

# Racial justice fund

## Funding guidelines



Deadline: 16 October

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There are two stages to the application. The expressions of interest (EOI's) will open on **Tuesday, 5 September** and close on **Monday 16 October**.

**STAGE ONE:** Completion of our online expression of interest form. Once you have submitted the EOI, we will then review it and if it's a fit with the funding criteria, you'll be invited to apply under STAGE TWO.

**STAGE TWO:** Shortlisted applicants will be invited to apply using a link emailed to them.

**Before applying, please read these application guidelines for a better understanding of what we can fund, and what we are not able to fund.**

## About Trust for London

We're one of London's largest funders, and we've been supporting work for a fairer city since 1891. We fund organisations fighting for a poverty-free London.

At any one time we support around 300 organisations. The work we fund comes in many forms, from community groups helping to build skills and knowledge, to research and large-scale campaigns.

We support a significant number of groups led by those with direct experience of the issues being worked on. And we're committed to making sure people have the evidence they need to make the case for change. So, alongside our general grant-making, we fund work like London's Poverty Profile and London's Cost of Living Tracker.

Whatever we're working on, all our funded projects have one central aim – to make London a better, fairer city, by tackling the root causes of poverty.

## Terminology

We know that there are lots of different terms used to group together the communities we want to help with this fund. Common phrases include ethnic minorities, Black and minority ethnic, Black and minoritised communities, racialised communities, minoritised communities and communities experiencing racial prejudice.

We recognise that grouping communities and individuals under these umbrella

terms, especially in a city as diverse as London, is flawed. We also recognise that, when it is necessary to create categories or groupings, people from these communities have different preferences.

For the racial justice fund, we've chosen to use 'Black and minoritised communities'. There is no science or theory behind us using this term, it's just the term that we feel is respectful and will be familiar to a wide range of people.

## Our focus

The racial justice fund is jointly supported by Trust for London and City Bridge Trust.

Our focus is on tackling racial injustice by reducing poverty in London's Black and minoritised communities. To do this, we need to:

- increase household **income** in Black and minoritised communities. When we talk about income, we mean the amount of money households earn.
- increase the amount of household and community **wealth** in Black and minoritised communities. When we talk about wealth, we mean the value of assets that households and communities hold.

Collectively, we are terming this 'economic empowerment'. Fundamentally, we do not think you can have racial justice without economic empowerment.

## The evidence

It's clear: the evidence shows that households from Black and minoritised communities are [nearly twice as likely to be in poverty than those from a White background](#). But in a city as diverse as London, we also need to recognise that [some Black and minoritised groups do better than others](#). Data from the 2021 Census on London's demographics, when mapped against the Indices of multiple deprivation (IMD) data, also shows the level of income inequality that exists between different ethnic groups in London.

[Additional data from the Office of National Statistics \(ONS\)](#) shows that compared with white British households, Black and minoritised people are more likely to live in households with lower levels of total net wealth and income, with fewer people in work.

## What we've done so far

The racial justice fund was launched in May 2022, with a total of £4m to distribute.

In the first round of the fund, we made [six grants to organisations fighting for change](#) and gave out £840,000. The fund was designed with the help of people who

have been working on racial justice for many years, alongside the lived and learned experience of staff and trustees of Trust for London.

## What we want to fund

We want to challenge the underlying reasons that cause so many Black and minoritised communities to be denied the opportunity to be economically empowered.

To do this, we'll fund organisations that aim to tackle the root causes of the problem, not the symptoms. For example, this might include:

- Campaigning and research to change policy and practice on the disparities across housing, employment, and social welfare.
- A comprehensive agenda to close the racial wealth gap.
- Feasibility into the creation of Black owned co-operatives - advocating for structural changes to make business ownership more accessible to Black and minoritised, workers and communities.
- Work that looks to narrow wealth gaps through equitable local government, state contracting and procurement.
- Work to connect more individuals and families from Black and minoritised communities to affordable housing, homeownership, good jobs, and better wages.
- Black-led Community Land Trusts (CLT's) as a tool to concentrate community control and protect against low-income resident displacement.
- Measures that address inequalities in pay, such as ethnicity pay gap reporting.
- Addressing pension poverty based on ethnicity, particularly due to high levels of Black and minoritised workers in the gig economy.

This list isn't exhaustive. The key thing is that the work we fund must be aiming to tackle the underlying factors preventing economic empowerment for Black and minoritised communities.

We know that it helps to better understand our aims if we provide more clear examples. Here are some examples of the kind of projects we considered in the first round of funding in 2022:

### Examples of initiatives we considered and funded in round one:

- Research and campaigning to assess how Black and minoritised communities in Southall (place-based) can realise the economic benefits of purchasing and owning community assets.

- Research into how the housing experiences of London's Black and minoritised communities stifle people's economic growth and opportunity to accumulate wealth.
- Campaigning into the impact of gentrification on London's Black and minoritised communities, with a focus on putting race on the agenda of planning.
- A partnership that is focused on overcoming barriers facing Black and minoritised Londoners from accessing financial products and services.
- A campaign that builds on the existing NASUWT (Teachers Union) calling for action to tackle the pay and progression gap between black teachers and their white counterparts.

## What we cannot fund

We want to be clear about the activities we won't fund, so that organisations don't waste valuable time on funding applications. It's not that we don't think there is value to this work, but it does not fall within our core aims for this fund.

**The main thing we want to flag is that the focus of the fund is not on direct service delivery.**

For example, we will not fund employment support, advice, training, and mentoring.

The reason we emphasise this is because we received lots of applications for service delivery in our first round of funding, that we had to reject.

Here are some examples of the types of applications we received in the first round that **weren't** a fit with our aims:

- Leadership acquisition programmes that benefit individuals, but with no clear link to how the programmes create changes to the system locking black and minoritised communities out of decision-making roles.
- Programmes focused on mental health services and procurement practices as a route to tackling health inequalities.
- Mentoring programmes to broaden access to the digital marketing industry for young Black people in London.
- Programs focused on diversity rather than equity in pay.
- In addition, we **cannot** fund applications:
- From individuals
- From mainstream public services including schools and hospitals

- From organisations which have fewer than three people on their governing body (i.e., trustee board or management committee).
- For the promotion of religion
- For general appeals
- For work that has already taken place
- From organisations holding significant free reserves. Reserves equating to up to nine months' worth of expenditure is acceptable.
- From organisations in serious financial deficits
- For capital costs, including building and renovations (although small items of office equipment such as computers can be funded).

## Who can apply?

To be eligible for funding, organisations must fit our essential criteria:

### Essential criteria:

- Have at least three trustees or directors.
- Be proposing work that takes place in London and/or benefiting Londoners.
- Be undertaking charitable activities. You do not need to be a registered charity.
- Companies and CICs must have at least one unpaid, independent director or an independent board (this could be an advisory board) with knowledge of and skills to scrutinise the organisation's finances and governance.

In addition, we'll prioritise applications from organisations that meet criteria set out below.

### Prioritised criteria:

- Have a significant track record of working on issues of racial justice and economic empowerment.
- Are majority-led by Black and minoritised communities (75% Trustees and/or 50% senior staff).
- Take an intersectional approach.

- Applications where organisations are working in partnership to strengthen joint work on specific issues as well as smaller scale projects and research.

## Other support we'll provide to funded partners

Those who are awarded grants (funded partners) will benefit from additional support, including:

- One-to-one and peer learning and networking opportunities.
- Evaluation support.
- Capacity building support and needs assessment on overall organisational strength.

We are working with [The Social Investment Consultancy \(TSIC\)](#) as the learning partner on the programme. The team will be working with us and funded organisations to ensure that insights and learning from the work are fed into the development of the fund and into longer-term work to tackle racial injustice and economic empowerment.

As an organisation, TSIC has supported many funders to embed equitable and just grant-making strategies and grant- management processes. TSIC has worked with the Children Investment Fund Foundation, The National Lottery Heritage Fund and Lloyd's Bank Foundation to audit its current approach to grant-making with an equitable lens. In addition, TSIC is committed to advocating for diversity, equity, inclusion, and justice.

TSIC has supported 360Giving to establish DEI Data Standards for the UK philanthropy sector and collaborated with the Equality Impact Investing Project to deliver inaugural training to over 80 international social investors and develop its online toolkit to make resources accessible for the wider sector.

## Use of the funds

The funding is flexible and can be for core or project funding to further the work outlined in the application.

All grants will still need to be restricted for the purpose of tackling racial justice and building economic empowerment in London's black and minoritised communities. Please get in touch if you have any questions about your budget.

## Level of funding

We are open to giving grants for up to five years. As a guide, in the first round we funded six organisations from a period from two to five years, with grants awarded between £50,000 to £248,000.

## Decision-making

The decision will be made by a group of Trust for London staff and trustees (including co-opted trustees), including people from Black and minoritised backgrounds.

## Development Grants

We're open to giving development grants (DG's) to support organisations to work up proposals and test approaches. In the case of consortiums, we are also open to DGs to allow you think through how you'll be working together. To apply for this, please indicate at STAGE ONE (the expression of interest) whether you are applying for a development grant. One of our grant managers will then contact you to discuss your request.

## Shortlisting Criteria

We expect that we will receive more applications than we are able to fund. So, in addition to the aims, essential and prioritised criteria already outlined, when assessing applications, we'll consider work that can demonstrate some of the following:

- A clear case for how your work will advance racial and economic justice within Black and minoritised communities.
- The potential to have significant influence and impact, helping to achieve the fund's desired outcomes.
- Strong and meaningful engagement of people directly affected by poverty and inequality in the leadership of your organisation, service design and campaigns.
- Skills, experience, and ability within the organisation to undertake the proposed work and that the work is of a high quality.
- The organisation has a clear commitment to working more widely than individuals (it shouldn't just benefit individuals but contribute to systemic change) and collaborating with others.
- Is open and accessible to minoritised groups that miss out the most.
- Smart use of resources to achieve the most impact. This might look like using technology or automating projects (CRM, Software) to speed up and ease

processes to fulfil your objectives.

- Clear strategies to mitigate/reduce challenges/risks, including a well-developed approach to safeguarding.

## Other useful information

We will consider:

- funding a range of strategies to achieve change.
- the size of the organisation.
- funding organisations that are already in receipt of funding from Trust for London.

We're unlikely to fund very well-resourced organisations where there is less financial need for this funding. We would define well-resourced, as an organisation with £2million in turnover.

Where organisations have more limited in-house skills or experience of grant funding, we will encourage them to work together with others or recruit additional assistance to help manage the grant. If you're not sure what would be best for you, please join us for our webinar on Tuesday 19 and Thursday 21 September 2023 or book a one-to-one chat with a grants manager between the week of Monday 25 September 2023 – Thursday 5 October 2023

## How to apply

Applications for phase two funding will open on 5 September 2023 and take place over two stages.

**STAGE ONE:** Completion of our online expression of interest form. Once you have submitted the EOI, we will then review it and if it's a fit with the funding criteria, you'll be invited to apply under STAGE TWO.

**STAGE TWO:** Shortlisted applicants will be invited to apply using a link emailed to them.

The deadline for submission of applications is Monday 16 October 2023 at 5pm.

**View a full time table on the next page.**

## Timetable

Tuesday 5 September 2023	Launch of fund and opening of EOIs.
Tuesday 19 & Thursday 21 September 2023	<a href="#">Information webinars.</a>
From Monday 25 September to Friday 13 October	Bookable 30 minute 1-2-1'S with grants managers.
Monday 16 October 5pm	STAGE ONE - deadline for submission of EOI's
Monday 20 November 2023	STAGE TWO - successful EOI's invited to apply
Friday 22 December 2023 1pm	Deadline for submission of STAGE TWO applications
Monday 5 February 2024	STAGE TWO - successful applicants invited to assessment
Monday 19 February 2024 – Friday 8 March 2024	Assessment meetings with shortlisted applicants
Week of Monday 25 March 2024	Committee review
1st week of April 2024	Grants awarded





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