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Title of meeting:	Cabinet Member for Communities and Central Services
Subject:	Equalities initiatives and funding
Date of meeting:	Friday 10 March
Report by:	Head of Marketing, Communications and Engagement
Wards affected:	None

1. Requested by Cabinet Member for Communities and Central Services

2. Purpose

To update on progress made regarding the projects allocated equalities funding at the Communities and Central Services Portfolio Decision Meeting on 21 September 2022.

3. Information Requested

3.1 At the meeting of the full council in February 2022 an amendment to the value of £100,000 to the revenue budget was carried:

Equalities and Community Initiatives Grants - Voluntary and Community Sector grants to promote equality and tackle discrimination (e.g. Violence against women and girls, anti-racism and the annual Pride event)

3.2 On 21 September 2022 the Cabinet Member for Communities and Central Services approved a recommendation to allocate the funding as follows:

- Portsmouth Pride annual event - £25,000
- Live Well Community Outreach programme - £10,000
- Youth Voice project - £14,000
- Community research and participation initiatives - £11,000
- Violence Against Women and Girls Toolkit - £5,000
- Community Inclusion Grant Scheme - £30,000

3.3 Portsmouth Pride

Portsmouth Pride is a charitable, volunteer run organisation aiming to make

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Portsmouth a city of inclusivity. £25,000 was awarded to support its activities.

£5,000 of this funding was awarded to Portsmouth Pride in October 2022, taking the council's total support for the event to £10,000 for the current financial year. The remaining £20,000 has been ring-fenced to provide £10,000 grants to Portsmouth Pride in each of the next two financial years. Further to this funding, £2,000 from the unallocated reserve and £8,000 from cultural services has been similarly ring-fenced to extend funding for an additional year.

3.4 Live Well Community Outreach programme

The Live Well events are community outreach events for communities in deprived areas of the city, bringing services to the community directly and from a wide range of services within the council and from partners in the health and voluntary sector.

The events themselves provide access to money advice, advice on energy and the range of grants available, health advice on issues such as healthy eating, exercise, mental health, smoking cessation, drugs and alcohol and vaccination to name a few.

The Live Well Outreach programme was born out of Covid recovery, specifically focused on vaccination uptake through a joint approach with health partners. As such the initial phase of work was funded by Covid grants. As the programme has developed so has the national context with a greater focus and emphasis now being placed on cost of living support. Only a small proportion of the allocated equalities funding has been accessed to date, however it is anticipated that there will be a continued need for the Live Well Outreach programme to support communities over the coming year and the remaining funding will support a forward programme of events going into the financial year 2023/2024.

Money has been spent on promoting events, providing refreshments for people attending, incentives to encourage people to engage and donations to the pantries and larders that we've been working closely with as payment in lieu for using their space.

3.5 Youth Voice project

The funding has been spent on work with young people in developing the Youth Parliament for the city and continuing the ongoing work on young people's mental health and wellbeing, the environment, and relationships and sex education with a particular focus on diversity and inclusion across all aspects of their work.

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The areas of work of the project are outlined below and will continue into 2023/24 during which the balance of the allocated funding will be spent:

- **Building a strong and sustainable youth cabinet:**
The youth cabinet members and support officers were formally appointed on 22 November 2022. Links have been established with the Cabinet and youth cabinet members have started to meet and establish links with their respective Portfolio Holders.
- **Grow and diversify the membership:**
More schools are now represented than previously. More younger pupils have been recruited and the group is much more racially diverse. The burden has been lifted from those young people in exam years. The group has more than doubled in size from eight to 18.
- **Clearly articulate what the group is:**
A terms of reference style document has been created in coproduction with the Youth Cabinet, clearly setting out vision, values, focus, role, membership and expectations.
- **Youth cabinet engagement with all young constituents:**
Links are being forged with local organisations and each member of the youth cabinet has one they are linking with. Also organising community events to connect different groups of young people in the city such as a Christmas party for refugee and asylum seeking young people, working with the City of Sanctuary, as well as a social event this was an opportunity to share stories and experiences.
- **Amplify the voices of the young people of Portsmouth at a national level:**
We have been working with the British Youth Council to feed into the 'Make Your Mark' campaign following the success of last year's mental health event. The MYP has been attending various BYC events including the Commons Sitting in Parliament.
We will support the next 'Make Your Mark Campaign' on the cost of living crisis and host public MYP elections in line with the national picture in spring 2024.
- **Campaign locally on the 2023 theme:**
The group has chosen 'relationships and sex education' as their theme for 2023. They are particularly interested in peer-on-peer sexual abuse and trans rights. The group has met with the Cabinet in the chamber and both MPs.

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- To ensure that YPs voices are heard regarding decisions which affect them:
The youth cabinet has met with both MPs and the Cabinet to influence decision making. The strategic student voice Coordinator has represented them when necessary.

3.6 Community research and participation initiatives

Funding awarded for commissioning research projects to better understand Portsmouth's diverse communities and their needs and raising awareness of, and engaging people in activity relating to equalities, diversity and inclusion.

£2,300 has been spent on promotion of Community Inclusion Grants and promoting national inclusion events such as Hate Crime Week.

£5,000 has been spent on research conducted with local communities as part of the process to develop the council's equalities strategy and ensure it reflects the voice of our residents. Workshops were held with participants from across the city's communities representing a range of protected characteristics to explore their experiences of interacting with the council and the changes they might like to see; it was also accompanied by an online survey. The research work will help inform recommendations for how the council can take forward its equalities agenda and where the council should focus resources, full details of this will be in a report to Cabinet later this month. The remaining funding is committed to future phases of research and engagement as the strategy work progresses as it is crucial we keep these audiences informed and involved in the process.

3.7 Violence Against Women and Girls Toolkit

Development of a toolkit addressing violence against girls and young women to be deployed primarily in schools but also in other settings applicable to young women such as local employers, colleges, and universities. The toolkit will be a resource to be used by teachers and welfare/wellbeing advisers in education settings and by HR functions and managers in employer settings providing clear and unequivocal guidance and education on preventing violence against women and girls.

A draft toolkit is on target to be co-produced for consultation by the end of the spring term 2023. The budget will be used for time for staff with the right knowledge and experience to develop a toolkit in consultation with partners and to design and print the final resource.

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3.8 Community Inclusion Grant Scheme

The Community Inclusion Grant Scheme invited community and voluntary sector groups to apply for funding to support activities which challenge inequality, advance equality and celebrate diversity in Portsmouth. The scheme was open for applications from 26 September to 30 October 2022 and attracted 76 applications.

Following the high number and calibre of applications it was decided to use some of the unallocated contingency budget to enable additional grants, and the scheme awarded funding to 33 successful applicants with a total of £32,444.80 being allocated in grant funding. A full list of the projects funded can be seen in appendix A

Officers are now working with applicants to finalise contracts. As of 28 February 2023, 32 of the 33 grants had been disbursed with the remaining grant set to be paid as soon as the applicant returns the necessary paperwork.

3.9 Unallocated contingency

£5,000 was held in reserve as a contingency for any further initiatives that may come to light throughout the remainder of the financial year, with responsibility delegated to the Director of Corporate Services.

All of the contingency has been spent with £2,444.80 to support additional Community Inclusion Grant awards, £2,000 to Portsmouth Pride (as detailed above) and £500 to the Youth Cabinet for transport expenses.

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Signed by (Director)

Appendices:

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location

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Appendix A - list of successful community inclusion grant applications

The New Ground C.I.C

This grant will fund We Rise, a participatory art project which aims to create a platform in Portsmouth for learning-disabled people to make and share large-scale ambitious artwork, develop creative leadership skills and empower the next generation of learning-disabled leaders. This will include empowerment and leadership training together with work opportunities and digital art workshop. These will run for 12 months.

The Bivol Trust

The project, called "Abilities for Life", will come within the remit of the Bivol Trust outreach work and will involve setting up a new group for young adults 25 years and over with learning and associated physical disabilities, including wheelchair users.

Portsmouth Down Syndrome Association

Grant will allow the organisation to purchase new furniture for therapy rooms and family room in the new centre. The organisation is growing and there is more demand, so additional furniture is needed for the new spaces to keep providing the support.

Portsmouth City of Sanctuary

Grant funds will go towards creation of Welcome Boxes for refugees and asylum seekers arriving in Portsmouth, the boxes include items such as toiletries, confectionary, maps and leaflets about the city and other essential information such as faith groups, emergency medical care and dentists as well as a Vodafone card with 6 months' credit and details of free English lessons in the area.

Tonic Music for Mental Health

The grant will fund 1-1 support sessions to those affected by recent suicides; signposting to specialist support and running a Suicide First Aid training to a group of 20 people. The fundamental aim is to support and empower individuals to create a mutually supportive community network. The project would increase awareness of suicide within the local community. It would provide free easy access to vital information with the aim of reducing stigma; encourage open conversations about suicide; provide support for those experiencing suicidal thoughts as well as those around them; equip those involved with the knowledge and confidence to support others.

Sustrans

Sustrans' Welcome Wheels project works in partnership to address all these issues. With the right support and equipment, refugees and asylum seekers will develop the skills and confidence to navigate the city by bicycle. This will enable them to get around independently, for minimal cost, and to reach the places they want and need to get to, provide benefits to people's mental and physical health, help to give people more choice, improve people's access to shops which are more affordable and stock international foods,

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open more volunteering and employment options – enabling people to choose the opportunities they really want to pursue, rather than those they can get to.

Downtown Pompey C.I.C

LGBTQ+ youth groups to New Theatre Royal Portsmouth to engage in two-day creative workshops to develop their own autobiographical short stories for a podcast series and radio show. Working with local LGBTQ+ writers participants will enhance their skills of writing and performing and develop holistic skills around emotional awareness/empathy and develop a local cultural capital through meaningful interactions with adult LGBTQ+ role models. The overall aim of amplifying LGBTQ+ voices in Portsmouth developing empathy in the city.

The Parenting Network C.I.C

The grant will be used to fund 'Dad's Toolkit', Dadzclub perinatal mental health support project delivered in partnership with Talking Change. Monthly sessions are provided for dads/father figures in Portsmouth, to come together, discuss and share experiences and develop a supportive, inclusive community.

Toucan Diversity

Grant will allow to provide two free of charge sessions of CPD accredited disability equality training in Portsmouth, for 40 attendees from across the city. From history, biases to reasonable adjustments and disability etiquette.

Medaille Trust

Grant will go towards funding Haven Group - safe space, women-only group providing support to victims of exploitation, human trafficking, gender abuse and other adverse forms of abuse. The group exists since 2021. it works with a number of south east coast organisations and organises various workshops and talks. 99% attendees are from marginalised ethnic groups.

Fighting with Pride

Charity supporting LGBTQ+ veterans. The project will be based in Portsmouth. The project is to provide social support to Portsmouth based LGBT+ Veterans through the difficult period of the LGBT Veterans' Independent Review (IR), Chaired by Lord Etherton PC, QC. The IR has 'called for evidence' into the service and experience of LGBT veterans who served in the Armed Forces between 1967 to 2000. The review is currently underway.

Elizabeth Foundation

The grant funds will be used to repurpose facilities at its family centre in Portsmouth, to provide a specialist sensory room which will allow the charity to better include and support deaf children with additional disabilities/learning conditions including ADHD & Asperger's.

Follow Your Dreamz Performing Arts C.I.C

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This is an all-inclusive performing arts, drama and dance school operating in Paulsgrove for the last five years. The grant will fund hot nutritious meals to 50 children in the Paulsgrove area per week for 10 weeks, this will also help with the cost of living increase.

Noah Mapalo Help Center

The grant will be used to fund an event which will aim to promote, celebrate and raise cultural awareness, diversity by bringing people together around sharing stories and experiences from different cultural background, food and dance. Our event is simply a social gathering to not only bring people together but learn from each other's cultural differences to promote inclusiveness and celebrate one another to make a stronger community.

SHIFT (Self Help Inspiring Forward Thinking)

SHIFT is a peer-led organisation where anyone who identifies as suffering with mental and/or emotional distress is welcome. The organisation aims to combat social exclusion and, through advocacy and peer support, we help our members with the understandably wide range of issues they face. The grant will allow the group to run for at least another three months.

Pamodzi Creatives

The #whoinspiresyou project will engage young people of colour from Admiral Lord Nelson School and introduce them to local inspirational people of colour through planned social events hosted by Natty Jerk restaurant at a subsidised rate. A podcast series exploring and celebrating young people's lived experience within the city will also be developed.

Viva Gymnastics Club

The grant will be used to fund The Vivability Program; the expansion of gymnastic sessions to support children with special education needs, learning, behavioural and physical impairments to improve mental and physical wellbeing - and the support of sensory integration - through sport. The aim is to equip the gym so that we are able to have more gymnasts with SEND and be able to support each and every one of them in every way they need.

MSLipreading

This project will cover the elements needed so that the participants are enabled to manage their hearing loss in a hearing world. The sessions will cover the Theory of Lipreading, coping and communication, tactics for when in difficult situations, confidence raising and information on where other deaf support is available and the equipment that is available to support deafened people. The project will be delivered in a safe environment by someone qualified to work with deafened people.

Minority Women's Group in Portsmouth

The grant funding will be used to run a project in Portsmouth, which will empower a black minority ethnic group, especially the disadvantaged group, boost their self-esteem, promote independence, health and wellbeing. The lack of communication between ethnic

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minority groups and community groups can create fear and lack of confidence, women are experiencing harmful practice and forced marriage.

432 NO-MADS'S CIC

The grant will be used to fund a project called Dancing through Rains of Fire. This is a dance collaboration with local Iranian women, a local dance group called Templeton Street dance, a local videographer Sam Birmingham with poetry and music curated by Majid Dhana and Rhisky Patel. The main dance will be performed by an Iranian refugee, a young person who fled Iran because of human rights abuses and religious persecution.

Portsmouth Gambian Association

The grant funding will be used to showcase a lone launch event as part of a whole programme of activities, to explain our culture, tradition, with the aim to break cultural barriers within Portsmouth. The event will demonstrate some of the cultural differences such as back home in Gambia. The project is aimed at fostering community cohesion through breaking traditional and cultural barriers.

HOPE Portsmouth

The funding will be used for a series of Makaton Signing and Symbols training days during Jan-Mar 2023 for Portsmouth residents, to support spoken language so children and adults with communication and learning difficulties can take a more active part in life, feel less isolated, more included in their communities, and encouraged to prosper in life.

Work Better Innovations

The grant will fund an opportunity to invite ethnic minority families who may be struggling silently in their homes for a hot meal and a friendly chat, in a warm and welcoming atmosphere. Additionally, we will invite speakers from the NHS and other service providers to speak to the group on general health and well-being issues. These four events will link in with health support services to enable vulnerable migrants to discuss health inequalities.

Ghanaian Association of Portsmouth

Run a summer cultural dance as part of activity teaching Ghanaian cultural dance to diverse group of children. It is anticipated that a group will emerge to form a multi-cultural dance group that can visit schools to showcase cultural dance.

Creatful C.I.C

This grant will provide funds to run arts and crafts workshops in collaboration with the charity Advance which supports women and girls affected by domestic abuse and those who are caught up in the criminal justice system.

Endometriosis South Coast

This grant will fund EDI training for staff and volunteers at Endo South Coast. This is to ensure the support offered is as inclusive as possible as not everyone with endo identifies as a woman, these people are often completely neglected in being recognised in

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educational handouts, posts on social media, and in support forums. This will also benefit medical staff, decision makers and business owners who can benefit from the training through cross-organisational working.

Spirit in Sport

The grant funding will be used to run table tennis session to engage with the community, these will be inclusive to people with disabilities. The aim of the project is for people to use table tennis to make themselves more active, to get girls and women playing sport, and to mitigate loneliness by offering opportunities for social cohesion.

Portsea Men's Shed

The shed provides opportunity for men to meet up and avoid isolation by joining this 'workshop' and carrying out mostly craft projects either for their personal use or for helping the local community. The grant will be used to fund better materials to carry out projects, such as their recent project welcoming refugees and asylum seekers to carry out garden furniture projects.

The Grateful Arts Club

The grant funding will be used to fund Women in Art: A series of talks, discussions, workshops and an exhibition to celebrate and amplify the voices of local artists who identify as women in art. This will be taking place for International Women's Day.

Buckland Community Centre

This grant will fund free craft session to under 18s for 12 to 14 weeks beginning 9 January 2023 each week we will deliver a craft that is associated to a country or culture to show how things are made and to open discussion about the country, their beliefs and cultures. Those delivering the craft session will have lived in experience.

POOW Media Ltd

This grant will fund a podcast show with URBOND (local equality and community cohesion charity). The topics that will be covered in the upcoming shows will be addressing racial issues in the community, inclusion, current financial hardships and address issues with youth crime in the city, this will include decision makers in the city, hard to reach communities, council officers and councillors and local leaders to bridge the gap in knowledge.

Minstead Trust

The grant will fund new equipment for the Lily & Lime Cafe in Portsmouth Central Library. The cafe offers employability and work experience opportunities to people with learning disabilities living in Portsmouth and is part of Minstead Trust who support disabled people in Portsmouth.

Community Kettle C.I.C

The grant will be used to fund an event which is a one term celebration of the soft launch of Community Kettle Intergenerational Hub in north of the city. It is the opportunity to

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introduce and gather public support and opinion on the hub and next time, including furnishings etc.