

Strengthening Voices, Realising Rights

FUNDING GUIDELINES

About this initiative

Strengthening Voices, Realising Rights is an independent funders' initiative set up to support Deaf and Disabled people's organisations (DDPOs) working to protect and promote equal rights and community inclusion for Deaf and Disabled Londoners. It is managed by Trust for London, and currently funded by Trust for London and City Bridge Trust.

Why we are setting up this initiative, and why now?

Deaf and Disabled people and their organisations have secured critical advances towards the goal of equality and inclusion for disabled people over the past 40 years. Now, after years of disproportionate cuts to Disabled people's support, growing numbers of Deaf and Disabled Londoners face rising levels of poverty, discrimination and marginalisation. Cuts in support have also reduced the capacity of DDPOs in London to respond to growing demand for services and further their advocacy work.

If we are to get back on track to advancing equality and inclusion for Deaf and Disabled people, a renewed emphasis on resourcing DDPOs to champion the protection, promotion and fulfilment of disabled people's rights is needed. This initiative is a first step in this direction.

Our aims and objectives

The initiative aims to support DDPOs working to protect, promote and advance equal rights and community inclusion for Disabled Londoners by:

- Providing funds to increase the availability of accessible, quality user-led services and activities to tackle poverty, challenge discrimination, and enable community inclusion across London;
- Investing in the sector's capacity by supporting DDPOs to become more connected, impactful, resilient and sustainable;
- Sharing learning within the UK funding community to contribute to disability inclusive funding practices and joined up, strategic approaches to supporting the issues championed by DDPOs.

This initial funding allocation supports services offering free, independent social welfare advice¹ in London. The funding partners plan to launch a second focus to fund advocacy, voice and campaigning at a later stage.

Call for Proposals

What work will be funded?

Advice, casework and advocacy: The initiative will provide funding to DDPOs in need of extra capacity to deliver free, independent information, advice, casework, and advocacy services in social welfare to support Deaf and Disabled people to:

- Understand, uphold and exercise their rights,
- Obtain social protection benefits, and access services and opportunities to which they are entitled; and
- Challenge discrimination in accessing rights and entitlements.

DDPOs that are not yet accredited with a relevant quality mark can apply as support will be provided to pursue the Advice Quality Standard (AQS) accreditation, if required. The key criteria to select applications will be:

- The nature of the organisation (see next page under the title “Eligibility”);
- Evidence that the DDPO needs additional funding to respond to growth in demand for advice;
- Evidence of:
 - User centred, competent, reliable services striving for quality;
 - Seamless support including through sign-posting and referring users to timely advice by the appropriate source;
 - Commitment to making services accessible and to taking advice to people missing out the most (e.g. by way of outreach, home visits, or through new technologies).

¹ Social Welfare Law is the term used in the UK to describe those areas of the civil law in which people on low incomes are typically prone to experience difficulties. It includes debt, discrimination, welfare rights, employment, mental health, community care, education, employment, immigration and housing (Source: University of Law).

- Commitment to give time to this programme's learning activities

What do we want to achieve?

We expect applications to contribute towards the following outcomes:

- More advice services accessible to Disabled Londoners
- More Disabled Londoners receive adequate social protection benefits and/or access entitlements or benefits
- More Disabled people are supported to redress discrimination and abuses of their rights.
- Improved evidence base for influencing policy using data gathered through advice services

Eligibility

We will **only** fund DDPOs based and running activities in London that:

- Are controlled by Deaf and/or Disabled people, with Deaf/Disabled people making up at least 75% of the people on their managing body and at least 50% of their paid staff;
- Can evidence how the social model of disability and their approach to disability as a human rights issue is reflected in the work they do;
- Are pan-impairment and aim to provide accessible services across impairment groups;
- Have a track record of providing advice and/or advocacy services to Disabled people;
- Promote & facilitate Deaf and Disabled people's voice and power to advance their rights and pursue social change;
- Are diverse and inclusive and actively respond to the challenges facing people who experience multiple inequalities;
- Facilitate the involvement of service users and constituents in decision-making processes and in assuming leadership positions;
- Are linked to wider DDPO networks and are involved in campaigning and influencing on disability equality issues.

Additional non-monetary support to funded organisations

In addition to funding towards their projects, DDPOs receiving grants through this initiative will benefit from a "step up" package of support consisting of one-to-one and shared learning and networking opportunities to support them to grow in capacity, impact and influence.

The additional benefits include:

- Support in relation to advice-giving competences and also processes to gain AQS accreditation;
- Bespoke resources and training for advice and advocacy workers of DDPOs including in collating casework data to inform strategic policy work at local, sub-regional and London levels;
- Training to support peer advocacy developments, if needed;
- Links and referral pathways to specialist legal services including representation at assessments and tribunals;
- Establishing and supporting communities of shared learning;
- A formative evaluation exercise to generate on-going insights into how the work is progressing and enable all stakeholders to gain timely information to reflect upon and improve their practice

What can the funds be used for?

We will fund salary costs of staff on the project; direct costs of the service, including increasing the accessibility of advice services (for example travel, venue hire, interpreters, staff training); and a reasonable proportion of the DDPO's overheads (by this we mean the costs of central or core activities to support the project, such as management and accountancy).

Level of funding

Grants will be for a maximum of £60,000 per year for each of three years (i.e. up to £180,000 over three years). The funds currently available to the collaborative will support between five and seven DDPOs. Ensuring a fair coverage across London's sub-regions will be a priority for donors.

This programme will only accept one application per DDPO. However, DDPOs already receiving funds from the main grants programmes of either Trust for London and City Bridge Trust are eligible to apply.

Decision-making

A Grants Advisory Panel (GAP) will help shape the initiative's programmatic approach, contribute to decision-making, and to the learning component. The GAP includes individuals who identify as Deaf and Disabled who are experienced activists for disability rights, along with staff from the partner funders. The Panel will make funding recommendations to the Trustees of Trust for London, who will make the final decisions.

How to apply

If your organisation meets the eligibility criteria, please:

- Complete the **application form** available here;

<https://www.trustforlondon.org.uk/issues/people/disabled-people/strengthening-voices-realising-rights/>

- Send your completed application form together with a **copy of your most recent annual accounts** and, a copy of the **job description** if you are applying for funds towards salary costs

To:

applications@trustforlondon.org.uk

Trust for London

6 Middle Street

London EC1A 7PH

Please ensure that your application and ancillary documents reach us before the closing date - **17th October at 5:00 pm.**

Timetable

3 September 2018: Fund launched

17 October 2018: Deadline for completed applications

22nd October to 5th November: November shortlisted applicants visited and applications assessed.

3 December 2018: Grants announced at International Disabled People's day

Please note that all funded work must start by 1st April 2019

Appendix 2

Strengthening Voices Realising Rights

List of funded organisations

Name of Organisation	Award
Action Disability Kensington and Chelsea	£111,750 over three years for a part-time Disability Specialist Legal Advice Worker specialising in Welfare Benefits and general Advice with Casework in discrimination,
Disability Advice Service Lambeth (DASL)	£169,000 over three years towards salary/running costs of a Senior Advice Worker with hours recruitment of 4 additional volunteer benefit advisers, and management costs to ensure service quality
Enfield Disability Action	£180,000 over three years for an accessible advice and advocacy service for Deaf and Disabled people in Enfield. The service will deliver advice and advocacy on welfare rights, housing, health, social care and human rights issues.
Inclusion Barnet (IB)	£174,660 over three years to place for full-time Welfare Advisor within Ito join a new information navigation service, to provide a full-time accessible welfare and money advice and casework
Merton Centre For Independent Living	£180,000 over three years towards two trainee posts to increase capacity in Welfare Benefits and Community Care casework
Richmond Users Independent Living (Ruils),	£142,000 over three years for a person-centred information, advice and advocacy service for disabled people in Richmond. This service will support individuals over welfare and social care systems and housing.
Stay Safe East (SSE)	£119,700 over three years to support Deaf and Disabled survivors of abuse to access welfare benefits and other entitlements, produce guidance on income needs of disabled survivors, and work for change

Phase 2: Strengthening Voices, Realising Rights

Revised closing date: 12:00 noon, Friday 5 June 2020

FUNDING GUIDELINES

1. About this initiative

Strengthening Voices, Realising Rights is a special initiative set up in 2018 to support Deaf & Disabled People's organisations (DPPOs) with resources they need to champion the rights of Deaf and Disabled people. It is financed by Trust for London and City Bridge Trust.

Phase 1 of the Initiative is running at the moment. It is funding DDPOs offering advice to support Deaf and Disabled individuals in obtaining social protection benefits and in making full use of their rights. Phase 2 will fund DDPOs to carry out work to ensure that the collective rights of Deaf and Disabled people are protected, promoted and advanced.

2. What do we aim to achieve and how?

Strengthening Voices Realising Rights responds to evidence that welfare reform and austerity cuts are holding back progress towards equality and inclusion for Deaf and Disabled people. The initiative aims to bring about a renewed focus on the realisation of Deaf and Disabled people's rights through:

- Funding DDPOs to offer advice to individuals to help them in asserting their rights, and to carry out policy advocacy and campaigning and work to ensure that the rights of Deaf and Disabled people are respected, protected and fulfilled
- Capacity building to support DDPOs to become more skilled, more effective, better networked and more influential.
- Making the case for disability-inclusive funding practices in the funding community and for more strategic funders' responses to the issues championed by DDPOs.
- Co-producing with Deaf and Disabled people. A group of Deaf and Disabled people have informed this initiative from the start.

3. Phase 2 - Funding Criteria

Phase 2 will fund work that tackles the root causes of poverty and inequality and aims to promote long lasting change.

This includes policy advocacy, campaigning and other work that:

- Seeks to influence decisions, policies and practices, and;
- Holds policy and decision-makers to account for protecting, promoting and fulfilling Deaf and Disabled people's rights.

3.1 Who can apply for a grant?

We will fund organisations based and running activities in London that:

- Fully meet the definition of a DDPO.
- Are pan-impairment, and actively reach out and include the most marginalised groups of disabled people.
- Approach disability from a human rights-based perspective, and in line with the principles of the social model of disability.
- Are diverse and inclusive and respond to the challenges facing people at the intersection of multiple inequalities.
- Involve Service users and other participants in leadership positions and decision-making processes.
- Have a track record in organising for change, for example lobbying, or campaigning or similar organising activities. This could be in either a funded or un-funded basis.

An organisation is a DDPO if:

1. Their Management Committee or Board has at least 75% representation from Deaf and Disabled people, and;
2. At least 50% of their staff team are Deaf and Disabled people with representation at all levels of the organisation;
3. They provide services for or work on behalf of Deaf and Disabled

3.2. What work will be supported?

Phase 2 will support work that focuses on tackling the root causes of poverty and inequality and aims to create long-term change.

We will fund a range of work within this focus above. We believe DDPOs are best placed to identify their priorities and to decide the issues they wish to promote or challenge.

However, we expect proposals to work towards achieving the following outcomes:

- **Increased levels of collaboration, with more DDPOs engaging in coalitions, partnerships and alliances for rights**
- **Increased effectiveness of DDPOs' efforts to influence systemic change**
- **A more diverse and inclusive movement for disability rights in London**
- **Enhanced involvement of DDPOs in policy processes; and in effectively holding institutions to account**

Some examples of work we will be happy to consider:

- Appropriate support for independent living and community inclusion
- Work towards Adoption, implementation and enforcement of domestic laws and of international treaties which the UK has signed and ratified;
- Challenging policies, decisions and practices that hold Deaf and Disabled people back from exercising choices and rights
- Development of evidence-based policy positions (researching into a problem to show the case for a new policy/policy change)
- Work to strengthen DDPO's abilities to influence changes in policy, practice and power

3.3 Other support we will offer to funded organisations

Grantees will benefit from additional support consisting of:

- One-to-one and peer learning and networking opportunities to help DDPOs to become stronger, more impactful and more influential.
- Support from a learning partner that will help to generate on-going insights into how the work is progressing to enable DDPOs to gain timely information to reflect on the work and improve their practice.

3.4 What can the funds be spent on?

We will fund salary costs of staff on the project; direct costs of the service, including accessibility (for example travel, venue hire, interpreters), staff training; and a reasonable proportion of the DDPO's overheads (by this we mean the costs of central or core activities to support the project, such as management and accountancy).

3.5. Level of funding

We will award grants for up to three years, and expect most grants to be for £50,000 per year (averaging £150,000 over three years). We can consider larger grants for partnerships of two or more DDPOs.

We will only accept one application per DDPO. However, DDPOs already receiving funds from either Trust for London or City Bridge Trust (including through Phase 1 of this initiative) are eligible to apply.

3.6. Decision-making

A Grants Advisory Panel (GAP) has helped to shape this initiative's programmatic approach. The GAP contributes to decision-making, and to the learning component. This Panel includes experienced disability rights activists who identify as Deaf and Disabled and staff from the partner funders. The Panel will make funding recommendations to the Trustees of Trust for London, who will make the final decisions.

3.7. Selection criteria

We will use the following criteria to select successful applications:

- Extent to which applications match these guidelines' outcomes.
- Inclusion of groups that miss out the most, ensuring that their demands are visible and acted upon².
- Solid analysis of the problem/issue to be addressed.
- Clarity of vision, aims, objectives and of the difference you hope to achieve (outcomes).
- Smart use of resources to achieve the most impact.
- Clear strategies to mitigate/reduce likely challenges/risks.

Decisions will also consider financial need and a fair coverage across London's sub-regions.

3.8. Exclusions:

We will **not** 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. Generally, 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)

² We will give special attention to issues affecting groups which fared less well in Stage 1. These include issues affecting Deaf people, people with learning difficulties and people with mental health problems.

3.9. How to apply

If your DDPO meets the eligibility criteria, please complete our online **application form** available here: <http://bit.ly/TfLGrantsPortal>

Once you have registered on our online portal, please select the application called “Main Grants Special initiatives 2020”.

Timetable:

Monday 9 March	Phase 2 of the Initiative launched
Monday 30 March	First remote one-to-one support for DDPOs to discuss their plans before sending their applications
Thursday 14 May	Second remote one-to-one sessions for potential applicants
Friday 5 June	NEW Deadline for applications
Wednesday 10 June	Applicants informed whether their applications have been selected for

Strengthening Voices, Realising Rights

Advisory Panel Members Terms of Reference

1. Introduction

Trust for London is recruiting additional members to the Grants Advisory Panel set up to advise the *Strengthening Voices Realising Rights (SVRR)* initiative. This document provides information about the initiative, the role, the skills and experience required from members of the Grants Advisory Panel, as well as the terms of engagement and the recruitment process.

2. Background Information

2.1 Trust for London

Trust for London is an independent endowed foundation that aims to contribute to a fairer London by funding work that tackles poverty and inequality. Our current strategy commits nearly £40 million in 2018-2022 to supporting work that provides insights into the causes of London's social problems and how they may be tackled, including by influencing policy and practice. Strengthening the voices of people with lived experience of poverty and inequality is a core plank of this strategy.

2.2. Strengthening Voices Realising Rights

Strengthening Voices Realising Rights (SVRR) is a special initiative of TFL set up in 2018 to spur a renewed emphasis on the realisation of disabled people's rights through bolstering the capacity of Deaf and Disabled people's organisations (DDPOs) to protect, promote and advance rights and inclusion for Deaf and Disabled people. The initiative responds to alarming levels of poverty and inequality faced by Deaf and Disabled Londoners as the result of austerity cuts and welfare reform.

The special initiative consists of:

- **Individual grants to DDPOs:** Phase 1 of the initiative awarded £1,077,110 to seven DDPOs to bolster provision of social welfare advice to support Deaf and Disabled Londoners in asserting their rights and obtaining entitlements, services and opportunities. These grants were announced on 3rd December 2018. Phase 2 will support advocacy, campaigning and policy work. It is planned to open for applications in October 2019 and to award grants by February 2020.
- **A capacity building programme** for funded DDPOS, which the Trust has commissioned Inclusion London (London's second tier support organisation of DDPOs) to deliver over b3 years.
- **A formative evaluation** to assess achievements against aims and objectives. Two disabled consultants were appointed to carry out this evaluation in March 2018.
- **A funders' network** to provide learning opportunities for funders, promote and disability inclusive grant-making practice, foster collaboration and generally encourage the flow of funding to DDPOs.

Co-production in decision-making: Within the spirit of “nothing about us, without us”, the initiative set up a Grants Advisory Panel (GAP) comprising advisors who identify as Disabled people and have experience as disability rights activists along with representatives of the funders. The GAP advises on strategies, programmatic approach, funding and other key decisions over the lifetime of the initiative.

To date £1,314,610 has been allocated to Phase 1. The fund is financially supported by Trust for London and City Bridge Trust, which is contributing £300,000. It is hoped that these two funders will contribute further funds towards Phase 2 and that additional funders will join us in due course to both increase the funds to distribute and the scope and lifespan of SVRR.

3. The Grants Advisory Panel

3.1 Background to the role

Trust for London embraces the notion that people with lived experience of the issues in the fields we fund are uniquely equipped to recognise promising practice and approaches. We believe that insights, skills, and perspectives gained from first-hand experience are especially important to ensure that our work is responsive and relevant to the causes we support.

Since its creation in August 2018, the Grants Advisory Panel (GAP) has helped in shaping the strategy, approach and giving criteria of the SVRR initiative. The panel advised funding decisions of Phase 1 and their views informed the capacity building and evaluation tenders. Some members engaged in the process of selecting the team of evaluators.

The GAP is chaired by a Trust of London Trustee who is Disabled, and currently comprises another two Disabled women as well as representatives of each of the funders.

As it embarks in the process of designing Phase 2 of the initiative, and to ensure this is informed by different perspectives, TFL is seeking to add greater diversity to the GAP. The Trust is therefore recruiting two additional members who identify as Disabled with experience of involvement in social justice activism to join the Panel.

3.2 Purpose, key functions and expectations (April 2019 onwards)

Members of the GAP will work together to ensure that deliberations, and approach are informed by the needs and concerns of Deaf and Disabled Londoners. They are expected to maintain an overview of the initiative; collaborate with insights, advice and guidance; and troubleshoot and offer constructive guidance to address perceived risks, shortcomings and gaps.

The key functions of GAP include:

- Revising, refining and agreeing grant-giving guidelines, processes and criteria of Phase Two (Voice) programme prior to its launch;
- Appraising the merits of Phase Two grant applications and making recommendations regarding funding to the Trustees of TFL;
- Advising on terms of reference for work to strengthen the capacity of funded DDPOs and incorporating Phase 2 to the current evaluation of the initiative
- Supporting events and activities to promote inclusive grant-making practice and greater flow of funding to DDPOs within the funding community.

In discharging the functions above, panel members are expected to:

- a) Prepare for, attend and contribute to various meetings concerning the Initiative. This includes meetings with key stakeholders (grantees, evaluators, Inclusion London) to review progress and forward plan.

- b) Consider and discuss applications for funding and make recommendations on fund allocation to the Trustees of TFL.
- c) Keep themselves up-to date and informed of current developments, issues and concerns of Disabled people and their organisations.
- d) Uphold TFL's Code of Conduct for grant reviews by:
 - Abiding by the Trust's policy on handling conflicts of interests
 - Ensuring that GAP deliberations and correspondence concerning funding applications are kept strictly confidential

3.3 What skills and experience are we looking for?

Essential requirements:

- Commitment to the rights-based social model of disability
- Experience of advocating along with peers/on behalf of groups of Deaf and Disabled people to policy makers and/or commissioners and/or providers of services at local, regional or national level.
- Significant knowledge of social policy and developments relevant to, and impinging on Deaf and Disabled people.
- Excellent understanding of the challenges facing London's DDPOs.
- Ability to integrate equal opportunities to analyses within an approach that recognises the impacts of intersectional discrimination.
- Good analytical, problem solving, communication and teamwork skills.
- Ability to act without bias, and in objective and impartial ways.
- Willingness to commit time to review documents, and attend meetings, planning sessions and events relating to the Initiative.

Desirable:

- Understanding of the issues involved in grants distribution either as staff or as member of a committee or similar.
- Practical experience of planning, running, monitoring and evaluating projects/programmes.
- Experience of participation in campaigns led by Deaf and Disabled people.

we aim to have a diverse group of people who identify as Deaf or Disabled, from diverse backgrounds and experiences

3.4 Time Commitment

Meetings of the Grants Advisory Panel or events forming part of this initiative are unlikely to last more than half a day each. We estimate that this role may require a maximum commitment of 6-7 full days per year.

3.5 Appointment Period

The appointment period will be for one year initially. In order to consider the future of the Panel and to develop the role and structures to support it, the Trust plans to review the experience of co-production along with experts from experience.

3.6 Payment and expenses

The role is on the basis of a consultancy, and an employment relationship is not proposed. However, in recognition of the expertise provided by Disabled individuals, a fee of £150 is payable for up to half a day's involvement in:

- (a) Preparing for, and attending Advisory Panel meetings;
- (b) Preparing for, attending, and participating in meetings to with grantees, advisory panel and funders;
- (a) Participating in events such as presentations of the work of the collaborative to third parties or at conferences.

We will reimburse reasonable out of pocket expenses including travel costs and support costs such as an interpreter, signer, or personal assistant (where these costs are not already met by a local authority). The Trust encourages staff and others conducting work for the Trust to ensure they get the cheapest method of obtaining goods and services. Where events are cancelled at short notice (less than 48 hours in advance) we will meet costs or penalties incurred as a result.

GAP advisors will be paid after the event or activity directly into their bank or building society account upon receipt of an invoice (a pro-forma invoice with the information required will be made available).

The Contract will be on a self-employed basis and in consequence GAP advisors will be responsible for tax and national insurance. Applicants receiving benefits are recommended to seek expert advice tailored to their situation from Jobcentre Plus to ensure that engagement in this initiative does not disadvantage them and receipt of fees do not breach the conditions of benefits receivable.

Updated April 2019

Vision: Equality for Deaf and Disabled people

Aim: Progress towards equality for Deaf and Disabled people is back on track

Current Conditions

Strategies

Action

Outcomes

Scarce accessible support for Deaf & Disabled people now facing rising levels of poverty, exclusion and discrimination

Increase availability of accessible, quality peer-led services to tackle poverty, challenge discrimination and enable community inclusion

Fund and leverage funds to bolster DDPO's capacity to offer quality social welfare advice and undertake policy, advocacy and campaigns to ensure that Deaf & Disabled people's rights are protected, promoted and fulfilled

More Deaf & Disabled Londoners (DDL)

- Access timely person-centred advice
- Regard themselves as rights holders
- Receive their due social protection benefits
- Receive appropriate support for independent living
- Have increased capacity (skills, knowledge and confidence) to speak up for their rights
- Redress infringements of their rights

Fewer DDPOs in London; those remaining have reduced capacity, skills and resources to ensure that the rights of Deaf & Disabled Londoners are protected, promoted and fulfilled

Increase DDPOs' skills in:

- (a) Providing services, developing evidence base and in policy, campaigning and influencing;
- (b) Becoming more impactful, connected,

Invest in building skills, abilities and networks of DDPOs in London to ensure they grow in capacity, impact and influence

More Deaf & Disabled People's Organisations (DDPOs)

- Become more skilled to improve outcomes for DDL
- Are competent in using casework evidence to push for change
- Increase their skills in articulating the needs and demands of DDL to policy and decision-makers
- Evidence added value of their work (so to secure resources to sustain their activities)

Very little funding channelled to DDPOs and DDPOs have no say or involvement in decisions about funding and its distribution

Promote disability inclusive funding practices and strategic approaches to supporting issues championed by DDPOs in the funding community

Set up a Funders Learning Network to share learning within the UK funding community

More independent funders

understand the principles of inclusive funding and importance of self-determination of Deaf and Disabled people

Disability Rights Movement in London

- More DDPOs collaborating in coalitions, partnerships and alliances
- A more diverse and inclusive disability rights movement in London
- An adequately funded movement for rights and inclusion for DDL

Progress towards equality for Deaf and Disabled people currently regressing as result of welfare reform and years of austerity cutbacks

Expertise from Experience informing strategy and action, including decisions on resource allocation