

Voluntary Sector Forum 05 December 2023





Welcome and Introduction

CIIr Nancy Baldwin

Spokesperson for Communities, Equalities and the Voluntary Sector, Richmond Council



VOLUNTARY SECTOR FORUM AGENDA

Networking and Refreshments 09:30 – 10:00 (The Salon, York House)						
10:00 -	Welcome and Introduction					
10:10	Cllr Nancy Baldwin – Spokesperson for Communities, Equalities and the Voluntary Sector					
10:10 -	Driving equality with and for our communities					
10:55	Jamie Fisher, Policy and Review Manager, Richmond Council and Julie Gavin, Capacity Building Manager, Richmond CVS					
10:55 –	Richmond Parish Lands Charity new strategy and funding approach					
11:20	Phil Barron, CEO and Sarah Wilkins, Grants Director, Richmond Parish Lands Charity					
11:20 -	Richmond Furniture Scheme's Local Offer					
11:40	Simon Westgarth, CEO, Richmond Furniture Scheme					
11:40 -	Open Forum and Q & A					
12:00						
Networking and Refreshments 12:00 – 12:30 (The Salon, York House)						

Networking and Refreshments 12:00 – 12:30 (The Salon, York House)

Driving equality with and for our communities

Voluntary Sector Forum
Equalities Workshop

5th December 2023



Working together to drive equality

- ☐ Richmond Council is committed to working with its voluntary sector partners to deliver equality for all residents across the borough.
- Our aim today is to look at how we can work more effectively with the VCS to achieve better input, scrutiny and challenge on all our policies, strategies and service provision.
- ☐ The Voluntary Sector Forum can be a space for this equality challenge and scrutiny, a Forum where we can work more effectively together towards an equality-based approach to the design, development and delivery of our services.

Engaging more effectively to deliver equality in service delivery

Engaging with VCS organisations can help the Council to base their policies on evidence rather than on assumptions, thereby improving decision making, and helping them to make the best use of public money.

Over 75% of VCS deliver public services where they are based, often in areas and to diverse communities that local councils find harder to reach and engage with.

The Council's commissioning approach includes advancing our equalities work and this is reflected in the design of our service specifications.

RCVS, as the infrastructure organisation for the VCS is also committed to supporting the sector in promoting equalities in its service provision

Richmond CVS is committed to:

- Considering equality, diversity and inclusion within our own service delivery, operations and governance.
- Supporting the sector to consider equality, diversity and inclusion as they
 develop and deliver projects and services, and within their operations and at
 board level.

How?

- Training & events range of events delivered by expert partners including the HEAR Network, Getting On Board, Diversity Trust, etc.
- One to one support- improving the diversity of boards, project planning, supporting policy development.



Future support

- Further training and events
 - LGBT+ 101 awareness session
 - Unconscious Bias
 - Creating a More Diverse Board
- One to one support

Resources





How do I find out more?

 If you would like to discuss how your organisation approaches EDI email me julieg@richmondcvs.org.uk

 Sign up for the Richmond CVS newsletter to stay informed about our work, <u>sign up here</u>





Our equality duties

- ☐ The Public Sector Equality Duty applies to both the Council and the VCS when carrying out public functions and delivering services across local communities.
- This requires us to take account of equality, discrimination and good relations between different people in the way we make policy, deliver or buy goods and services, and employ people.
- ☐ It ensures that we consider how we can improve society and promote equality in every aspect of our day-to-day business.
- ☐ We should consider, and keep reviewing, how we promote equality in decision-making; internal and external policies; procuring goods and services and in the services we provide.
- We invite external challenge to ensure the Council's policies & decisions do not adversely affect people from the protected characteristic groups, and wherever possible reduce inequalities.

Protected characteristics

Age

Disability

Race/Ethnicity

Sex

(previously known as gender)

Sexual orientation

Gender reassignment

Pregnancy & Maternity

Marriage & Civil
Partnership

Religion or Belief

Socio-economic status – going beyond the protected characteristics

Since 2023 the Council also treats the socio-economic duty in the same way as the existing protected characteristics. This means we consider the effects of the Council's decisions and policies on a number of groups who may be economically disadvantaged: ☐ Those who live in relatively more deprived areas. ☐ Low-income groups and unemployed people. ☐ Carers. ☐ Care experienced people. ☐ Single parents. ☐ Those with Health inequalities.

☐ Those with Refugee status.

Intersectionality

- As well as the individual protected characteristics we also try to be aware of how they can intersect.
- ☐ The term intersectionality is widely used to explain the interaction between discrimination, whether it's based on gender, race, age, class, sexual identity, religion, or more.
- ☐ It can be used to explain the experiences of people with more than one protected characteristic, and how they can intersect and interact (E.g. when racism and transphobia are both directed towards the same person).



How can we work more effectively together to deliver equality for all in Richmond?



WORKSHOP EXERCISE

- ☐ What do you and your organisation think are the top 5 equality-related issues currently in the borough?
- ☐ What more could the Council and VCS do to narrow the gaps caused by inequality?
- ☐ What do you need from the Council progress your work in this area?

Please break into groups of 5 to address these questions.

Embedding equalities into future Voluntary Sector Forums

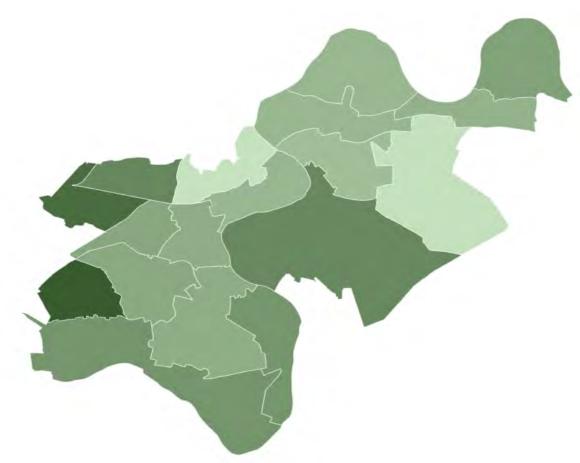
- ☐ We hope this workshop has provided a valuable opportunity for us to look at how we can work more effectively in partnership to drive equality in all our service provision.
- ☐ We plan to embed this in all future Voluntary Sector Forums going forward and ask all members to ensure they provide ongoing scrutiny and challenge to Council officers who attend the forum.
- □ The Council intends to be more proactive and positive

 we want to ensure our policies and services
 improve and that we deliver services which are accessible (in the widest sense) and appropriate, and which meet the needs of all the borough's residents.

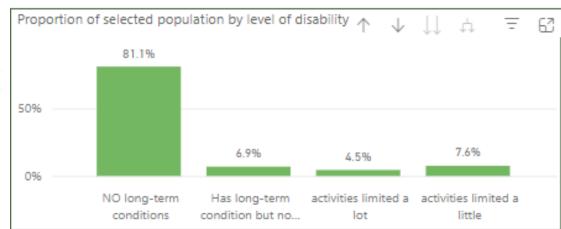


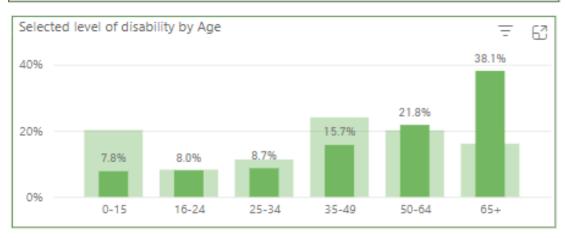
What do we know about residents with protected characteristics in Richmond?

Disability

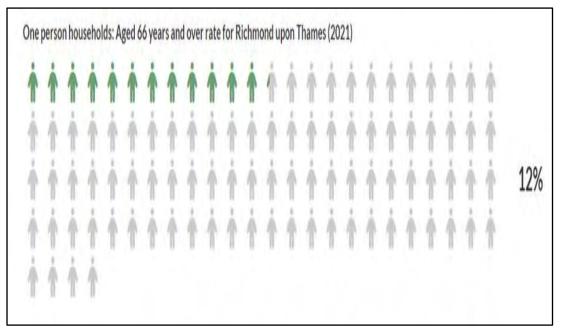


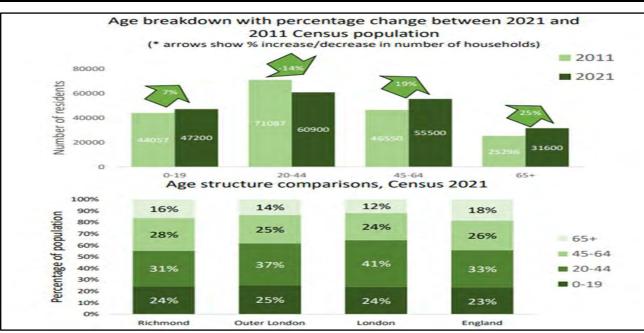
Selected level of disability by ward

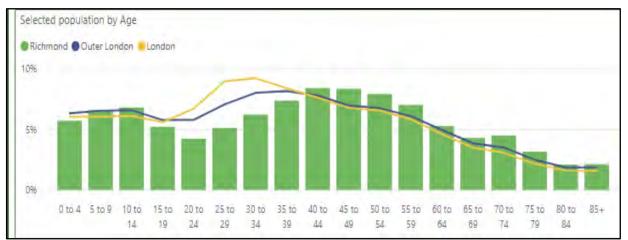




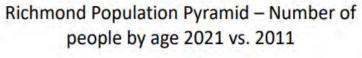
Age

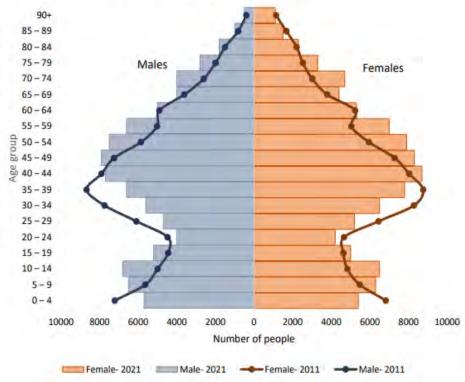




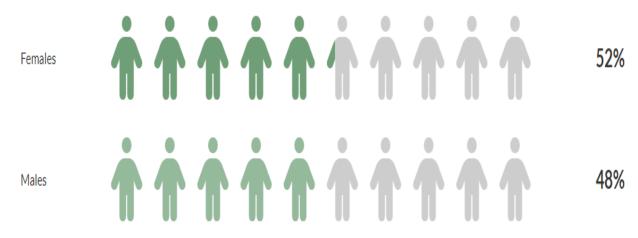


Sex





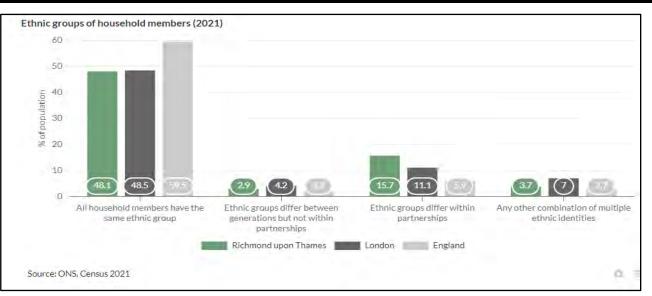
Population by sex for Richmond upon Thames (2021)

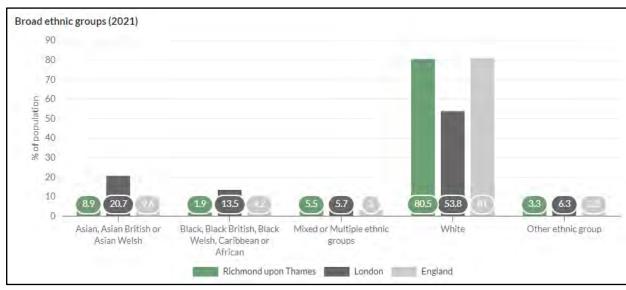


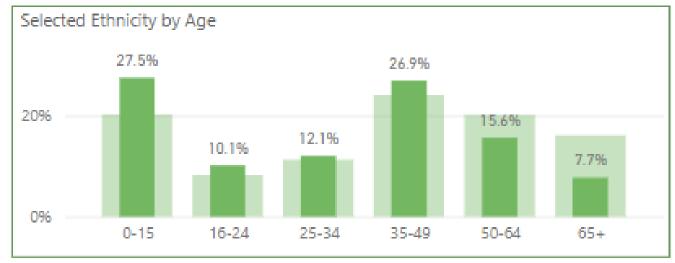
	Richmond upon Thames	London	England	
Females	101,317	4,531,622	28,833,712	
Females (%)	51.9	51.5	51	
Males	93,961	4,268,106	27,656,336	
Males (%)	48.1	48.5	49	
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Date: 2021 | Source: ONS, Census 2021

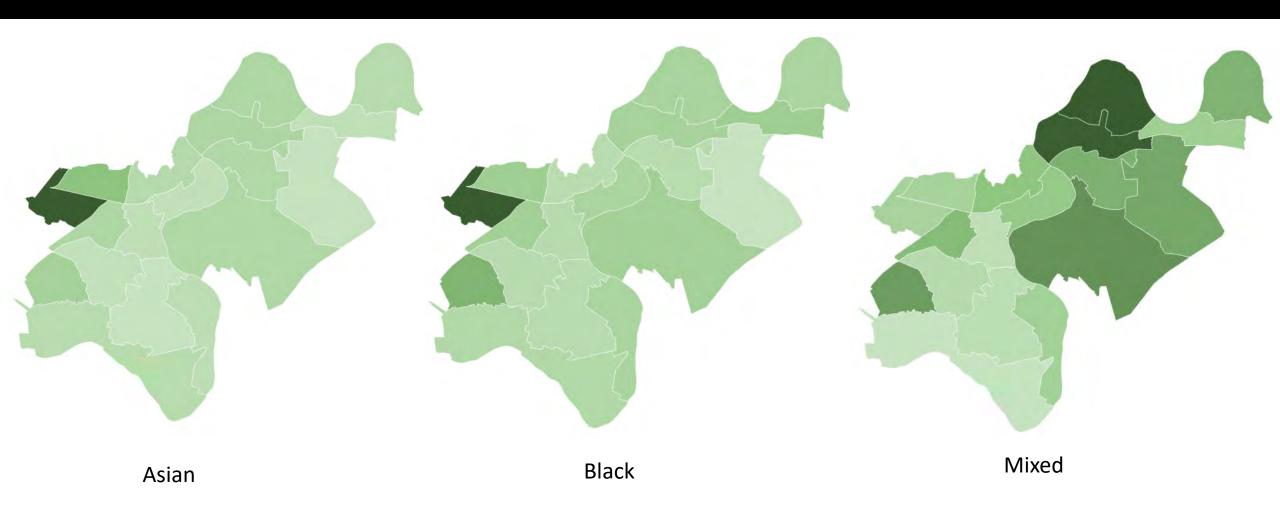
Ethnicity



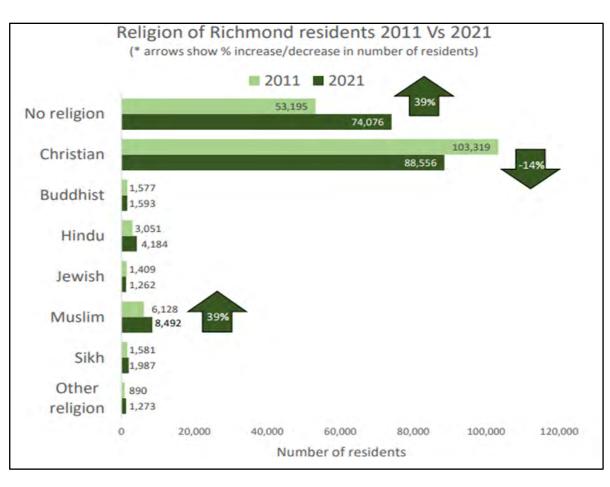


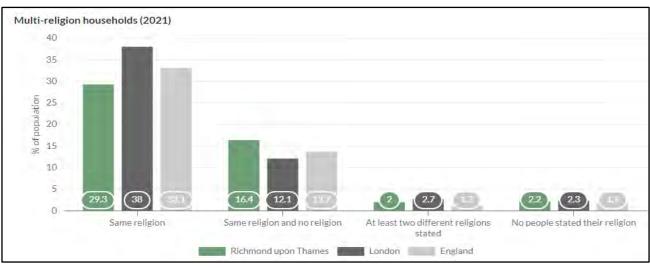


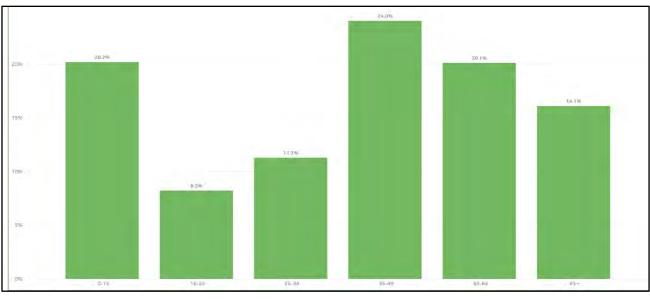
Ethnicity



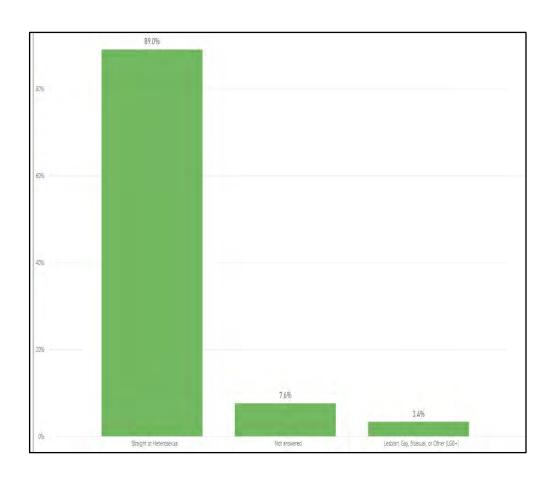
Religion/Belief

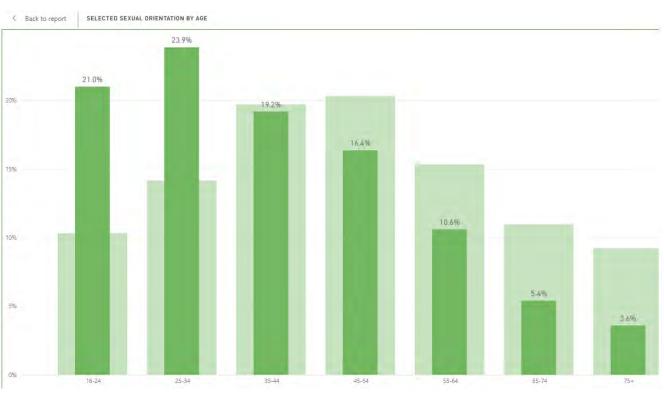




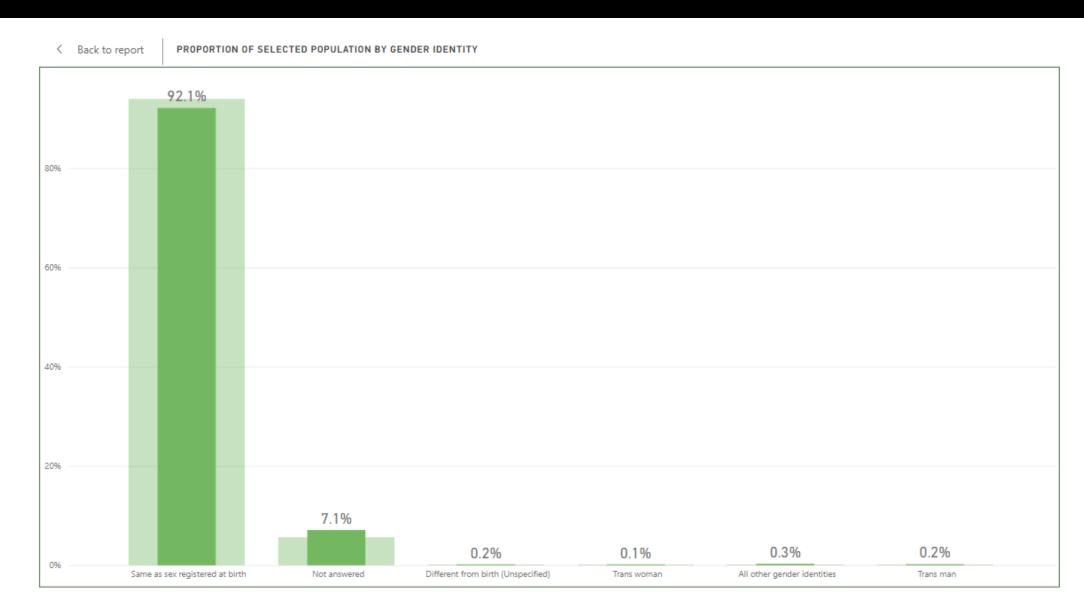


Sexual Orientation

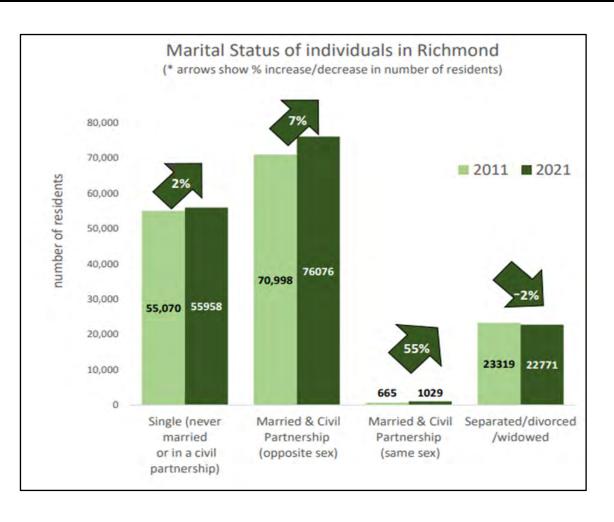


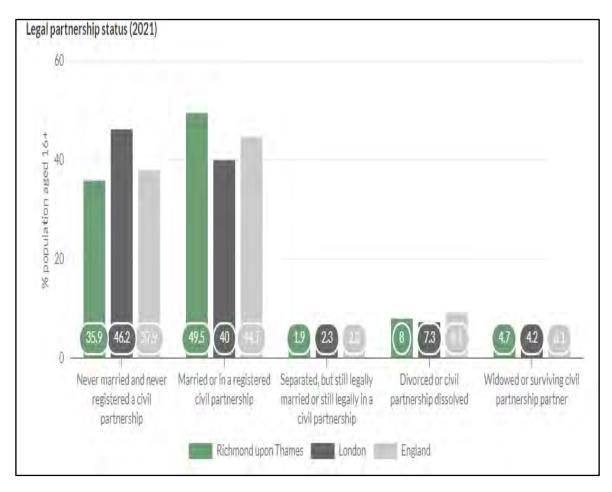


Gender Identity



Marriage & Civil Partnerships

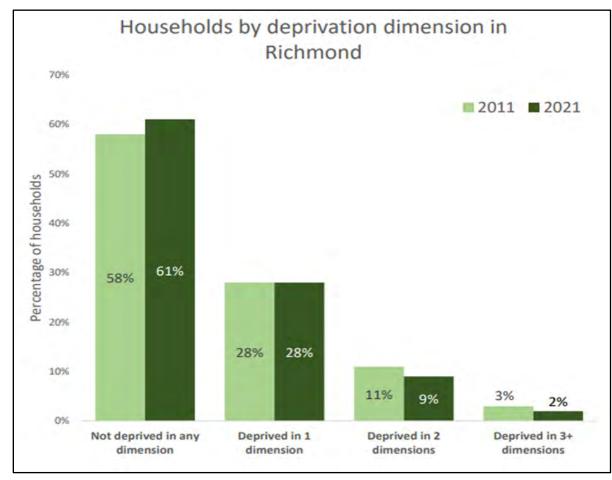


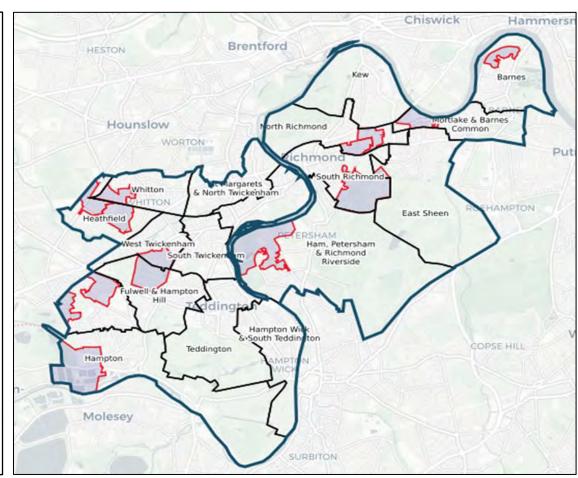


Pregnancy & Maternity

- In 2021 there were 2,422 conceptions in Richmond borough an annual conception rate of 65 per 1000 women.
- This is lower than the conception rate for London (70.8 per 1000) and the rate for England (71.5 per 1000) (Census, 2021).
- Of all the English regions and Wales, London has seen the biggest fall in conception rates over the last decade, decreasing by 20.9% since 2011.
- Under 18 conceptions have also fallen in Richmond in the last decade and London had the lowest of all the English regions and Wales.

Socio- Economic Factors: Deprivation



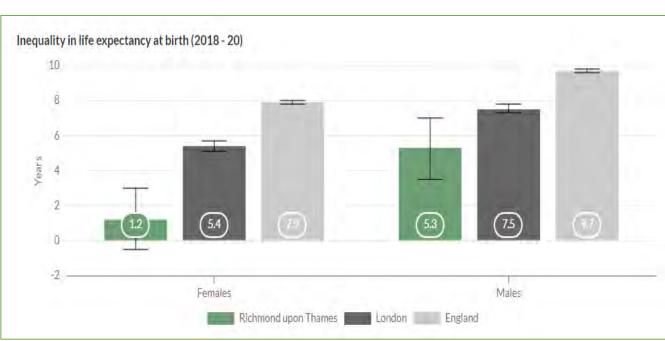


Single Parents

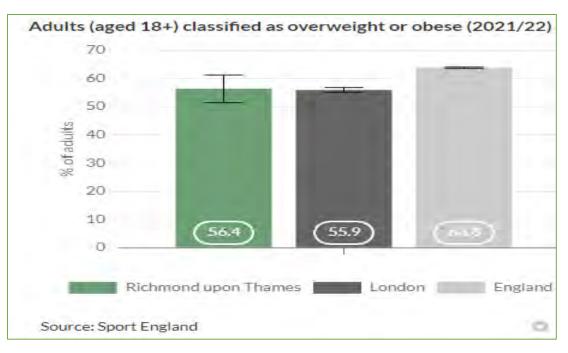
- ☐ The 2021 census data found that 8.8% of children in Richmond live in a single parent household in comparison to 13.3% across London.
- ☐ Around 9% of households are lone parent households with dependent children. High concentrations can be seen in Ham, Hampton North and Heathfield.
- □Lone parent households in Richmond (8.8%) have increased by +1% points since 2011. Among lone parent families, over half had dependent children.
- ☐ The proportion of lone parent households in Richmond is one of the smallest in London and is lower than Outer London (13.4%), London (13.3%) and England (11.1%).

Health Inequalities

	Richmond upon Thames	London	England
Healthy life expectancy at birth - Female - All ages	68.9	65.0	63.9
Healthy life expectancy at birth - Male - All ages	70.2	63.8	63.1
Healthy life expectancy at 65 - Female - 65	11.0	11.2	11.3
Healthy life expectancy at 65 - Male - 65	13.3	10.3	10.5
Date: 2018 - 20 Source: ONS			



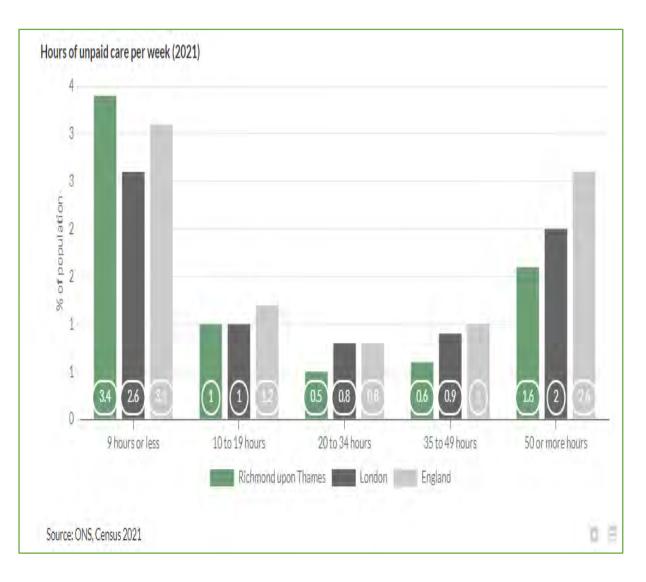
	Richmond upon Thames	London	England
Disability-free life expectancy at birth - Female - All ages	66.2	63.3	60.9
Disability-free life expectancy at birth - Male - All ages	67.8	64.4	62.4
Disability-free life expectancy at 65 - Female - 65	13.1	10.2	9.9
Disability-free life expectancy at 65 - Male - 65	12.1	10.3	9.8
Date: 2018 - 20 Source: ONS			

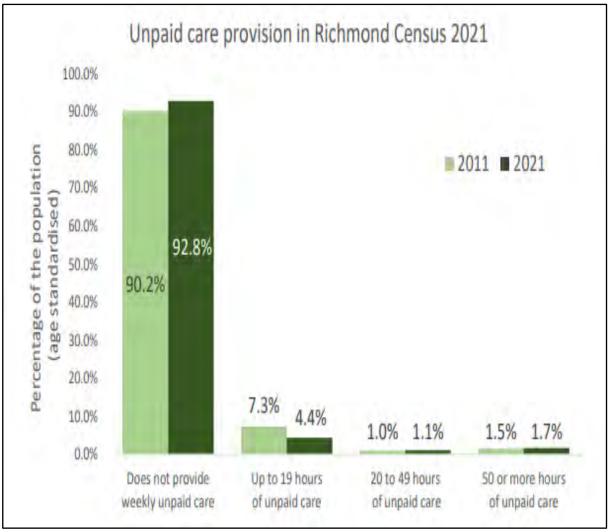


Refugees

Scheme	Richmond
Syrian Resettlement scheme (2015 - October)	Six families (32 people)
Afghan Resettlement scheme (2021 - October)	Four families (19 people)
Homes for Ukraine scheme (2022 - November)	975
Unaccompanied Asylum - Seeking Children	26
Hong Kong BNO scheme	No exact data available, but proxy data shows 696 primary & secondary pupils from Hong Kong and 985 people indicated they were born in Hong Kong in the 2021 Census.

Carers





Care Experienced People

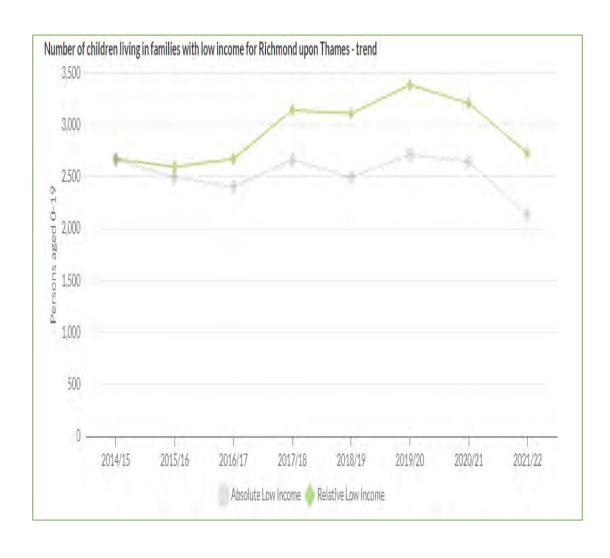
'Care leavers in contact with the responsible authority - LA' for Aged 17 to 18 and Aged 19 to 21 in Richmond upon Thames between 2020 and 2022				
		2020	2021	2022
	Number	39	34	32
Aged 17 to 18	%	100%	100%	100%
	Number	95	95	99
Aged 19 to 21	%	100%	100%	100%

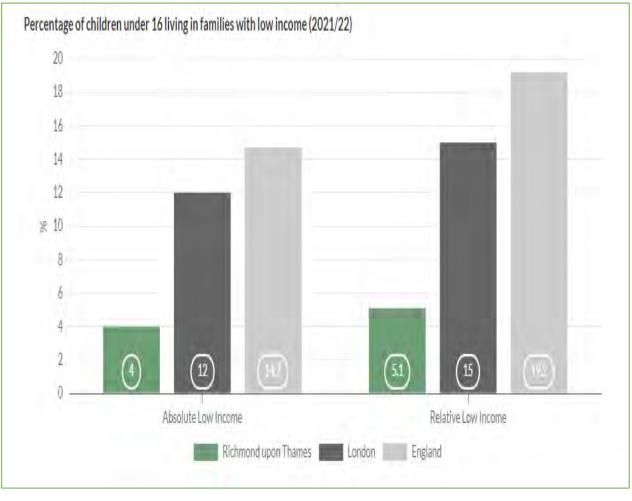
Leaving Care	2020-21	2021-22	2022-23	National average (21/22)
Young people aged 19- 21 who were looked after aged 16 who were in employment, education or training	65.3%	54.5%	56.6%	55%
The percentage of young people aged 19-21 who were looked after aged 16 who were in suitable accommodation	85.3%	91.9%	92.5%	88%
The percentage of young people aged 19- 21 who were looked after aged 16 who were in higher education	4.2%	9.1%	10.4%	7%
No. aged 19, 20, 21 who were CLA aged 16	95	99	106	

ALL Children Looked After 12 months, conviction and health outcomes:

		2020	2021	2022
Convictions: Children looked after Ages 10 to 17 years	Total ages 10 to 17 years	56	60	62
	Convicted or subject to youth cautions, or youth conditional cautions during the year	С	С	С
Substance misuse: Children looked after all ages	ance misuse: Children looked after all ages Total all ages		84	74
	Identified as having a substance misuse problem	С	8	6
Health assessments: Children looked after all ages	ked after all ages Total all ages		84	74
	Had their annual health assessment	52	77	63
	Had their immunisations up to date	55	63	55
	Had their teeth checked by a dentist	60	48	57
Development assessments: Children looked after ages 0 to 4 years	Total ages 0 to 4 years	6	16	7
	Development assessments up to date	С	15	C

Low Income





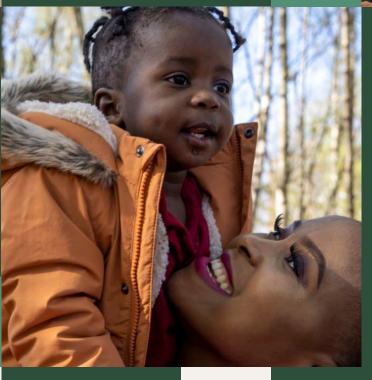


Questions?









Richmond Parish Lands Charity

Richmond VCS Forum

5 December 2023

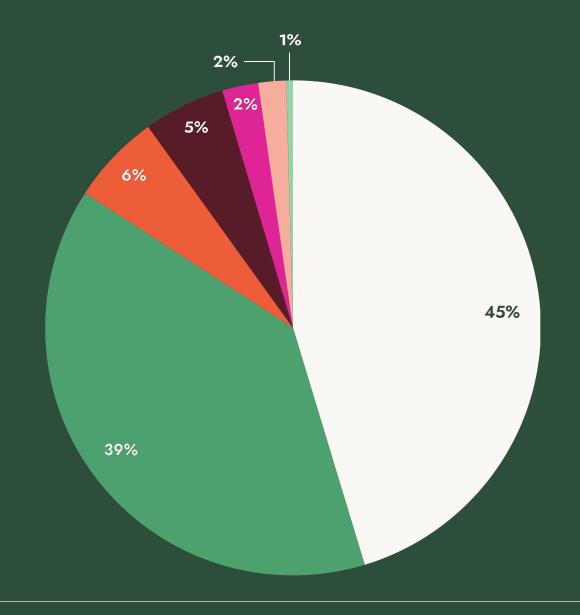
Introduction

Phil Barron, CEO

Our Impact (2022/23)



- Core
- Project
- Crisis
- Child Support
- Individual Education
- OneRichmond
- Rent subsidy grant



Our Strategy

Everyone in Richmond has opportunities to build healthy and fulfilling lives.

Our Vision and Mission

We strive to be a trusted and collaborative partner who embraces bold ideas and responds flexibly to change.

Our partnership projects ensure Richmond's residents can access high quality support and have fair access to opportunities.



Our Objectives

Impactful and innovative grant giving

Strengthening the local voluntary and community sector

Influencing locally and unlocking resources

Actively manage our property portfolio

Our Grant Giving

Sarah Wilkins, Grants Director

Our grant giving - strategic priorities

Publish new grant priorities

Establish new grant streams

Review grants to individuals

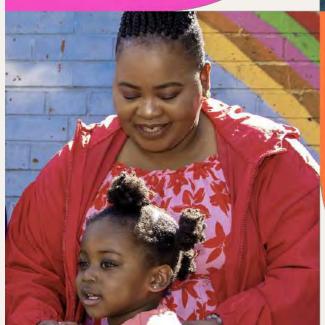
Develop grant impact framework

The Richmond Context











Low income

100

There are 100 people per month getting Household Support Grants of which 60 are new to advice services

- Richmond Aid and Citizens Advice Richmond Feb 2023

25%

increase in the use of Richmond Food Bank

- Vineyard Community Centre 2023

Education inequality

47%

of children with Free School Meal (FSM) status in LB Richmond achieved a good level of development at the end of reception - DEE 2022

55%

Of pupils with FSM status in LB Richmond achieved level 2 with English and Maths by aged 19 compared to 85% of their peers

- DfE 2022

Health

63%

of the estimated number of residents aged 65+ with dementia were diagnosed, and this rate is decreasing

- Office for Health Improvement & Disparities Data 2021

LB Richmond had the

Second highest rate

in London of hospital admissions as a result of self-harm among 10 to 24-year-olds

- Office for Health Improvement & Disparities Data 2021/22

Inclusion

13%

of secondary pupils in LB Richmond have Special Educational Needs (SEN) support, higher than the London average of 11%

- DfE 2022

25%

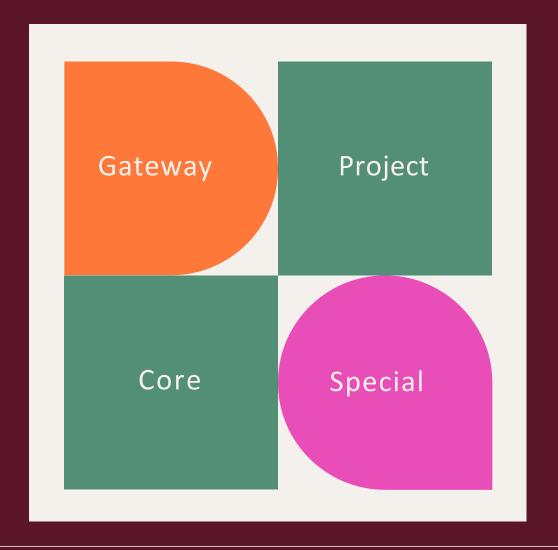
1 in 6 Richmond borough residents are aged over 65, an increase of 25% from the previous census

- 2021 census

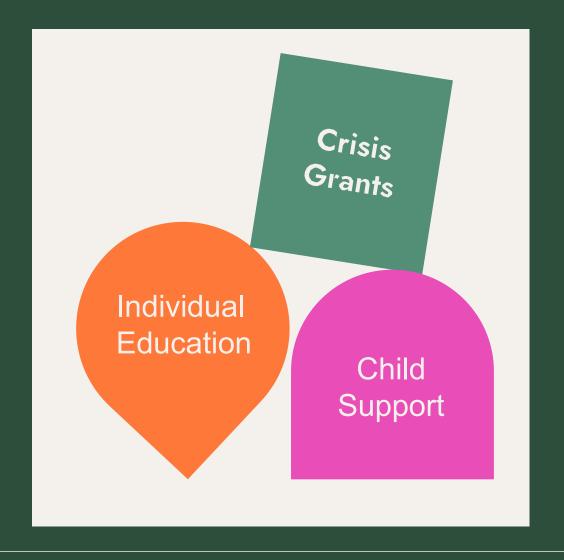
Publish new grant priorities



Establish new grant streams for organisations



Review our individual grant streams



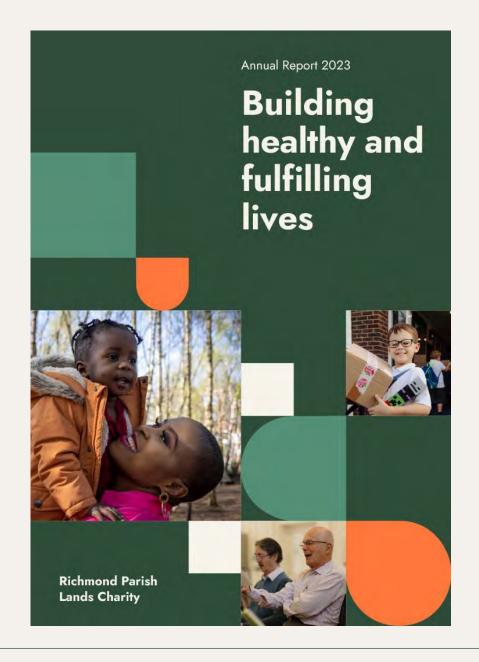
Develop grant impact framework

Accessing support and advice

Reducing inequalities in education

Improving health outcomes

Enhancing community cohesion





2023 Annual Report



Questions?





Richmond Furniture Scheme's Local Offer

Simon Westgarth

CEO Richmond Furnit

CEO, Richmond Furniture Scheme





Background

- Richmond Furniture Exchange was established in 1990
- Registered charity in 1992
- Changed its name in 1997 to the Richmond Furniture Scheme
- From 1st April 2010 the assets of the Scheme were transferred to Richmond Furniture Scheme, a newly formed company limited by guarantee and registered as a charity
- We have eight trustees with a mix of IT, marketing, third sector and finance experience.



The Scheme in numbers



£110k grants,
£139k from
charitable
activities
£15k from Gift
Aid and other
income



40 tonnes of furniture provided to people in need (2,683 items)



397 customers in need* (+10.9%)



122 tonnes of furniture donated to the Scheme (+8.19%)

The Scheme in numbers



Over 1600 van collections and deliveries



58 starter kits, comprising of **242 items,** given to grant customers



6,165 hours from 108 volunteers



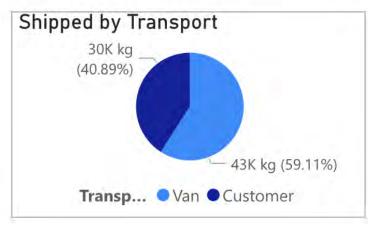
£70k raised for electric van, delivery September 2023

Furniture Shipped (106 Tonnes 22-23)



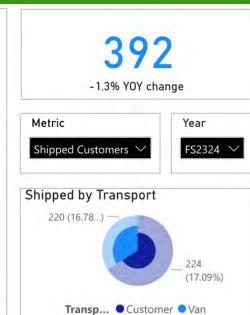
73K kg -31.4% YOY change

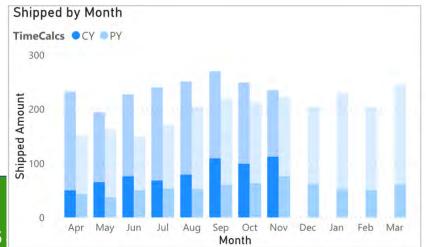




Furniture customer receiving discounts +38% YoY







Month	CY	CY YTD	PY YTD	YOY YTD	YOY% YTD
Apr	50	50	43	7	16.3%
May	65	100	71	29	40.8%
Jun	76	146	107	39	36.4%
Jul	68	175	142	33	23.2%
Aug	79	220	179	41	22.9%
Sep	109	287	221	66	29.9%
Oct	99	339	249	90	36.1%
Nov	112	392	285	107	37.5%
Dec			317	75	23.7%
Jan			345	47	13.6%
Feb			369	23	6.2%
Mar			397	-5	-1.3%
Total	392	392	397	-5	-1.3%

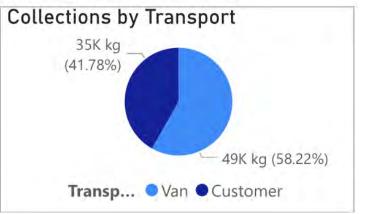


Furniture donated 84 tonnes YTD (2022-23, 122 tonnes)









Volunteering 108 YTD (22-23, 108 volunteers)



Recruitment Safeguarding, induction, data **Development** Training, mentoring, Kick Start

Outreach Local charities, community centres, job centres

Volunteer mix Eclectic and broad range of skills and abilities.

How to access discounts

03

You qualify for 25% discount if you are:

- on benefits (apart from child benefit)
- a student
- a keyworker
- · a refugee
- · carer or care leaver



Shopping online?

Email recent* proof of entitlement like a benefits letter or NHS card to admin@RFSonline.co.uk

Phone us on 0208 755 4665 if you need help *Last 12 months



We email you a discount code

04

When you shop online put the code into the 'Apply Coupon' box

Q

Shopping in person?

Bring along your proof of entitlement.





Phone us if you need any help getting your discount

0208 755 4665



O7 Have fun choosing some lovely furniture to make your house a home



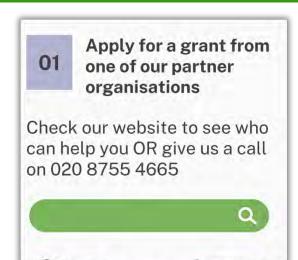
Check this out!

Richmond Borough Council's online **Cost of Living Hub** is packed with vital information on saving money, cutting costs and getting help

https://www.richmond.gov.uk/ services/cost_of_living_hub



How to access grants



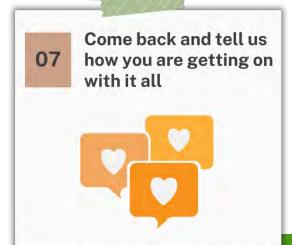












Check this out!

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https://www.richmond.gov.uk/ services/cost_of_living_hub



Information bit

Typical grants Grants tend range from around £220 to £350 but needs are assessed depending on number of rooms and dependents

Do we deliver? YES deliveries are charged at

Richmond £25

Surrounding post codes £50

Next codes £75

Wandsworth grants £40

What is the discount 25%

Who gets a discount •

Grant holders

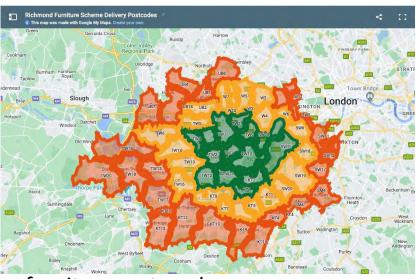
Self-referrals

Discounted reasonably priced furniture We keep costs as low as we can to keep furniture costs as low as we can – we are **GREAT VALUE FOR MONEY**

APPLIANCES with 12 MONTH
WARRANTY

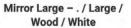
Prices range from around £37 (microwave) to £220 (electric cooker)

NO GAS!



Web shop





£30.00 Good condition L59 x D2 x H166 cm

Read more



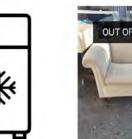
Garden Table Round Glass Top And 3 Folding Chairs



Good condition L80 x D80 x H69 cm

Add to basket





Freezer free standing (2.A) -. / . / . / Grey

£141.00 Great condition

L59 x D65 x H150 cm

Add to basket

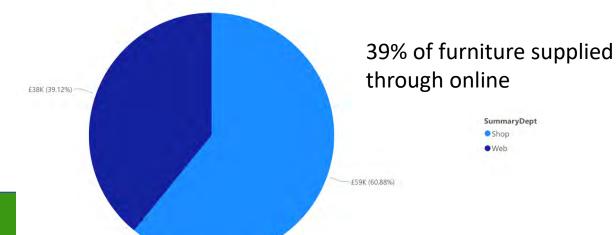


Sofa 2 Seater - . / Medium / Fabric / Beige

£45.00

Good condition L168 x D98 x H80 cm

Read more





Fully Restored Mid Century **Armchair**

£72.50

You may qualify for a discount. For more information please go to Discounts and Grants. 1 in stock

ADD TO BASKET

SKU: 18874

Categories: Armchairs, Armchairs

Tag: Excellent condition



Volunteering roles

		Ca		
Sales and operations	Office administration	Workshop/repair	Up-cycling/refurb	Recycling
 Customer support Onboarding donations Gift Aid processing Sales Delivery booking Grant processing Inventory management Repairs Stock taking Merchandising Cleaning, Van support Deliveries Collections 	 Customer support Arranging deliveries Arranging collections Managing e-mails Reporting Cash Sales Weight People Inventory Marketing Website admin Volunteer coordination 	 Customer commissions Furniture repair Workshop and site tidying Site projects 	 Customer commissions Furniture decoration and refurbishment Workshop and site tidying 	Material recovery, separation, re-use and responsible disposal.

Working and volunteering – criteria

Skills (role dependent)	Person specification	Experience
 English (written and 	 Values driven 	 None necessary
spoken)	 Be kind 	
 Numeracy 	 Be bold 	
 IT (smart phone level) 	 Be creative 	
Problem solving/	 Can work in a team 	
practical	 Customer service 	
• Driving	 Communication 	
Being safe	 Donor service 	
	 The right attitude to 	
	working and learning	

What is ahead?

Increasing costs 1. Increase pricing

2. More product options

3. Donations/grant funding

Reduce waste even more Working with Townmead to recover useable furniture (over 1 tonne recovered so far)

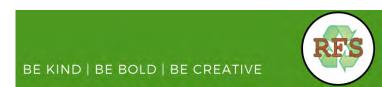
Increasing awareness More marketing

Increase community engagement

Working with housing associations to support clients

New products Refurbished mattresses and donations from mattress manufacturers

New markets Can we expand our horizons....?



New stuff photos





The warehouse









The warehouse









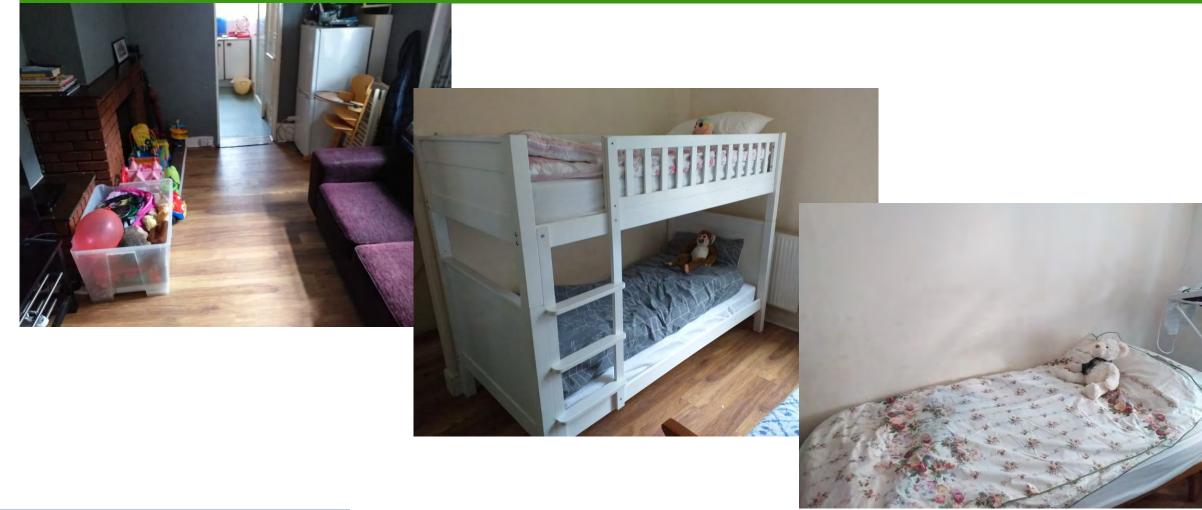
Some of the things we do







Example of the difference we can make



BE KIND | BE BOLD | BE CREATIVE

Volunteering

Carousel

Sales and operations

Office administration

Workshop/repair

Up-cycling/refurb

Recycling



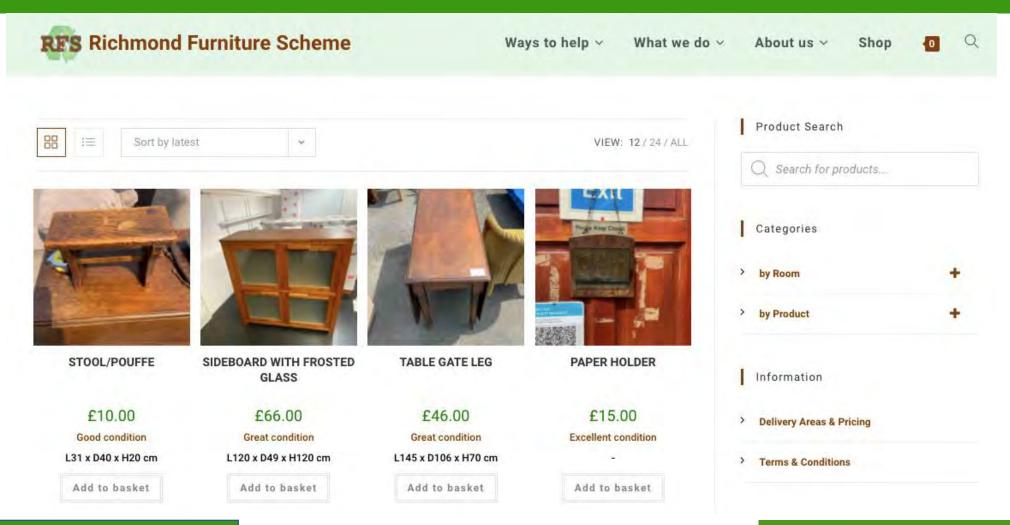








More information – www.rfsonline.co.uk





Questions?





Open Forum and Q & A

