual last 6 months	So far this year
Number of sessions	2	0	0
Number of attendees			0

Planning with input from VCS support officer on targeted training programme for BME led community organisations.

A new workshop programme to be introduced from October 2021 – March 2022 (Qtr 3 and 4) to include a unit on Governance.

#### 1.2.6. Output Six

Deliver workshop on financial management (budgeting and sustainability)

	Annual target	Actual last 6 months	So far this year
Number of sessions	2	0	0

Planning with input from VCS support officer on targeted training programme for BME led community organisations.



A new workshop programme to be introduced from October 2021 – March 2022 (Qtr 3 and 4) to include a unit on financial planning and management

### 1.2.7. Output Seven

Deliver workshop on project management

	Annual target	Actual last 6 months	So far this year
Number of sessions	2	0	0

Planning with input from VCS support officer on targeted training programme for BME led community organisations.

A new workshop programme to be introduced from October 2021 – March 2022 (Qtr. 3 and 4) to include aspects of project management.

### 1.2.8. Output Eight

Deliver workshop on creating a strategy (planning)

	Annual target	Actual last 6 months	So far this year
Number of sessions	2	0	0

Planning with input from VCS support officer on targeted training programme for BME led community organisations.

A new workshop programme to be introduced from October 2021 – March 2022 (Qtr. 3 and 4) to include a unit on strategic planning.

R.E.A.C.H. networks held on 26<sup>th</sup> July 2021, 13 people in attendance 13 community organisations represented. Theme stories, successes, and challenges over past 18 months.

The following was highlighted by network members

- The negative impact Tony Sewell’s report on racial disparities has had on people who trying to address systemic race inequalities.
- The effect covid 19 has had on community organisations being prevented delivering services especially to those people who are extremely vulnerable e.g. homeless
- How services had to be adapted. Meals on wheels service set up by an organisation to replace melas they would provide at their community centre which has had to close during COVID 19
- How having to deliver online instead of in – person has increased the number of people now attending their sessions; working online produced more networking across the borough and nationally with other organisations

- Funding success has been achieved during the last 18 months due to the organisation identifying a new need for its users because of the impact of COVID 19 and its disproportionate it has had their BME clients.
- Lots of organisations clients are struggling because they have lost their jobs during the Covid 19 pandemic. Organisations have also been affected by inability of lots of people unable to volunteer because they have had to isolate due to underlying health conditions.

Reports received from 3 working groups set up, Health Inequalities, Young people (employment and enterprise and criminal Justice system)

R.E.A.C.H. Committee meet outside network events, meetings held on 14<sup>th</sup> June 27<sup>th</sup> July and 9<sup>th</sup> August.

R.E.A.C.H. has representation on the following platforms

- Southwark Equalities Human Rights Panel
- Southwark Council Grants and Commissioning stage 1 panel looking into structural barriers that might prevent BME accessing or receiving council grants.
- HealthWatch board - this is an indirect representation as the rep from R.E.A.C.H. sits on the board as an individual living in Southwark but raises issues for residents reciprocally at HealthWatch and R.E.A.C.H. network meetings.
- Community Southwark Trustee Board

### 1.2.10. Output Ten

Run quarterly Latin American Network meetings

	Annual target	Actual last 6 months	So far this year
Networks Delivered	4	2	2

Latin American Network meetings held on

- 6<sup>th</sup> May: 9 people representing 8 Latin American Organisations, 112 people attended. Issues discussed mental health, welfare benefits and Eu Citizenship. Matters agreed to take to Southwark Voice. Reports received from two working groups set up space/building met on 18<sup>th</sup> May (4 organisations attended. and Conference planning group met on 16<sup>th</sup> May (4 organisations in attendance). Ideas for the conference discussed, Health and wellbeing, and space for community emerging themes. A report was provided by community rep from Latin American Network who sits on Southwark Council Grants and Commissioning panel which is investigating into if there any structural barriers to BME community groups applying to Southwark Council for Grants. Two community reps from network representing the network on a community engagement group initiative which is a collaboration between focusing on Southwark Council and the BME Community sector. The initiative is looking into how the council's community engagement approach and practices can be improved with the BME

Community. Community Reps lead discussions with other BME led community organisations at 17<sup>th</sup> June event “We are not going back to normal”

- 26<sup>th</sup> July: 6 people present 4 representing 3Latin American Community. Space and place working group met on 16<sup>th</sup> June and gave report. Conference planning group report there are three emerging themes for conference. Health and Well Being Place and Space, Education, Welfare, Employment and Culture

2 reps from LA network involved with planning and organising “We are not going Back to normal part 2” event to be held on 5th August, event included conversations with Southwark Council Officers who are responsible for community engagement in Southwark. 12 asks from BME community for how better community engagement with the council can be achieved were agreed at this event. <https://www.communitysouthwark.org/news/bme-community-organisations-challenge-southwark-council-with-12-asks-for-better-community-engagement>

Latin American network member is a trustee of Community Southwark.

### 1.2.11. Output Eleven

Run annual survey of ethnic minority groups

	Annual target	Actual last 6 months	So far this year
Survey	1	0	0

Annual Survey previously completed and includes high level data containing key profiles of BME led community organisations in Southwark that are members of Community Southwark . <https://www.communitysouthwark.org/news/020-2021-annual-membership-survey-findings>

### 1.2.12. Output Twelve

Support ethnic minority groups to access premises

	Annual target	Actual last 6 months	So far this year
Number of groups supported	4	0	0

Basic signposting to funding opportunities for access to premises has been placed in e- bulletins to the Latin American Community network and Southwark R.E.A.C.H. Alliance.

Latin American Network has set up a space and place working group to investigate the space and premises needs of the Latin American Community. Group has met 18<sup>th</sup> May and 16<sup>th</sup> June.

Issues have been raised through conversations with BME community organisations on the following

- Limited affordable opportunities in Southwark to access premiss for office/storage use.
- BME organisations face losing their service delivery space due to changes in lease agreements I.E, from pepper corn rent to market rent or council asking community organisation to leave their premises because they want to use the space for something else but not able/willing to find organisation alternative premises.

In Qtr 3 meeting to be held to hear collective voices from the BME community organisations around current premises issues and their solutions to the problem. Views will be carried forward to new Southwark Council property

### 1.2.13. Output Thirteen

Develop VCS / social action activists and leaders from under-represented groups

Work on this output with our Social Action and Communities Officer has not been done due to the to the council requiring us to take a lead on the response to the Afghan refugees in Southwark. However the Camberwell and Nunhead Connected project led by our other Social and Action Communities Officer has developed Social Activists leaders to under -represented groups across Pelican Plus estate, Letsom estate and the gardening project. See the break down in the long term monitoring of the project.

### 1.2.14. Output Fourteen

Promote BAME organisation's services, networks & info via our newsletters, website and social channels

	Annual target	Actual last 6 months	So far this year
Number of bulletins	8	4	4

Mailchimp ebulletins for the REACH Alliance and Latin American Networks have been set up and regular ebulletins are being sent to both target groups.

### 1.3 Outcome Three

More VCS groups taking proactive steps to include underrepresented groups as their volunteers, staff and trustees

#### 1.3.1. Output One

Create, publish and/or update online resources (incl. factsheets, short videos, toolkits etc) on good practice in equality, diversity and inclusion including positive action.

	Annual target	Actual last 6 months	So far this year
Number of resources	1	0	0

Collaborating with Race on the agenda and Black training Enterprise Group to publish online resources for Community Southwark with a focus on race and ethnicity. Resources to be uploaded in QTR 3.

#### 1.3.2. Output Two

Create model equality, diversity and inclusion policy for local VCS

	Annual target	Actual last 6 months	So far this year
Model Policy Created	1	0	0

We hope to be able to upload our own policy, for it to act as a model, shortly under <https://www.communitysouthwark.org/Pages/Display.aspx?IsPreview=true&PostType=Page&IDPost=72d8d8e0-b6d8-468a-9944-39104e23f932>

#### 1.3.3. Output Three

Promote trustee roles to underrepresented groups via Trustee Week and throughout the year.

	Annual target	Actual last 6 months	So far this year
Number of roles promoted	10	11	11



We have continued to advertise trustee volunteer roles on our “volunteering opportunities” and “news” pages on the website and during our volunteer advice appointments and signposted to these roles.

We have promoted roles for Trustees, Honorary Chair, Chair of Trustees for organisations that support older people, arts and theatre, rehabilitation & homelessness.

We are preparing to promote and celebrate “Trustees Week” in next quarter between the 1<sup>st</sup>-5<sup>th</sup> November 2021

#### 1.3.4. Output Four

Hold and attend volunteer fairs/events (in person or online) to promote volunteering particularly trusteeship to underrepresented groups

	Annual target	Actual last 6 months	So far this year
Number of events	10	0	0

Due to covid19 we have not been able to attend any volunteer fairs to date. We have booked onto upcoming fairs online in Q3.

#### 1.3.5. Output Five

Ensure digitally excluded volunteers can access our service by promoting volunteering through leafleting, posters and directories

	Annual target	Actual last 6 months	So far this year
Number of leaflets distributed	250	100	100

Camberwell and Nunhead connected have been distributing leaflets in the community for us whilst carrying out their door knocking activities.

We have an outreach volunteer role live on our website and we are hoping to recruit volunteers to help us distribute in Q3.

### 1.3.6. Output Six

Deliver workshop on 'Building an inclusive space for volunteers and trustees'

	Annual target	Actual last 6 months	So far this year
Number of workshops	2	0	0

We will be delivering training in Q3 see full break down there. This training is due November 2021 and April 2022. This also links onto our new volunteer strategy and volunteering in Southwark and how we can make volunteering more accessible for all. We have also created two resources around this, they can be found here:

<https://www.communitysouthwark.org/building-an-inclusive-space-for-volunteers>

<https://www.communitysouthwark.org/how-to-be-an-ally-designing-boards-for-racial-diversity>

### 1.3.7. Output Seven

Promote benefits of volunteering to underrepresented groups through cases studies

	Annual target	Actual last 6 months	So far this year
Number of case studies	8	11	11

We have celebrated volunteers' stories through case studies during two major volunteering events over the past 6 months at Community Southwark: "volunteer's week" and "Southwark Stars". The purpose of the case studies is to celebrate the wonderful, committed volunteers we have across the borough, understand why they volunteer and how their contribution helps others, whilst also promoting the positive effects volunteering in the Southwark community to underrepresented groups and raise awareness.

The link below is to the case studies currently live on our website.

<https://www.communitysouthwark.org/Listing/Category/successful-volunteer-stories>



### 1.3.8. Output Eight

Staff from underrepresented groups working in local VCS groups

	Annual target	Actual last 6 months	So far this year
% increase of staff		-	-

*No benchmark data exist. We will need to consider how to best take this output forward.*

### 1.3.9. Output Nine

Create targeted media flyer for underrepresented groups

	Annual target	Actual last 6 months	So far this year
Number of flyers	1	0	0

This flyer is on hold until we can print and do physical outreach to these groups.

## 2. Objective Two:

We will support the covid-19 recovery of the VCS in Southwark.

### 2.1 Outcome One:

Increased understanding of the changed needs of the sector and support to increase its resilience and the wellbeing of its workforce.

We shared the findings from our annual membership survey and our action plan in response to it via <https://www.communitysouthwark.org/news/annual-membership-survey-action-plan>



### 2.1.1. Output One

Review and update all of our membership records.

	Annual target	Actual last 6 months	So far this year
Number of records for review	Up to 1000	1000	1000

We have reviewed a substantial number of our membership records – big thanks to all the volunteers helping us with this. We are now working on creating a process for an ongoing review, including members being able to update their own records. Our searchable membership database is under <https://www.communitysouthwark.org/our-members>

### 2.1.2. Output Two

Review and update our membership offer

	Annual target	Actual last 6 months	So far this year
Membership Offer reviewed	1	0	1
Membership offer updated	1	0	1

Previously achieved and available under <https://www.communitysouthwark.org/membership-benefits> and <https://www.communitysouthwark.org/Handlers/Download.ashx?IDMF=6a75366b-3a8e-4973-973b-9d13c5e507e6>

### 2.1.3. Output Three

Proactively promote our membership to new groups - particularly under-represented groups

	Annual target	Actual last 6 months	So far this year
Enter indicator here	1	-	-

Over 40 new members were approved by our Board of Trustees between April 2021 and September 2021 during which time we also grew the membership of our dedicated networks, including those for underrepresented groups.

#### 2.1.4. Output Four

Conduct and report on a monthly State of the Sector survey.

	Annual target	Actual last 6 months	So far this year
Number of surveys	12	0	0

Community Southwark conducted and reported on monthly State of the Sector surveys last year, however after consistently low response rates, Community Southwark decided to stop conducting these surveys in December 2020, with the last survey being November 2020 and previously shared via [https://mcusercontent.com/99c68533b1c15beb7cfa34af6/files/3a44a36e-937b-4200-89c4-acc302bf4cc5/November\\_2020\\_results.pdf](https://mcusercontent.com/99c68533b1c15beb7cfa34af6/files/3a44a36e-937b-4200-89c4-acc302bf4cc5/November_2020_results.pdf)

If the need for a new monthly State of the Sector survey arises, CS will begin these again.

#### 2.1.5. Output

Conduct an in depth annual Membership Satisfaction Survey; including a detailed analysis of the ethnic minority groups.

	Annual target	Actual last 6 months	So far this year
Number of surveys	1	1	1

Previously achieved and information on the survey results and our action plan in response to it under <https://www.communitysouthwark.org/News/annual-membership-survey-action-plan>

#### 2.1.6. Output Six

Develop and provide activities in line with the findings from the monthly State of the Sector Survey and the annual Membership Survey.

Based on the Annual Members Survey Report, CS teams met to discuss survey findings relevant to their team and their work. Teams then created action points based on survey findings to address in the short-term (before 2022) and in the long-term (long-term items will inform our new organisational strategy). These team action points were then collated and presented as a CS Action Plan, which was shared with our members here:

<https://www.communitysouthwark.org/news/annual-membership-survey-action-plan>

We will continue to revisit and address both short- and long-term action points and to develop and provide activities in line with these action points.

### 2.1.7. Output Seven

Update resource and training on supporting, retaining and rewarding volunteers in the post covid-19 world.

	Annual target	Actual last 6 months	So far this year
Number of resources	1	1	1

This resource can be found here: <https://www.communitysouthwark.org/guide-to-supporting-rewarding-and-retaining-volunteers-in-the-post-covid-19-world>

We are planning on to deliver volunteer Reward and Recognition training online which will take place in October in Q3.

### 2.1.8. Output Eight

Create VCS resource on supporting volunteers with their skills development and into employment (digital skills) in the post covid world

	Annual target	Actual last 6 months	So far this year
Number of resources	1	0	0

This resource will be developed after the writing of the volunteer strategy so in Q3 as this is one of our main focus's. We are currently working with St Giles Trust and Southwark Works on creating a volunteer journey into employment and so please look out for this resource soon.

### 2.1.9. Output Nine

Develop a CS volunteer outreach program to engage with new and existing members including contacting new members with welcome pack and explaining our membership offer.

	Annual target	Actual last 6 months	So far this year
Outreach programme created	1	0	0
Number of volunteers recruited	10	0	0
Welcome pack created	1	0	0
Number of engagements with new members	10	0	0

Output on this work is yet to start, partially due to a large number of services continuing to operate on a remote basis and partially due to the fact that we continue to attract significant number of new members.

### 2.1.10. Output Ten

Update our promotional flyer/welcome pack and create a video on our work and service offer.

	Annual target	Actual last 6 months	So far this year
Number of resources created/updated	2	0	1

- Previously achieved and is on the CS website for groups to access, it is being sent out to all new members:  
<https://www.communitysouthwark.org/Handlers/Download.ashx?IDMF=6a75366b-3a8e-4973-973b-9d13c5e507e6>
- We are now starting the planning of the welcome member video, we are currently in the process of recruiting a volunteer to help us create it

### 2.1.11. Output Eleven

Deliver the VCS Emergencies Partnership project

Previously delivered with further information being available under <https://www.communitysouthwark.org/News/vcs-emergencies-partnership-additional-support-for-your-charity>)

### 2.1.12. Output Twelve

Demonstrate the value of the local VCS

We started a discussion with a corporate supporter with the view of them helping us deliver this project. We also discussed this with members of Southwark Voice during their Development Day in September 2021 during which a number of suggestions were made including:

- Create a Southwark Voice manifesto for the local 2021 elections
- Capturing high level figures on the VCS in Southwark
- VCS taking part in the recruitment process for the next Southwark Council CEO

### 2.1.13. Output Thirteen

Create a new membership database via AirTable

We continue to develop the AirTable as our internal database as well as an external database for anyone with access to the Internet via <https://www.communitysouthwark.org/our-members>. We are looking at additional functionalities so that the data is more accessible and easier to work with e.g. a searchable map function.

## 2.2 Outcome Two: Increased collaboration within the sector

### 2.2.1. Output One

Deliver workshops on collaboration

	Annual target	Actual last 6 months	So far this year
Workshops delivered	4	1	1

Space to discuss collaboration has been incorporated into our quarterly network meetings. There have been offers between groups to share space, to share resources and share their experience and best practise. This is laying the groundwork for better collaboration within the sector. We are starting to record these wins from network meetings using our Airtable database. For example, following our Small Groups Meet Up in June 2021, One Small Group, Passion for Reducing Type 2 Diabetes connected with and delivered a workshop for the members of Walworth Golden Oldies and raise awareness about diabetes.

On 29 April 2021, we ran a very successful workshop with The National Lottery Community Fund called 'Let's talk partnerships'.

### **‘Let’s Talk Partnerships with the National Lottery Community Fund’ - 29 April (36 attendees)**

This event discussed the National Lottery’s funding streams for partnership working (there are currently no NLCF-funded partnerships in Southwark) and raised awareness of how to secure funding for partnership work. Through a series of facilitated discussion and exchange of email addresses, it also lay the groundwork for increased collaborative working across the VCS. The feedback on the session was really positive with many groups committing to follow up with groups they met at the event.

### **London Community Foundation ‘Elephant & Castle Fund Workshop’ - 22 April (23 attendees)**

This session provided groups with a space to ask questions about the fund, discuss their ideas for their applications and covered best practice tips of how to write a good funding application.

### **‘Diversifying Income for Small Charities with Kindlink’ - 11 May (3 attendees)**

The event was not particularly well attended so we cancelled the following two sessions in the series we had booked in the diary with KindLink and will be considering how to run future sessions on this topic with better uptake in the future.

#### **2.2.2. Output Two**

Create, publish and/or update online resources (incl. factsheets, short videos, toolkits etc) on collaboration

	Annual target	Actual last 6 months	So far this year
Resources created	8	0	0

Planned for Q4 2021/22 as part of a bigger piece of work around collaboration. Our existing resources are being reviewed and updated but have not yet been added to the website.

#### **2.2.3. Output Three**

Casework with organisations wanting to collaborate

	Annual target	Actual last 6 months	So far this year
Pieces of casework completed	4	0	0

Conversations have taken place with BME community led Community organisations to address specific issues which could lead to the following potential collaborations between VCS organisations and across sectors. Issues being discussed

- Premises issues for BME groups, up to 5 BME community organisations affected, meeting to be set up in qtr3
- Future of BME over 65's health and social care services 2 informal meetings with providers of health and social care services to BME older people held in June and July. Visioning meeting of providers to be set up in qtr. 3.
- Supporting people in Southwark who have been affected by the Government "Windrush scandal" forum to be set up in qtr3, 1 cross sector meeting held in May to discuss community led action; present were Southwark Council Officers, councillors & VCS community organisations.

#### 2.2.4. Output Four

Create a new, more accessible website with easily accessible information

Previously achieved. In our recent annual survey, 47% of respondents answered 'Yes very much' when asked if the new website was accessible and easy to navigate. Some of the accessibility features include translation, different font sizes and contrasts.

New website: <https://www.communitysouthwark.org/>

#### 2.2.5. Output Five

Embed AirTable database into our website to allow everyone to find info on relevant groups.

Previously achieved and available under <https://www.communitysouthwark.org/our-members>

#### 2.2.6. Output Six

Explore the possibility of allowing referrals within the VCS via the AirTable

We have explored this possibility but concluded that we would not be able to take it forward due to privacy concerns and resources this would require.

#### 2.2.7. Output Seven

Review how capacity building support in the borough can best support the development of Southwark social/ community support alliance together with development/implementation of a formal partnership model of delivery with Voluntary and Community Sector organisations.

This output relates to our work at the Southwark Community Support Alliance. We have been actively engaging members in this work and sharing updates via

<https://www.communitysouthwark.org/southwark-council> and prior to that via <https://www.communitysouthwark.org/southwark-community-hub-one-stop-support-during-the-covid-19-coronavirus-crisis>

### 2.2.8. Output Eight

Continue to operate referral system via AirTable for Southwark Community Hub and VCS partners

We continued this work between Apr 2021 and Sep 2021 facilitating several hundred referrals between the council and VCS during that time.

### 2.2.9. Output Nine

Continue to support the development of Mutual Aid Groups.

Previously completed and reported via newsletters and our website.

## 2.3 Outcome Three:

### VCS groups better able to serve their beneficiaries post covid-19.

#### 2.3.1. Output One

Deliver workshop on sources of unrestricted funding.

	Annual target	Actual last 6 months	So far this year
Number of workshops	2	2	2

We ran a series of series of masterclasses with the charity fundraising and donor management platform Kindlink on 11 May, 26 May and 22 June however due to low uptake we had to cancel the final session. We had very low numbers for the first two sessions as well which was a shame.

#### **'Let's Talk Partnerships with the National Lottery Community Fund' - 29 April (36 attendees)**

This event discussed the National Lottery's funding streams for partnership working (there are

currently no NLCF-funded partnerships in Southwark) and raised awareness of how to secure funding for partnership work. Through a series of facilitated discussion and exchange of email addresses, it also lay the groundwork for increased collaborative working across the VCS. The feedback on the session was really positive with many groups committing to follow up with groups they met at the event.

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The event was not particularly well attended so we cancelled the following two sessions in the series we had booked in the diary with KindLink and will be considering how to run future sessions on this topic with better uptake in the future.

**2.3.2. Output Two**

Create, publish and/or update online resources (incl. factsheets, short videos, toolkits etc) on sources of unrestricted funding.

	Annual target	Actual last 6 months	So far this year
Resource created	1	1	1

Resources called ‘Guide to Crowdfunding for Community Groups’ created and added to our website. <https://www.communitysouthwark.org/pages/category/income-generation>

New resources section added to funding ebulletin to help share information and guidance with groups. Resources shared via our funding ebulletin on Do’s and Don’ts for Grant Funding Applications, local data sources to support funding applications, tips for legacy fundraising, tips to adapt fundraising during COVID-19, guide to proving your need.

**2.3.3. Output Three**

Support the availability of digital technology to VCS groups and their beneficiaries

Mobile phones were donated to the Camberwell and Nunhead project for their listening campaign.

Plus Hubbub have donated 30 mobiles for the Afghan Refugees, a full a report will be in next quarters monitoring.

#### 2.3.4. Output Four

Deliver workshop on re-opening to local VCS groups

	Annual target	Actual last 6 months	So far this year
Number of sessions	3	2	2
Number of attendees	30	27	27

Delivered 2 sessions in Q1, had a third session advertised for Q2 but no bookings. The first session was well attended, the second session had only 4 participants and there were no bookings for the third session. Feedback suggested groups did not want this session and felt comfortable reopening and so we have not sought to hold this session again but have provided advice and information to any groups with a query in this area.

#### 2.3.5. Output Five

Create, publish and/or update online resources (incl. factsheets, short videos, toolkits etc) on re-opening.

	Annual target	Actual last 6 months	So far this year
Online resource	1	2	2

Online factsheet created in Q2 and updated in Q4: <https://www.communitysouthwark.org/covid-19-resources>

#### 2.3.6. Output Six

Deliver a new covid-19 prevention grant and ambassadors project to local VCS (Public Health, Southwark Council)

Community Health Ambassadors Network (COVID-19)

- The network now has 85 Ambassadors, of which 28 were trained during Quarter 4)
- We ran 8 Inductions to train and onboard Ambassadors
- We hosted 5 Network meetings/workshops including a mental health webinar and a video creation workshop
- We carried out 3 feedback surveys to identify VCS and community concerns and ideas regarding coronavirus issues
- Presented programme at Health & Wellbeing Board, including 2 Ambassadors speaking about their roles



- The programme was featured on BBC London TV news, with 2 Ambassadors interviewed for the feature in situ in the community

#### VCS COVID-19 Prevention Grants

- Applications have been assessed and 7 successful applicants selected to receive a grant, whose projects have now commenced. We will help them to create a monitoring and evaluation plan in Quarter 1

### 2.3.7. Output Seven

Deliver a new VCS social prescribing project to link local VCS and health services better (Partnership Southwark)

Since October 2020, the VCS social prescribing project has:

A) October 2020 to February 2021; carried out a scoping exercise on the position of social prescribing in Southwark between November 2020 to January 2021. A report highlighting 20 recommendations to help take the project forward will be published in May 2021.

B) March 2021; set up a new Southwark Social Prescribing Network (SSPN) with a current membership of 27 VCS organisations.

C) April 2021; started the planning and development of a Proof-of-Concept (PoC) project in the summer to support the business case and sustainability for the social prescribing project, reporting is scheduled for September 2021.

D) May 2021; Final draft and updated Taking Stock report highlighting 20 recommendations to help take the project forward. Started PHASE 1 of PoC

E) Jun 2021; published Taking Stock report delayed from May 2021.

Facilitated last of four SSPN set-up meetings, agreed Terms of Reference Started PHASE 2 of PoC

F) Jul 2021; Using the Taking Stock scoping report and the engagement through the network to plan proof of concept/testbed Continued PHASE 2 of PoC

G) Aug 2021; Started PHASE 3 of PoC

H) Sep 2021; Continued PHASE 3 of PoC extended timeframe.

### 2.3.8 Output Eight

Deliver a new SFAA project to respond to the increased food insecurity (GStT Charity, Public Health Southwark, Food Power)

	Annual target	Actual last 6 months	So far this year
Number of new members	60	39	39
Number of attendees at network meeting	120	33	33

Following an intensive period supporting emergency food distribution, SFAA's activities are refocusing on Southwark Food Security Action Plan. Although no network meetings were held during Q2, 19 members participated in a food distribution meeting, where the

Community Support Hub presented on their extensive food security referral work. The Felix Project and FareShare also updated members on delivering fresh and non-perishable food, and Felix Meals into Southwark's food distribution system.

Food hub manager members have continued to meet regularly to share knowledge and ideas for improving services to residents, including more culturally appropriate food delivery.

Orders were placed for October delivery of fridges and freezers to food distributor members, including small groups, through a council collaboration with Hubbub and Liebherr.

Preparation has continued for SFAA's Sustainable Food Places member application, with a joint Public Health and SFAA workshop held to discuss 'What would a good food Southwark look like?'. Feedback received has fed into an updated SFAA vision and terms of reference that together align well with Food Security Action Plan implementation work in progress.

### 2.3.9. Output Nine

Deliver a new community grants project to increase the wellbeing of local residents (GStT Charity)

This project, also referred to as the Catalyst Grant Programme, is based on issuing small well-being grants of up to £500 to individuals on low income. Funds can be used flexibly for what people feel will make a meaningful difference to their lives and overall mental and/or physical well-being. It may also help fulfil personal goals, where a financial barrier currently exists. We are also looking to see if this helps people on low income overcome [Social Determinants of Health \(SDHs\)](#).

Awards have been granted in blocks of £5,000 to 5 partner organisations who will distribute funds to people they are already working with. We have also been looking at the optimal way to evaluate both the pilot programme itself, and the benefits of the grant for its beneficiaries. This has been done through well-being monitoring research, collaboration with the partners and support from our Evaluation & Impact officer. More info about this project can be found [here](#).

Grants have now been given out by partners to their members, with pre- and post-surveys to monitor their state of well-being before and after the grant, this being to monitor the impact the grant has made on the well-being of individuals and therefore whether Social Determiners of Health can be identified from our findings. Partners have also been charged to identify one or two success stories that they can use as case studies to consolidate the success of the Catalyst Grant Pilot Programme.

### 2.3.10. Output Ten

Continue to deliver SESS project to respond to increased financial insecurity



The project has been scaled down by 80% and continues to promote this support option to the beneficiaries of the VCS. Further information is under <https://www.communitysouthwark.org/southwark-emergency-support-scheme>

### 2.3.11. Output Eleven

Continue to deliver Universal Credit Network for frontline professionals (United St. Saviour's Charity)

	Annual target	Actual last 6 months	So far this year
Number of sessions	4	1	1

Universal Credit Network meetings continue to be well attended with roughly 40 people at each online session. Our September meeting was delayed until October, which will count to the next two quarters. Feedback is consistently excellent; in May 2021 84% attendees Agreed or Strongly Agreed that the meeting improved their knowledge of UC; 84% Agreed or Strongly Agreed that they could support & advise their service users better because of the meeting.

Additionally, we organised two free training sessions for network members: the first was an Introduction to UC by Child Poverty Action Group, the second was on UC and the Sanctions System run for us by Public Law Project. As always both were booked up quickly and had a long waiting list. Feedback on the PLP training includes that 50% of attendees had never been to a UCN training session before; 100% of attendees Agreed or Strongly Agreed that their knowledge of UC had improved due to the training; 90% Agreed or Strongly Agreed that they could support & advise their service users better after the training. We are prioritising places for grassroots Southwark-based organisations.

### 2.3.12. Output Twelve

Deliver a new Talent Works Project on digital support for small low-income community led groups (Trust of London)

Talent Works has now finished. The practical part of the project kicked off in March 2021 with two full day workshops. Groups then developed their project briefs. 16 community groups participated. They worked together with students from UAL in June who produced some digital assets for them. At the end of the programme, each group received a £500 grant to help them continue to develop their digital assets.

### 2.3.13. Output Thirteen

Develop a workshop on digital tools usage (zoom, airtable, monday.com)

	Annual target	Actual last 6 months	So far this year
Workshops delivered	1	-	-

Previously delivered and no longer required.

