

Taking Account 3

**The economic and social audit of the third sector in
Brighton and Hove**

June 2014

With support from:



University of Brighton



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Further Information

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Methodology

The audit is based on data obtained through:

- An online survey (also available in paper format)
- Case Studies
- Landscape literature search
- Award and contract information from the public sector and trusts and foundations
- The expertise of those on the working group

Defining the Third Sector

Defining the third sector is complex. With its roots based with the voluntary and community sector, the term is now being used widely to include social enterprises, networks, residents' and tenants' associations, co-operatives, mutuals and includes organisations that provide public benefit and are managed by its members.

Similarly, the National Audit Office¹ states that third sector organisations (TSOs) generally:

- are independent of government. This is also an important part of the history and culture of the sector;
- are 'value-driven'. This means they are motivated by the desire to achieve social goals (for example, improving public welfare, the environment or economic well-being) rather than the desire to distribute profit; and
- reinvest any surpluses generated in the pursuit of their goals. For this reason TSOs are sometimes called 'not-for-profit organisations'. A better term is 'not-for-personal-profit'. In many cases, TSOs need to make surpluses (or 'profits') to be financially sustainable.

For the purposes of this research local health structures and foundations, universities and schools are not considered within this audit as they are considered to be part of the public sector and are majority funded this way.

¹ National Audit Office: Successful Commissioning Toolkit [online] Available: <http://www.nao.org.uk/successful-commissioning/introduction/what-are-civil-society-organisations-and-their-benefits-for-commissioners/> [6 June 2014]

Foreword 1: Community Works Perspective

Taking Account the economic and social audit of the third sector was last completed in 2008. Much has changed since then and this updated study gives us the opportunity to accurately assess the contribution and health of the sector in Brighton and Hove.

Community Works delivered the Taking Account 3 research in 2013 to update our third sector data, to evidence the social and economic impact of the sector and to inform our approach to supporting the sector.

In difficult times, it is positive that both Brighton and Hove City Council and Clinical Commissioning Group have not only funded and supported Taking Account 3 to take place but have also provided information on what they fund the third sector to do and the services they commission, which has helped us produce the fullest picture possible.

The financial challenges facing all funders and policy makers are significant. It is more important than ever that the reasons for investing in the third sector to achieve citywide outcomes are evidenced and firmly understood, to ensure ongoing commitment and delivery.

The recommendations section within this report identifies steps that policy makers, funders, third sector organisations, and third sector support organisations should take to ensure that the third sector can continue to make a positive contribution to the lives of local residents and the local economy.

Community Works looks forward to working together with all partners to make those recommendations happen.

Laura Williams
Community Works
Representation and Partnerships Manager

Foreword 2: The Local Authority Perspective

Brighton and Hove City Council spends a total budget of around £778 million each year. It is used to employ 9,400 staff and provide 800 services to the city's 273,400 residents, 12,650 businesses and 8.5 million annual visitors.

We have faced large budget cuts in recent years which will continue over the foreseeable future. It is estimated that we will need to identify budget reductions of nearly £90million over the 5 year period 2015/16 to 2019/20 (25% of the gross budget). We will continue with our consultative approach to the budget setting process to help manage our financial pressures and minimise the impact on service provision. We must continue to work with the third sector to innovate, modernise and increase efficiency but also to ask more fundamental questions about the services we provide.

In the future, with a growing and changing population, it is likely that more people in the city will be considered vulnerable. We will seek, with partners, to make the collective impact of our services greater. However, with increasing demand and reduced spending we must also be clear on how we define and prioritise support and determine who is most vulnerable.

The council regards the third sector as a key partner in the delivery of its vision for stronger, more resilient communities. In 2012/13 the council funded the third sector more than £24million in service commissions, grants and infrastructure support. As well as direct service provision the sector helps provide an independent voice for communities and under represented groups. It plays a key role in involving communities in designing and delivering public and community services that meet locally identified need.

The council's Communities and Third Sector Policy 2014 establishes a framework for coordinated third sector commissioning that enables the authority and its partners to work more collaboratively and pool budgets more effectively. The Policy seeks:

'To ensure that the city has an increasingly efficient and more effective third sector; one that is ready and able to bid for and deliver public services, that enables citizens and communities to have a strong voice in decision making about public services and supports community resilience and well-being through independent citizen and community activity. That the council's culture and systems enable a collaborative and productive relationship with the third sector making the best use of its flexibility, creativity and added value.'

The Policy emphasises the importance the council places on community development, community engagement and third sector development, how the three are interlinked and further underpinned by our work on equalities and community cohesion. We recognise that the third sector is uniquely positioned; an independent and trusted 'bridge' between citizens, communities and statutory agencies. It can act without the constraints on public organisations and access additional funding, enabling it to be more creative in its responses.

In recognising the value and assets of the sector and by helping it modernise and investing in its skills and expertise, the council aims to help harness and develop the third sector for the benefit of local people. By doing so, the council is able to maximise the impact of public funding, achieve added value and better ensure value for money. This in turn enables additional resources to be levered into the city and helps to meet the needs of citizens who might not access public services.

**Andy Staniford, Brighton and Hove City Council
Interim Head of Communities, Equality and Third Sector**

Section 1: Executive Summary (Key Findings)

Taking Account 3 is the economic and social audit of the third sector in Brighton and Hove. It is conducted every five years. The research updates the core data held on the third sector, collates further evidence of its impact and promotes a greater understanding of the its work and development needs.

The key findings presented below have been calculated using data gathered through a survey of third sector organisations operating within Brighton and Hove. 224 respondents completed the survey.

Using simple scaling, we have been able to make estimates for the whole of the third sector in Brighton and Hove. Where estimates are made they are clearly identified.

Detailed case studies evidencing value for money and the return on investment in the third sector are detailed at Section Five of this report.

Key Findings

The diverse third sector in Brighton and Hove

Types of organisations and employees

Key finding 1: Number of organisations

There are approximately 2,300 third sector organisations in Brighton and Hove. This figure is based upon data gathered from several local databases.

Key finding 2: A developing sector

8% of groups responding to the audit were formed between 2010 and 2013.

Key finding 3: How the third sector defines itself

Over two-thirds of respondents consider themselves to be a community organisation, a voluntary organisation or both. 12% of respondent organisations define themselves as a social enterprise.

Key finding 4: Main activities

The majority of respondents stated that their main activities are empowering people to improve the quality of their life (42%) and bringing people together (23%).

Key finding 5: Main provision

Organisations report their main provision to be running activities² (23%), followed by providing support (11%) and information, advice and guidance (11%), with users most supported being those needing health and wellbeing services (18%) and children and young people (11%).

² Activities that may be art based or include sports or exercise for those within the local community

Key finding 6: Number of users

The median³ number of users per organisation is 300; with 25% having less than 75 users and 25% having 1,000 users or more. 55% of organisations stated that their number of users had increased in the last financial year and 31% stated that the number of users had remained static.

Key Finding 7: Where services are delivered

When asked in which region they primarily delivered services the greatest number of respondents reported predominantly working citywide in Brighton and Hove (34%). 11% stated that they worked primarily in one local neighbourhood/ward. Whitehawk and East Brighton were jointly the most reported local neighbourhoods/ward for service delivery.

Key Finding 8: Number of paid employees in an organisation

The median number of paid employees is 3. This is less than the 2008 median number of 5. The estimated number of employees in the whole third sector in Brighton and Hove is 6,900 people this is less than the 8,000 estimated in 2008. The sector is therefore more reliant on the people of Brighton and Hove to volunteer.

Key finding 9: Size of organisation – volunteers

The median number of volunteers is 12 with 26% of organisations having 5 or less volunteers and 31% having 30 or more. 5% of organisations have 1 or no volunteers. 10% of organisations have 100 or more volunteers⁴ and 50% of those organisations are considered to be large (with an income over £203,001).

Key finding 10: Ratio of paid employees to volunteers

There is an estimated ratio of 4:1 volunteers to paid staff.

Key finding 11: Who works in the sector?

70% of those working in the sector are women; 30% are men, in contrast to the Brighton and Hove population of 49% men and 51% women. In the report we suggest that these figures reflect the part-time nature of work in the sector and the work patterns of women.

Key finding 12: Trans employees

Respondents reported that less than 1% of paid employees in the third sector identify as Trans. This is lower than the population range (0.9%-2% of adults in the city) estimated by Brighton and Hove City Council.

Key finding 13: Minority group employees in the sector

Black and Minority Ethnic (BME) people represent 5% of paid employees which is lower than the BME working age population in the city of 21%. Lesbian, gay and bisexual people represent 13%, which is close to the city population of 14%. Disabled people represent 5% of paid employees, which is lower than the city population of 11%.

Key finding 14: Staff qualifications

33% of paid employees and 68% of those on management committees have a Level 4 qualification or higher⁵.

³ The median is the number separating the higher half of the data from the lower half; it is the number in the middle

⁴ Not including management committee members

⁵ Level 4 includes some element of the qualification at degree level

Key finding 15: Key skills and development needs

Writing successful fundraising strategies and building relationships with funders is a significant required skill for the third sector along with demonstrating impact and business development.

Key finding 16: Average salaries

Data revealed the average full-time equivalent salary in the sector is £28,855. This is higher than the Brighton and Hove average full-time employee salary of £24,049. This may be a reflection of the types of jobs available in the sector as they often require higher level management skills.

Key finding 17: Living Wage

10% of respondent organisations are signed up to the Living Wage and another 22% would consider signing up. 39% of organisations do not employ staff so cannot sign up.

Key Finding 18: Measuring impact

37% of small organisations and 91% of large organisations reported that they measure the impact of their services annually.

Key finding 19: Changes in income streams

19% of small organisations and 23% of large organisations reported a decrease in income from grants in the past financial year. 1% of small organisations and 29% of large organisations stated that they had seen an increase in service contracts. This suggests that as the sector moves towards service contracts and away from grants small organisations are vulnerable.

Key finding 20: Increased reliance on volunteers

The number of small organisations who have no paid employees has risen from 20% (2008) to 87%. There is an increased reliance on volunteers to deliver services and maintain small organisations.

An economically valuable third sector in Brighton and Hove

Key finding 21: Contribution to employment

Approximately, 6,900 people work in the third sector in Brighton and Hove, which is 6% of the total employee jobs in the city.

This is slightly smaller than Brighton and Hove's Arts and Leisure services sector. The Brighton Fuse report (led by Wired Sussex) estimates 6,500 employees in the creative-digital-IT sector so the third sector is comparable.

Approximately 59% of these employees live in Brighton and Hove.

Key finding 22: Economic contribution to the city

The estimated income of the third sector in Brighton and Hove is approximately £73 million per year. Much of this is spent in Brighton and Hove on local projects, which creates further economic benefits so that the third sector contributes approximately £127 million to the Brighton and Hove economy each year. This equates to 2.2% of the total economy.

Key finding 23: Grants – not just local

17% of income comes from grants, 71% of which came from outside the city. There has been a decrease in the number of Grants coming from inside the city (down 9% from 2008).

Key finding 24: Service

47% of income comes from service contracts, 62% of which came from outside the city. There has been a decrease in the number of service contracts coming from inside the city (down 14% from 2008).

The Power of Volunteering – A city of volunteers

Key finding 25: Numbers of volunteers

There are 27,600 volunteer positions in the third sector in Brighton and Hove. In addition, there are 13,800 positions on management committees and boards of third sector organisations and almost all of these positions are filled by volunteers.

Key finding 26: The number of volunteer hours

Volunteers donate 110,400 hours per week to third sector organisations in Brighton and Hove or 5,740,800 hours per year.

Key finding 27: The economic contributions of volunteer time to the city

If volunteers were paid the Living Wage for their work in the third sector then their donated time would be worth £845,000 weekly or £44 million annually.

Key finding 28: All ages volunteer

The vast majority of volunteers (68%) and management committee members (67%) are between 25 to 60 years old. 3% of management committee members and 11% of volunteers are between the ages of 18-25 in contrast to 30% of management committee members and 19% of volunteers being between the ages of 61-70 years.

Key finding 29: Sex of volunteers

65% of volunteers are women and 35% are men. National data states that there is no significant difference between the number of men and women who volunteer nationally so Brighton and Hove differs to other parts of the country in this respect.

Key finding 30: Minority groups and volunteering

Volunteers: Lesbian, gay, bisexual people account for 7% of volunteers; Trans people account for 0.2%; Black and Minority Ethnic people account for 5%; and disabled people account for 9%.

Key finding 31: Minority groups and governance

Management committee members: 5% are lesbian, gay and bisexual; 0.2% are Trans people 2% are Black and Minority Ethnic people; and 3% are disabled people.

Section 2: Recommendations for Action

The data reported in this document demonstrates the positive economic and social contributions of the third sector in Brighton and Hove. This same data also highlights the challenges facing the sector, particularly in terms of changes to funding streams. The recommendations below identify steps that policy makers, funders, third sector organisations, and third sector support organisations should take to ensure that the third sector can continue to make a positive contribution to the lives of local residents and the local economy.

- **For Policy Makers/Public Sector**

We propose that in order for the sector to continue to thrive in the city policy makers should:

1. Recognise and value the skills and expertise of the third sector beyond the potential it brings through volunteering.
2. Champion the Living Wage in all contracting and partnership arrangements.
3. Analyse and consider the economic and social implications of a reduced third sector in the city.
4. Facilitate and champion both public sector and business sector financial support and in-kind contribution to the third sector.
5. Work to develop a common cross sector partnership approach to equalities monitoring.
6. Develop a joined up public sector approach to the development and sustainability of the third sector.
7. Plan with and partner the third sector to establish a responsive service to residents in light of public sector cuts.
8. Work to develop commissioning processes that support collaboration between third sector organisations and avoid overly competitive processes which may negatively impact on third sector provision in the city.
9. Work to maintain and further develop effective partnership working which respects the independent voice and values that exist within the third sector.

- **For Funders/Commissioners**

We propose that in order for the sector to continue to thrive in the city funders and commissioners should:

1. Work together to develop consistent monitoring, evaluation and impact processes. This will allow third sector organisations to develop streamlined manageable reporting systems allowing resources to focus upon user groups.
2. Recognise the time required for monitoring and evaluation within funding arrangements.
3. Advocate for the Living Wage in relationships with third sector organisations and be prepared to meet the costs of it.
4. Maintain a mixed economy of funding options (including grants) that enable different sized organisations to deliver to local residents, recognising the focussed response that small groups and organisations can make to user needs.
5. Invest in services and organisations to develop the third sector in a structured and consistent way to further develop strong, viable partners that meet the city's needs.
6. Champion and celebrate the role of the third sector in helping to deliver your aims.
7. In order to benefit from the use of a consortia and partnerships approach to service delivery commit to resourcing the approach and the time it takes.

8. Recognise the value of locally based organisations above nationals and implement the Social Value Act to build a sustainable legacy of delivery beyond the life of one contract.
9. Award contracts on the basis of quality of service and organising around local needs as well as price and economies of scale.

- **For the third sector itself**

We propose that in order for the sector to continue to thrive in the city those working within the sector should:

1. Commit to effective monitoring, evaluation and measuring of impact in a realistic and robust way.
2. Recruit diverse volunteers, staff and management committee members.
3. Commit to and aim to achieve good practice in equalities monitoring.
4. Sign up to the Living Wage campaign and understand the impacts.
5. Do not recruit volunteers to take the place of paid staff.
6. Maximise diverse funding sources especially through trading and fundraising from individuals to ensure unrestricted funding.
7. Look at options to invest limited funds wisely.
8. Recognise the need to work in partnership in order to provide greater value and better meet the needs of residents.
9. Recognise where there is a need to adapt to respond more effectively to changing social and economic pressures.

For Sector Support organisations

We propose that in order for the sector to continue to thrive in sector support organisations should:

1. Offer a range of skills and development opportunities to front line organisations that improve business and management development and support organisations to demonstrate impact.
2. Understand and support organisations' development needs to help them diversify their funding e.g. trading, fundraising from individuals and businesses.
3. Promote equality and diversity in recruiting volunteers, paid staff and management committee members.
4. Facilitate and champion both public sector and business sector financial support and in-kind contribution to the third sector.
5. Raise awareness of social value and the strengths of locally based organisations particularly in relation to strengthening bids for services and grants.
6. Facilitate space for partnership approaches within the sector and across sectors.
7. Prioritise services around volunteer brokerage, organisational advice and support, providing policy information and continue to work at having influence to support the development of a sustainable third sector.
8. Work with the third sector to facilitate their role in the development and influence of policy.
9. Raise the profile of the local third sector with local people to facilitate volunteering and income generation.
10. Improve the knowledge and intelligence around the third sector's capacity, impact and needs on an ongoing basis.
11. Maintain the Taking Account 3 data and learn from the approach taken in Taking Account 3 to inform Taking Account 4 to be conducted in 2018.

Section 3: What has happened since Taking Account 2 in 2008?

Throughout the report we will consider changes to the sector since 2008. Here it is helpful to reflect on the recommendations that were made in the 2008 report. The text below gives context to the work and activity that has happened since the last audit; identifying the progress made and the significant challenges that have prevented or disturbed developments.

Many of the 2013 recommendations continue to bear relation to the recommendations from 2008 and evidence the continued need for a partnership approach to enable the third sector's growth and development.

1: Be a proactive sector

It is positive that there have been number of high profile local third sector partnerships that have been created in response to the public sector funding changes e.g. Financial Inclusion; Transforming Local Infrastructure; Complex Needs and Mental Health commissions. However, resourcing partnerships to support collaboration continues to be a challenge.

2: Promote the sector

2008's Taking Account report did a good job of evidencing and describing the potential of the local third sector. The creation of the public sector prospectus model of commissioning is welcomed, particularly in its attempt to evidence social value. Capacity for promotion and marketing still remains an issue for many third sector organisations although there are many examples where the third sector is leading the way in its use of information technologies and social media.

3: Provide robust impact measures

Impact measurement is often good on a piecemeal/project basis but it is a challenge for third sector organisations to evidence the broader impact of their organisation and services. In the wider third sector, an industry has developed around impact measurement. Many more resources and methodologies are available but funding and capacity to implement them remains scarce.

4: Act as equal partners

There has been a decrease in national policy initiatives that champion and help orchestrate this approach. An approach which has been further undermined by public sector cuts. However, it is important to note that the social value measurements within the prospectus model continue to provide opportunity for third sector organisations to evidence their worth and contribution.

5: Speak out for the sector

The recent joint public sector prospectus for the third sector recognised the importance of third sector infrastructure and engagement. This is welcomed, particularly recognising the tough financial climate the city is faced with. Engagement often works well as a specific activity within a needs assessment process but it is not a cultural norm across public services. There continues to be concern in the third sector that their independent campaigning role may lead to an organisation losing funding.

6: Avoid splits in the sector and 7: Identify barriers to service delivery

Competitive tension continues to be managed within the third sector, and partnership working is continuing to develop and is becoming stronger. There is a general acceptance that there is a role for the third sector in public service delivery. The provision of a mixed economy of funding opportunities and the relationship large third sector organisations have to small ones are still areas

for improvement and development. Commissioning processes have not always reached out to new organisations and many small groups continue to find it difficult to take part.

8: Resist over-regulation

The move towards outcome focussed commissioning through the prospectus model and keeping third sector grants is welcomed.

9: Support changes in status

The data revealed that there has been a diversification of funding sources since 2008. The third sector continues to do more to move it towards independence through trading and fundraising from individuals. However, many third sector organisations provide services in areas of high deprivation so there will continue to be a reliance on the public sector to ensure that work can continue or be developed.

10: Provide training in procurement

Community Works and Brighton and Hove City Council delivered a joint programme of training to the third sector on procurement and bidding. Community Works would like to be able to offer this again if resources can be found.

11: Work towards full cost recovery

Many third sector organisations still believe that if they did operate on a full cost recovery basis the public sector would not be willing to pay for it. This is an area that needs development as organisations continue to make up the shortfall on contracts themselves through other fundraising.

12: Efficient monitoring

The Taking Account Audits enable monitoring of the third sector. The top five large organisations identified in the 2008 audit continue to operate in the city which is positive.

Section 4: Comparisons to the 2003 and 2008 Audits

The following table summarises key information from the audits in 2003 and 2008 and this current audit in 2013. The questions differed between the reports so it has not been possible to compare all the data and any comparisons must be treated with caution. However, the key findings allow us to consider how the sector has changed over the past ten years.

Table one: comparisons between 2003, 2008 and 2013 data

	2003	2008	2013
Number of responding organisations	232	266	224
Estimated total number of organisations	1,400-1,500	1,600	2300
Turnover of responding organisations	£22.9 million	£40 million	£57 million
Median income of responding organisations	(not analysed)	£40,000	£20,000
Number of paid staff in responding organisations	2,200	2,122	2,212
Number of volunteers in responding organisations	6,300	10,690	9,459
Number of management committee members in responding organisations	1,750	1,445	1,328
Estimated total weekly volunteer hours	37,800	57,000	110,400
Estimated total yearly volunteer hours	2 million	3 million	5.7 million

The data reveals a strong increase in turnover over the past ten years. Some of these changes may be explained by the broader definition used in the 2008 and 2013 audits which includes housing associations, in particular, and social enterprises.

The median income of respondent organisations was £20,000 per annum. This is considerably less than the 2008 figure of £40,000. This may be due to the increase in the number of small organisations who responded to the survey, that is, those organisations with an income of less than £7,000. This figure rose from 25% of respondents in 2008 to 35% in 2013.

It is positive that the numbers of employed staff in responding organisations have remained roughly the same over the last ten years, this may be due to the sector increasingly maximising its resources through partnership working.

There is a slight decrease in the number of volunteers reported by responding organisations although an almost 100% increase in the estimated number of volunteer hours.

Lesbian, Gay and Bi-sexual people account for 7% (up from 3% in 2008 audit) of volunteers, Black and Ethnic Minority people 5% (up from 3% in 2008 audit) and disabled people 9% (up from 4% in 2008 audit).

The estimated total weekly volunteer hours in the city rose significantly between 2008 and 2013. This is due to the median number of hours a volunteer contributes per week increasing from 3 to 4 and this report having a much clearer estimate of the number of third sector organisations in the city.

The big increase in both turnover and the number of organisations but the number of employees staying the same suggests smaller and medium organisations are working with far fewer staff than previously. This is backed up by the 30% of medium organisations and 87% of small organisations having no paid employees as evidenced in Section seven of this report.

Section 5: The Third Sector Landscape

Introduction

The third sector is facing a challenging turning point. Significant changes in the social, economic and political landscape are calling for deep reflection and a realistic re-think of the practical foundations and aims of the work the third sector does. Described as an “unsettlement” by the Third Sector Research Centre, this period of reduced resources, shifting political priorities and changing expectations of the sector means carefully navigating a way toward resilience⁶.

The scope of the third sector is wide, ‘in the UK there are 2.5 voluntary organisations for every thousand people; this is equivalent to one voluntary organisation for every 395 people⁷. Locally, we estimate the sector to consist of 2300 groups and organisations. These organisations include: large voluntary organisations which deliver comprehensive social care services; small local groups who are completely volunteer led; social enterprises; housing associations and, campaigning organisations focused on a single issue. Section Five of this report explores the scope and size of the third sector in Brighton and Hove in more detail.

Although its diversity means it is challenging to define the third sector under a single common set of goals, values, and ways of working, we know that it reaches most people in the city in some way. The Charities Aid Foundation estimates that six in ten adults (in Brighton and Hove this would mean 99,060 of our adult residents) directly benefit each month from third sector activities in the UK⁸ this is also supplemented by a considerable number of services that children and young people access. These are often vitally needed services which enable social participation and engaged citizenship, and giving voice to those who need it most.

We know the third sector is a strong and invaluable part of the local community in Brighton and Hove, and plays a pivotal role in shaping and delivering the city’s social, economic, educational, environmental, wellbeing and cultural priorities. Given the challenges faced, it is crucial that the sector looks forward with a clear estimation of the challenges it faces, its priorities for the future and the opportunities these changes bring.

In order to identify the social, technological, economic, and political dimensions affecting the sector as it moves forward through these unparalleled times we have used a PEST⁹ analysis. The analysis helps us consider what opportunities and challenges the third sector is facing.

Social: Role and culture of the sector

As the current economic changes impact the practical viability of some organisations and groups this will inevitably impact the relationships and dynamic within the sector itself. The move toward delivering larger public contracts can mean tensions grow between competition and collaboration for large, medium and small organisations; while partnership working is being encouraged, contracts are fewer and competition is high.

⁶ Alcock, P. Macmillan, R. and Bulloch, S. (2012), The worst of times? Birmingham, TSRC. Available at: <http://www.birmingham.ac.uk/generic/tsrc/documents/tsrc/reports/unity-in-diversity.pdf> [page 19]

⁷ National Council for Voluntary Organizations (2014) UK Civil Society Almanac 2014, NCVO: London [section 11]

⁸ Hudson, M (2008) Managing without profit: Leadership, management and governance of third sector organisations , Directory of Social Change: London

⁹ More information can be found at: <http://knowhownonprofit.org/organisation/strategy/externalanalysis/pest>

The changing funding and public sector delivery landscape brings opportunities and challenges to all organisations regardless of size. Increasing fundraising from individual donors is complex and requires a different organisational orientation to that of trust, foundation and public sector grants and contract income generation. Raising money from the business sector could also be another avenue, although it is important to note that support from businesses is often given in kind. To maximise the value of this in kind support third sector organisations would need to be strategic about their practical support needs.

The increased competition for funding is likely to see a widening of the gap between larger organisations with greater resources at one end, and smaller groups at the other. Those at most risk could be in the middle, they may struggle to absorb multiple cuts in contracts, and it may affect their business development capacity which in turn affects their sustainability. Many medium sized organisations are also not big enough to deliver contracts, yet not small enough to rely on membership fees or volunteers alone¹⁰. Although if organisations get it right, they can use their size to their advantage being nimble, innovative and quickly responsive to user needs and markets.

Public service delivery also brings with it a shift toward professionalisation, which not only benefits larger, more experienced organisations but also potentially impacts the 'voluntary' aspect of the sector¹¹. Voluntarism has always been a defining feature of the sector. It is estimated that 25-29% of UK adults volunteer at least once per month¹². Expectations of the delivery of a professional service, as well as time and resources being prioritised in delivering contracts to a service specification may mean potentially less room available for the support, training and management of volunteers within bigger organisations.

Taking part in the current payment by results (PBR) agenda often requires upfront financial investment by an organisation. Many organisations may not have the required level of unrestricted funding and would in any case see taking payments by results as too risky a business decision.

Alternatively, general reductions in funding could also mean an increased reliance on the work of volunteers to deliver services, with greater workload and responsibilities falling to those in voluntary roles and consequent issues around training, capacity and quality¹³. New ways of giving time, such as micro-volunteering, may evolve with new structural arrangements and developments in technology.

Technology: Digital horizons

New technologies present opportunities through which the third sector can innovate, explore new areas of work and creatively tackle the challenges that lie ahead. Developments in technology are continually, and rapidly, changing the ways in which third sector groups and organisations can network, campaign and engage with their supporters, funders and each other. In addition new digital tools are providing new ways of delivering services. Recent estimates show that 89% of charities in the UK are deploying some form of digital technology¹⁴.

In a short space of time, social media has become one of the key tools that groups and organisations are using to promote their work, share information and strengthen their 'brand'. As online presence and interaction becomes the norm, it is clear that this is an area in which the sector can maximise its skills, taking advantage of the online environment which is already firmly embedded in the way social relationships and the transfer of information occur.

¹⁰ TSRC (2013) Unity in Diversity: What is the future of the third sector?

¹¹ Buck, D., Mundle, C., Naylor, C and Weaks, L (2013) Volunteering in health and care: securing a sustainable future, Kings Fund: London

¹² TSRC (2013) Unity in Diversity: What is the future of the third sector?

¹³ TSRC (2013) Unity in Diversity: What is the future of the third sector?

¹⁴ Institute of Fundraising (2012) Understanding donor behaviour in a digital age

With the move towards an increasingly digital and visual culture, groups are starting to see an imperative to use these tools in innovative ways, such as the recent example of the Calgary Zoo, which shared its annual report through a series of creative images on the photo sharing application Instagram¹⁵. Imagine Canada (Canada's infrastructure organisations for non-profits) has suggested that as both the current and next generation of donors, funders and supporters migrate to these new platforms, the ability to engage them effectively through new media and new forms of social networking can no longer be considered a luxury, but rather a strategic necessity¹⁶.

Online platforms are also being used to offer new variations on traditional services such as online counselling and support groups, and training via internet webinars. Services like these, which are relatively less resource intensive and not sensitive to geographical boundaries, present an area of opportunity and growth for the sector. Fundraising is also shifting into the digital age with the number of crowdfunding platforms, text donations and digital giving applications all increasing.

Online platforms are also particularly helpful in engaging young people: in a recent survey of people aged 18-24, 34% said they only make charity donations because they can do so digitally¹⁷. The growing prominence of mobile devices such as smart phones and tablets is also opening up greater avenues for engagement and fundraising, such as the development of apps for donations and campaigning.

The way of the future is inevitably increasingly digital. While this presents great opportunities for the sector to move into new areas of working, there is work to be done around digital inclusion and ensuring those who lack access or the skills to engage online are not excluded from the benefits of online participation. Organisations will also need to build IT development and renewal costs into their financial planning to keep up with fast paced developments in the digital and communications sphere.

Economic: The question of funding

Funding is, of course, the issue that is front and centre at times of greater austerity. A recent report by the National Council of Voluntary Organisations (NCVO) anticipates that austerity policies will continue beyond the 2015 general election "the depth and pace of cuts may change; but it is unlikely that government funding of voluntary organisations will 'bounce back' to levels seen prior to the 2008 financial crash"¹⁸.

The risks of reduced public finances, shifts in commissioning and new delivery models that have been looming so long are now a reality that the sector must skilfully navigate. Groups and organisations are finding themselves in a shifting landscape that is financially contracted and increasingly competitive.

With less public funding available, groups and organisations have to find other ways to resource their work and remain sustainable. Skills around business planning and evidencing impact and the effectiveness of their work will be increasingly important so that third sector organisations can continue to compete on a level playing field with businesses and emerging social enterprises that are set up by the private sector.

¹⁵ Calgary Zoo (2012) Calgary Zoo's Annual Report [Instagram]. April 2013. Available at: <<http://instagram.com/calgaryzoo2012AR#>>

¹⁶ Imagine Canada (2010) A framework for Action for the Nonprofit Sector, Imagine Canada: Toronto

¹⁷ Institute of Fundraising (2012) Understanding donor behaviour in a digital age

¹⁸ Bhati, N and Heywood, J (2013) Counting the Cuts: The impact of spending cuts on the UK third sector – 2013 update, NCVO: London [page 18]

A greater need for unrestricted income to ensure their sustainability and the quality and scope of their services has naturally led to a movement toward trading to generate income. We are seeing an increase in social enterprises and new legal structures that allow for trading such as Community Interest Companies (CICs), and the emergence of hybrid relationships with organisations from the private sector. This is new territory; meaning organisations now need distinct skills in marketing, fundraising and managing these new working boundaries, as well as reflecting on their aims, values and the place they wish to occupy in the social sphere.

Some parts of the third sector are moving more fully into the realm of delivering government contracts. While this keeps organisations active and able to continue using their expertise to deliver services, it does raise issues around independence and the influence of the state as a primary funder. Many academics have become concerned about the issue, Linda Milbourne argues that the very nature of competing for contracts for numerous short-term initiatives, is potentially damaging, leading to a reduction in autonomy and undermining continuity in communities¹⁹.

Tendering also brings with it the imperative for organisations to be competitive market players; a somewhat unfamiliar position that requires a new way of operating and a re-think of what it means to be a voluntary sector organisation. The potential for “*mission drift*” (whether groups can retain their focus on their underlying values and mission, or whether they will need to move outside these in order to survive) is highlighted as a very real concern²⁰.

Significant to note is the impact this has on the relationships between larger and smaller organisations. Small groups are often lacking the resource or are simply not set up to deliver services that can be sold or contracted for income. In a climate of reduction, this leaves small groups and organisations in a very vulnerable position.

There have been positive developments, such as the passing of the Social Value Act 2012 which aims to result in quality and other social value being considered alongside price in determining worth. There is concern that this relies on the public sector’s commitment to and understanding of this agenda, many could tick boxes and not change practise until case law is built up²¹. It also relies on the third sector being able to articulate and develop the thinking around social value in collaboration with the public sector.

Political: Strategic planning and managing change

The political climate is shifting in a way that is drastically reshaping the relationship between the third sector and the state. A renewed welfare regime which rests on reduced public spending and services means less available grants and more competitive commissioning processes. The sector’s future will undoubtedly be acutely influenced by these factors; however its resilience will also rest on the choices it makes now to actively shape its own future. Although the climate is difficult, it brings with it opportunities for innovation and creativity, and reconsidering the ways in which organisations use the resources they do have and what it is they can uniquely offer²².

Organisations and groups are facing the need to become increasingly strategic in order to plan for their long-term viability and manage the changing context they find themselves in. This includes exploring new ways of delivery, such as through closer partnerships, seeking out different methods

¹⁹ Brotherton, B., Hyland, C and T Potter (2012) *The Voluntary Sector in Transition: changing priorities, changing ideologies*, The Newman University College: Birmingham [page 27]

²⁰ TSRC (2013) *Unity in Diversity: What is the future of the third sector?*

²¹ Independence Panel (2013) *Independence under threat: The voluntary sector in 2013*, Baring Foundation: London [page 48]

²² BVSC (2009) *Commissioning and the Third Sector*, The Centre for Community Research: Birmingham

of generating income, and rethinking their relationship with funders and the state as well as their place in the wider social and political landscape.

Boundaries with other sectors are shifting. Does delivering public service contracts mean the sector will become largely an arm of the state? Will partnerships with private businesses impact on an organisation's mission and ethos? The recent Baring Foundation's Panel on the Independence of the Voluntary Sector suggested that organisations working with disadvantaged groups and/or in disadvantaged areas are an illustration of this point. They tend to rely more on state funding than others and have less diversification of funding, such as work with homeless people, people with mental health needs, lesbian, gay and bi-sexual people as well as asylum seekers²³.

Alongside this need for strategic planning inevitably comes the need for managing change skilfully. How an organisation, and the sector as whole, grapples with external and internal changes has implications for their own ability to survive, the impact this has on volunteers and employees, and the ability to provide quality services. Internal structural flexibility will be imperative in order that organisations can respond to the changing external circumstances²⁴.

New skills will be needed as well as existing ones being strengthened in order to navigate these changes and work toward resilience. The ability to recruit skilled trustees to steer groups and organisations through these times has been highlighted as essential. Technical skills such as impact measurement, which require research expertise, will also become increasingly important as funding criteria becomes more stringent.

Though times are challenging, this has also been identified as a window of opportunity for the sector to position itself as a leader in addressing social issues and taking advantage of citizen empowerment. Driven by firmly held principles and values, operating autonomously and containing expertise in responding to issues of social need, it is a time where the sector can promote its worth and the distinctive role it can play.

²³ Independence Panel (2013) Independence under threat: The voluntary sector in 2013, Baring Foundation: London [page 21]

²⁴ Buckingham, H., Rees, J and Teasdale, S (2013) Third Sector Future Dialogues: Big Picture Paper 4, *'Is the third sector being overwhelmed by the state and the market?'* TSRC: London

Foreword 3: Case Studies - Clinical Commissioning Group

The Brighton and Hove Clinical Commissioning Group (CCG) recognises the value of the third sector in its many differing roles. Whether this is supporting individuals, providing services, ensuring service user/carer voices are heard and/or supporting the statutory sector in making sure local services are responsive and effective.

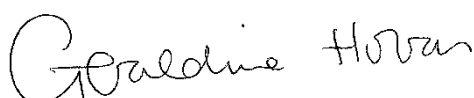
In the light of continued financial challenges for the NHS, we commissioned the following Taking Account 3 case studies to explore in more detail the impact of a range of third sector organisations.

The case studies have a specific focus on value for money and on social return for investment. The general increased focus on social value is one that the CCG is taking seriously and is embedding in our commissioning processes, and these case studies will aid our understanding of how to include this in a meaningful way.

This research also enables us to see how the third sector contribute to a number of the CCG's priorities (for example supporting those who are "frail") that is those with complex health/social care and social needs, those who are homeless, and also how organisations are supporting people to self-manage their health and wellbeing.

The CCG is committed to working with third sector organisations in the best possible way, including smaller community and neighbourhood schemes. We want to hear about their longer term aims and aspirations and continue to work with Community Works to enable this to happen.

The CCG sees these Taking Account 3 case studies as a great opportunity to demonstrate the value of the sector. In particular the contribution of smaller organisations and projects, and welcomes the chance to learn from these models and to use the cases studies as a way of helping inform our future commissioning.



Geraldine Hoban
Chief Operating Officer
Brighton and Hove Clinical Commissioning Group

Section 6: Case Studies - Return on Investment in the Third Sector

The third sector in Brighton and Hove is often innovative and preventative in its approach to tackling problems people in the city are facing, many of which are caused by social isolation and exclusion. The ten case studies in this section of the report evidence this work and the additional value for money and social impact achieved by the following third sector groups and organisations:

- Age UK Brighton and Hove
- Creative Future
- Food Partnership
- The Inspire Project
- Lunch Positive
- Mad Hatters
- Stay Up Late
- Synergy
- The Clock Tower Sanctuary
- The Whitehawk Inn

The approach taken by these groups and organisations is person centred. It begins with listening to what people are experiencing, connecting, building empathy and also relationships which bring about positive outcomes for their beneficiaries. The importance of enjoyment and ‘fun’ are often key to many breakthroughs. This can differ from some public sector approaches, which often address statutory responsibilities and can sometimes be perceived as less engaged or supportive.

It is clear that the public and third sectors both have equally important roles to play and that both sectors can complement and add benefit for many ‘vulnerable’ residents in tackling the issues they face. The case studies also show the need for both sectors to build partnerships and work together more coherently.

By offering human, personalised and genuinely caring services, these groups and organisations have made significant progress in preventing and reducing mental health and wellbeing issues. In doing so, there is a considerable saving to the public purse. The impact of the case study organisations is larger than we have demonstrated. Given the limited availability of time and resource we have only been able to report on one aspect of each of these organisations, as such the full impact of their work is not documented here.

This research did not conduct a full social return on investment for each organisation. It demonstrates the potential savings and impact these organisations have in relation to empowering and working with citizens and in turn, how this results in value for money and significant return on investment for the public sector and other funders.

The process of creating these case studies has identified a need for the third sector to look holistically at their monitoring and evaluation evidence in order to show value for money. There is an opportunity to create a more embedded sector approach to using unit costs and social return on investment practice to create a streamlined and robust evidence base.

The question remains as to how the third and public sectors take a partnership approach to effectively measuring value for money and social impact.



About

Age UK Brighton and

Hove (AUKBH) has existed since 1965. All of their services are driven by the people who use them.

Over 20% of the work undertaken by the organisation is funded by legacy donations and other income generation.

People who use the services of Age UK:

- Should never experience isolation
- Have a right to be economically secure
- Are not and will not be invisible

Age UK believes that the true measure of any society is how it treats its most vulnerable citizens.

Brighton and Hove has 14,000 residents over 65 years of age living in single person households and the population aged 90 years or more is expected to increase from 2,400 to 3,400 people, an increase of 42 per cent, over the next decade²⁵.

The problems of social, technological, and financial isolation have become central to the health and wellbeing of a large proportion of the population. Services like Age UK's are essential to improving wellbeing.

"My home help not only helps me with domestic chores but has signposted me to other services. It's changed my life". Service User

Volunteering Impact

AUKBH rely on 80 volunteers. Without these volunteers many of the services would not be able to function.

Volunteer roles range across the entire organisation and include: IT drop in volunteers, receptionists, qualified counsellors, helpline advisers, advocates, reablement volunteers (who help older people regain their confidence after being in hospital), admin volunteers and engagement volunteers who conduct research in the community.

Services

Advocacy
 Community Engagement
 IT Drop In
 Counselling
 Crisis
 Help at Home
 Horizons – Empowering and Enabling
 Information and Advice
 Nail Cutting
 Minibus Service

Activities

Stretch and Relax
 EXTEND
 Tai Chi
 Yoga
 Wednesday Coffee Morning
 Knitting
 Bridge
 Poetry Workshops
 Reflexology
 Silver Strings
 Drama Group

²⁵ State of the City Report Summary June 2011 [online] Available: http://www.brightonbusiness.co.uk/documents/state_of_the_city_report.pdf [6 June 2014]

AUKBH encourage older people to volunteer their skills and expertise.

They currently have 36 volunteers over 50.

Adele (a Tai Chi instructor) recently celebrated her 90th birthday.

The time donated by the 80 volunteers amounts to an annual average of 7,680 hours. If the volunteers were paid the Living Wage for Brighton and Hove (£7.65) it would amount to £58,752 of added value to the services.

Wellbeing research (joint venture by Brighton University and AUKBH)²⁶, found that volunteering can provide a meaningful sense of purpose after a person retires and may have a positive impact on wellbeing in later life.

Good Practice

AUKBH's Crisis service provides short term care in an emergency and is part of the Clinical Commissioning Group's (CCG) Community Rapid Response Service. This service operates 365 days per year for 12 hours a day, enabling older people to access emergency care. The Help at Home service is a social enterprise that matches clients with self-employed people who undertake gardening, shopping and cleaning by the hour.

These services provide access to care and support that would, in many cases, otherwise be inaccessible. AUKBH's approach is person centred; counselling through home visits is unavailable elsewhere in the city and the Information and Advice service does not put time limits on appointments.

The principles which guide and direct the work are based upon the lived experience of older people. Older people have taught AUKBH over the last 50 years about the key things that are important to them as users of services, and how important it is to safeguard these things for other older people in the future.

Reach



²⁶ Older people, wellbeing and participation [online] Available: <http://www.ageuk.org.uk/brightonandhove/about-age-uk-brighton-and-hove/research/> [4 May 2014]



Expenditure Total £693,000

- Costs of generating funds (£16,000)
- Charitable activities (£659,000)
- Pension liabilities and governance costs (£18,000)

In 2012/13, AUKBH achieved the following:

- 370 clients accessed Help at Home (42% of these were aged over the age of 85 and 38% were aged between 75 and 84)
- 53 service users accessed 482 hours of counselling support
- 4,230 information and advice enquiries
- 1,886 passengers accessed the minibus service enabling them to benefit from regular outings
- 550 people accessed the nail cutting service
- 110 people attended talks on community engagement
- 3,808 people accessed the IT Drop in centre
- 489 people accessed the Crisis Service

SROI and a Preventative Approach

Last year AUKBH's trading activities generated a total of £39,091, the net profits of which are used to fund local charitable activities throughout the city.

AUKBH have reablement volunteers, which contribute a fiscal saving of £2,093 per person²⁷. The added value provided by the extensive volunteering support is £58,752.

While the monitoring figures currently utilised by AUKBH don't capture the information required to compare their services with other public services or to measure the financial impact it has on other services, we can see from these above figures that it brings in an added value of £97,843 per year in volunteering and trading activities alone.

Why Invest?

AUKBH's innovative approach to trading, legacy fundraising and volunteering adds significant value to its services. It is able to provide emergency care, and to respond within one or two hours, offering care around the clock. This lifts a significant burden from statutory services in a city where 14,000 people are over the age of 65.

²⁷ Cabinet Office (2014) *Unit Cost Database* [online] Available: http://data.gov.uk/sib_knowledge_box/toolkit?utm_source=NCVO_PSDNbulletin_Feb2014&utm_medium=email&utm_campaign=NCVO_PSDNbulletin_Feb2014 [16 April 2014]

About

Creative Future helps marginalised and socially excluded individuals to gain meaningful self-employment through creative expression.



Creative Future Projects



High Profile Exhibitions

It provides a continuous pathway from artistic engagement to professional artistic practice delivering high quality art and writing workshops, mentoring, national events, social media and follow on opportunities.

Publications

Readings

Showcase Events

Poetry Pamphlets

On-line Gallery

Professional Gallery Exhibitions

The services focus on professional development whilst providing a high level of support.

“Creative Future provides valuable and recovery focused activities for many that access Step’s Wellbeing Service. Step’s Wellbeing considers that there is a huge need for creative projects for people with mental health needs to access within their local community.”

Beth Shepherd, Assessment & Referral Manager, Step’s Wellbeing Service

Volunteering Impact

Since 2007 Creative Future has worked with 216 volunteers, 62 of these are volunteers are from the general public and 154 are service user volunteers²⁸. 2,047 people have used their services since 2007 thus 7.5% of service users have volunteered.

In 2013, volunteers contributed 1,131 hours, equating to (at the Living Wage of £7.65 per hour) £8,652.15 of added value.

In 2013, Creative Future was awarded funds from Awards for All with targets to engage both public volunteers and service user volunteers. This has been successful, particularly the matching of pairs of volunteers, where one volunteer with more capacity and/or skills buddies with another volunteer. This method of working has had the following positive outcomes:

- Public and service users work closely together, breaking down barriers
- Service users become skilled in social media, photography and self-promotion
- Public volunteers gained skills in teaching and working with vulnerable adults
- Creative Future as an organisation has increased capacity

²⁸ i.e. people who have used the services

Volunteers were involved in the delivery of the Impact Art Fair held in London, the UK's only art fair dedicated to disabled and marginalised artists. In this programme, 37% of volunteers were Creative Future service users.

187 volunteers (87%) reported an increase in wellbeing
216 (100%) said their confidence was increased
181 (84%) said they learnt new skills

Good Practice

Creative Future gives people the experience of success through exhibiting and publishing their work in their moment of crisis. This results in service-users relating more to their productive, creative selves rather than to themselves as people with problems. This leads to a faster recovery journey and social reintegration. It also challenges the stigma they face and the public's stereotype around the lack of potential of socially excluded people.

Creative Future has an Advisory Panel of five service users, who offer input and feedback on the organisation's activities. An elected representative from the Advisory Panel attends Creative Future board meetings (every three months).

Creativity

Creativity is a successful way of engaging those struggling with personal issues. For example, someone using heroin or suffering from chronic anxiety can still produce talented creative work. By nurturing their creative selves, challenging them to develop, presenting their work professionally and providing real world and exhibiting opportunities, Creative Future harnesses the creativity of those they work with, enabling them to create positive change for themselves.

Reach

In 2012-2013 Creative Future supported 453 service users.

- 43 or 9.5% of service users earned income through Creative Future services
- 74 or 16.5% of service users attended further courses including Higher Education and Degree courses
- 43 or 9.5% of service users went on to volunteer

Of the service users who attended workshops, 96% learnt new skills, and felt an increase in their wellbeing and confidence.

Social Return on Investment and a Preventative Approach

In 2012/13, Creative Future spent £101,965 and supported 453 socially excluded artists and writers. Of these beneficiaries 118 (26%) moved onto positive destinations.

The average cost per 18-24 year old not in education, employment or training (NEET) per year is £4,528²⁹. By moving 118 individuals into positive destinations, Creative Future has saved the public purse £534,304.

²⁹ Cabinet Office (2014) *Unit Cost Database* [online] Available: http://data.gov.uk/sib_knowledge_box/toolkit?utm_source=NCVO_PSDNbulletin_Feb2014&utm_medium=email&utm_campaign=NCVO_PSDNbulletin_Feb2014 [16 April 2014]

The cost of moving people out of long-term unemployment, and into education or training using the Creative Future programme is £864 per person per year.

This is over five times more cost effective per person. SROI = 1:5

Therefore for every £1 invested into Creative Future, we can estimate the social return on investment is worth £5.24.

Why Invest?

As demonstrated above, it is within the public sector's interest to invest in this project, as ignoring the issues will cost the public sector £4,528 per person per year, as opposed to £864 to deliver a positive outcome through Creative Future.

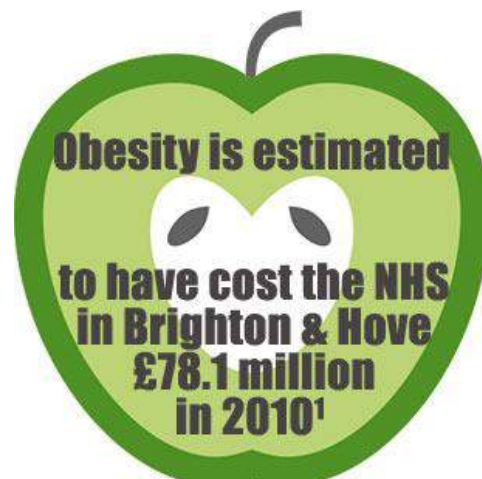
About

The current food system is unsustainable in the long term and many of the current challenges we face as a city such as health inequalities, poverty, climate change and waste are impacted upon by people's diets which are often budget orientated. The Brighton and Hove Food Partnership (BHFP) works at a citywide level as a hub for information, inspiration and connection between people in relation to food to address these challenges at a strategic and community level.

Since 2008 BHFP has been commissioned by Public Health Brighton and Hove to deliver a community based weight management and nutrition service. The statistics in the boxes below are from the Brighton and Hove Joint Strategic Needs Assessment³⁰.



Of the 762 adults referred to the Healthy Weight Referral Service in 2013, 564 (74%) went on to attend a BHFP Shape Up group or one to one clinic.



A key barrier to eating healthily for many people is a lack of skills and confidence in cooking from basic ingredients. BHFP runs community based cookery courses including specialist sessions for example with baby weaning, and adults with learning disabilities. BHFP also runs the award winning Harvest Brighton and Hove project which aims to get people growing their own food at home and in schools and communities and runs a love food hate waste community education project.

Volunteering Impact

BHFP has the support of a tremendous number of volunteer hours across its projects. Last year 44 people contributed 1,460 hours to BHFP projects with an estimated financial value of £11,169 (at the living wage of £7.65 per hour).

³⁰ Brighton and Hove Local Information Service. (2013). *The Joint Strategic Needs Assessment*. Available: <http://www.bhlis.org/jsna2013> [16th April 2014]

BHFP also signposts people to volunteering opportunities at the city's 75 community growing projects and supports volunteers involved in community food work. During 2013, 4,000 people were involved in community gardening, contributing 15,000 hours of their time to growing food locally. This is equivalent of £114,750 in paid hours at the living wage rate, and £139,500 at the £9.30 rate used by the national Big Dig volunteering programme funded by NESTA³¹.

Good Practice

The BHFP's Shape Up Brighton and Hove is a healthy lifestyle programme designed to achieve long-term weight loss. Delivered by registered dietitians and nutritionists the programmes combine healthy eating advice, exercise and support to achieve behaviour change. Of the 281 people who took part in a Shape Up Group, 148 participants (53%) reported an ongoing increase in their physical activity levels, 224 participants (80%) increased their knowledge to lead a healthy lifestyle and 179 participants (64%) increased their confidence to change their lifestyle as a result of the intervention.

All the BHFP programmes include information on healthy eating on a budget. Links to messages about sustainable food choices are also weaved in, including opportunities to get involved in one of the city's 75 community growing projects.

GP referrals used to be 75% of all referrals but now due to increased awareness, more than 50% are community based or self-referrals. Whilst GPs are an important source of referrals, not all people who are overweight go to their GP. The preventative work of this project is reducing the amount of time people need to access GP support because of nutritional benefits and improved health and wellbeing.

Arguably if less people go to GPs for support with nutritional issues as a result of going to BHFP, this project will save the NHS significant money as the cost of an hour of a GP's time is £122³².

Client feedback shows that they appreciate sessions being run in convenient community venues. An added bonus of this approach is that this means that BHFP spends £14,000 per year on the hire of rooms in community venues (which are not for profit). This funding therefore also helps to bring unrestricted funding into the third sector locally.

Creativity

2,000 pre-school children (per day) now eat healthy meals and snacks as a result of age appropriate menu planning because BHFP trained staff in this area.

Last year BHFP awarded 36 healthy eating projects with small grants totaling £31,300.

This reached over 1,500 people through healthy eating and cooking work.

1,110 (74%) of these were children and young people.

³¹ National Endowment for Society, Technology and the Arts

³² *Unit Cost Database* [online] Available:

http://data.gov.uk/sib_knowledge_box/toolkit?utm_source=NCVO_PSDNbulletin_Feb2014&utm_medium=email&utm_campaign=NCVO_PSDNbulletin_Feb2014 [6 March 2014]

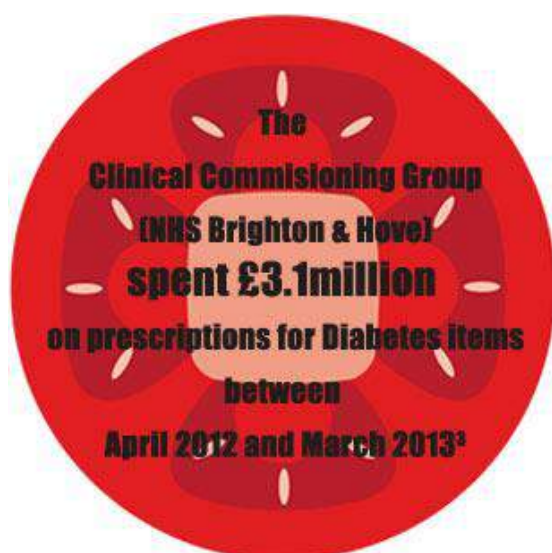
Reach – 2012/13 data

- 51% of people referred to the Healthy Weight Referral Service come from the most deprived areas of the city
- 19% of people involved in one of the weight management programmes said they were disabled or had a mobility issue that impacts on their ability to be active
- 15 % were Black and Minority Ethnic people
- 25 adults with Learning Disabilities (a priority group for dietary advice identified in the 2012 JSNA) took part in a 10 week lunch club that offered cookery skills and one to one advice from a dietician

Social Return on Investment and a Preventative Approach

Obesity is estimated to have cost the NHS in Brighton and Hove £78.1 million in 2010³³.

Type 2 Diabetes is preventable through the consumption of good food and undertaking healthy exercise. NICE guidance³⁴ emphasizes the importance of local action to promote a healthy diet and physical activity among communities at high risk.



The annual cost of direct treatment of diabetes in the UK is £9.8 million. The cost of treating diabetes complications is expected to almost double from £7.7 billion currently to £13.5 billion by 2035/36³⁵.

The cost of prescriptions alone is £302 per adult per year with diabetes³⁶.

The Clinical Commissioning Group [NHS Brighton and Hove] spent £3.1 million on prescriptions for Diabetes items between April 2012 and March 2013³⁷.

The costs per participant of BHFP programmes are benchmarked nationally and are comparable to similar interventions at an average of £220 per

participant for a six month intervention. Programmes are evaluated using the Standard National Evaluation Framework and show success against weight loss and behaviour change outcomes for a 26-week intervention.

Why Invest?

Treating Type 2 diabetes and its related illnesses such as kidney failure, nerve damage, stroke, blindness and amputation is resource intensive. Yet it is preventable with a healthy diet and exercise.

³³ NHS Brighton & Hove Public Health Directorate (2011)

³⁴ National Institute for Health and Care Excellence (2011) *Preventing type 2 diabetes - population and community interventions PH35* [online] Available: <http://guidance.nice.org.uk/PH35> [6 March 2014]

³⁵ NHS Choices (2012) *Diabetes: cases and costs predicted to rise* [online] Available: <http://www.nhs.uk/news/2012/04april/Pages/nhs-diabetes-costs-cases-rising.aspx> [6 March 2014]

³⁶ Cabinet Office (2014) *Unit Cost Database* [online] Available:

http://data.gov.uk/sib_knowledge_box/toolkit?utm_source=NCVO_PSDNbulletin_Feb2014&utm_medium=email&utm_campaign=NCVO_PSDNbulletin_Feb2014 [6 March 2014]

³⁷ Diabetes Community Health Profiles (2012/13) [online] Available: <http://www.yhpho.org.uk/default.aspx?RID=8470> [18 June 2014]

Although the messages are fairly simple, many people lack the skills and knowledge of how to shop, cook and eat healthily which is why it is important to invest in community organisations that can reach out to those at high risk.

Positive impact upon health, the environment and the community is very much connected to daily food and exercise choices. One of the main strengths of the BHFP is that it has a vast network through which it can signpost and enable access to specialist advice and support around food and nutritional projects. At a local level, the organisation plays a significant role in reducing Brighton and Hove City Council and Clinical Commissioning Group expenditure, decreasing environmental impact and preventing unnecessary suffering.



About

Inspire is a women's community project created to support women involved in the Criminal Justice System and reduce offending behaviour.

A partnership of seven organisations with collectively over 50 years of experience, Inspire adopts a whole system approach working at all stages of involvement in the Criminal Justice System from early intervention, through points of arrest, community order, in-reach, release and continuing 'Through The Gate' support.

The Partnership is led by *Brighton Women's Centre* with Brighton and Hove partners: *RISE* (domestic violence), *Brighton Housing Trust's Threshold* (mental health), *Brighton Oasis Project* (sex work) and *Survivor's Network* (rape crisis). In West Sussex Inspire is partnered with Women's Wisdom and in East Sussex with CRI.

Inspire clients are vulnerable women with multiple complex needs. National statistics offer confirmation:

- More than half of women in UK prisons have suffered domestic violence
- One in three has experienced sexual abuse
- They have less than half the academic qualifications of the general population
- Almost half have not worked in the past five years³⁸
- 74% left school at 16 or before
- One in four spent time in care as a child
- 80% have diagnosable mental health issues
- 73% have used non-prescription drugs

Local data reflects national figures with the exception of domestic abuse which is prevalent in almost 80% of Inspire women's experience.

Creativity

"We are working with people who have been through a lot of trauma in their own lives and quite often the women are very vulnerable. Obviously they have been convicted of a crime but often they are victims of crime themselves. Many also live in poor circumstances. The project is really about helping people break out of that cycle of crime, substance misuse, domestic violence and homelessness. Sending them to prison would only compound their problems."
Sara Hughes, an Inspire case worker

³⁸ Valley, P & Cassidy, S. (2012). Mothers & Prison: The alternatives. Available: <http://www.independent.co.uk/news/uk/crime/mothers--prison-the-alternatives-8160836.html> [4 Mar 2014]

Reach

The clients Inspire work with need support, not prison.

In 2013, Inspire supported 136 women, 70% of whom successfully completed their court orders.

A snap shot of Inspire clients demonstrated a 87.5% reduction in offending a year after engaging with Inspire. Inspire clients consistently report that the opportunity to be heard, believed and respected in a women only space is critical in supporting them to build positive futures.

Social Return on Investment

The Revolving Doors Agency has developed a financial model that explores service usage changes when vulnerable women access women's community services:

Interventions costing £1,151–£2,302 can save the public purse between £47,000 and £264,000 per woman over five years³⁹.

In December 2012, the New Economics Foundation published a report 'Women's Community Services: A Wise Commission'. The report summarises SROI findings looking at five grantees, and makes an important case for investment in women's community services.

"For every pound invested in support-focused alternatives to prison, £14 worth of social value is generated to women and their children, victims and society generally over ten years⁴⁰."

The table below shows results from the smallest-sized grantee and the largest-sized grantee per one year investment period and per client.⁴¹

<i>Grantee size</i>	<i>Total cost of service for one year</i>	<i>Total benefits provided in one year</i>	<i>Cost per client</i>	<i>Benefits per client</i>	<i>SROI Ratio</i>
Small (69 clients)	£160,000	£583,523	£1,728.12	£6,166.99	3.44
Large (250 clients)	£432,031	£1,868,533	£2,318.84	£15,411.04	6.65

Why Invest?

Imprisoning mothers for non-violent offences carries an incredibly high cost to the public sector in extra benefits, unpaid taxes and the negative impacts on the lives of their children.

By comparison, Inspire offers a service that is three to fourteen times more cost effective with additional positive social impacts.

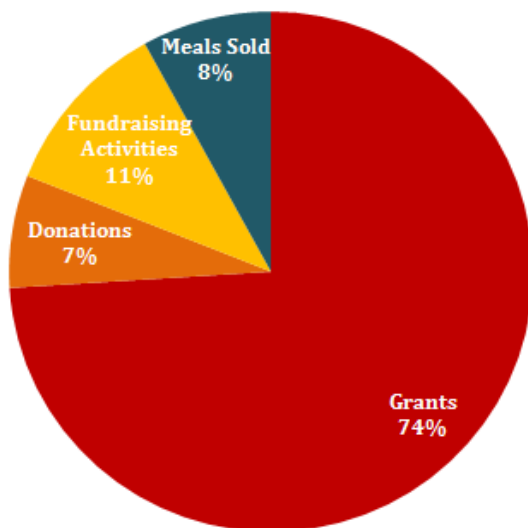
³⁹ Page, A. et al (2011) Counting the Cost. London: Revolving Doors Agency and Corston, Independent Funders Coalition. [5 April 2014]

⁴⁰ Nicholles, N & Whitehead, S (2012) Women's Community Services: A Wise Commission. London: New Economics Foundation. Last accessed [4 April 2014]



About

Lunch Positive provides a weekly lunch club and community space for those with HIV, their carers and others affected by HIV. Building community, peer support, and providing advice and information are amongst the main aims of Lunch Positive as well as reducing isolation.



The lunch club relies heavily on charitable funding with service users making a contribution of £1.50 per meal.

The club is run entirely by volunteers, most of whom are also service users.

The majority of Lunch Club activities are funded by grants.

Funding

The club prides itself on its informal, welcoming environment, peer support approach and serving healthy, enjoyable, good quality food.

Volunteering Impact

Lunch Positive logged 3,328 volunteer hours over the past 12 months which amounts to a contribution worth £25,459 at the local Living Wage of £7.65.

Volunteers have a key role in supporting anxious and isolated people into using the service, in articulating and understanding their needs, and helping people to feel confident in meeting and talking to their peers. There is a strong focus on volunteer development.

31% of lunch club questionnaire respondents ate three or less healthy meals at home per week.

26% said that coming to the lunch club had improved their weekly diet

Lunch Positive Volunteering Survey of 16 volunteers (2013)

- Over 60% of respondents experienced positive improvements in mental health and ability to cope
- 86.7% felt an increased sense of value to the community they volunteer for

- 66.6% felt their range of friendships had improved
- Over 60% felt their understanding of different cultures had improved and they had an increased sense of belonging to the wider community
- Over 60% of the volunteers had volunteered for over 1 year
- 50% of the volunteers regularly volunteer for three weeks of every month

“Social isolation and lack of support from friends and family means that (HIV+) people cannot rely on normal networks for daily support and this pushes them further into isolation from society. This can often have mental health consequences and can compound financial difficulties”

Good Practise

Maintaining a healthy diet is an important factor when dealing with HIV in order to strengthen a weakened immune system and absorb medication.

Creativity

The organisation’s values and culture are based on acceptance, inclusivity and participation through a sociable medium of healthy group meals which improves access to support, diet and alleviates mental health issues.

“If I’m not eating well that week I know I’ll get a good nutritious meal on a Lunch Positive day” Service User

Many people who use Lunch Positive live on very low income, and some attend with no disposable income for

Due to the stigma associated with HIV, many members do not feel ready to disclose their HIV status to those outside of Lunch Positive. This has detrimental effects on disease management and coping with the psychological impact of HIV diagnosis.

Benefits of Peer Support

Lunch Positive is seen as a safe social space by service users which reduces isolation allows engagement with their peers and overall improves mental health¹⁵.

97% of 34 survey respondents said other members of the lunch club had shared useful information, experience or advice with them.

Social opportunity was reported as a benefit of coming to the lunch club amongst 90% of Lunch Positive service users.

Reach

Lunch Positive engaged with 144 people last year and has seen ongoing demand and increased membership with project development allowing for more complex and wide-ranging support.

⁴² Lunch Positive Website [online] Available: <http://www.lunchpositive.org>

Social Return on Investment and a Preventative Approach

More than half of the HIV positive community suffers from depression, anxiety and emotional stress.

In any year, one in four British adults experience at least one mental disorder and 1 in 6 experiences this at any given time⁴³.

Lunch Positive provides a response for £203 per person per year.

The average cost of service provision for adults suffering from depression and/or anxiety disorders costs £956 per person per year⁴⁴.

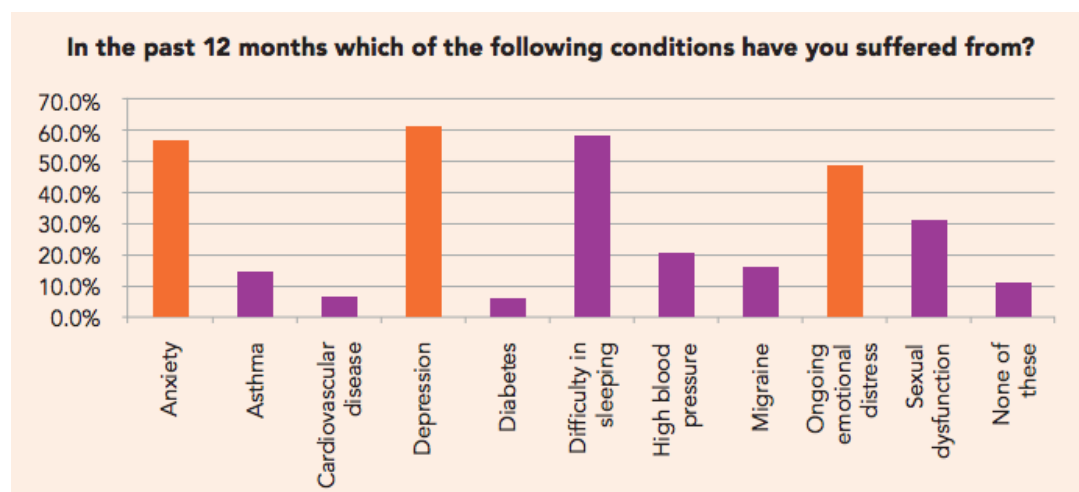


Figure 1: Data from survey of 192 HIV sufferers (2013)⁴⁵

From the volunteering survey, nine out of sixteen volunteers (56%) experienced positive improvements in mental health and ability to cope. This represents a potential saving of £8,604.

Lunch Positive almost doubles its worth with volunteer support, bringing in an additional 86% of the total project running costs in volunteer support (£25,459).

Why invest?

The complex needs of many of the people attending lunch club suggests that this group is fairly difficult to measure as many are being logged as 'unemployed', 'depressed', 'mentally ill', 'on disability benefits' and 'disabled' amongst other categories, and many are experiencing multiples of these, so the cross spend of this group across a variety of public services is vast.

To treat each individual problem as a separate and unconnected issue is not only expensive, but ineffective. What Lunch Positive does for its members is to provide a vital lifeline. Social interaction and peer support are one of the most beneficial and crucial ways to helping alleviate mental and emotional suffering.

⁴³ Mental Health Foundation. (2001). *Mental Health Statistics: UK & Worldwide*. Available: <http://www.mentalhealth.org.uk/help-information/mental-health-statistics/UK-worldwide/> [5th March 2014]

⁴⁴ Cabinet Office (2014) [online] *Unit Cost Database* Available: http://data.gov.uk/sib_knowledge_box/toolkit?utm_source=NCVO_PSDNbulletin_Feb2014&utm_medium=email&utm_campaign=NCVO_PSDNbulletin_Feb2014 [7 April 2014]

⁴⁵ Positively UK (2013). *States of Mind: Improving mental wellbeing in the HIV community*. UK: Jansen [18 June 2014]



Mad Hatters

About

Mad Hatters offers a lunch club and events for people aged over 55. They run on Thursdays from 12-230pm in Moulsecomb. Their oldest member is currently 101. Meals are subsidised at a cost of £3.50 for a home cooked two course meal.

Events

Weekly Lunch Club (20-30 attendees)
5-day Summer Holiday (30-48 attendees)
5-day Winter Holiday (30-48 attendees)
Turkey and Tinsel (20-30 attendees)
5 x Day Trips (48 people) throughout the year
Tea and Scone Afternoons

Activities

Bingo
Exercise sessions
Weekly raffles
Wii games
Boccia
TV

Facilities

Accessible Toilet
Mobility Scooter available to use for day trips
Disabled Access
Ramp provided on coach trips and transport to and from the vehicle

Volunteering Impact

Mad Hatters is run by 16 volunteers.

Pauline Rowland (Chair) has been volunteering for the last 40 years of her life, 10 of those years has been with Mad Hatters.

She won the 'Volunteer of the Year' Award at the 2013 Older People's Awards in Brighton.

She volunteers 22 hours per week for 48 weeks of the year. Which amounts to a saving at the living wage of (£7.65 per hour) of £8,078 per year.

Pauline has saved Mad Hatters £80,784 over the past 10 years by volunteering her time. This shows the impact of one volunteer committed to a good cause.

Good Practice

'Older people are particularly vulnerable to social isolation or loneliness owing to loss of friends and family, mobility or income'⁴⁶.

People aged 60 and above currently account for approximately 20% of the entire population and this proportion is expected to rise to 24% by 2030⁴⁷.

“Communal eating is extremely important to these people, coming here really helps with isolation. We have a laugh and a joke.” Pauline Rowland (Chair)

Lack of transport or suitable transport is a barrier to engagement for many older people, but Mad Hatters pick people up all over Brighton and Hove for £2 per person and take them directly to the Lunch club and home again after.

Creativity

For many of the Lunch club attendees, this may be their only social interaction all week. This club is vital to helping people break free of isolation and have fun.

Reach

Through their various day trips and weekly lunch club, Mad Hatters reaches around 60 individuals per year, with most of these attending regularly.

SROI and a Preventative Approach

The average gross weekly cost of day care or day services for older people in England is £106 per week. If we divide this by seven, the daily cost is £15.14.

Mad Hatters spent £15,000 helping 60 people to have one social interaction per week at a cost of £250 per person per year. Over a 48 week year, this is a daily cost of £5.20 per person. This is almost three times more cost effective.

The social return on investment is 3:1.

Why Invest?

The public sector should invest more in organisations such as Mad Hatters due to the added value the volunteers contribute. They can provide much needed social interaction on a weekly basis for many older people at a cost of only £250 per person, per year.

⁴⁶ Social Care Institute for Excellence (2011) [online] Preventing loneliness and social isolation: interventions and outcomes. Available: <http://www.scie.org.uk/publications/briefings/files/briefing39.pdf> [3 March 2014]

⁴⁷ Dickens, A.P. et al. (2011) 'An evaluation of the effectiveness of a community mentoring service for socially isolated older people: a controlled trial', BMC Public Health, vol 11 p218 [18 June 2014]



About

Stay Up Late is a registered charity that promotes full and active social lives for people with learning disabilities. It started as a campaign led by the punk band Heavy Load in 2006. Frustrated at seeing people leave gigs early due to support staff working inflexible staff shifts, Heavy Load started a campaign called Stay Up Late which was highlighted in the documentary feature movie called 'Heavy Load' which was shown on the BBC and in cinemas.

"We don't actually care what time people go to bed. But we do think that people with learning disabilities should be able to make this choice, and be in control of making other choices about the way they lead their life". Stay Up Late website

Stay Up Late achieves their aims through:

- Campaigning
- Providing training
- Enabling people with learning disabilities to understand their rights
- Running a Gig Buddies volunteer service
- Inspiring people. Stay Up Late knows that people with learning disabilities are able to do amazing things when given the opportunity. Their Wild Things project showcases music made by people with learning disabilities
- Running events such as Kiss My Disco (a partnership with Fresh Track DJs)

People who use Befriending or Community Navigator services reported they were less lonely or socially isolated following the intervention¹

[The quotes in the circles on the right are from the Social Care Institute for Excellence⁴⁸].

Volunteering Impact

Gig Buddies is a volunteering project which enables people with learning disabilities to go to mainstream gigs and cultural events by matching them with a volunteer who loves the same kind of music, or shares similar interests.

The project increases volunteering because it creates opportunities to volunteer through activities that community members already enjoy doing.

67% of Gig Buddy volunteers had not volunteered in Sussex before becoming Gig Buddies.

Since launching Gig Buddies less than a year ago there are already 35 participants and volunteers attending monthly gigs.

Users argued for flexibility and adaptation of services. One to one services could be more flexible, while enjoyment of group activities would be greater if these could be tailored to users' preferences¹

⁴⁸ Social Care Institute for Excellence: Preventing loneliness and social isolation interventions and outcomes [online] Available: <http://www.scie.org.uk/publications/briefings/files/briefing39.pdf> [18 June 2014]

Volunteers contributed 4,374 hours to Stay Up Late in the past year, which if calculated at the living wage of £7.65 per hour works out at an additional value of £33,461 to the service.

Good Practice

Stay Up Late challenges itself to involve the people it serves in all aspects of running the charity and the Gig Buddies project. An advisory group of service users support the Board of Trustees.

The Gig Buddies model is that of a befriending scheme. A lot of importance is placed on creating a match that is likely to develop positively, and both buddies in the pair receive support to take ownership of the friendship. Volunteers receive training in inclusion, supporting people with learning disabilities and safeguarding.

Inclusion benefits everyone, and this project seeks to dispel boundaries between mainstream society and an isolated group of people.

85% of Gig Buddy volunteers stated at interview that they do not have any friends who have a learning disability

An active social life is important in promoting good physical and mental health⁴⁹. Gig Buddies particularly target people who don't get a lot of funded support hours, due to having a milder learning disability. People in this situation can face real isolation and need a lot of support to develop friendships.

Going out is an important part of the social fabric of the UK, and without this project people would continue to be excluded from this activity. At the time of referral to Stay Up Late 60% of participants only go out in the evenings occasionally, and 20% never go out in the evenings.

Creativity

Written into the DNA of Stay Up Late is the desire to 'keep things punk', in other words if someone has an idea to do something the ethos is to try to make it happen quickly.

In March 2012, Stay Up Late completed an Arts Council project, which created three juke boxes full of music from around the world by people with learning disabilities. The Juke Boxes featured rhino head sculptures created by artists with learning disabilities. This was exhibited at the Royal Festival Hall.

Reach

The Gig Buddies project currently works to support 35 people with learning disabilities in East Sussex and Brighton and Hove. Referrals are received through support services and social workers, but also

⁴⁹ Social Care Institute for Excellence *How Much Does Care Cost?* [online] Available: <http://www.findmegoodcare.co.uk/good-care-planner/paying-for-care/how-much-does-care-cost> [10 March 2014]

through word-of-mouth, carers and talking directly to participants at learning disability groups and events. The message is supported across the UK and service users regularly speak at events and conferences and do occasional pieces of international work.

The next international project is as part of a consortium of European arts organisations creating a festival of learning disabled art in Malta in 2015.

Social Return on Investment and a Preventative Approach

Day care costs up to £300 per day for someone with a learning disability⁵⁰, which over a standard 7.5 hour day would equate to a cost of up to £40 per hour.

It costs Stay Up Late £820 per person per year, enabling 4,374 hours of support. The unit cost of this service is only £6.56 per hour, meaning it is an extremely effective alternative to day care for people with learning disabilities and it also enables an out of hours service (previously unavailable) at a considerably reduced cost.

Why Invest?

Schemes like Gig Buddies are fun and life changing for the participants. At the core of this work is the profound purpose of reducing social isolation, reducing stigma around people with learning disabilities/autism, and promoting their role in local communities.

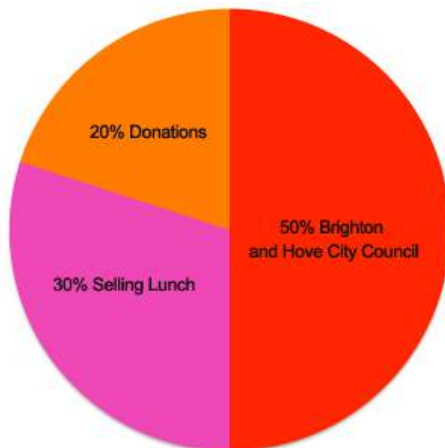
Stay Up Late empowers people with learning disabilities to take more control of their lives and works outside of office hours, enabling people to take part in the day-to-day activities of a vibrant city. Projects that are fun and nurture positive relationships through shared activities release a huge amount of social value sitting unused in communities.

⁵⁰ Social Care Institute for Excellence *How Much Does Care Cost?* [online] Available: <http://www.findmegoodcare.co.uk/good-care-planner/paying-for-care/how-much-does-care-cost> [10 March 2014]



About

Funding:



Synergy is a not-for-profit community organisation led and run by people with an interest in and experience of mental healthcare offering a creative approach to mental health and wellbeing.

Synergy currently has no paid staff.

The programme is user led, and run by people with an interest in, and experience of mental health care.

“There is no room for development without equality. Empathy is key, and creativity is essential to engaging with this client group who have become institutionalized.”

Odi Oquosa, Project Co-ordinator

Creativity

Empowerment, creativity, responsibility and taking risk are prerequisite to personal development at Synergy.

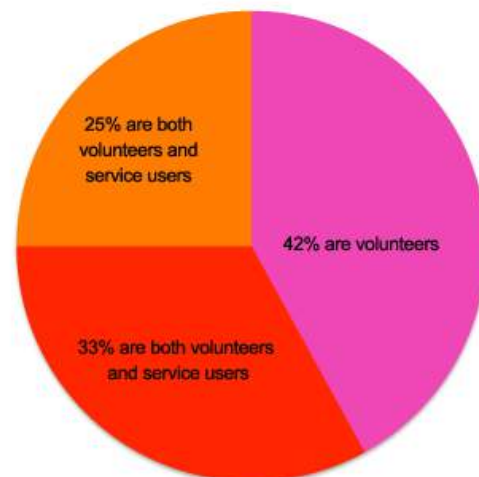
Synergy Creative Community is a place “to play”.

Activities include:

- Poetry and creative writing
- Music jam sessions using percussion, various instruments
- Performance and improvisation
- Arts and Crafts
- Monthly Showcases
- Short Films

“Since I’ve been coming here I haven’t had an experience of going high. I think it would be more beneficial coming here than going to hospital. When you go high you have a lot of energy, and you use that up here doing things. It would be part of my self-management plan to come here”

Service User



Volunteering Impact

Many of the volunteers at Synergy go on to become Workshop facilitators.

“Synergy has personally helped me to develop my skills base, because I have ended up facilitating art workshops” Service User and Volunteer Art Facilitator

The activities undertaken by volunteers have led to a reduction in hospitalisations amongst service users.

Each reduced hospital visit saves the public purse £140 per hospital attendance⁵¹.

“Synergy is so unique. In a way it acts as a safety net for mini breakdowns...I was having a meltdown and Marylyn was aware I was in a bad place. She held my hand and supported me...if I hadn't been here and had Marylyn to support me I would have ended up in hospital.” Service User

Volunteer Roles at Synergy:

- Music Facilitator x 2
- Art Facilitator x 2
- Creative Writing Facilitator x 2
- Kitchen Volunteers x 3
- Opening Up/Setting up volunteers x 2
- Other volunteering roles x 4



Good Practice

Social and environmental factors are important influences on mental wellbeing. Studies demonstrate increases in food intake when there is improvement in the social and environmental surroundings and when people dine together⁵².

Reduction in isolation is an important factor in rehabilitating people suffering from mental health issues.

Synergy actively encourages healthy eating, communal dining, and sharing healthy recipes, and has even created their own recipe book entitled 'Synergy Food Fest – Feast Your Eyes, Nourish Your Mind'.

*“Social isolation and loneliness impact upon individuals' quality of life and wellbeing, adversely affecting health and increasing their use of health and social care services.”*⁵³

⁵¹ Cabinet Office. (2014). *Unit Cost Database*. Available:

http://data.gov.uk/sib_knowledge_box/toolkit?utm_source=NCVO_PSDNbulletin_Feb2014&utm_medium=email&utm_campaign=NCVO_PSDNbulletin_Feb2014 [3rd March 2014]

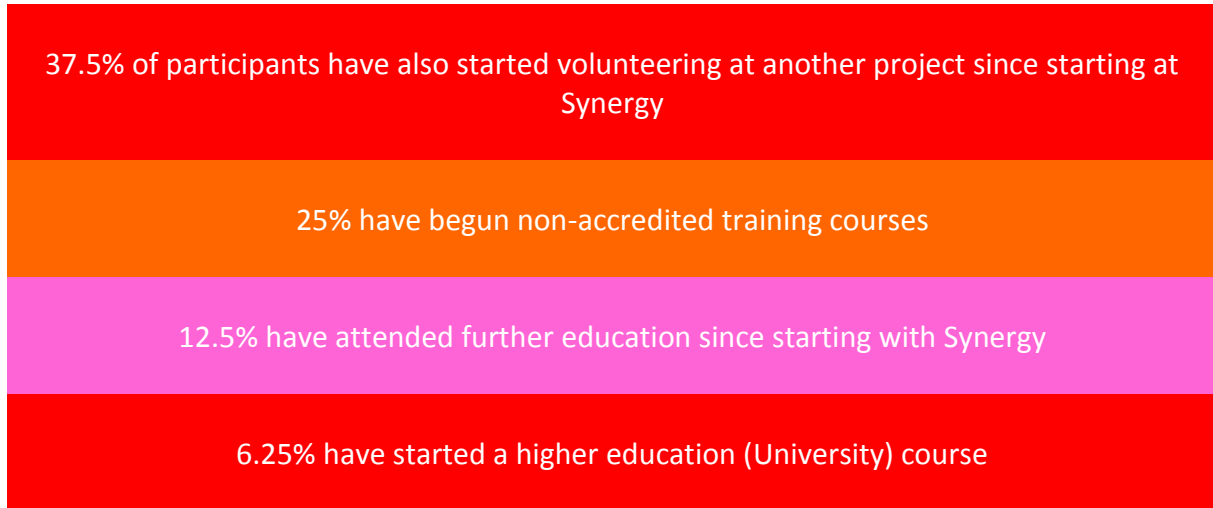
⁵² Department of Health (Australia) *Protected Mealtimes [online]* Available:

<http://www.health.vic.gov.au/older/toolkit/05Nutrition/docs/Protected%20mealtimes%20and%20Guidelines%20to%20create%20a%20supportive%20communal%20dining.pdf> [3 March 2014]

⁵³ Social Care Institute for Excellence (2011) *Preventing loneliness and social isolation: interventions and outcomes*. Available:

<http://www.scie.org.uk/publications/briefings/files/briefing39.pdf> [3 March 2014]

Synergy is about equality and inclusion. Every activity undertaken promotes involvement and wellbeing amongst service users and volunteers. The result of this type of informal and human approach reduces isolation in attendees, promotes confidence, breaks down barriers and encourages re-introduction into mainstream society. This is a very important preventative approach to mental health issues.



Reach

Synergy provides services at many different venues across Brighton and Hove including outreach within hospitals, and community participation workshops.

West Hill Hall Compton Avenue	580 individuals
Millview hospital and West Pier homeless project	670 individuals
West Hill Hall	510 individuals
TOTAL	1,760 individuals

Social Return on Investment and a Preventative Approach

Synergy undertook an Evaluation Report⁵⁴ in February 2013 with the following findings:



⁵⁴ Synergy Creative Community. (2013). *Evaluation Summary*. Available: <https://www.dropbox.com/sh/3um9a5wd11qtv4a/JvCH8Ak0g4/Synergy%20evaluation%20report%20Feb13%20v1.pdf> [3rd March 2014]

Mental Health Community Provision has been shown to cost £156 per contact

Mental health outpatients, hospital attendance has an average cost of £140 per attendance

The average cost of service provision for people suffering from mental health disorders, per person per year is £1,866

[The above mental health unit costs are from the Cabinet Office Unit Costs Report⁵⁵]

"At any one time, roughly one in six of us is experiencing a mental health problem, while that is a staggering figure in itself; mental health problems are also estimated to cost the economy an eye-watering £105 billion per year."

Minister of State Paul Burstow, No health without mental health implementation framework

The population of England is 53.5 million.

One in six (16.66%) of 53.5 million is 8.92 million people who are suffering from at least one mental disorder at any one time.

This breaks down to a cost of £11,800 per person.

It costs Synergy the same amount of money (£11,891) to run its projects for 12 months. Its projects reach 900 individuals within a year.

100% of attendees have reported improved mental health as a result of attending Synergy events.

If this project modestly reduces hospitalisations by one visit per year per person, it will save the public purse £126,000 per year; this is without considering the other savings of reduced reliance on service provision and medication.

Why Invest?

Looking at the costs detailed above, it is clear that preventative services such as Synergy have the potential to extensively improve the lives of people experiencing poor or very poor mental health issues. This project has proven to successfully improve the mental health of participants, helping to rehabilitate and reintroduce them into mainstream society, resulting not only in savings to the public purse in hospital visits and dependency upon benefits and services, but by also seeing participants contributing to society through gaining meaningful employment after going into further training and learning new skills as volunteers.

⁵⁵ Cabinet Office. (2014). *Unit Cost Database*. Available: http://data.gov.uk/sib_knowledge_box/toolkit?utm_source=NCVO_PSDNbulletin_Feb2014&utm_medium=email&utm_campaign=NCVO_PSDNbulletin_Feb2014 [3rd March 2014]



The Clock Tower Sanctuary

Supporting young homeless people in Brighton and Hove

About

Set up in 1998, The Clock Tower Sanctuary (CTS) provides information, advice and support to young people between the ages of 16 and 25 who are homeless or insecurely housed.

The young people who use the services have usually experienced extremely challenging early lives. Many come from broken or dysfunctional homes. Some early experiences include neglect and/or abuse in households where alcohol or drug dependence or violence is routine.

For longer-term service users, success is best measured in terms of their ability to cope with life on a day-to-day basis; ideally to become and to stay housed and to develop basic life skills which will enable them to become self-reliant. In a few cases, some service users make spectacular changes in their lives and go on to achieve academic success and enjoy careers.

Volunteering Impact

CTS would not be able to operate without its volunteers who run the front line services. With only two and a half full time equivalent members of staff, it relies heavily upon over 30 volunteers who support them every week. On average, volunteers provide at least 6,000 hours of support in a year.

Using the living wage of £7.65 per hour, that equates to an investment worth £45,900. This is 36% of the total cost of running the project.

Good Practice

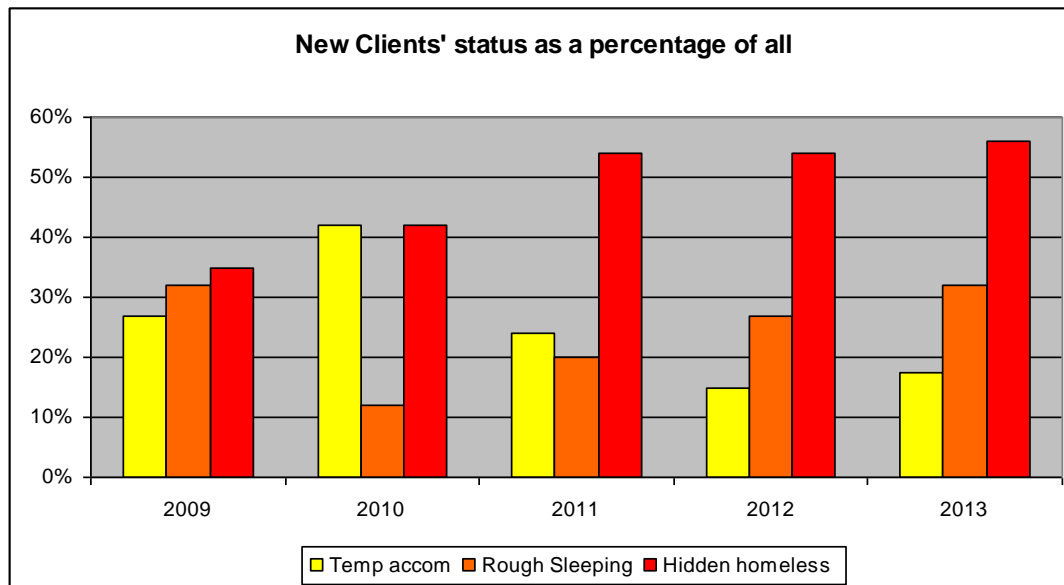
There is significant need for immediate assistance with food and shelter for the young people who come to the CTS and it is fully equipped to meet these needs.

"I was nervous when I first came to the CTS - it felt like the first day of school. The volunteers made me feel welcomed and reassured. One volunteer in particular sorted me out with food, a referral to Basics Bank for bedding, tickets for a free breakfast on the weekend and referral to the night shelter"

David, age 19, Service User

Reach

- **44 Crisis Fund loans given to individuals (e.g. shoes for rough sleepers, help with travel to job interviews/hospital appointments, bedding)**
- **8,345 meals provided**
- **4,673 computer sessions provided**
- **1,690 usages of shower and laundry facilities**
- **52 clients obtained their own accommodation**
- **11 clients gained successful employment**
- **13 clients entered training programmes**



Creativity

The organisation has an excellent reputation and receives much pro bono support. In fact, People for Places has recently covered the cost of the Centre's refurbishment. This is the equivalent of £20,000 of added value to the project at no extra cost.

Working with those not in Employment, Education or Training (NEET)

In 2012-2013, approximately 90% of the Clock Tower Sanctuary users were considered to be NEET.

"The average individual lifetime public finance cost of NEET we estimate as £56,300."⁵⁶

In 2012-2013, the Clock Tower Sanctuary moved 24 individuals into employment or training, which, using the above figure, contributes to a considerable saving worth £1,351,200 over the cost of a lifetime in public sector costs. A tenth of this would pay for The Clock Tower Sanctuary's current annual running costs.

Social Return on Investment and a Preventative Approach

In 2012/13, the Clock Tower Sanctuary spent £126,040 helping 450 individuals aged 16-25 who were homeless or insecurely housed.

The organisation brought in an additional value of £45,900 of volunteer hours in the provision of frontline services.

For those who were assisted into employment, The Clock Tower Sanctuary saved the public sector £9,800 per person, making a total saving of £107,000 in Job Seeker's Allowance (fiscal benefit from a workless claimant entering work)⁵⁷. This is 84% of the annual running cost of The Clock Tower Sanctuary.

⁵⁶ The University of York, Estimating the Lifetime cost of NEET: 16 -18 year olds Not in Education, Employment or Training, Department of Social Policy and Social Work and Department of Health Sciences Available: <http://www.york.ac.uk/spsw/research/neet/> [18 June 2014]

⁵⁷ Cabinet Office (2014) *Unit Cost Database* [online] Available:

http://data.gov.uk/sib_knowledge_box/toolkit?utm_source=NCVO_PSDNbulletin_Feb2014&utm_medium=email&utm_campaign=NCVO_PSDNbulletin_Feb2014 [14 April 2014]

The Early Intervention Foundation calculates the annual cost of 16-24 year olds who are NEET to be £4,528 per individual⁵⁸. Using this data, with 13 clients moving into training, this has saved the public sector from spending £108,672 in one year.

For those young people who were assisted into training (the average cost of NEET is £4,528 per person) CTS saved the public sector from spending £58,864.

The cost of a homelessness prevention or housing options scheme that leads to successful prevention of homelessness is £642 per person⁵⁹. The Clock Tower Sanctuary assisted 52 clients to find their own accommodation saving the public sector from spending £33,384.

Using only these figures, we can see that for every £1 invested into The Clock Tower Sanctuary, the organisation delivers £1.93 back to society.

Why Invest?

This project demonstrates tremendous value for money. Not only does The Clock Tower Sanctuary assist in the mental and emotional wellbeing of some of the most disadvantaged young people in Brighton and Hove, but the organisation brings in an additional value of £45,900 of volunteer hours to the provision of frontline services.

⁵⁸ 4Children response to consultation on the draft Child poverty Strategy 2014-17 [online] Available: <http://www.4children.org.uk/Files/3bca1203-bdda-43c0-acb9-a333011acb95/140522-Child-Poverty-Strategy-2014-17.pdf> [18 June 2014]

⁵⁹ Shelter Value for money in housing options and homelessness services [online] Available: http://england.shelter.org.uk/__data/assets/pdf_file/0008/297224/VFM_in_housing_options_and_homelessness_services_full_report_Oct_2010.pdf [18 June 2014]



About

Whitehawk Inn are an award winning community led organisation providing Information Advice & Guidance (IAG), a range of learning and education opportunities and a range of support activities for those who are looking to go back to work.

The services and activities are designed to draw in those who are socially excluded and who lack skills and confidence.

This project is about working with people in a holistic way to develop and fulfil their aspirations for success, improving their lives and those of their families and the wider community.

Whitehawk Inn Services

Accessible Training
Information, Advice and Guidance
Careers Advice
Job Drop In
Employability Workshops
Preparation for Work

The Whitehawk Inn employs a core staff to run the premises and activities based in a bright welcoming café.

Community profile

Residents living in East Brighton are some of the most deprived residents in Brighton and Hove, experiencing multiple and cumulative disadvantage which makes it hard for them to engage in learning, work and community life.

Welfare reform and the recession have disproportionately affected the most disadvantaged and these communities are hardest hit. Residents of these communities suffer from social isolation and the communities are socially excluded. The communities have historically lacked access to flexible, affordable and relevant advice services, adult learning and support for employment.

Residents may not access mainstream or city centre services due to barriers such as cost, distance, impersonal organisations, residents' poor health and low confidence. Their complex barriers and personal circumstances prevent them from taking advantage of positive life changing activities.

What Service Users are experiencing

Low confidence
Low self-esteem
Poverty
Poor health
Low literacy levels
Money and debt problems
Insecure housing
Involvement with social services
Unemployment

Frequently these barriers are a source of stress that affects beneficiaries' quality of life and mental health.

Volunteering Impact

The Whitehawk Inn was supported by at least 3500 volunteer hours in 2012. Using the living wage (£7.65 per hour), that amounts to an added value offered by volunteers of £26,775 per year.

Additionally the services encourage many more people into volunteering elsewhere (creating an average of three volunteer placements per month).

Good Practice

Organisations such as the Whitehawk Inn offer provision for basic human needs such as social interaction, encouragement and advice and this can make incredible positive changes to the lives of people living in deprivation.

Many of the services help individuals experience an improved quality of life, which reduces knock on effects. In the last year, 180 people were supported to join a social network such as a book club, dance group or tenants association. Through these simple activities, service users have become healthier, more active, more confident and happier.

Creativity

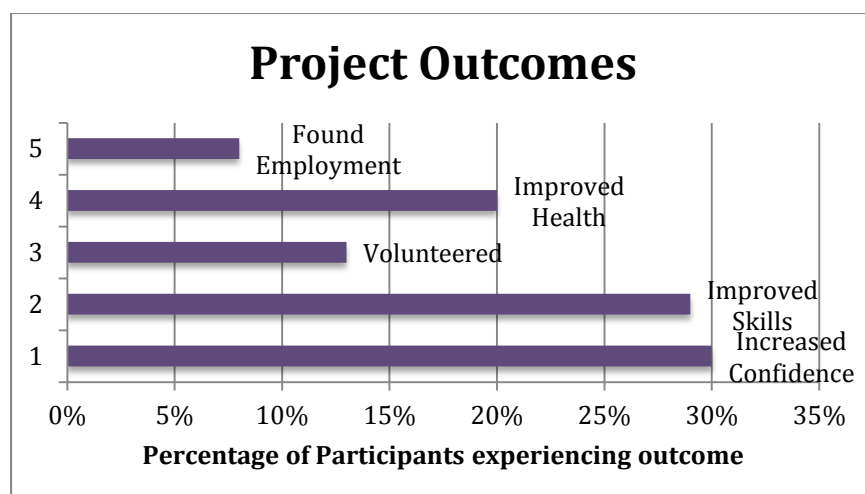
The importance of the Whitehawk Inn approach is that it is tailored to the individual.

"If you have a job, you will probably be gaining life skills and confidence, you will be used to social interaction, you will be more likely to be healthier... the opposite is true if you are out of work, you are less likely to be interacting, socializing, your confidence is more likely to reduce. You are more likely to develop mental health issues, and addiction issues."

Frances Duncan, Director, Whitehawk Inn

Reach

In the last 12 months Whitehawk Inn supported 867 people. 444 of these achieved their personal learning goals.



“People with health issues are very difficult to place in a crowded employment market. Our project is not solely focused on getting people into employment. Predominantly we attract people who are keen to learn. We know that once they are engaged in learning, they will go on to more positive destinations such as volunteering and employment”.

Frances Duncan, Director, Whitehawk Inn

Social Return on Investment and a Preventative Approach

In the past 12 months, Whitehawk Inn helped 72 people to gain employment. According to the Cabinet Office Unit Cost Database, ‘the fiscal benefit for a workless claimant entering work is £10,025⁶⁰ per year’. This outcome alone has saved the public purse £721,800.

Whitehawk Inn costs £360,000 a year to run. For every £1 invested into Whitehawk Inn, there is at least £2 worth of added social return on the investment in this outcome alone, without looking more deeply into the savings in health and wellbeing outcomes.

Why Invest?

Projects such as Whitehawk Inn are helping some of the most disadvantaged and socially excluded individuals within our society. The work conducted focuses on increasing quality of life for people living in social isolation and deprivation, and builds on their skills and abilities. The complexity of problems stemming from a lack of support at this stage can be devastating. It is vital that more preventative work such as this is supported. Not only does it save the public purse, but it adds value through a tremendous volunteering impact worth £26,775 per year.

⁶⁰ Cabinet Office (2014) *Unit Cost Database [online]* Available: http://data.gov.uk/sib_knowledge_box/toolkit?utm_source=NCVO_PSDNbulletin_Feb2014&utm_medium=email&utm_campaign=NCVO_PSDNbulletin_Feb2014 [4 April 2014]

Section 7: Public Sector and Funder Spend in the Local Third Sector

This Section focuses on the funding and contract delivery payments the third sector receives from the public sector and the European Union and trust and foundation funders which make their grant decisions available online.

The analysis uses financial data for the year 2012/13 from Brighton and Hove City Council, the Big Lottery Fund Programmes, European Union, Arts Council, Sussex Community Foundation and Children in Need. Due to structural changes in the health sector the Brighton and Hove Clinical Commissioning Group and Public Health have submitted data from 2013/14 as this is most easily analysed.

The results below create a picture of how money is spent in the city but also how much the sector brings in from outside the city and what this money is focussed on.

Local Public Sector Funding

Brighton and Hove City Council funding for financial year 2012/13

The table below details the funding that Brighton and Hove City Council, as a whole, allocated to the third sector in the financial year 2012/13. This can be in the form of grants, grant-in-aid or contracts. This funding can vary from a few hundred pounds to several million pounds in the case of housing related support.

The total allocated figure of £24,177,267 is approximately 3% of the total council budget (£709 million)⁶¹ for the financial year 2012/13. The figure of £709 million does not include the Housing Revenue Account but does include schools grants it could be said that the council only has influence over £400 million (the remainder is passported on e.g. to schools). It may be more helpful to see the figure of £24,177,267 as 6% of a £400 million Council budget.

It should be noted that the City Council does not hold funds for adult learning it has only held a strategic lead since 2013.

Total Funding Brighton and Hove City Council funding to the third sector Grants and contracts for financial year 2012/13

Funding Theme	Amount awarded	% of total
Grants: 3 Year Strategic (see table below for breakdown)	£1,177,000	5
Grants: Annual and Hedgecock		
Bequest	£1,236,313	5
Arts and Culture	£1,282,918	5
Transport	£493,021	2
Council Tenant Resident Involvement	£43,510	<1
Health / Wellbeing / Social Care	£4,536,503	19

⁶¹ Revenue Budget 2012/13 (online) Available: http://www.brighton-hove.gov.uk/sites/brighton-hove.gov.uk/files/downloads/finance/budget_2012/Budget_Book_2012-13_v.4.pdf [4 May 2014]

Sports and Active for Life	£48,685	<1
Housing Related Support (Supporting People)	£6,328,776	26
Carers Project	£398,545	2
City Parks and Allotments	£9,017	<1
Children and Young People	£1,053,560	4
Housing and Homelessness	£2,172,331	9
Adult Learning	£24,957	<1
Economic development	£43,033	<1
Other	£5,329,098	22
Total	£24,177,267	

2012/13 - three year strategic grant allocations

Funding Theme	Amount awarded	% of total
Advice, Guidance and Legal	£207,000	18
Arts	£122,000	10
BME	£73,000	6
Children	£48,000	4
Community based	£58,000	5
Community Safety	£130,000	11
Disability	£103,000	9
Environment and Sustainability	£23,000	2
Housing & Homeless	£42,000	4
Lesbian, Gay, Bisexual and Trans	£50,000	4
Mental Health	£35,000	3
Older People	£43,000	4
Sport and Leisure	£26,000	2
Substance Misuse	£20,000	2
Infrastructure and Community Development	£155,000	13
Adult Learning	£7,000	1
Young People	£35,000	3
Total	£1,177,000	

The 3 year strategic grant programme (detailed in the table above) is 5% of the overall amount the council spends in the third sector, is linked to the council's corporate plan and highlights the role the third sector plays in helping to work effectively with citizens. The grants programme is a foundation to enable third sector organisations to be able to bid for commissioned services. The organisations funded via this route generate £7.95 million of external match funding.

Public Health Funding for financial year 2013/14

For the financial year 2013/14 Public Health (who are now a department of the council) allocated £3,652,661 to third sector organisations in Brighton and Hove. This figure is approximately 20% of the total Public Health budget (£18.2 million)⁶² for the financial year 2013/14. This funding can be in the form of grants or contracts and individually varies from a few thousand pounds to several hundred thousand pounds for large contracts.

⁶² Brighton and Hove City Council Cost of our services for 2013/14 [online] Available: <http://www.brighton-hove.gov.uk/content/council-and-democracy/council-finance/cost-our-services-201314> [4 May 2014]

Funding Theme	Amount awarded	% of total
Alcohol and substance misuse	£2,226,549	61
Children and young people	£76,500	2
Gypsies and Travellers	£12,000	<1
Health and wellbeing	£695,253	19
LGBT	£390,777	11
Mental health	£89,974	2
Older people	£74,181	2
Sexual health	£87,427	2
Total	£3,652,661	

Clinical Commissioning Group funding for financial year 2013/14

For the financial year 2013/14 the Brighton and Hove Clinical Commissioning Group allocated £3,422,972 to third sector organisations in the city. This figure is approximately 8% of the total Clinical Commissioning Group budget (£400 million)⁶³ for the financial year 2013/14. This funding can be in the form of grants or contracts and individually varies from a couple of thousand pounds to several hundred thousand pounds for large contracts.

Funding Theme	Amount awarded	% of total
Black and Minority Ethnic	£483,463	14
Parents	£31,477	1
Older people	£160,225	5
Gender	£50,000	1
Mental health	£1,369,311	40
Carers	£354,323	10
Lesbian, Gay, Bisexual and Trans	£21,682	1
Physical and sensory disability	£154,733	5
Learning disability	£88,292	3
Homeless	£484,044	14
Employment support	£104,000	3
Gypsies and travellers	£16,969	<1
Infrastructure support for third sector	£104,453	3
Total	£3,422,972	

Trust and Foundation Funding 2012/13

Children in Need 2012/13

A total of £657,473 was secured by third sector organisations from Children in Need for the benefit of children, young people and their families in the financial year 2012/13. Children in Need⁶⁴ made £397,798 in new awards to third sector organisations. Other projects were in their second year of funding and from the data available; the estimated figure for these is £259,675.

⁶³ CCG Presentation on Commissioning Plans [online] Available: [http://present.brighton-hove.gov.uk/Published/C00000147/M00004380/AI00033181/\\$Item40CCGsAnnualOperatingPlanpresentation.pptA.ps.pdf](http://present.brighton-hove.gov.uk/Published/C00000147/M00004380/AI00033181/$Item40CCGsAnnualOperatingPlanpresentation.pptA.ps.pdf) [4 May 2014]

⁶⁴ Children in Need Who You Help: Full List [online] Available: <http://www.bbc.co.uk/programmes/b008dk4b/features/cin-whoyouhelp-london-seast> [2 May 2014]

Funding Round in 2012/13	Amount awarded
May 2012	£77,577
August 2012	£108,928
November 2012	£88,526
March 2013	£122,767
Total	£397,798
Projects in 2 nd year of funding	£259,675
Grand total for Brighton and Hove	£657,473

Sussex Community Foundation 2012/13

Sussex Community Foundation allocated a total of £237,049⁶⁵ to third sector organisations in Brighton and Hove in the financial year 2012/13. The table below themes the funding to show the breadth of activity.

Funding Theme	Amount awarded	% of total
Arts and culture	£17,100	7
Children and young people	£88,141	38
Community support/development	£15,400	7
Counselling, advice and mentoring	£17,980	8
Education and training	£5,000	2
Environment/recycling	£5,490	2
Health & wellbeing/medical	£7,071	3
Homelessness	£22,069	10
Hospice	£5,000	2
Lesbian, Gay, Bisexual and Trans	£23,500	10
Older people	£7,000	3
Learning difficulties	£4,096	2
Mental health	£6,430	3
Physical disability	£9,430	4
Social welfare	£592	1
Women	£2,750	1
Grand total for Brighton and Hove	£237,049	

Arts Council 2012/13

The Arts Council England⁶⁶ provides regular funding to third sector arts organisations and museums. Seven of these organisations are based in Brighton and Hove and in financial year 2012/13 received £1,858,308. The money is not all awarded for work that will take place solely in the city but does demonstrate the key link between the cultural sector and the success of the economy.

⁶⁵ Sussex Community Foundation database [August 2013]

⁶⁶ Arts Council England funding database [online] Available: <http://www.artscouncil.org.uk/funding/our-investment/visit-national-portfolio-interactive-map/> [2 May 2014]

Big Lottery Fund 2012/13

The Big Lottery⁶⁷ supplied data from four of their major funding programmes for the financial year 2012/13. The tables below themes the funding to show the breadth of activity under each of the following four programmes: Awards for All; Reaching Communities; Heritage and BIG.

1. Awards for All

The Awards for All programme allocated a total of £331,093 to third sector organisations in Brighton and Hove. We do not have the financial data by theme but are able to say that the projects delivered the following types of work: counselling, advice and mentoring; education and training; environmental/recycling; health and wellbeing/medical projects and services to children and young people; older people and disabled people to give a picture of the breadth and reach of the programme.

2. Reaching Communities

The Reaching Communities programme gave a total of £2,577,657 to third sector organisations in Brighton and Hove. The table below demonstrates how the money was spent.

Funding Theme	Amount awarded	% of total
Improving access to advice, advocacy and support	£475,661	18
Employability	£284,956	11
Health and wellbeing	£904,992	35
Reducing isolation/exclusion	£555,346	22
Tackling domestic violence/sexual abuse	£356,702	14
Grand total for Brighton and Hove	<u>£2,577,657</u>	

3. Heritage

The Heritage Brighton and Hove Awards allocated a total of £533,900 to third sector organisations in Brighton and Hove. The table below demonstrates how the money was allocated.

Funding Theme	Amount awarded	% of total
Community heritage	£27,500	5
Historic buildings and monuments	£71,000	13
Intangible heritage	£279,000	52
Museums, Libraries, archives and collections	£156,400	29
Grand total for Brighton and Hove	<u>£533,900</u>	

4. BIG

BIG lottery funding allocated a total of £342,956 to third sector organisations in Brighton and Hove in the financial year 2012/13 consisting of two awards in the fields of Advice and Complex Needs.

⁶⁷ Big Lottery Fund database [online] Available: <http://www.biglotteryfundgrant35s.org.uk/> (2 May 2014) and additional information from the South east Regional Officer

European Funding 2012/13

The table below details the European funding awards for the financial year 2012/13 that is currently recorded. It totals £2,344,497. It is important to note that there is no central place where all successful European funding that has an influence on delivery in Brighton and Hove is held.

The Brighton and Hove City Council European Funding team keep a record of the intelligence they are aware of and this covers at least the seven programmes of: Culture; DAPHNE; European Social Fund Community Grants; Interreg Iva Channel; Lifelong Learning and Youth. The third sector are not always in receipt of the total funding amounts below often they will be delivering as a partner.

Funding Programme	Amount awarded	% of total
Culture	£328,222	14
DAPHNE	£386,234	16
European Social Fund Community Grants	£84,575	4
Interreg Iva Channel	£1,502,266	64
Lifelong Learning	£24,600	1
Youth	£18,600	<1
Grand total for Brighton and Hove	<u>£2,344,497</u>	

Section 8: Survey Results - What the Local Third Sector Looks Like

The following section considers the data gathered in the survey and uses this data to provide simple scale estimates for the sector as a whole where appropriate.

How many third sector organisations are there in Brighton and Hove?

The precise size of the sector in Brighton and Hove remains difficult to quantify as definitions vary and the sector is not static. 8% of groups responding to the audit were formed between 2010 and 2013 so are relatively new.

Given this complexity we have considered a range of sources to determine the number of third sector organisations in the city.

From the local databases⁶⁸ accessed we have concluded that there are approximately 2,300 third sector organisations in Brighton and Hove (Table Two). However, this figure should be treated as a conservative or 'middle estimate' of the size of the sector. The 224 respondents to the survey represent, therefore, approximately 10% of our estimate figure for the number of third sector organisations in the city. National data suggest the number of third sector organisations in Brighton and Hove could be higher and the survey may have missed some of the smallest organisations.

The National Council for Voluntary Organisations⁶⁹ estimates that there 900,000 civil society organisations in the UK but this includes bodies not covered by the third sector definition used in this report. Nevertheless, if we consider this information in terms of the number of organisations per head of population this would represent approximately 3,150 organisations in Brighton and Hove. We, therefore, use a total of 3,150 organisations as our Upper estimate for the size of the third sector in the city.

These middle and upper estimate scenarios are referred to throughout this report when estimates are given relating to the whole third sector in Brighton and Hove. Given the discussion above about the size of the third sector the middle estimate is usually the most appropriate.

Table two: Table to show estimates for different numbers of third sector organisations in the city

Scenario	Number of organisations
Middle estimate	2,300
Upper estimate	3,150

⁶⁸ The databases that were compared were from Community Works, Resource Centre, Charities Commission, Brighton and Hove City Council, Community University Partnership Programme, Sussex Community Foundation and Trust for Developing Communities.

⁶⁹ The UK Civil Society Almanac (2010) [online] Available: <http://data.ncvo.org.uk/a/almanac12/almanac/civil-society/what-is-civil-society/> [27 April 2014]

The structure of community groups and voluntary organisations in Brighton and Hove

Size

Organisations and groups vary dramatically in size from multi-million pound organisations to small informal groups with no paid employees. The median number of paid employees is 3 (the median is the number separating the higher half of the data from the lower half; it is the number in the middle). 25% of organisations have no paid employees. For the large organisations 67% reported having 13 or more paid employees with the largest 5% of respondents reporting having 58 or more.

The median number of volunteers is 12 (this is the same as the 2008 audit) with 22% of organisations having 5 or less volunteers and 24%, 30 or more. These figures are broadly similar to the 2008 audit. 4% of organisations have 1 or no volunteers. 7% of organisations have 100 or more volunteers (not including management committee members) and 57% of that figure is large organisations with an income over £201,000 (large).

For the purpose of this analysis and to maintain continuity with the 2008 audit we have defined:

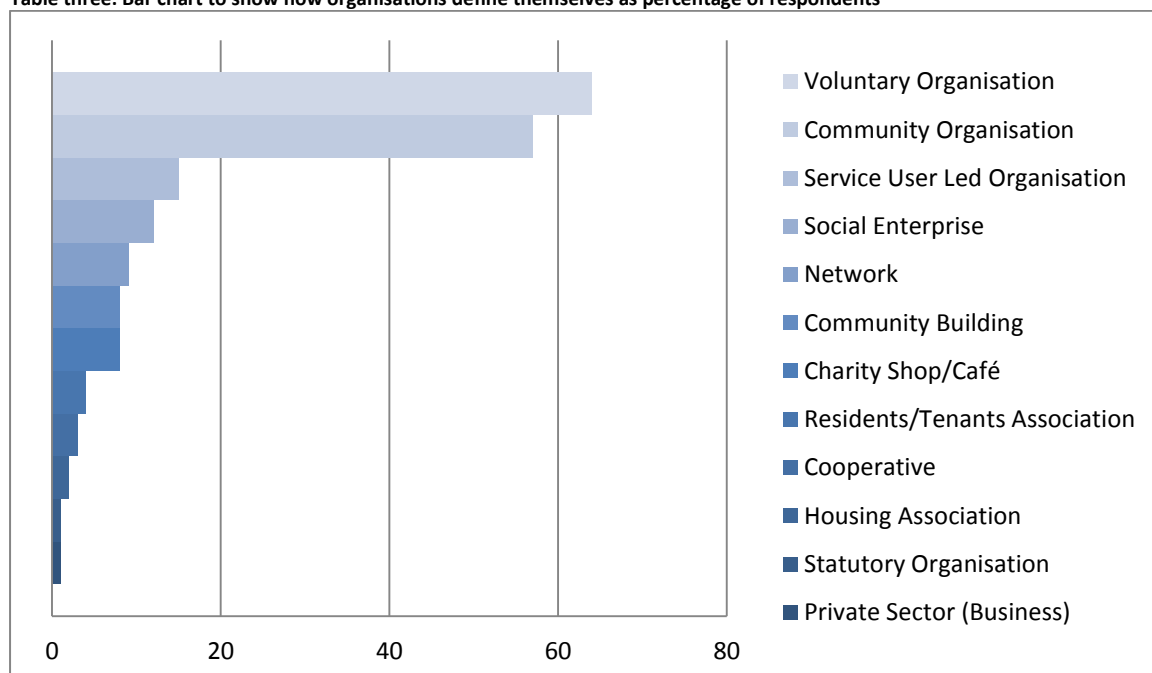
- Small organisations as having an income of £7,000 or less
- Medium organisations as having an income of between £7,001 and £203,000
- Large organisation as having an income of £203,001 or greater

These figures represent the upper and lower quarters of groups who responded meaning one quarter of groups who responded had an income of £7,000 or less.

How organisations define themselves

Table Three below shows that whilst over two-thirds of respondents consider their groups to be either a community organisation, a voluntary organisation or both, the range of organisations within the sector are an indication of the diversity of the sector and its ability to offer a variety of activities and services across the city.

Table three: Bar chart to show how organisations define themselves as percentage of respondents



The percentage of social enterprises⁷⁰ has increased by 5% since 2008 and is indicative of how the sector is evolving to seek more sustainable sources of income in response to new commissioning structures and a decrease in the number of medium to large grants available.

Status

Of those groups which responded, 56% described themselves as a charity (this was 67% in 2008) and of these 91% (higher than 2008's 71%) were registered with the charity commission (or in the process of applying). Amongst the non-charitable organisations 34% defined themselves as unincorporated associations, 20% were unsure of their status and the remainder comprised a range of organisations such as community interest companies and companies limited by guarantee.

Newsletters

56% of respondents provide a newsletter. This demonstrates how the third sector is committed to communicating with service users and local residents and is a strong conduit for information dissemination.

Third sector activity and membership in Brighton and Hove

The majority of groups responding to the audit stated that their main activity primarily results in empowering people to improve the quality of their life (42%) and bringing people together (23%), broadly similar to the audit from 2008. The level of civic engagement continues to be high. To participate in and influence our city is arguably crucial for the city to improve and develop within a democracy.

Table Four below demonstrates the range of activities which organisations in the city engage in. Running activities including sport, exercise and art (26%) being the most commonly reported primary activity, this is an increase from the 2008 audit when it was 18%. This is followed by the five primary activities of: giving information and advice and guidance (13%); providing support (13%); community development (12%); training and education (10%) and campaigning (7%). These five are lesser percentages than the 2008 audit but they are the same five in popularity.

The most common primary activity by size of organisations is:

- Small organisations (Running activities at 30%)
- Medium organisations (Running activities at 29%)
- Large organisations (Information, advice and guidance at 24%)

Table four: Table to show organisational activities

Activity type	Primary activity %	Secondary activity %	Primary activity of small orgs %	Primary activity of medium orgs %	Primary activity of large orgs %
Advocacy Arguing on behalf of a particular issue, idea or person	6	9	7	3	10
Campaigning Campaigning that is intended to mobilise	7	8	16	1	5

⁷⁰ Social Enterprise Mark [online] Available: <http://www.socialenterprisemark.org.uk/the-mark/what-is-social-enterprise/> [27 April 2014]
 "The Government defines social enterprises as businesses with primarily social objectives whose surpluses are principally reinvested for that purpose in the business or community, rather than being driven by the need to maximize profit for shareholders and owners."

public support and use democratic tools such as lobbying in order to instigate social change					
Capacity Building Support and development for other charities, social enterprises and community/voluntary organisations	2	6	1	3	10
Community Development Community development seeks to empower individuals and groups of people by providing these groups with the skills they need to effect change in their own communities	12	10	9	15	10
Community Enterprise The Community Enterprise is a registered organisation that acts as a community owned and controlled holding company in supporting residents to develop new initiatives, manages commercial and social projects and enterprises, distributes profits and benefits to the community and is managed democratically through an open system of participation and uses a social audit to establish purpose, plan future initiatives and measure actual performance	2	2	3	0	2
Consultancy You provide professional expertise and advice to groups and organisations	2	7	1	2	0
Counselling Counselling can be defined as a relatively short-term, interpersonal, theory-based process of helping persons who are fundamentally psychologically healthy resolve developmental and situational issues	3	4	1	4	0
Facilities Management The management of buildings and facilities	3	3	0	4	5
Information, Advice and Guidance That is you provide professional advice and/or guidance to members of the local community	13	10	10	9	24
Mediation A form of alternative dispute resolution, aims to assist two (or more) disputants in reaching an agreement	0	2	0	0	0
Representation Act on behalf of another individual or group by providing either a speech or written report or still or moving pictures	<1	5	1	0	0
Research, Information & Development You undertake work on a systematic basis in order to increase the stock of knowledge and use of this stock of knowledge to devise new applications and/or inform/advise others on the basis of the findings	1	6	1	2	0
Run activities including sports and	26	7	30	29	10

exercise You run activities for those within the local community these maybe arts based involve exercise etc.					
Support You offer a service which is complementary to the work of another and/or supplements their work or needs	13	10	13	12	12
Training and Education You provide training or education in any field including IT, counselling, management skills etc.	10	12	4	13	12

To further identify the areas in which organisations and groups channel their efforts they were asked which of the following fields best defined their work (Table Five). Health and Wellbeing (18%) was the most commonly reported field and second to this was work with children and young people/ childcare (11%).

The most common field of work by size of organisations is:

- Small organisations (Health and wellbeing at 18%)
- Medium organisations (Volunteering at 18%)
- Large organisations (Health and wellbeing at 25%)

Table five: Fields of work organisations reported working in

Field of work	% of all respondents	Field of work of small orgs %	Field of work of medium orgs %	Field of work of large orgs %
Health and wellbeing	18	18	16	25
Children and Young People/Childcare	11	8	13	13
Volunteering	10	1	18	6
Environment, Sustainability, Conservation	8	16	5	0
Arts	7	11	6	2
Religious or belief based activity	5	5	6	2
Education/Training	5	3	5	6
Housing/Accommodation	5	1	5	8
Community Safety	3	4	3	0
Transport	2	4	2	0
Culture	2	1	2	2
Economic Wellbeing	2	0	2	4
Heritage	1	3	12	0
Animals	<1	0	0	2
International and Overseas Development	<1	1	0	0
Media and IT	<1	0	1	0
Political	<1	1	0	0
Employment	0	0	0	0

Law, Criminal Justice, Human/Civil Rights	0	0	0	0
Waste Management	0	0	0	0
Other	20	22	14	29

20% of respondents selected the 'other' category and the suggested fields of work included: providing serviced offices/community buildings for the third sector and residents; personal development; bereavement counselling; developing other third sector organisations e.g. youth clubs and support and activities for older people.

Main Beneficiaries and users

Following citywide and national analysis the State of the City Report (June 2011) identified some of Brighton and Hove's significant social, economic and environmental challenges, these include: child poverty; alcohol and substance misuse; a high number of carers; social isolation of older people; a large number of people with mental health needs; obesity; poor air quality; a high proportion of people with housing needs and almost 10% of the city's residents aged 18-64 are estimated to have a moderate or severe physical disability.

These challenges are central to much of the work defined by the groups which responded to the audit as Table Six below on main beneficiaries indicates. Whilst respondents in the main saw themselves responding to the needs of all people, the top three primary⁷¹ beneficiaries are:

- Small organisations: Children and Young People, Women and Older People
- Medium organisations: Children and Young People, Older People and Learning Difficulties or Disabilities
- Large organisations: Children and Young People, Women and in joint position, Learning Difficulties or Disabilities, Homeless, Black and Minority Ethnic People, Mental Health and Carers

Table six: table to show main beneficiaries of organisations work

Main Beneficiaries	Primary beneficiary %	Secondary ⁷² beneficiary %	Primary beneficiary of small orgs %	Primary beneficiary of medium orgs %	Primary beneficiary of large orgs %
All People (general)	53	3	61	51	39
Children and Young People	10	5	6	12	10
Older People	5	4	4	6	2
Learning Difficulties or Disabilities	4	4	1	5	4
Women	4	4	6	0	6
Disabled People	3	4	3	4	2
Homeless	3	3	3	3	4
Black and Minority Ethnic People	2	4	0	2	4
Mental Health	2	5	0	2	4
Community and Voluntary Organisations	2	3	0	1	
Lesbian, Gay and Bisexual	1	4	1	1	2

⁷¹ The beneficiary group that an organisation primarily serves above others

⁷² The next beneficiary group after primary that an organisation serves

People					
Parents, Carers and Families	1	4	3	0	2
Residents and Tenants	1	2	1	2	0
Substance Misuse	1	3	1	1	2
Religion or Belief Based	1	1	3	1	0
Gypsies and Travellers	1	2	0	1	2
Carers	1	4	0	0	4
Dementia	1	2	1	0	2
HIV/Aids	1	1	0	1	2
Students	1	2	0	2	0
Trans ⁷³	<1	3	0	1	0
Bereaved	<1	2	0	1	0
Offenders/Ex-offenders and their Families	<1	3	0	1	0
Survivors of Crime and Abuse	<1	2	0	1	0
Long Term Conditions	<1	3	1	0	0
Specific occupational/professional group	<1	1	1	0	0
Men	0	4	0	0	0
Refugees, Migrants and Asylum Seekers	0	3	0	0	0
Care Leavers	0	1	0	0	0
Overseas Residents	0	1	0	0	0
People in Care	0	2	0	0	0
Single Parents	0	3	0	0	0
Survivors of man-made and natural disasters	0	1	0	0	0
Unemployed	0	4	0	0	0
Animals	0	<1	0	0	0
Business	0	1	0	0	0
Service User Group	0	3	0	0	0

Number of people receiving support from third sector organisation activities

The median number of users per organisation is 300, with 25% of organisations having 75 or less and 25% 1,000 or more (it should be noted that double counting of people accessing a service regularly or more than one service is possible).

The median number of service users for the size of organisation is:

- Small organisations 96
- Medium organisations 250
- Large organisations 1,858

Although this shows that a larger income means more service users it also demonstrates the significant reach small volunteer led organisations can have who may operate on only a few hundred or a few thousand pounds.

⁷³ Trans is an umbrella term for people whose gender identity and/or gender expression differs from the sex they were assigned at birth. The term may include but is not limited to: transsexuals, cross-dressers, and other gender-variant people. Transgender people may identify as female-to-male (FTM) or male-to-female (MTF) and use the descriptive term (transgender, transsexual, cross-dresser, FTM or MTF) preferred by the individual. Transgender people may or may not choose to alter their bodies hormonally and/or surgically.

55% of respondents stated that their number of users had increased in the last financial year and a further 31% stated that the number of users had remained static; clearly indicating that the sector continues to offer essential services for local people and picking up on increasing need.

Geographical areas supported by third sector organisations

When asked in which region they primarily delivered services the greatest number of respondents reported predominantly working citywide Brighton and Hove (34%). 11% stated that they worked primarily in one local neighbourhood/ward.

Table seven: Geographical location organisations operate within

Geographical Location	%
Citywide Brighton and Hove	34
East Sussex	19
England	4
International	3
Local neighbourhood/ward	11
South East England	9
UK	7
West Sussex	13

All 71 defined local neighbourhoods/wards identified in the questionnaire had a response from one organisation or more. The local neighbourhoods/wards reported most frequently as the area of service delivery were jointly:

1. Whitehawk and East Brighton
2. Portslade South and Portslade North
3. Kemptown and Queens Park
4. Turner and Moulsecoomb

East Brighton, Queens Park and Turner were not in the most frequently worked area in 2008, so are new entries. All other geographical findings are broadly the same.

Employment in the third sector

The core focus of this section is paid staff, with the figures for volunteers and management committee members considered more fully in Section nine of this report *The power of Volunteering*.

Employment and skills

Table eight shows that organisations reported employing 2,212 staff, have 1,349 management committee positions and 9,459 volunteers. These figures are broadly the same between the 2008 and 2013 audits, although useful in providing a context it is more enlightening to use medians or averages that are explored below as not all the same organisations completed the 2013 audit and 2008.

Table eight: staff and volunteer data for organisations responding to the audit for 2008 and 2013

	2008 Audit: Number	2008 Audit: Median hours worked per week	2013 Audit: Number	2013 Audit: Median hours worked per week
Paid staff	2,122	25	2,212	22
Management committee	1,445	2	1,349	2
Volunteers	10,690	3	9,459	4
Total	14,257		13,020	

The median number of volunteers hours contributed per week has risen from 3 to 4 whereas the number of median hours worked per week has reduced from 25 to 22. 59% of the employees were reported to be living within Brighton and Hove.

On the basis of this data for responding organisations it was possible to apply simple scaling to produce estimates in Table Nine of the size of the whole third sector in Brighton and Hove. The third sector is a significant employer in the city and under the middle estimate scenario employs 6,900 people⁷⁴. This represents 6% (7% in 2008) of the total employee jobs in Brighton and Hove⁷⁵. This is slightly smaller than Brighton and Hove's Arts and Leisure services sector, and larger than the ICT sector. The Brighton Fuse⁷⁶ report estimates 6,500 employees in the creative-digital-IT sector so the third sector is comparable.

Table nine: estimates of the number of staff in the third sector in Brighton and Hove

Scenario based on number of third sector organisations	Estimated Total Number of Paid Staff	Estimated % Employment positions in Brighton and Hove 2013
Middle 2,300	6,900	6%
Upper 3,150	9,450	8%

18% of organisations surveyed reported that their number of paid employees had increased in the last financial year. 15% reported a decrease and 61% reported no change. When asked if they had difficulties in recruiting paid staff 63% of respondents disagreed. This suggests that employment in the sector is predominantly staying the same.

Kinds of activity

The data for activities paid employees undertake in Table Ten tells us that third sector organisations need highly skilled staff to deliver their work. 44% of organisations said that their paid employees were involved in higher level management activities and Administrative and clerical work; Professional duties (39%), Associate professional activities (30%) and Sales and customer service work (26%). This emphasises that the third sector primarily continues to be a key service sector.

⁷⁴ The large number of small organisations in the survey means the data does not have a normal distribution. Thus the median is used to produce estimates for the third sector as a whole in Brighton and Hove.

⁷⁵ The total number of employee jobs in the city is 123,300 - Office for National Statistics [NOMIS online] Available: <http://www.nomisweb.co.uk/reports/lmp/la/1946157280/report.aspx#tabjobs> [27 April 2014]

⁷⁶ Brighton Fuse Report (2013) [online] Available: <http://www.brightonfuse.com/the-brighton-fuse-final-report/> [20 May 2014]

Table ten: Data on the kinds of activity people undertake (% of organisations)

Activities	Management Committee	Volunteers	Paid employees
Higher level management activities Similar to chief officer; departmental head, manager; co-ordinator	52%	13%	44%
Professional duties Accountancy; legal work; professional medical or nursing work; counselling; teaching, marketing; design of fundraising strategies	48%	32%	39%
Associate professional activities Advice and guidance; nursing and similar activities	17%	27%	30%
Skilled trades Construction or building trades	3%	13%	6%
Administrative and clerical work Typing; book-keeping etc.	38%	41%	44%
Personal service work Child care; sport and leisure activities etc.	11%	31%	23%
Sales and customer service work Including fund-raisers and charity shop volunteers	15%	29%	26%
Machine operators Including drivers	3%	7%	6%
Labouring Including gardening; driving vehicles	8%	24%	9%
Other activities Including cleaning; food service; porters; general	9%	26%	18%

Age of paid staff

Respondents reported that of the paid employees 83% are aged between 25 and 59; 12% under 25 and 6% 60 years or over. These figures are broadly the same as the 2008 audit.

Sex of paid staff

70% of those working in the sector are women; 30% are men, in contrast to the Brighton and Hove population of 49% men and 51% women. However the 2011 Census informs us that more than three-quarters of part-time workers in Brighton and Hove are female. The higher level of women working in the sector therefore is likely to reflect the nature of the work, as well as sector jobs being part-time.

0.18% of paid employees were reported as being Trans⁷⁷. There are no reliable figures available nationally or locally on the size of the Trans population. However the recent Brighton and Hove City Council led Trans Needs Assessment and Scrutiny process estimates that 'the range falls between

⁷⁷ Trans is an umbrella term for people whose gender identity and/or gender expression differs from the sex they were assigned at birth. The term may include but is not limited to: transsexuals, cross-dressers, and other gender-variant people. Transgender people may identify as female-to-male (FTM) or male-to-female (MTF) and use the descriptive term (transgender, transsexual, cross-dresser, FTM or MTF) preferred by the individual. Transgender people may or may not choose to alter their bodies hormonally and/or surgically.

0.9% and 2% of adults in the city⁷⁸ so the figure of 0.18% is lower than expected in terms of representation.

Minority Groups

Black and Minority Ethnic⁷⁹ (BME) groups represent 5% (the same as 2008) of paid employees; this figure is lower than expected in terms of representation. In Brighton and Hove, BME people form 21% of the working age population⁸⁰.

Since the 2008 audit we can see the percentage of disabled people employed by the sector remains the same at 5% (this was 2% in the 2003 audit) lower than the city population of 19%⁸¹. The number of Lesbian, Gay and Bisexual employees has risen to 13% (from 9% in 2008). The rise is positive and is near the estimated Lesbian, Gay and Bisexual population of Brighton and Hove at 14%⁸².

However, as with the 2008 audit it is true that many groups were unable to respond to questions on minority groups as they stated that they did not collect this information. Respondents may also have a different perception of what they define as BME. Therefore we must treat these figures with caution.

Staff qualifications

It is important to note that there were significantly fewer responses to this question although it is a crucial question so we have still reported on it.

The data revealed that 33% of paid employees and 68% of those on management committees have a Level 4 qualification⁸³ or higher. This compares favourably with 46% of the Brighton and Hove population being qualified at this level and 38% of the third sector nationally⁸⁴. This shows a trend of a highly qualified management and management committee work/volunteer force.

Skills and Training

Responding organisations were asked to rate skills amongst staff. The skills most frequently rated as good included: Basic IT (74%) Customer Service skills (73%); Leadership skills (72%); Administrative skills (71%) and Initiative, problem-solving or decision making skills (70%).

The skills identified most frequently as poor included: Technical and Trade skills (40%); Marketing skills (32%); Advanced IT skills (29%) and Counselling skills (20%). Procurement and High level financial skills were both rated as poor at 18%. However, these are all skills that are required to develop sustainable organisations.

93% of groups reported that their staff had received training in at least one area in the last financial year, which shows a strong sector commitment to staff development. Health and Safety, Leadership and Fundraising were the most frequently reported, followed by Supervising or managing volunteers, People management, Managerial skills and Administrative skills.

⁷⁸ Brighton and Hove City Council: Review of the Overview and Scrutiny Committee [online] Available: http://www.brighton-hove.gov.uk/sites/brighton-hove.gov.uk/files/downloads/democracy/Trans_Equality_Report_final_.pdf [5 June 2014]

⁷⁹ Black and Minority Ethnic (BME) is defined by all census groups other than White English, Welsh, Scottish, Northern Irish and British.

⁸⁰ UK Population Census (2011) Office for National Statistics [online] Available: www.nomisweb.co.uk/census/2011 [19 May 2014]

⁸¹ Brighton and Hove City Council State of the City Report (2011, p.4) [online] Available: http://www.brightonbusiness.co.uk/documents/state_of_the_city_report.pdf [27 April 2014]

⁸² UK Population Census (2011) Office for National Statistics [online] Available: www.nomisweb.co.uk/census/2011 [19 May 2014]

⁸³ Level four qualifications includes NVQ level 4, BTEC, Certificates of Higher Education (OFQUAL Qualification Levels) [Online] Available: <http://ofqual.gov.uk/qualifications-and-assessments/qualification-frameworks/levels-of-qualifications/> [27 April 2014]

⁸⁴ The UK Civil Society Almanac (2010) [online] Available: <http://data.ncvo.org.uk/a/almanac13/almanac/voluntary-sector/work/what-skills-are-required-in-the-voluntary-sector-2/> [27 April 2014]

It is important to note that 59% of respondents did not have a training plan and 54% do not have a training budget. This emphasises the need for continued resourcing and provision of low cost or no cost training and workforce development opportunities to be made available to the third sector.

Salaries

The average reported salary for paid employees was £18,137. The median number of hours worked per week is 22. This represents an average full-time equivalent salary of £28,855, Higher than the figure reported in 2008 of £27,384.

This 2013 figure is higher than the Brighton and Hove average full-time salary of £24,049⁸⁵ and shows that the third sector offers fair salaries. It may also be a reflection of the higher level management skills needed to operate third sector organisations and co-ordinating large numbers of volunteers. Pay should therefore realistically be compared against more senior roles, rather than the city average.

It is important to note that in many cases roles which would be paid Living Wage are likely to be delivered by volunteers and therefore the median full-time salary could be viewed as distorted.

Living Wage

10% of respondents are already signed up to the Living Wage and another 22% would consider signing up. 39% indicated that they do not employ anybody so cannot sign up. This supports the Living Wage Campaign's finding that along with the Digital Sector, the third sector is leading the way in improving pay for local people and the third sector is encouraged to continue to sign up.

Diversity in the sector: Small, medium and large organisations

The sector represents organisations of varying sizes, from large charities to small informal groups. The table below provides some of the data from the audit for different organisations based on whether we have defined them as small (income less than £7,000), medium (income of between £7,001 and £203,000) or large (income of £203,001 or greater).

Table eleven: comparisons between small, medium and large organisations % of respondents for 2008 and 2013

Question	Small (income up to £7,000 pa)		Medium (income from £7,001 - £203,000)		Large (£203,001 or greater)	
	2008	2013	2008	2013	2008	2013
Percentage of respondent organisations	26%	35%	50%	44%	24%	21%
Use a formal quality management system	29%	3%	22%	19%	35%	58%
Measure the impact of their services annually	56%	37%	53%	66%	61%	92%
Have no paid employees	20%	87%	0%	30%	0%	0%
Have one paid employee	20%	8%	18%	12%	0%	0%
Have seen a decrease	18%	19%	21%	14%	20%	23%

⁸⁵ The figure of £24,049 is calculated using the average of the Annual Survey of Hours and Earnings (ASHE) Annual Gross Pay figures for the three parliamentary constituencies in the city, Brighton Kemptown (£26,394), Brighton Pavilion (£22,979) and Hove (£22,774) [online] Available: <http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tcm%3A77-328216> [27 April 2014]

in grant income						
Have seen an increase in service contracts	2%	1%	10%	1%	35%	29%
Predict main source of future earned income to be:	Membership fees and Fundraising	Membership fees and Fundraising	Fundraising	Fundraising and Trading	Fundraising	Fundraising, Trading and Public Sector
Predict main source of future donations to be (didn't report in 2008):	--	Charitable Trusts and Foundations	--	Charitable Trusts and Foundations	--	Charitable Trusts and Foundations
Have seen a move from grants to earned income	10%	13%	18%	25%	36%	33%
Currently deliver services under contract	7%	4%	29%	24%	58%	75%
Are looking to expand service contract delivery	8%	14%	54%	33%	72%	65%
Believe they will exist in one year	90%	83%	92%	81%	100%	90%
Believe they will exist in three years	65%	55%	75%	61%	86%	83%
Premises they frequently reported operating from	Members home	Members home	Rented on a short lease	Hire premises as and when need them	Rented on a short and long lease	Rented on long lease

Monitoring of Services and Quality Assurance

Table Eleven illustrates how there is a difference between the small, medium and large organisations in terms of measuring impact and using formal quality management systems. The larger the organisation is the more likely they are to use a formal quality management system. This may well be due to the developed internal infrastructure and additional resources of a larger organisation.

In terms of quality management systems the largest number of respondents (20%) said that they had achieved or were working towards PQASSO⁸⁶. Secondly, CHAS (12%), thirdly, Investors in Volunteers (10%) then OFSTED (8%), Matrix (6%), Thumbs Up (6%) and Care Quality Commission (6%).

13% of respondents identified additional quality management systems they had achieved or were working towards outside of the audit options, these included: Action for Advocacy Quality Mark, Advice Quality Standard and in-house options.

It is positive that there is a strong commitment to measuring impact annually for small, medium and large organisations but there is a gap between large (91%) and small (37%). Importantly, 29% of organisations reported that they do not measure the impact of their services at all, although this is lower than the 41% who reported this in 2008. Evidence of impact is crucial when applying for funding.

Respondents cited a variety of reasons for not measuring impact these included: insufficient resources, that it was not possible to measure their impact or that they were not required to do so.

⁸⁶ PQASSO covers all aspects of an organisation, from governance to service delivery and monitoring outcomes. More information is available at: <http://www.ces-vol.org.uk/PQASSO>

It is positive that when responding to the question “*Is your organisation able to deliver its services or support to the standard you believe is required?*” 23% of organisations said all of the time and 62% said most of the time.

Income

The data in Table Eleven reveals that the large organisations are more likely to have seen an increase in service contracts. Medium and large organisations have seen a greater proportion move away from income from grants to earned income. This is broadly the same finding as in the 2008 audit. Third sector income sources are explored in greater detail in Section eight of this report.

Overall when respondents were asked whether they currently delivered services under contract, 32% said yes and 64% of organisations said no. 39% of organisations said service contracts were an area they were looking to expand into and 46% said that they weren’t. Respondents were also asked what development issues there were in expanding delivery via service contracts, factors came back such as:

- Management and volunteer capacity
- Payments by results being a barrier to some organisations
- Squeezed contract prices meaning an intentional move away from contracts
- Tender processes being stressful and resource intensive
- Consideration of the need for VAT registration
- Competition within the sector
- Smaller organisations ability to have a strong voice in partnership work
- Identifying organisations to partner with

It is interesting that Table Twelve shows us that both small and large organisations report seeing a greater decrease in grant income, this could be for a variety of reasons e.g. the economic downturn and trusts and foundations not receiving the same level of return on investment and therefore being unable to award as much money, increased competition for funding because of public sector cuts and the need for highly developed fundraising application skills.

Table Twelve below describes the changes in earned income that respondents are seeing. 40% of organisations say that they have seen an increase in funding from individuals, 38% have seen an increase in trading income and 35% have seen an increase in income from fundraising initiatives.

Table twelve: How have your sources of income changed in the past financial year

	Increased by more than 50%	Increased by less than 50%	No change	Decreased by less than 50%	Decreased by more than 50%
Changes in earned income	-	-	-	-	-
Business sponsorship	7%	8%	73%	4%	8%
Consultancy	5%	0%	83%	7%	5%
Fundraising initiatives	12%	24%	44%	13%	7%
Trading income	12%	26%	47%	14%	1%
Membership	1%	15%	75%	8%	1%

fees					
Return on investments	4%	14%	73%	4%	5%
Changes in donations	-	-	-	-	-
Corporate donations/ gifts in kind	10%	15%	62%	6%	7%
From individuals	8%	28%	46%	10%	8%
Legacies	6%	6%	77%	2%	9%

In addition to the fundraising identified in the 2008 audit both medium and large organisations predict their future earned income to come from trading and large organisations identify the public sector as a major source of income.

It is worth noting that with small, medium and large organisations all predicting future donations coming from charitable trusts and foundations, writing successful funding applications and building relationships with funders will be a significant required skill.

Organisational size

The analysis revealed that the larger the organisation the greater the number of paid employees (this was also reported in 2008). There is a significant rise in the number of medium organisations (income of between £7,001 and £203,000) who have no paid employees at 30% from 2008's figure of 0%. The number of small organisations who have no paid employees has also significantly risen from 20% in 2008 to 87% in this current audit. This would lead us to assume that there is a significant increase in relying on volunteers to deliver services and maintain organisations and a decrease in the number of paid staff within organisations who have a lower turnover.

Organisational development

The data below tells us that Greater access to funding (63%) continues to be a key area requiring help, partnership with other third sector organisations (45%) and partnership with public sector (33%) are also key development areas along with marketing and communications at 44%. 28% of organisations also responded that a proportion if not all of their funding relied on working in partnership.

Table thirteen: further areas where organisations could benefit from help

	% of organisations
Greater access to funding	63%
Partnership with other third organisations	45%
Marketing and communications	44%
Partnership with public sector organisations	33%
Achieving greater client/beneficiary involvement	25%
Ensuring your views and experiences inform local policies	25%
Developing and maintaining membership	25%
Gaining access to rooms for meetings/events	17%
Preparing for change	14%
Consortium delivery	11%
Running offices/premises	7%

Other suggested development areas respondents could use help with include: Management committee support, diversity, skills audits, demonstrating outcomes, legal status advice, IT support and strategy development, running a campaign and attracting volunteers (including management committee members).

The data in Table Fourteen shows the areas where respondents identified they either lacked capacity or resources to meet their own objectives. The overall level of income (42%) concurs with the need for greater access to funding in Table Thirteen. However, only 43% of organisations said they have a fundraising strategy to cover the next two to three years.

The need for financial reserves (35%) is quite possibly a need for unrestricted funds, the lack of volunteers continues to prevent development requirements as well as the need for paid staff, space to operate and information and communication technology.

Table fourteen: Capacity and resource needs

	% of organisations
Overall level of income	42
Financial reserves	35
Volunteers	33
Paid staff	21
Space to operate	21
Information and communication technology	21
Business support and back office services such as HR or payroll	10
Advice and support	8
Networking opportunities	8
Management and leadership staff	7

30% of organisations responded that they have experienced difficulty in the last year accessing the support they need and 51% said that they are not very willing or not at all willing to pay for any of that help. This continues to emphasise the need for low cost or no cost organisational development support for the third sector or a greater commitment from organisations who can afford it to pay when it is appropriate.

Table Fifteen is helpful in detailing respondents' satisfaction or dissatisfaction on the subject of local funding and income. It offers funders some pointers as to how they could improve the experience of and develop the sustainability of local third sector organisations.

The third sector continues to need grants as well as contracts that are for three years or longer. Sustainability could be improved if third sector organisations could recover their overheads and spend less time on the administrative processes involved in applying and maintaining funding.

Table fifteen: Respondents' opinions on local funding/ income

	Satisfied	Neither satisfied or dissatisfied	Dissatisfied	Don't know
Range of grants available	20%	34%	30%	16%
Range of contracts available (contracts that generate income)	12%	27%	29%	32%
Access to loan finance for your	6%	38%	13%	43%

organisation				
Business rate relief and other concessions and reliefs	19%	29%	14%	38%
Process involved in applying for funding, bidding for contracts	17%	34%	34%	15%
Help, advice and support provided by local statutory bodies when applying for grants/bidding for contracts	27%	32%	27%	14%
Opportunity for 3 year or longer funding/contracts for your organisation	11%	17%	53%	19%
Ability to recover overheads as well as direct costs through statutory funding/contracts	6%	21%	44%	29%
Timely payment by statutory bodies	32%	25%	16%	27%
Administration involved in receiving funding/maintaining contracts	21%	30%	27%	22%

It is positive that 63% of respondents said they had been very successful or fairly successful in applying for funding or bidding for contracts from local statutory bodies in the last five years.

How valued does the sector feel and does it believe it has influence?

For the first time the Taking Account audit included questions on the third sector's perception of the strength of relationship it has with local statutory bodies.

Importantly only 6% of respondents felt that they were very satisfied or fairly satisfied (33%) with their ability to influence local decisions and over a fifth (21%) were fairly dissatisfied. Only 27% believed that local statutory bodies act upon their opinions and responses to consultations.

Positively, Table Sixteen below shows us that the sector feels broadly valued (63% agreed) although more work could be done increasing the understanding of the sector (only 53% agreed) and only 57% of respondents agreed that their organisation's independence is respected by local statutory bodies.

Table sixteen: does the sector feel valued and able to influence

Local statutory bodies in Brighton and Hove...	Agree	Neither agree or disagree	Disagree	Don't know	NA
...value the work of your organisation	63%	14%	11%	9%	3%
...understand the nature and role of your organisation	53%	20%	17%	8%	2%
...respect your organisation's independence	57%	19%	10%	11%	3%
...inform your organisation on issues which affect or are of interest to you	39%	27%	22%	6%	6%
...involve your organisation appropriately in developing and carrying out policy on issues which	32%	26%	28%	6%	8%

affect you

...act upon your organisations opinions and/ or responses to consultation	27%	33%	18%	15%	7%
--	-----	-----	-----	-----	----

The data shows that there are significant areas for improvement, for example only 39% of respondents agreed that their organisation was kept informed about issues that affect or are of interest to them and only 32% feel they are appropriately involved in developing and carrying out policy. Third sector infrastructure organisations have lots more to do in partnership with statutory partners to improve the 'Don't know' responses particularly around being involved in policy and having influence.

Section 9: Survey Results - The Economic Impact of the Local Third Sector

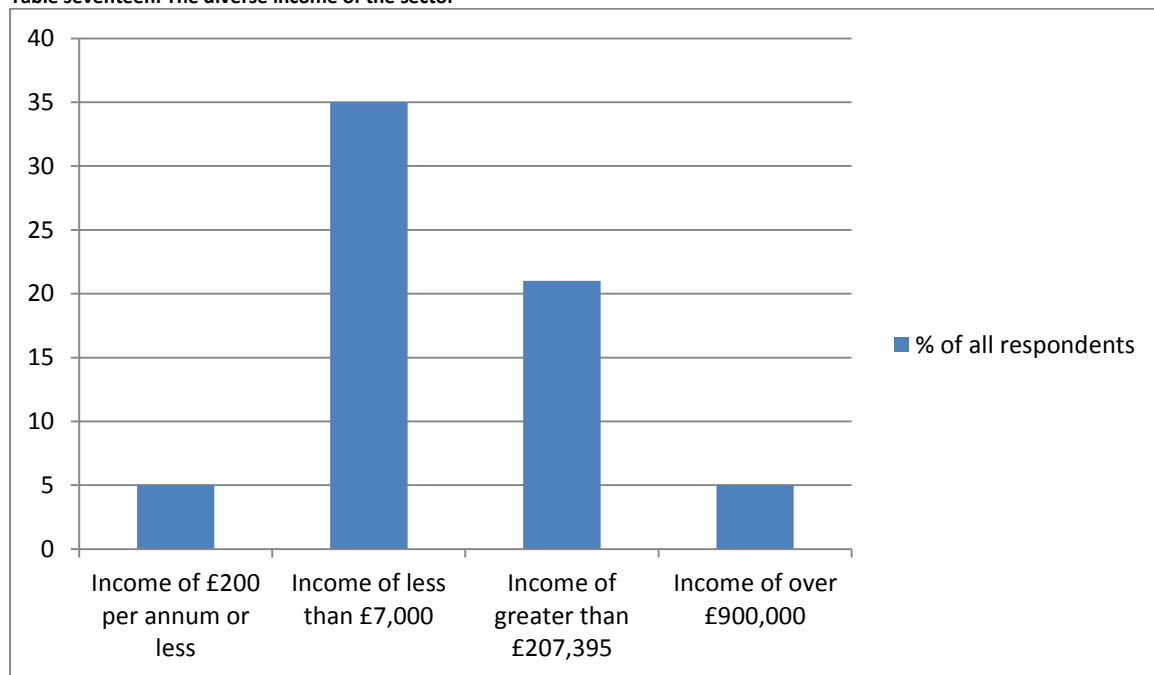
The social impact of the third sector is explored in more detail within the detailed case studies in Section seven of this report.

Third sector income in Brighton and Hove

The total income for respondent organisations was £57 million, an increase of £17 million from the £40 million respondents reported in 2008.

The analysis of the income data confirmed the diverse nature of the sector see Table Seventeen below. Of all respondents the smallest 5% of organisations have an income of £200 per annum or less and 35% of organisations have an income of less than £7,000. Conversely, the largest 5% of organisations have an income of over £900,000 and 21% of respondent’s have an income greater than £207,395. The Case Studies in Section seven of this report further demonstrate the diversity of the organisations working within the sector.

Table seventeen: The diverse income of the sector



To estimate the total income of third sector organisations in Brighton and Hove the income of the seven largest organisations working in the city were taken as a base figure (£27 million). The median income figure of £20,000 was then taken and multiplied by the middle estimate figure and upper estimate figure for the number of organisations working within the city. Combined these provide an estimated total yearly income of £73 million (middle estimate) and £90 million (upper estimate) for the sector in Brighton and Hove. Table Eighteen provides an overview of these figures.

Table eighteen: estimated total yearly income

Scenario based on number of third sector organisations	Estimated Total yearly income
Middle estimate of 2,300 organisations	73 million
Upper estimate of 3,150 organisations	90 million

The middle estimate in Table Eighteen indicates a total income for the sector of £73 million. Given that the 224 organisations responding to the survey reported a total yearly income of approximately £57 million this figure represents a conservative estimate.

What does this income mean to the city?

Third sector organisations bring in additional resources to the city via advice services which increase the take up of benefits from the Department for Work and Pensions. According to the New Economics Foundation Local Multiplier (LM3) model third sector income will also create extra wealth as the money is spent and re-spent in the city e.g. through wages spent in shops and restaurants. Estimating the extra wealth created requires the use of a suitable local multiplier.

Previous studies of the economic impacts of major construction projects in Brighton and Hove have used a multiplier of 1.5. In this report it is assumed that higher multipliers should also be used alongside the 1.5 multiplier. This is justified because the third sector has a strongly local ownership structure and spends a high proportion of its income on local projects. Thus the third sector will circulate more of its income locally compared to other sectors which source a higher proportion of material and labour from elsewhere.

Low (1.5), medium (1.75) and high (2.0) multipliers have been applied to the middle estimate scenario income of £73 million to calculate the total economic contribution of the third sector to Brighton and Hove. The results are shown in Table Nineteen below.

Table nineteen: estimated economic contribution of the third sector to Brighton and Hove based on middle estimate income of £77m

Scenario	Multiplier	Estimated yearly economic contribution to the city
Low	1.5	£109 million
Medium	1.75	£127 million
High	2	£146 million

The medium multiplier calculation indicates that the third sector contributes £127 million per year to the economy of the city.

The multiplier effect is significant for commissioning bodies when they consider which organisations to give grants and contracts to. Should a national and a local organisation bid for the same contract, the local organisation is more likely to generate a greater contribution to the city based on the LM3 model as a larger proportion of the money will be fed into the city, giving a higher multiplier effect. It is important that public sector organisations recognise this and commission for economic value and resulting social value.

It is also important to note that local services delivered by volunteers also have a direct value to users. The reduction in costs of delivery would reduce how much the public sector or users via private income might pay for them. This would mean that both the public sector and local service users are more likely to spend this saving locally therefore the multiplier may well be higher than the multiplier of 1.5 observed in local projects above.

The origin of funding

Respondents were asked a question about where their income came from. It should be noted that not all organisations wished to share this information or were able to. We have used the data that was provided to identify how the sector is being funded, that is, where organisations are receiving funding from. This data is provided in Table Twenty and reveals that there has been a change in how the sector is funded from 2008. There has been a substantial decrease in the proportion of income which comes from grants. This has been offset by an increase in the funding obtained through service contracts, earned income and donations.

Table twenty: Income sources for respondent organisations

Income source	% of income in 2013	% of income in 2008
Grants including grants of charitable trusts	17%	43%
Contracts including service contracts	47%	33%
Other earned income including business sponsorship; consultancy; trading income; membership fees, fundraising and returns on investments	27%	19%
Donations including corporate donations, gifts in kind; donations from individuals and legacies	9%	5%

Grants and Contracts

It is useful to consider whether this funding is coming from sources inside or outside of the city. Funding coming from outside the city is likely to have a greater impact on the local economy, as it is 'extra' money coming into the city. The data in Table Twenty One shows the majority of grants came from outside the city (71%), as did the majority of contracts (62%). These figures also reveal that there has been a decrease in the number of Grants (down 9% from 2008) and Contracts (down 14% from 2008) coming from inside the city.

Table twenty one: where grant and contract income comes from for respondent organisations

Source	Grants 2013	Grants 2008	Contracts 2013	Contracts 2008
Inside city	29%	38%	38%	54%
Outside city	71%	62%	62%	46%

It is useful to explore the wider context driving this move. We know that grant funding has been reduced, and is more likely to be delivered at a smaller scale, while 'contracts' related to various new commissioning models are in a relatively uncertain policy environment. But in general this trend seems likely to continue.

The ability to bid for contracts on larger scales is likely to require larger capacity within organisations, as with the ability to access procurement contracts, and perhaps the sector is in general in a process of reacting to changes in the funding environment.

Earned income and donations

27% of third sector income is in the form of other earned income. This is an increase from 19% in the 2008 audit reflecting the sector's move to more business oriented models. Of this earned income the majority (56%) came from fundraising activities, 27% came from trading income, 2% from investments and a small amount 1% came from membership fees and consultancy work. A further 14% of earned income came from other sources, these could include for example: events, newsletters, advertising, rental fees or food and food services.

Donations made a substantial contribution to income providing 9% of the total income. 85% of donations came from individuals, 8% came from legacies and 7% came from companies.

Nationally private sector donations total 4.5%⁸⁷ of all donations and in the USA, corporate sector fundraising forms 5%⁸⁸ of the total revenues. Brighton and Hove is therefore doing well comparably, however, there are more opportunities to be made to enable local businesses to donate money. We anticipate the majority of support at the moment from businesses is being given in terms of in-kind support rather than in monetary terms.

Conclusion

The third sector is a small but significant part of the city's economy and the economic contribution of £127 million per year represents 2.2% of the total economy estimated to be worth £5.7 billion⁸⁹.

The shift from grants to contracts and the opportunity and challenges for the sector that exist within this are multiple. 'Economic' contribution may be set to rise as emerging commissioning models begin to create a growing 'market' for delivering services, but within that there will be competition and uncertainty, and local organisations will need to develop new partnerships to deliver at different scales and also build capacity to access competitively tendered contracts.

As illustrated elsewhere in the report, many of the useful outcomes of the sector can't easily be translated into financial figures. Social return on investment approaches can go some way towards addressing this (see the Case Studies in Section seven) but 'the art of evaluation lies in ensuring that the measurable does not drive out the immeasurable'⁹⁰. These economic impacts need to be viewed alongside the stories and testimonies from services, service users and communities for a rounded picture.

⁸⁷ NCVO Almanac (2014) [online] Available: <http://data.ncvo.org.uk/a/almanac14/what-is-the-sectors-most-important-source-of-income/>

⁸⁸ National Roundtable of Non-profit Organisations: Survey into the Not for Profit Sector (2012, p.10) [online] Available: <http://www.deloitte.com/assets/Dcom-Australia/Local%20Assets/Documents/news-research/Press%20releases/Jane%20Kneebone/Survey%20into%20the%20Not%20for%20Profit%20Sector%202012%20-%20Fundrasing.pdf>

⁸⁹ Office for National Statistics regional Gross Value Added economy estimate [online] Available: <http://www.ons.gov.uk/ons/rel/regional-accounts/regional-gross-value-added--income-approach-/december-2013/rft-nuts3.xls> [27 April 2014]

⁹⁰ Thornton, C. (1992, p.18) London Evaluation Scheme: Final Report, Law Centres Federation London

Section 10: Survey Results - The Power of Volunteering

What is volunteering?

Within the third sector volunteers play a large and vital role in many groups and organisations. Volunteering England defines volunteering as ‘any activity that involves spending time unpaid, doing something that aims to benefit the environment or individuals, or groups other than or in addition to close relatives. Central to this definition is the fact that volunteering must be a choice freely made by each individual’⁹¹.

The roles of volunteers fall within three broad categories, namely to:

- Provide ‘governance’ to their group, often in the role of being a trustee or in a similar capacity such as a school governor
- Offer their time to provide direct service delivery to their group or its clients
- Undertake fundraising for their group/cause

Why do people volunteer?

For some volunteers, volunteering provides the opportunity to:

- Give something back to a group or organisation that has impacted on a person's life, either directly or indirectly
- Make a difference to the lives of others
- Help the environment
- Help others less fortunate or without a voice
- Feel valued and part of a team
- Spend quality time away from work or a busy lifestyle
- Gain confidence and self-esteem

What impact can volunteering have?

Volunteering England believes that volunteering can be a route to employment or a chance to try something new that improves life chances. It also has social benefits: volunteering is a way of meeting new people and making new friends, a chance to socialise and also an opportunity to get to know the local community.

Volunteering is an empowering approach which embeds self-help and a sense of self-worth to the individual. It not only enables vital services to be delivered, it is an empowering activity for the volunteer themselves benefitting their mental wellbeing, reducing isolation, empowering the individual to achieve personal change and also develop and introduce new skills⁹².

Volunteering plays an essential role in a city like Brighton and Hove, not least because the majority of third sector organisations would be unable to provide their current level of service without volunteers. Volunteers in third sector organisations are also often helping the public sector to work towards and achieve its objectives of better outcomes for people and communities.

In this way volunteering is said to have a ‘triple impact’⁹³ in Brighton and Hove; increasing the wellbeing of volunteers, organisations and society.

⁹¹ Volunteering England: What is volunteering [online] Available: <http://www.volunteering.org.uk/iwanttovolunteer/what-is-volunteering> [27 April 2014]

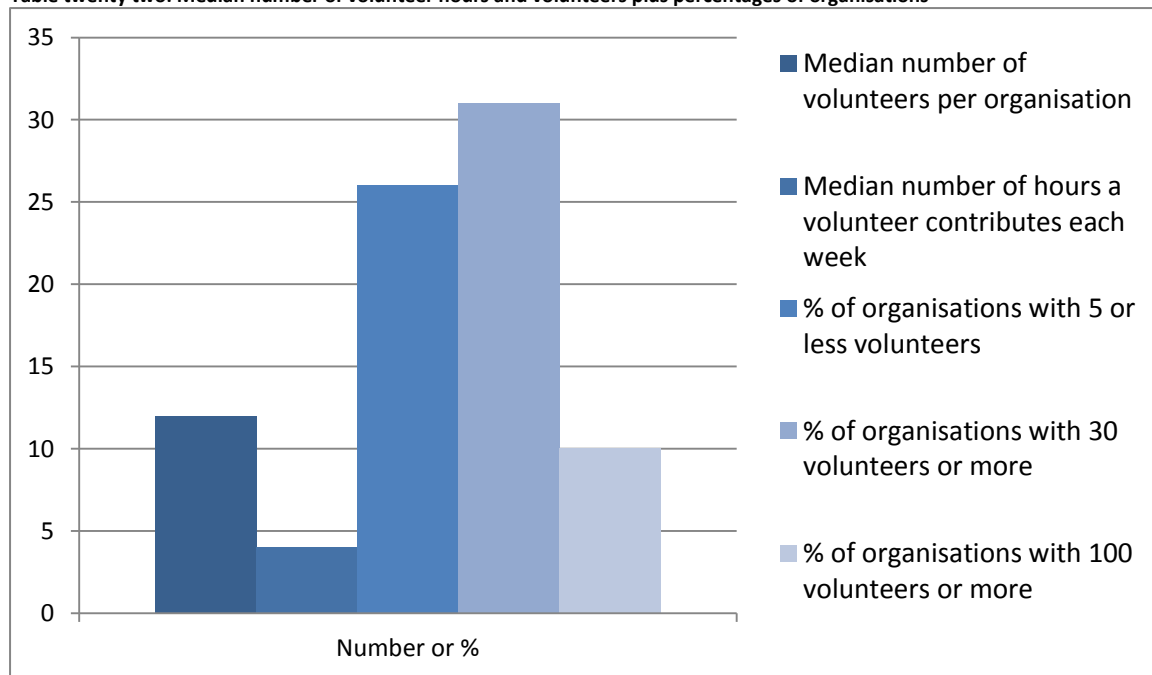
⁹² Institute for Volunteering Research: Philanthropy: a benefit for personnel and organisations managing volunteers [online] Available: <http://www.ivr.org.uk/component/ivr/philanthropy> [5 June 2014]

⁹³ Joining the dots. A triple impact volunteering strategy for Brighton and Hove 2010-2015 [online] Available: <https://app.box.com/shared/yfxvh8c43i> [19 June 2014]

How many people volunteer in Brighton and Hove and how much is their contribution worth?

The data collected from organisations completing the audit demonstrates that the median number of volunteers in third sector groups is 12 and the median number of hours they volunteer each week is 4. These figures are used in Table Twenty Three along with the earlier estimates of the number of third sector organisations in Brighton and Hove to calculate the number of volunteers in the city as a whole⁹⁴.

Table twenty two: Median number of volunteer hours and volunteers plus percentages of organisations



26% of organisations have 5 or less volunteers and 31% have 30 or more. 5% of organisations have 1 or no volunteers. 10% of organisations have 100 or more volunteers (not including management committee members), 50% of this figure is large organisations (with an income over £201,000).

Based on the middle estimate of the number of organisations and the median number of volunteers in third sector groups (12) it is possible to estimate that there are 27,600 volunteer positions in third sector organisations in Brighton and Hove. The median number of volunteer hours per volunteer position is 4 so a simple scaled estimate illustrates volunteering provides 110,400 hours per week or 5,740,800 hours per year to third sector organisations in Brighton and Hove.

Under the middle estimate scenario, if volunteers were paid the Living Wage⁹⁵ for their work then the weekly salary bill would be £845,000. Thus in monetary terms the time that volunteers donate to third sector organisations each year is worth approximately £44 million to the city.

⁹⁴ The large number of small organisations in the survey means the data does not have a normal distribution. Thus the median is used to produce estimates for the third sector as a whole in Brighton and Hove.

⁹⁵ Calculated using the B&H hourly Living Wage of £7.65 [online] Available: <http://livingwagebrighton.co.uk/> [27 April 2014]

Table twenty three: estimated data for volunteers in Brighton and Hove

Scenario	Number of Volunteers	Number of volunteer hours per week	Estimate equivalent weekly salary cost	Number of volunteer hours per year	Estimated equivalent yearly salary cost
Middle estimate – 2,300	27,600	110,400	£845,000	5,740,800	£44 million
Upper estimate – 3,150	37,800	151,200	£1,155,000	7,862,400	£60 million

Who volunteers?

Age of Volunteers

The vast majority of volunteers (68%) and management committee members (67%) are aged between 25 and 59 years. Those under 25 represent 14% of volunteers and those over 60, 19%. This is broadly similar to the 2008 audit and is in line with the population figures for each age group in the city⁹⁶.

Sex of volunteers

Repeating the trend seen with paid staff, 65% of volunteers are women compared with 35% being men, there is little variance from the 2008 audit. National data⁹⁷ states that there is no significant difference between the number of men and women who volunteer nationally so Brighton and Hove may differ to other parts of the country in this respect. 0.18% of volunteers were recorded as being Trans.

Minority Groups

Lesbian, Gay and Bi-sexual people account for 7% (up from 3% in 2008 audit) of volunteers, Black and Ethnic Minority people 5% (up from 3% in 2008 audit) and disabled people 9% (up from 4% in 2008 audit).

Although each group has seen an increase since the 2008 audit, the figures for Lesbian, Gay and Bisexual, Disabled and Black and Minority Ethnic people are an under representation of the Brighton and Hove population overall. Some respondents stated that they do not gather this type of data for volunteers therefore these figures must be treated with caution.

Management Committee and Board members

Management committees and boards are comprised in the main (67%) of 25 to 59 years old and as with volunteers and paid staff are most often women (84%). Amongst management committee members 5% (down from 6% in 2008) are Lesbian, Gay and Bi-sexual people; 2% (down from 5% in 2008) Black and Ethnic Minority people and 3% (down from 10% in 2008) disabled people. 0.25% of management committee members were recorded as being Trans.

Although, the figures for Lesbian, Gay and Bisexual management committee members are broadly the same, management committee members from BME communities or disabled people appear to

⁹⁶ Brighton and Hove City Council State of the City Report (2011, p.3) [online] Available: http://www.brightonbusiness.co.uk/documents/state_of_the_city_report.pdf [27 April 2014]

⁹⁷ The NCVO UK Voluntary Sector Workforce Almanac (2013) [online] Available: <http://www.3rdsectorworkforce.org.uk/how-many-people-volunteer-in-the-uk/> [27 April 2014]

have reduced since the 2008 audit. Many respondents did not answer this question and also stated they do not gather this type of data so the percentages must be treated with caution.

Changes in volunteering

Numbers of volunteers

39% of respondents reported that, in the last financial year, they had seen an increase in the number of volunteers although 43% had also seen no change. Only 12% of respondents had seen a decrease while 6% were not sure. Only 7% reported that their organisation's volunteers were there as part of an employer supported volunteer scheme.

Reasons given for those that had seen an increase in volunteers included: increased publicity and visibility; recruiting additional staff to manage the process; introducing training opportunities; establishing new projects and activities and driving recruitment.

Recruiting volunteers

35% of organisations agreed or strongly agreed that they had had difficulty in recruiting volunteers or management committee members (36%). Respondents had a number of ideas on what would improve their ability to attract volunteers, these included: resources to pay for recruitment and volunteer expenses; dedicated volunteer recruitment workers and managers; training opportunities; working in partnership; sharing a pool of volunteers across organisations; spreading the word amongst young people and better publicity.

Skills development

Table Twenty Four below shows the percentage of respondents who had provided training for volunteers or management committees in a particular skills area.

Table twenty four: % of respondents who provided training for volunteers and management committee members in last 12 months by skill area

Skill area	Volunteers	Management committee
Administration	14%	6%
Advanced IT	4%	5%
Basic IT	16%	5%
Business development	3%	7%
Counselling/therapy	12%	3%
Customer Service	11%	3%
Fundraising	7%	8%
Governance	2%	21%
Health and safety	18%	14%
High level financial	<1%	4%
Initiative, problem-solving or decision making	6%	5%
Leadership	5%	13%
Managerial	2%	5%
Marketing	3%	5%
Other financial	1%	3%
People management	4%	4%
Procurement	<1%	1%
Project management	1%	3%
Volunteer management	5%	6%
Teaching/ training	7%	7%
Technical trade	3%	<1%

None	5%	11%
Other	3%	2%

The five most commonly provided skills development areas for volunteers are: Health and Safety (18%); Basic IT (16%); Administration (14%); Counselling/Therapy (12%) and Customer Service (11%).

The skills development areas provided for volunteers would seem to relate to the roles that volunteers often undertake in providing social care to service users and providing administrative support. It is clear that the third sector have a strong commitment to ensuring volunteers are safe and aware of taking necessary precautions as Health and safety training is the most common.

The five most common skills development areas provided for management committee members are: Governance (21%); Health and Safety (14%); Leadership (13%) and Fundraising (8%). The fact that 11% of organisations reported that their Management Committee members had received no training what so ever is something to note and suggests that some resource should be put into this area by funders and infrastructure providers. There is also scope to learn from the school governor model in Brighton and Hove.

There is a strong commitment from Management Committees to understanding their role, ensuring the safety of staff, volunteers and service users and providing a leadership role. However, there are surprisingly few numbers of organisations providing business development and managerial/professional training. This is important to note because of the high level of skill required in order to govern a group or organisation effectively and sustainably. This may be due to the high cost of some of these courses.

Appendix 1 – Audit Survey

Organisation contact details

Q5	The information given in this section will be made available in Community Works database.	
	Name of your organisation As you would like it to appear to the public	
	Formal name of organisation <i>If different, as it appears in your organisations constitution, registration documents, etc.</i>	
	In which year was your organisation formed?	
	Contact details	
	Address line 1	
	Address line 2	
	Address line 3	
	Town	
	Postcode	
	Telephone number	
	Fax number	
	Text phone	
	Email address	
	Website address	
Social media addresses: e.g. Facebook or Twitter		

Q6	Are you a branch or project of a larger parent organisation? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure
	If yes, please enter the name of parent organisation _____

About your organisation

Q7	Does your organisation have full control of its budget? That is, does your organisation have a budget independent of that of the larger organisation/group structure or a budget over which the larger organisation/group structure has delegated control
	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure

Q8	Does your organisation describe itself as a charity?
	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure

Q9 If a charity, your organisation must have one of the following as its legal status, please select which from the list below

- | | |
|---|---|
| <input type="checkbox"/> Charitable Incorporated Organisation (CIO) | <input type="checkbox"/> Company limited by guarantee |
| <input type="checkbox"/> Trust | <input type="checkbox"/> Unincorporated association
(you have a written constitution
But are not registered with any of
the above) |

Q10 Is your organisation registered with the Charity Commission?

- | | |
|---|--|
| <input type="checkbox"/> Yes, is registered with the Charity | <input type="checkbox"/> No, not registered with the Charity |
| <input type="checkbox"/> No, not registered with the Charity Commission | Commission but in the process of applying |
| <input type="checkbox"/> No, not registered with the Charity Commission but exempt or excepted status | <input type="checkbox"/> Not sure |

Q11 If not a charity, your organisation must have one of the following as its legal status, please select which from the list below:

- | | |
|---|---|
| <input type="checkbox"/> Community Interest Company (CIC) | <input type="checkbox"/> Company limited by guarantee |
| <input type="checkbox"/> Company limited by shares | <input type="checkbox"/> Industrial & Provident Society |
| <input type="checkbox"/> Informal group with no written rules (IPS) | <input type="checkbox"/> Unincorporated association |
| <input type="checkbox"/> Other (please describe) | |

Q12 Does your organisation describe itself as any of the following:

Please tick all that apply

- | | |
|--|--|
| <input type="checkbox"/> Charity shop / café | <input type="checkbox"/> Community Organisation |
| <input type="checkbox"/> Co-operative | <input type="checkbox"/> Community Building |
| <input type="checkbox"/> Housing Association | <input type="checkbox"/> Network |
| <input type="checkbox"/> Private Sector (Business) | <input type="checkbox"/> Residents / Tenants Association |
| <input type="checkbox"/> Service User Led Organisation | <input type="checkbox"/> Social Enterprise |
| <input type="checkbox"/> Statutory Organisation | <input type="checkbox"/> Voluntary Organisation |

Q13 Does your organisation provide a newsletter?

- Yes No Not sure

Q14 Does your organisation operate from any of the following types of premises:

Please tick all that apply

- | | |
|--|---|
| <input type="checkbox"/> A members home | <input type="checkbox"/> Premises being purchased on a mortgage |
| <input type="checkbox"/> Premises that you hire as and when you need them | <input type="checkbox"/> Premises that are owned outright |
| <input type="checkbox"/> Rented premises or premises held on a short lease (less than three years) | <input type="checkbox"/> Premises with Peppercorn rent |
| <input type="checkbox"/> Premises held on a long lease (three years or more) | <input type="checkbox"/> Loaned property |
| | <input type="checkbox"/> No premises |

Your organisation's work**Q15 In which of the geographical areas listed below does your organisation principally work?**

If your organisation is part of a group structure or a branch of a larger organisation, please answer the questions on behalf of your part/ branch only. Please tick as many as you need to.

This list includes both neighbourhoods and wards to allow you to self-identify. If you work in only part of a ward or neighbourhood please include it in your data as in the future your organisation or group will be listed when a search is made for services in that area.

Region

- | | | |
|--|---|---|
| <input type="checkbox"/> International | <input type="checkbox"/> South East England | <input type="checkbox"/> Citywide Brighton and Hove |
| <input type="checkbox"/> UK | <input type="checkbox"/> East Sussex | <input type="checkbox"/> Local neighbourhood/ward |
| <input type="checkbox"/> England | <input type="checkbox"/> West Sussex | |

Local Neighbourhood:

- | | | |
|---|--|---|
| <input type="checkbox"/> Adelaide | <input type="checkbox"/> Knoll | <input type="checkbox"/> Roedean |
| <input type="checkbox"/> Aldrington | <input type="checkbox"/> London Road/Roundhill | <input type="checkbox"/> Rottingdean |
| <input type="checkbox"/> Bevendean | <input type="checkbox"/> Marina/Black Rock | <input type="checkbox"/> St James |
| <input type="checkbox"/> Bristol Estate | <input type="checkbox"/> Mile Oak | <input type="checkbox"/> St Peters |
| <input type="checkbox"/> Brunswick | <input type="checkbox"/> Meadow View | <input type="checkbox"/> Seven Dials |
| <input type="checkbox"/> Central Hove | <input type="checkbox"/> Montpelier/Clifton Hill | <input type="checkbox"/> Stanmer |
| <input type="checkbox"/> Coldean | <input type="checkbox"/> Moulsecoomb | <input type="checkbox"/> Tarner |
| <input type="checkbox"/> East Brighton | <input type="checkbox"/> North Laine | <input type="checkbox"/> West Blatchington |
| <input type="checkbox"/> Eastern Road | <input type="checkbox"/> Ovingdean | <input type="checkbox"/> Whitehawk |
| <input type="checkbox"/> Elm Grove | <input type="checkbox"/> Patcham | <input type="checkbox"/> Withdean |
| <input type="checkbox"/> Falmer | <input type="checkbox"/> Pavilion/Old Steine | <input type="checkbox"/> Wish |
| <input type="checkbox"/> Goldsmid | <input type="checkbox"/> Poets Corner | <input type="checkbox"/> Westbourne |
| <input type="checkbox"/> Hangleton | <input type="checkbox"/> Portland Road/Clarendon | <input type="checkbox"/> Westdene |
| <input type="checkbox"/> Hanover | <input type="checkbox"/> Portslade North | <input type="checkbox"/> Woodingdean |
| <input type="checkbox"/> Hollingbury | <input type="checkbox"/> Portslade South | <input type="checkbox"/> Other please specify |
| <input type="checkbox"/> Hollingdean | <input type="checkbox"/> Preston Park | _____ |
| <input type="checkbox"/> Hove Park | <input type="checkbox"/> Queen's Park | |
| <input type="checkbox"/> Kemp Town | <input type="checkbox"/> Regency | |

Ward:

- | | | |
|---|--|--|
| <input type="checkbox"/> Brunswick & Adelaide | <input type="checkbox"/> Hove Park | <input type="checkbox"/> Rottingdean Coastal |
| <input type="checkbox"/> Central Hove | <input type="checkbox"/> Moulsecoomb & Bevendean | <input type="checkbox"/> South Portslade |
| <input type="checkbox"/> East Brighton | | <input type="checkbox"/> St Peters & North Laine |

<input type="checkbox"/> Goldsmid	<input type="checkbox"/> North Portslade	<input type="checkbox"/> Westbourne
<input type="checkbox"/> Hangleton & Knoll	<input type="checkbox"/> Patcham	<input type="checkbox"/> Wish
<input type="checkbox"/> Hanover & Elm Grove	<input type="checkbox"/> Preston Park	<input type="checkbox"/> Withdean
<input type="checkbox"/> Hollingdean & Stanmer	<input type="checkbox"/> Queen's Park	<input type="checkbox"/> Woodingdean
	<input type="checkbox"/> Regency	

Q16	Which of the following roles best describes your organisations activities? Please identify one primary role and all secondary roles that apply		
	Primary		Secondary
Advocacy Arguing on behalf of a particular issue, idea or person	<input type="checkbox"/>	<input type="checkbox"/>	
Campaigning Campaigning that is intended to mobilise public support and use democratic tools such as lobbying in order to instigate social change	<input type="checkbox"/>	<input type="checkbox"/>	
Capacity Building Support and development for other charities, social enterprises and community/ voluntary Organisations	<input type="checkbox"/>	<input type="checkbox"/>	
Community Development Community development seeks to empower individuals and groups of people by providing these groups with the skills they need to effect change in their own communities	<input type="checkbox"/>	<input type="checkbox"/>	
Community Enterprise The Community Enterprise is a registered organisation that acts as a community owned and controlled holding company in supporting residents develop new initiatives, manages commercial and social projects and enterprises, distributes profits and benefits to the community and is managed democratically through an open system of participation and uses a social audit to establish purpose, plan future initiatives and measure actual performance	<input type="checkbox"/>	<input type="checkbox"/>	
Consultancy You provide professional expertise and advice to groups and organisations	<input type="checkbox"/>	<input type="checkbox"/>	

	<p>Counselling Counselling can be defined as a relatively short-term, interpersonal, theory-based process of helping persons who are fundamentally psychologically healthy resolve developmental and situational issues</p>	<input type="checkbox"/>	<input type="checkbox"/>
	<p>Facilities Management The management of buildings and facilities</p>	<input type="checkbox"/>	<input type="checkbox"/>
	<p>Information, Advice and Guidance That is you provide professional advice and/or guidance to members of the local community</p>	<input type="checkbox"/>	<input type="checkbox"/>
	<p>Mediation A form of alternative dispute resolution, aims to assist two (or more) disputants in reaching an agreement</p>	<input type="checkbox"/>	<input type="checkbox"/>
	<p>Representation You offer to act on behalf of another individual or group by providing either a speech or written report or still or moving pictures</p>	<input type="checkbox"/>	<input type="checkbox"/>
	<p>Research, information & development You undertake work on a systematic basis in order to increase the stock of knowledge and use this stock of knowledge to devise new applications and/or inform/advise others on the basis of the findings</p>	<input type="checkbox"/>	<input type="checkbox"/>
	<p>Run activities including sports & exercise You run activities for those within the local community these maybe arts based involve exercise etc.</p>	<input type="checkbox"/>	<input type="checkbox"/>
	<p>Support You offer a service which is complementary to the work of another and/or supplements their work or needs</p>	<input type="checkbox"/>	<input type="checkbox"/>
	<p>Training & Education You provide training or education in any field including IT, counselling, management</p>	<input type="checkbox"/>	<input type="checkbox"/>

skills etc.

Q17 Which of the following areas best defines your organisations field of work?

Animals

Including work with special bread animals, animal rescue, animal care

Arts

Including arts organisations and centres, museums and galleries

Children & Young People/Child Care

Including childcare and education services - play groups, support for new parents, after school care, holiday groups etc.

Community Safety

Including the promotion of community safety through campaigning, raising awareness, supporting vulnerable groups in the community

Culture

Including work with specific cultural groups, supporting the promotion celebration of cultural diversity

Education/Training

Training or education in any field including counselling, management skills etc.

Employment

Including workplace training on safety, life-saving, IT training and other skills training

Environment, Sustainability, Conservation

Including natural environment, built environment, recycling, pollution

Economic Wellbeing

Including financial/debt advice and/or support

Waste Management

Including the collection, transport, recycling or disposal of waste materials. Awareness raising etc.

Other please describe your organisations field of work:

Health & Wellbeing

Including primary health care, hospital care, continuing care in the community, mental health, rest homes, nursing homes, hospice care, emergency services, health promotion and education and alternative therapies

Heritage

Including the support/promotion. Preservation of buildings, spiritual beliefs, environment, traditions, practices

Housing/Accommodation

Including housing associations, tenants associations, homelessness, hostels/refuges and housing repairs

International & Overseas Development

Including overseas development and promotion of international relations

Law, criminal justice, human/civil rights

Including advice, legal services, citizenship, advocacy rights, and racial harmony

Media & IT

Including training and support for computing and other services, newsletter production, community radio etc.

Political

Including work which seeks to bring about change through action or inaction, providing advice, campaigning

Religious or belief based activity

Advancing religion and/ or spiritual welfare by supporting religious or belief based practise

Transport

Including community transport, transport provided by volunteers, shop mobility

Volunteering

Including the promotion of volunteering, promotion of giving

Q18	Who or what are the main beneficiaries of your organisation?	Primary	Secondary
	Please identify one primary beneficiary and all secondary beneficiaries that apply		
	All People (general)	<input type="checkbox"/>	<input type="checkbox"/>
	Black and Minority Ethnic	<input type="checkbox"/>	<input type="checkbox"/>
	Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>
	Learning Difficulties or Disabilities	<input type="checkbox"/>	<input type="checkbox"/>
	Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>
	Men	<input type="checkbox"/>	<input type="checkbox"/>
	Disabled People	<input type="checkbox"/>	<input type="checkbox"/>
	Refugees, Migrants and Asylum Seekers	<input type="checkbox"/>	<input type="checkbox"/>
	Trans ⁹⁸	<input type="checkbox"/>	<input type="checkbox"/>
	Women	<input type="checkbox"/>	<input type="checkbox"/>
	Bereaved	<input type="checkbox"/>	<input type="checkbox"/>
	Care Leavers	<input type="checkbox"/>	<input type="checkbox"/>
	Carers	<input type="checkbox"/>	<input type="checkbox"/>
	Children and Young People	<input type="checkbox"/>	<input type="checkbox"/>
	Homeless	<input type="checkbox"/>	<input type="checkbox"/>
	Offenders/Ex-offenders and their Families	<input type="checkbox"/>	<input type="checkbox"/>
	Older People	<input type="checkbox"/>	<input type="checkbox"/>
	Overseas Residents	<input type="checkbox"/>	<input type="checkbox"/>
	Parents, Carers and Families	<input type="checkbox"/>	<input type="checkbox"/>
	People in Care	<input type="checkbox"/>	<input type="checkbox"/>
	Residents and Tenants	<input type="checkbox"/>	<input type="checkbox"/>
	Single Parents	<input type="checkbox"/>	<input type="checkbox"/>
	Survivors of Crime and Abuse	<input type="checkbox"/>	<input type="checkbox"/>
	Survivors of man-made and natural disasters	<input type="checkbox"/>	<input type="checkbox"/>
	Unemployed	<input type="checkbox"/>	<input type="checkbox"/>
	Dementia	<input type="checkbox"/>	<input type="checkbox"/>
	HIV/ Aids	<input type="checkbox"/>	<input type="checkbox"/>
	Long Term Conditions	<input type="checkbox"/>	<input type="checkbox"/>
	Mental Health	<input type="checkbox"/>	<input type="checkbox"/>
	Substance Misuse	<input type="checkbox"/>	<input type="checkbox"/>
	Animals	<input type="checkbox"/>	<input type="checkbox"/>
	Business	<input type="checkbox"/>	<input type="checkbox"/>
	Community and Voluntary Organisations	<input type="checkbox"/>	<input type="checkbox"/>
	Religion or Belief Based	<input type="checkbox"/>	<input type="checkbox"/>
	Service User Group	<input type="checkbox"/>	<input type="checkbox"/>
	Specific occupational/professional group	<input type="checkbox"/>	<input type="checkbox"/>
	Students	<input type="checkbox"/>	<input type="checkbox"/>

⁹⁸ Trans is an umbrella term for transgender people for people whose gender identity and/or gender expression differs from the sex they were assigned at birth. The term may include but is not limited to: transsexuals, cross-dressers, and other gender-variant people. Transgender people may identify as female-to-male (FTM) or male-to-female (MTF). Use the descriptive term (transgender, transsexual, cross-dresser, FTM or MTF) preferred by the individual. Transgender people may or may not choose to alter their bodies hormonally and/or surgically.

	Other please describe other beneficiaries
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Q19	Does your organisation and its activities provide or result in any of the following outcomes? Please identify one primary outcome and all secondary outcomes that apply		
		Primary	Secondary
	Bringing people together	<input type="checkbox"/>	<input type="checkbox"/>
	Encouraging community engagement	<input type="checkbox"/>	<input type="checkbox"/>
	Encouraging people from different communities to work and live together well	<input type="checkbox"/>	<input type="checkbox"/>
	Encouraging people from different cultures and religions live together well	<input type="checkbox"/>	<input type="checkbox"/>
	Helping people to support those in need	<input type="checkbox"/>	<input type="checkbox"/>
	Empowering people to improve the quality of their own life	<input type="checkbox"/>	<input type="checkbox"/>
	Empowering people to solve/become involved in community issues	<input type="checkbox"/>	<input type="checkbox"/>
	Encouraging people to become involved in community events	<input type="checkbox"/>	<input type="checkbox"/>
	Encouraging/supporting volunteering	<input type="checkbox"/>	<input type="checkbox"/>
Ensuring people know where to access advice and support	<input type="checkbox"/>	<input type="checkbox"/>	

Q20	Please estimate the number of people that used your services in the last financial year	
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Q21	How has this changed since the last financial year?			
	<input type="checkbox"/> Significantly increased	<input type="checkbox"/> Increased	<input type="checkbox"/> No change	<input type="checkbox"/> Decreased
	<input type="checkbox"/> Significantly decreased	<input type="checkbox"/> Not sure		

Q22	Do you use a formal quality management system?		
	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Not sure

Q23	Which quality systems or standards has your organisation achieved and / or is currently working towards?		
		Achieved	Working towards
	CHAS	<input type="checkbox"/>	<input type="checkbox"/>
	Care Quality Commission (CQC)	<input type="checkbox"/>	<input type="checkbox"/>
	Investors in People (IIP)	<input type="checkbox"/>	<input type="checkbox"/>
	Investors in Volunteers (IIV)	<input type="checkbox"/>	<input type="checkbox"/>
	ISO9000	<input type="checkbox"/>	<input type="checkbox"/>
	Let's Protect	<input type="checkbox"/>	<input type="checkbox"/>
	Matrix	<input type="checkbox"/>	<input type="checkbox"/>
	OFSTED	<input type="checkbox"/>	<input type="checkbox"/>
	PQASSO	<input type="checkbox"/>	<input type="checkbox"/>
	Quality First	<input type="checkbox"/>	<input type="checkbox"/>
	Social Enterprise Mark	<input type="checkbox"/>	<input type="checkbox"/>
	Thumbs Up!	<input type="checkbox"/>	<input type="checkbox"/>
	A QMS is not appropriate for/applicable to the organisation	<input type="checkbox"/>	<input type="checkbox"/>
Other please describe other QMS in use			

Q24	Do you measure the impact of your services?	
	For example, carry out any regular user satisfaction or feedback forms with your services users and clients?	
	<input type="checkbox"/> Annually	<input type="checkbox"/> Every two years
	<input type="checkbox"/> Every three years	<input type="checkbox"/> No, we do not measure the impact of our services

Q25	Could you please tell us why you do not measure the impact of your services?
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Q26	As part of this research, would you be willing to share with us any impact reports/ case studies you have produced?	
	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Staffing information

Q27	Please provide the following information for staff/volunteers at your organisation:			
		Number of people	Average hours worked per person per week	Average annual salary
	Management committee			
	Volunteers			

Paid Employees			
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Q28	Please give a breakdown of the number of people involved with your organisation:			
	If you do not have accurate figures, please give an estimate.			
	Please write the number of people in the appropriate box, if none please leave blank	Management Committee	Volunteers	Paid employees
	0-8 years old	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	9-13 years old	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	14-15 years old	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	16-17 years old	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	18-25 years old	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	26-35 years old	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	36-50 years old	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	51-60 years old	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	61 or over	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Men	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Women	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Trans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay, Bi-sexual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Black and minority ethnic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Disabled people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Q29	How many of the following staff/ volunteers live in Brighton and Hove?	No. of staff/volunteers
	Management committee	
	Volunteers	
	Paid employees	

Q30	How has the number of your organisations paid employees changed in the last financial year?		
		Change in employee numbers	If so, by how many
	Increased	<input type="checkbox"/>	_____
	No change	<input type="checkbox"/>	_____
	Decreased	<input type="checkbox"/>	_____
	Not sure	<input type="checkbox"/>	_____

Q31	How has the number of your organisations total volunteers (volunteers on management committee or board and other volunteers) changed in the last financial year?		
		Change in employee numbers	If so, by how many
	Increased	<input type="checkbox"/>	_____
	No change	<input type="checkbox"/>	_____

Decreased	<input type="checkbox"/>	
Not sure	<input type="checkbox"/>	

Q32 Why do you think the number of volunteers has increased?

Q33 Why do you think the number of volunteers has decreased?

Q34 Are any of your volunteers with your organisation as part of an employer supported volunteer scheme?

Yes No Not applicable

Q35 Would you consider signing up to be a Brighton and Hove Living Wage employer?
To sign up to the Brighton and Hove Living Wage you would need to make a commitment to pay your employees at least £7.45 per hour.

We are already signed up Yes, I would like more information
 No, not at the moment We do not employ any staff

Q36	What kinds of activity do the people involved with your organisation undertake?	Management committee	Volunteers	Paid employees
	Higher level management activities Similar to chief officer; departmental head, manager; co-ordinator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Professional duties Accountancy; legal work; professional medical or nursing work; counselling; teaching, marketing; design of fund-raising strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Associate professional activities Advice and guidance; nursing and similar activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Skilled trades Construction or building trades	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Administrative and clerical work Typing; book-keeping etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal service work Child care; sport and leisure activities etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sales and customer service work Including fund-raisers and charity shop volunteers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Machine operators Including drivers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labouring Including gardening; driving vehicles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other activities Including cleaning; food service; porters; general	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q37	How many people involved with your organisation have their <u>highest</u> qualification in one of the following categories?			
		Management committee	Volunteers	Paid employees
	Level 1 GCSE/O-level grades D-G, CSE (below grade 1), NVQ1, BTEC Foundation, other RSA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Level 2 Five O-levels/ GCSEs grades A-C, NVQ2, BTEC First, GNVQ Intermediate, City and Guilds Craft, RSE Diploma	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Level 3 GNVQ Advanced, City and Guilds Advanced, BTEC, NVQ level 3, RS Advanced or equivalent, A-levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Level 4 or higher Degree, Post-graduate degree, HND/HNC, NVQ level 4/5, Dip HE, teaching or nursing qualifications or equivalent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Other qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No formal qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q38	To what extent does your organisation agree with the following statements?		
	Strongly agree	Agree	Disagree

	processing, use of the internet			
	Business Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Counselling/ Therapy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Customer Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Fundraising	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Governance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Health and Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	High-level Financial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Initiative, problem-solving or decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Managerial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Marketing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Other Financial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Procurement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Project Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Volunteer Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Teaching/ Training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Technical Trade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	None of these is relevant to this group or organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other What other skills does your organisation have that aren't covered above?				

Q44	Which of the following skills have staff/ volunteers received training on in the past year?			
	Skills area	Management Committee	Volunteers	Paid Employees
	Administrative skills e.g. clerical/secretarial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Advanced IT skills e.g. system administrators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Basic IT skills e.g. word processing, use of the internet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Business Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Counselling/ Therapy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Customer Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Fundraising	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Governance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Health and Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	High-level Financial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Initiative, problem-solving or decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Managerial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Marketing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Other Financial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

People Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Procurement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Project Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Volunteer Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching/ Training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technical Trade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
None of these is relevant to this group or organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other What other skills has training been provided on in the past year?			

Q45	In which of the following areas would your organisation most benefit from help, if any? Please tick all that apply		
	Greater access to funding		<input type="checkbox"/>
	Partnership with public sector organisations		<input type="checkbox"/>
	Partnership with other community and voluntary organisations		<input type="checkbox"/>
	Marketing and communications		<input type="checkbox"/>
	Achieving greater client/ beneficiary involvement		<input type="checkbox"/>
	Ensuring your views and experiences inform local policies		<input type="checkbox"/>
	Developing and maintaining membership		<input type="checkbox"/>
	Preparing for change		<input type="checkbox"/>
	Gaining access to rooms for meetings/ events		<input type="checkbox"/>
	Consortium delivery		<input type="checkbox"/>
	Running offices/ premises		<input type="checkbox"/>
	None of these		<input type="checkbox"/>
Other In which other areas would your organisation most benefit from help?			

Q46	In which areas, if any, is your organisation lacking the capacity or resources it needs to meet its own objectives? Please tick all that apply		
	Financial reserves		<input type="checkbox"/>
	Overall level of income		<input type="checkbox"/>
	Volunteers		<input type="checkbox"/>
	Paid staff		<input type="checkbox"/>
	Networking opportunities		<input type="checkbox"/>
	Advice and support		<input type="checkbox"/>
	Space to operate		<input type="checkbox"/>
	Information and communication technology		<input type="checkbox"/>
	Business support and back office services such as HR or payroll		<input type="checkbox"/>
	Management and leadership staff		<input type="checkbox"/>
	Other In which other areas is your organisation lacking the capacity and resources it needs?		

Q47 Has your organisation experienced any difficulty over the last year or so in accessing the support you need?

- Yes
 No

Don't know

Q48 Thinking about the help you said your organisation would benefit from, how willing, if at all, do you think you might be to pay for any of that help?

- Very willing
 Fairly willing
 Not very willing

Not at all willing
 Don't know

Financial Information

All data in these sections will remain confidential and will not be made public. The responses to these questions will enable us to report upon the economic impact of the community and voluntary sector in Brighton and Hove. All information provided will be treated as confidential.

Q49 For which financial year does your organisation have the most up-to-date information about its total income from all sources? Please tick all that apply

- April 2013 to present
 April 2012 to April 2013
 Other (please specify below)

Which other financial year does your organisation have the most up-to-date information for?

Q50 In your last financial year what was your organisation's total income from all sources, excluding reserves. Please exclude vat output from income, income from any trading subsidiaries, gifts in kind, housing benefit and rate relief.

Please enter to the nearest pound; if no income, please write zero 0. £ _____

Q51 Does your organisation have any unrestricted cash reserves (including designated and free reserves)

- Yes No Not sure

Q52	Please tell us below about your main sources of income	
	Wherever possible please identify the amount of income which comes from each source.	
		Amount (£)
	Earned Income	
	Fees	£ _____
	Fund Raising Activities	£ _____
	Trading	£ _____
	Consultancy	£ _____
	Membership Fees	£ _____
	Returns of Investments	£ _____
	Other	£ _____
	Donations	
	From individuals	£ _____
	Companies	£ _____
Legacies	£ _____	
Q53	Grants Please list up to 5 main grants	
	Name of funder	Type of funding stream
Q54	Contracts Please list up to 5 main contracts	
	Name of contract	Type of contract

Q55	If you have stated that you are part of or a branch of another organisation, do you receive funds from your parent organisation?
	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure <input type="checkbox"/> Not applicable
Q56	If yes, please state the amount you received from your parent organisation
	£ _____

Q57	How have your sources of income changed in the past financial year?				
	Please respond for your branch only. Please exclude vat output from income, income from any trading subsidiaries, housing benefit and rate relief.				
		Increased by more than 50%	Increased by less than 50%	No change	Decreased by less than 50%
	Changes in Earned				

	Income						
	Business sponsorship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Consultancy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Fundraising initiatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Trading income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Membership fees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Return on investments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Changes in Donations						
	Corporate donations/gift in kind	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	From individuals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Legacies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Other Please enter below						
	Changes in Grants						
	All grants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Changes in Service Contracts						
	All Service Contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Q58	In the future which of the following sources do you see your funding coming from?	
	Please tick all that apply	
	Future Earned income	
	Business sponsorship	<input type="checkbox"/>
	Consultancy	<input type="checkbox"/>
	Fundraising initiatives	<input type="checkbox"/>
	Trading income	<input type="checkbox"/>
	Membership fees	<input type="checkbox"/>
	Public sector	<input type="checkbox"/>
	Return on investment	<input type="checkbox"/>
	Other please specify	_____
	Future Donations	
	Corporate donations / gifts in kind	<input type="checkbox"/>
	From individuals	<input type="checkbox"/>
	Legacies	<input type="checkbox"/>
	Other please specify	_____
	Other future income	
Grants, including Charitable Trusts	<input type="checkbox"/>	
Service contracts	<input type="checkbox"/>	

	Transfers from Parent organisation if applicable	<input type="checkbox"/>
	Other please specify	_____

Q59	What percentage of your income comes from working in partnership? i.e. Where working with another organisation/group has allowed you to access funds/ win tenders which you otherwise would not have had access to.	___%
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Q60	Does your organisation currently deliver services under contract?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure
	Is this an area your organisation/project is looking to expand and develop?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure
	Please tell us if there are any key issues that such development is raising for your organisation?	

Q61	Funding strategy	Yes	No	No sure
	Does your organisation have a fundraising strategy to cover the next 2 to 3 years?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	For your organisation has there been a move from grants to earned income?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What percentage of funding do you have for the next year?	_____		
	What percentage of funding do you have for the next three years?	_____		
	Does your project or organisation currently anticipate spending more than you are predicting to receive in income in the coming year i.e. operating at a deficit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Do you think you will be in existence in 12 months' time?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Do you think you will be in existence in 3 years' time?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q62	Do you expect the financial position of your organisation to improve or worsen after March 2014?
	<input type="checkbox"/> Improve <input type="checkbox"/> No change <input type="checkbox"/> Worsen <input type="checkbox"/> We do not have any income

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Q63	On the subject of local funding/ income, how satisfied or dissatisfied are you with the following?				
		Satisfied	Neither satisfied or dissatisfied	Dissatisfied	Don't know
	Range of grants available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Range of contracts available (contracts that generate income)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Access to loan finance for your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Business rate relief and other concessions and reliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Process involved in applying for funding, bidding for contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Help, advice and support provided by local statutory bodies when applying for grants/bidding for contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Opportunity for 3 years or longer funding/contracts for your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ability to recover overheads as well as direct costs through statutory funding/contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Timely payment by statutory contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Administration involved in receiving funding/maintaining contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q64	How successful, or not, have you been in applying for funding or bidding for contracts from local statutory bodies over the last five years?
	<input type="checkbox"/> Very successful <input type="checkbox"/> Fairly successful <input type="checkbox"/> Not very successful <input type="checkbox"/> Have never been successful <input type="checkbox"/> Have never applied/ bid <input type="checkbox"/> Don't know

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Q65	To what extent do you agree or disagree with each of the following statements?				
Local statutory bodies in Brighton and Hove...	Agree	Neither agree or disagree	Disagree	Don't know	Not applicable
Value the work of your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understand the nature and role of your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respect your organisation's independence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inform your organisation on issues which affect or are of interest to you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Involve your organisation appropriately in developing and carrying out policy on issues which affect you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Act upon your organisation's opinions and/ or responses to consultation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q66	Overall, how satisfied or dissatisfied are you with your ability to influence local decisions that are relevant to your organisation?
	<input type="checkbox"/> Very satisfied <input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Fairly satisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Neither satisfied or dissatisfied <input type="checkbox"/> Not applicable <input type="checkbox"/> Fairly dissatisfied

Appendix 2 - Data Tables

About your organisation

Are you a branch or project of a larger parent organisation?	%	Raw numbers
Yes	23	51
No	76	169
Not sure	1	3
(% out of 223)		
Does your organisation have full control of its budget?	%	Raw numbers
Yes	93	208
No	5	12
Not sure	2	4
(% out of 224)		
Does your organisation describe itself as a charity	%	Raw numbers
Yes	56	126
No	42	93
Not sure	2	5
(% out of 224)		
Status of those registered as charities	%	Raw numbers
Charitable Incorporated Organisation (CIO)	30	38
Company limited by guarantee	53	68
Trust	5	7
Unincorporated association	12	16
(% out of 129)		
Is your charity registered with the Charity Commission	%	Raw numbers
Yes	89	115
No	4	6
Registered with the Charity Commission but exempt or expected status	2	2
Not registered with the Charity Commission but in the process of applying	2	2
Not sure	3	4
(% out of 129)		
Status of those not registered as charities	%	Raw numbers
Community Interest Company (CIC)	19	19
Company limited by shares	8	8
Informal group with no written rules	0	0

Company limited by guarantee	5	5
Industrial & Provident Society (IPS)	4	4
Unincorporated associations	34	33
Other	30	29

(% out of 98)

Does your organisation describe itself as any of the following?	%	Raw numbers
Charity shop/café	4	17
Community building	31	128
Private Sector (Business)	2	7
Social Enterprise	4	19
Community Organisation	1	5
Housing Association	5	20
Residents / Tenants Association	1	3
Statutory Organisation	2	9
Co-operative	8	34
Network	7	27
Service User Led organisation	0	2
Voluntary organisation	35	144

(% out of 415)

Does your organisation provide a newsletter?	%	Raw numbers
Yes	56	124
No	43	95
Not sure	1	3

(% out of 222)

Does your organisation operate from any of the following types of premises?	%	Raw numbers
A members home	22	78
Premises that you hire as and when you need them	24	85
Rented premises or premises held on a short lease (less than three years)	13	49
Premises held on a long lease (three years or more)	14	50
Premises with Peppercorn rent	6	21
Premises being purchased on a mortgage	1	5
Premises that are owned outright	8	30
Loaned property	2	7
No premises	3	10
Other	7	26

(% out of 361)

Your organisations work

In which of the geographical areas listed below does your organisation principally work?	%	Raw numbers
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International	3	15
South East England	9	44
Citywide Brighton and Hove	34	158
UK	7	32
East Sussex	19	88
Local Neighbourhood/ Ward	11	53
England	4	21
West Sussex	13	62

(% out of 473)

Top 8 local wards where organisations principally work

1. Whitehawk and East Brighton

2. Portslade North and Portslade South

3. Queens Park and Kemptown

4. Turner and Moulsecoomb

(727 responses)

Which of the following roles best describes your organisations activities?	Primary % out of 200	Raw numbers	Secondary % out of 660	Raw numbers
Advocacy Arguing on behalf of a particular issue, idea or person	6	12	9	59
Campaigning Campaigning that is intended to mobilise public support and use democratic tools such as lobbying in order to investigate social change	7	14	8	54
Capacity Building Support and development for other charities, social enterprises and community/voluntary organisations	2	9	6	39
Community Development Community development seeks to empower individuals and groups of people by providing these groups with the skills they need to effect change in their own communities	12	23	10	67
Community Enterprise The Community Enterprise is a registered organisation that acts as a community owned and controlled holding company in supporting residents develop new initiatives, manages commercial and social projects and enterprises	2	3	1	10
Consultancy You provide professional expertise and advice to groups and organisations	2	3	7	46

Counselling Counselling can be defined as a relatively short, interpersonal, theory-based process of helping persons who are fundamentally psychologically healthy resolve development and situational issues	3	5	4	29
Facilities Management The management of buildings and facilities	3	6	3	17
Information, Advice and Guidance That is you provide professional advice and/or guidance to members of the local community	13	25	10	65
Mediation A form of alternative dispute resolution, aims to assist two (or more) disputants in reaching an agreement	0	0	2	12
Representation You offer to act on behalf of another individual or group by providing either a speech or written report or still or moving pictures	1	1	5	33
Research, Information & development You undertake work on a systematic basis in order to increase the stock of knowledge and use of this stock of knowledge to devise new applications and/or inform/advise others on the basis of the findings	2	3	6	38
Run activities including sports & exercise You run activities for those within the local community these maybe arts based involve exercise etc.	26	51	7	46
Support You offer a service which is complementary to the work of another and/or supplements their work or needs	13	25	10	66
Training & Education You provide training or education in any field including IT, counselling, management skills etc.	10	20	12	79

Which of the following areas best defines your organisations field of work?

%

Raw numbers

Animals	<1	1
Arts	7	15
Children & Young People/Child Care	11	24
Community Safety	3	6
Culture	2	4
Education/Training	5	10
Employment	0	0
Environment, Sustainability & Conservation	8	17
Economic Wellbeing	2	4
Health and Wellbeing	18	40
Heritage	1	3
Housing/Accommodation	5	10
International & Overseas Development	<1	1
Law, criminal justice, human/civil rights	0	0
Media & IT	<1	1
Political	<1	1
Religious or belief based activity	5	11
Transport	2	5
Volunteering	10	21
Waste management	0	0
Other	20	43

(% out of 217)

Who or what are the main beneficiaries of your organisation?	Primary % out of 222	Raw numbers	Secondary % out of 1244	Raw numbers
All People (general)	53	117	3	42
Black and Minority Ethnic	2	4	4	52
Gypsies and Travellers	1	2	2	31
Learning Difficulties or Disabilities	4	8	4	45
Lesbian, Gay and Bisexual	1	3	4	47
Men	0	0	4	44
Disabled people	3	7	4	52
Refugees, Migrants and Asylum Seekers	0	0	3	37
Trans	<1	1	3	33
Women	4	8	4	44
Bereaved	<1	1	2	20
Care Leavers	0	0	1	18
Carers	1	2	4	47
Children and Young People	10	22	5	56
Homeless	3	7	3	34
Offenders/Ex-offenders and their Families	<1	1	3	35
Older People	5	10	4	48
Overseas Residents	0	0	<1	9
Parent, Carers and Families	1	3	4	55
People in Care	0	0	2	24
Residents and Tenants	1	3	2	28
Single Parents	0	0	3	38
Survivors of Crime and	<1	1	2	23

Abuse				
Survivors of manmade and natural disasters	0	0	<1	9
Unemployed	0	0	4	53
Dementia	1	2	2	25
HIV/Aids	1	2	1	18
Long Term Conditions	<1	1	3	36
Mental Health	2	4	5	61
Substance Misuse	1	3	3	38
Animals	0	0	<1	3
Business	0	0	1	10
Community and Voluntary Organisations	2	4	3	39
Religious or Belief Based	1	3	<1	16
Service User Group	0	0	3	36
Specific occupational/professional group	<1	1	<1	9
Students	1	2	2	29
Other	0	0	0	0

Does your organisation and its activities provide or result in any of the following outcomes?	Primary % out of 210	Raw numbers	Secondary % out of 995	Raw numbers
Bringing people together	24	49	11	110
Encouraging community engagement	9	19	13	130
Encouraging people from different communities to work and live together well	2	5	9	88
Encouraging people from different cultures and religions to love together well	<1	2	6	60
Helping people to support those in need	8	17	9	87
Empowering people to improve the quality of their own life	44	89	9	87
Empowering people to solve/become involved in community issues	5	12	9	86
Encouraging people to become involved in community events	<1	1	11	108
Encouraging/supporting volunteering	4	9	12	125
Ensuring people know where to access advice and support	3	7	11	114

How has the number of users changed in the last financial year?	%	Raw numbers
Significantly increased	11	24
Increased	44	98
No change	31	69
Significantly decreased	7	16
Decreased	2	4
Not sure	5	11

(% out of 222)

Do you use the formal quality management system?	%	Raw numbers
Yes	22	49
No	66	147
Not sure	12	28

(% out of 224)

Which quality systems or standard has your organisation achieved and/or is currently working towards?	Achieved %	Achieved Raw numbers	Working towards %	Working towards Raw numbers
CHAS	12	11	0	0
Care Quality Commission (CQC)	4	4	2	2
Investors in People (IIV)	8	7	2	2
Investors in People (IIV)	3	3	2	2
ISO9000	2	2	<1	1
Let's Protect	2	2	0	0
Matrix	6	5	0	0
OFSTED	8	7	0	0
PQASSO	9	8	11	10
Quality First	<1	1	0	0
Social Enterprise Mark	0	0	0	0
Thumbs Up!	4	4	2	2
Other	11	10	2	2
A QMS is not appropriate for/applicable to the organisation	4	4	<1	1

(% out of 90)

Do you measure the impact on your services?	%	Raw numbers
Annually	62	138
Every three years	5	12
Every two years	4	8
No, we do not measure the impact of our services	29	66

(% out of 224)

Staffing information

Staffing Total figures:	Paid Employees	Volunteers (other)	Management committee
Total number of	2212	9459	1349
Medium number	3	12	6
Average salary	£18,137	(Not applicable)	(Not applicable)
Medium average hours worked per week	22	4	2

Breakdown of the number of volunteers involved with your organisation	%	Raw numbers
0-8 (years old)	0	10
9-13	1	27
14-15	1	31
16-17	1	66
18-25	11	594
25-35	19	1013
36-50	27	1392
51-60	22	1135
61-70	19	974

(% out of 5242)

Men	35	1585
Women	65	2942
Trans people	<1	8

(% out of 4535)

Lesbian, Gay, Bi-sexual people	7	305
Black and minority ethnic people	5	246
Disabled people	9	413

(% out of 4535)

Breakdown of the number of people involved with your organisation on management committees	%	Raw numbers
0-8 (years old)	0	0
9-13	0	0
14-15	0	2
16-17	0	3
18-25	3	41
25-35	10	124
36-50	35	444
51-60	22	274
61-70	30	376

(% out of 1264)

Men	16	518
Women	84	2711

Trans people	<1	8
(% out of 3237)		
Lesbian, Gay, Bi-sexual people	5	171
Black and minority ethnic people	2	78
Disabled people	3	84
(% out of 3237)		
Breakdown of the number of paid employees involved with your organisation	%	Raw numbers
0-8 (years old)	0	0
9-13	1	9
14-15	0	1
16-17	0	2
18-25	11	181
25-35	30	477
36-50	37	594
51-60	16	259
61-70	6	90
(% out of 1613)		
Men	30	527
Women	70	1247
Trans people	<1	3
(% out of 1777)		
Lesbian, Gay, Bi-sexual people	13	235
Black and minority ethnic people	5	86
Disabled people	5	89
(% out of 1777)		
How many of the following staff/volunteers live in Brighton and Hove?	%	Raw numbers
Management committee (% out of 1349)	76	1019
Volunteers (% out of 9459)	56	5276
Paid employees (% out of 2212)	59	1310
How has the number of your organisations volunteers/ volunteers on management committees changed in the last financial year?	%	Raw numbers
Increase	39	84
Decrease	43	93
No change	12	27
Not sure	6	13
(% out of 217)		
How has the number of your organisations paid staff changed	%	Raw numbers

in the last financial year?		
Increase	18	40
Decrease	61	137
No change	15	33
Not sure	6	14

(% out of 224)

Are any of your volunteers with organisations as part of an employer supported volunteer scheme?	%	Raw numbers
Yes	7	15
No	75	167
Not applicable	18	36

(% out of 223)

Would you consider signing up to be a Brighton and Hove Living Wage employer?	%	Raw numbers
We are already signed up	10	22
Yes, I would like more information	23	50
No, not at the moment	26	57
We do not employ any staff	41	88

(% out of 217)

What kinds of activity do the people involved with your organisation undertake?	Management committee No of respondents	Volunteers No of respondents	Paid employees No of respondents
Higher level management activities Similar to chief officer; departmental head, manager, co-ordinator	117	30	99
Professional duties Accountancy; legal work; professional medical or nursing work; counselling; teaching, marketing; design of fund-raising strategies	108	72	88
Associate professional activities Advice and guidance; nursing and similar activities	38	60	67
Skilled trades Construction or building trades	7	28	13
Administrative and clerical work Typing; book-keeping etc.	84	91	99
Personal service work Child care; sport and leisure activities etc.	24	69	51
Sales and customer service work Including fund-raisers and charity shop volunteers	34	64	59
Machine operators	7	16	14

Including drivers			
Labouring	18	53	20
Including gardening; driving vehicles			
Other activities	21	59	40
Including cleaning; food service; porters; general			

How many people involved with your organisation have their highest qualification in one of the following categories	% of management committee reported out of 835	Raw numbers	% of volunteers reported out of 2171	Raw numbers	% of employees reported out of 1441	Raw numbers
No formal qualifications	3	29	10	209	3	45
Level 1						
GCSE/O-level grades D-G, CSE (below grade 1), NVQ1, BTEC Foundation, other RSA	5	38	10	226	10	151
Level 2						
Five O-levels/ GCSEs grades A-C, NVQ2, BTEC First, GNVQ Intermediate, City and Guilds Craft, RSE Diploma	9	72	17	369	21	308
Level 3						
GNVQ Advanced, City and Guilds Advanced, BTEC, NBQ level 3, RSA Advance or equivalent, A-levels	13	111	22	487	31	446
Level 4						
Or higher Degree, Post-graduate degree, HND/HNC, NVQ level 4/5, Dip HE, teaching or nursing qualifications or equivalent	68	572	40	868	33	470
Other qualifications	1	13	<1	12	1	21

To what extent does your organisation agree with the following statements?	Strongly agree %	Raw numbers	Agree %	Raw numbers	Disagree %	Raw numbers
We have had difficulty in recruiting volunteers in the past 12 months	11	21	24	48	65 (% out of 196)	127
We have had difficulty in recruiting paid staff in the past 12 months	3	4	14	21	83 (% out of 147)	122
We have had difficulty in recruiting management committee	9	16	27	48	63 (% out of 175)	111

**members/trustees in
the past 12 months**

Is your organisation able to deliver its services or support to the standard you believe is required?	%	Raw numbers
All of the time	23	51
Most of the time	62	135
Some of the time	13	28
Never	0	0
Don't know	2	4

(% out of 218)

Does your organisation have a training budget?	%	Raw numbers
Yes	44	96
No	54	120
Don't know	2	4

(% out of 220)

Does your organisation have a training plan?	%	Raw numbers
Yes	38	84
No	59	130
Don't know	3	6

(% out of 220)

How would you rate the following skill areas within your group/organisation?	Good %	Raw numbers	Adequate %	Raw numbers	Poor %	Raw numbers
Administration e.g. clerical/secretarial	71	145	27	56	2 (% out of 205)	3
Advanced IT e.g. systems administrators, programmers	34	61	38	69	29 (% out of 182)	52
Basic IT e.g. word processing, use of the internet	74	146	26	51	<1 (% out of 198)	1
Business Development	41	68	47	78	12 (% out of 165)	19
Counselling/Therapy	44	47	36	39	20 (% out of 107)	21
Customer service	73	114	26	41	1 (% out of 157)	2
Fundraising	42	79	41	78	17 (% out of 188)	31
Governance	63	109	33	58	4 (% out of 174)	7
Health and Safety	59	111	39	72	2 (% out of 187)	4
High-level Financial	44	65	38	56	18 (% out of 148)	27

Initiative, problem-solving or decision-making	70	129	28	53	2 (% out of 185)	3
Leadership	72	140	26	50	2 (% out of 194)	4
Managerial	63	112	33	58	4 (% out of 177)	7
Marketing	13	44	55	184	32 (% out of 336)	108
Other Financial	36	52	57	83	7 (% out of 146)	11
People Management	61	107	36	63	3 (% out of 176)	6
Procurement	27	36	55	75	18 (% out of 136)	25
Project Management	63	108	33	57	4 (% out of 172)	7
Volunteer Management	51	89	42	72	7 (% out of 173)	12
Teaching/ Training	54	79	36	52	10 (% out of 146)	15
Technical Trade	21	15	39	28	40 (% out of 72)	29

Which of the following skills have staff/ volunteers received training on in the past year?	Management committee %	Raw numbers	Volunteers %	Raw numbers	Paid employees %	Raw numbers
Administration e.g. clerical/secretarial	6	14	14	31	15	34
Advanced IT e.g. systems administrators, programmers	5	11	4	10	10	22
Basic IT e.g. word processing, use of the internet	5	12	16	36	12	27
Business Development	7	15	3	6	10	22
Counselling/Therapy	3	7	12	26	10	22
Customer Service	3	6	11	24	9	20
Fundraising	8	19	7	15	17	37
Governance	21	46	2	5	9	20
Health and Safety	14	31	18	40	25	56
High-level Financial	4	10	0	1	7	16
Initiative, problem-solving or decision making	5	12	6	13	5	12
Leadership	13	28	5	11	19	43
Managerial	5	11	2	4	15	34
Marketing	5	11	3	7	8	19
Other Financial	3	7	1	3	8	17
People Management	4	9	4	9	15	34
Procurement	1	3	0	1	4	8
Project Management	3	7	1	3	10	22
Volunteer Management	6	13	5	11	15	34
Teaching/ Training	7	16	7	15	13	29

Technical Trade	1	2	3	6	3	6
None	11	25	5	11	3	7
Other	2	4	3	7	4	8

(% out of 224)

In which of the following areas would your organisation most benefit from help, if any?	%	Raw numbers
Greater access to funding	63	142
Partnership with public sector organisations	33	73
Partnership with other community and voluntary organisations	45	101
Marketing and communications	44	98
Achieving greater client/beneficiary involvement	25	55
Ensuring your views and experiences inform local policies	25	55
Developing and maintaining membership	25	56
Preparing for change	14	31
Gaining access to rooms for meetings/events	17	38
Consortium delivery	11	24
Running offices/premises	7	16
None of these	9	20
Other	3	7

(% out of 224)

In which areas, if any, is your organisation lacking the capacity or resources it needs to meet its own objectives?	%	Raw numbers
Financial reserves	35	78
Overall level of income	42	93
Volunteers	33	74
Paid staff	21	47
Networking opportunities	8	18
Advice and support	8	19
Space and support	21	47
Information and communication technology	21	47
Business support and back office services such as HR or payroll	10	23
Management and leadership staff	7	16
Other	5	12

(% out of 224)

Has your organisation experienced any difficulty over the last year or so accessing the support you need or not?	%	Raw numbers
Yes	29	63
No	53	112
Don't know	18	38

(% out of 213)

Thinking about the help you said your organisation would benefit from, how willing, if at all, do you think you might be to pay for any of that help?	%	Raw numbers
Very willing	4	8
Fairly willing	28	58
Not very willing	29	60
Not at all willing	22	46
Don't know	17	35

(% out of 207)

Financial Information

Does your organisation have any unrestricted cash reserves (including designing and free reserves)	%	Raw numbers
Yes	52	112
No	36	78
Don't know	12	25

(% of 215)

Sources of income	£	%
Earned income	--	
Fund Raising Activities	12,490,526	
Trading	5,941,184	
Consultancy	194,542	
Membership Fees	88,118	
Returns on Investments	342,592	
Other	3,079,109	
Total Earned Income	22,136,071	27
Donations	--	
From individuals	6,461,224	
Companies	513,310	
Legacies	576,675	
Total Donations	7,551,209	9
Total Grants including grants of charitable trusts	14,129,462	17
Total Contracts including service contracts	38,239,189	47

If you have stated that you are part of or a branch or another organisation, do you receive funds from your parent organisation?	%	Raw numbers
Yes	5	11
No	25	57
Not sure	4	9
Not applicable	66	147

(% out of 224)

How have your sources of income changed in the past financial year?

Changes in business sponsorship?	%	Raw numbers
Increased by more than 50%	7	4
Increased by less than 50%	8	6
No change	73	52
Decreased by less than 50%	4	3
Decreased by more than 50%	8	6

(% out of 71)

Changes in consultancy?	%	Raw numbers
Increased by more than 50%	5	3
Increased by less than 50%	0	0
No change	83	48
Decreased by less than 50%	7	4
Decreased by more than 50%	5	3

(% out of 58)

Changes in fundraising initiatives?	%	Raw numbers
Increased by more than 50%	12	13
Increased by less than 50%	24	26
No change	44	49
Decreased by less than 50%	13	14
Decreased by more than 50%	7	8

(% out of 110)

Changes in Trading income?	%	Raw numbers
Increased by more than 50%	12	9
Increased by less than 50%	26	19
No change	47	35
Decreased by less than 50%	14	10
Decreased by more than 50%	1	1

(% out of 74)

Changes in membership fees?	%	Raw numbers
Increased by more than 50%	1	1
Increased by less than 50%	15	12
No change	75	60
Decreased by less than 50%	8	6
Decreased by more than 50%	1	1

(% out of 80)

Changes in return on investments?	%	Raw numbers
Increased by more than 50%	4	2
Increased by less than 50%	14	8
No change	73	42
Decreased by less than 50%	4	2
Decreased by more than 50%	5	3

(% out of 57)

Changes in Donations	%	Raw numbers
Increased by more than 50%	8	4
Increased by less than 50%	21	11
No change	43	23
Decreased by less than 50%	15	8
Decreased by more than 50%	13	7

(% out of 53)

Changes in corporate donations/gifts in kind	%	Raw numbers
Increased by more than 50%	10	7
Increased by less than 50%	15	10
No change	62	42
Decreased by less than 50%	6	4
Decreased by more than 50%	7	5

(% out of 68)

Changes in donations from individuals	%	Raw numbers
Increased by more than 50%	8	8
Increased by less than 50%	28	27
No change	46	44
Decreased by less than 50%	10	10
Decreased by more than 50%	8	8

(% out of 97)

Changes in donations from legacies	%	Raw numbers
Increased by more than 50%	6	3
Increased by less than 50%	6	3
No change	77	42
Decreased by less than 50%	2	1
Decreased by more than 50%	9	5

(% out of 54)

Changes in grants	%	Raw numbers
Increased by more than 50%	11	14
Increased by less than 50%	29	36
No change	29	36
Decreased by less than 50%	18	23
Decreased by more than 50%	13	17

(% out of 126)

Changes in service contracts	%	Raw numbers
Increased by more than 50%	8	5
Increased by less than 50%	17	11
No change	53	35
Decreased by less than 50%	15	10
Decreased by more than 50%	7	5

(% out of 66)

In the future which of the following sources do you see your funding coming from?	%	Raw numbers
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Earned income		
Business sponsorship	19	42
Consultancy	12	27
Fundraising initiatives	56	126
Trading income	31	70
Membership fees	21	48
Public sector	29	64
Return on investments	5	11
Future donations		
Corporate donations/gifts in kind	23	51
From individuals	35	78
Legacies	14	32
Other future income		
Grants, including Charitable Trusts	68	152
Service contracts	27	61
Transfers from Parent organisations	4	9

(% out of 224)

	%	Raw numbers
Does your organisation currently deliver services under contracts?		
Yes	32	63
No	64	127
Not sure	4	8

(% out of 198)

	%	Raw numbers
Is this an area your organisation/project is looking to expand and develop?		
Yes	39	74
No	46	88
Not sure	15	28

(% out of 190)

	%	Raw numbers
Does your organisation have a funding strategy to cover the next 2 to 3 years		
Yes	43	89
No	51	105
Not sure	6	12

(% out of 206)

	%	Raw numbers
For your organisation has there been a move from grants to earned income?		
Yes	26	50
No	69	135
Not sure	5	10

(% out of 195)

	%	Raw numbers
Does your project or organisation currently anticipate spending		

more than you are predicting to receive in income in the coming year i.e. operating at a deficit

Yes	23	44
No	65	127
Not sure	12	24

(% out of 195)

Do you think you will still be in existence in 12 months' time?	%	Raw numbers
Yes	91	187
No	1	2
Not sure	8	17

(% out of 206)

Do you think you will be in existence in 3 years' time?	%	Raw numbers
Yes	70	143
No	2	5
Not sure	28	57

(% of 205)

Do you expect the financial position of your organisation to improve or worsen after March 2014?	%	Raw numbers
Improve	36	75
No change	25	52
Worsen	36	77
We do not have any income	3	7

(% of 211)

On the subject of local funding/ income, how satisfied or dissatisfied are you with the following?	Satisfied %	Raw numbers	Neither satisfied or dissatisfied %	Raw numbers	Dissatisfied %	Raw numbers	Don't know %	Raw numbers
Range of grants available	20	37	34	64	30	57	16 (% out of 187)	29
Range of contracts available (contracts that generate income)	12	17	27	38	29	42	32 (% out of 143)	46
Access to loan finance for your organisation	6	8	38	51	13	18	43 (% out of 134)	57
Business rate relief and other concessions and reliefs	19	25	29	38	14	19	38 (% out of 133)	51
Process involved	17	26	34	52	34	52	15 (% out of 133)	24

in applying for funding, bidding for contracts								out of 154)	
Help, advice and support provided by local statutory bodies when applying for contracts	27	44	32	52	27	45	14(% out of 165)	24	
Opportunity for 3 year or longer funding/contracts for you organisations	11	18	17	27	53	83	19 (% out of 158)	90	
Ability to recover overheads as well as direct costs through statutory funding/ contracts	6	9	21	30	44	63	29 (% out of 143)	41	
Timely payment by statutory bodies	32	46	25	35	16	22	27 (% out of 142)	39	
Administration involved in receiving funding/maintaining contracts	21	33	30	48	27	44	22 (% out of 160)	35	

How successful, or not, have you been in applying for funding or bidding for contracts from local statutory bodies in the last five 5 years?	%	Raw numbers
Very successful	20	40
Fairly successful	43	87
Not very successful	9	19
Have never been successful	0	0
Have never applied/bid	5	11
Don't know	22	44

(% out of 201)

To what extent do you agree or disagree with each of the following statements?	Agree %	Raw numbers	Neither agree or disagree %	Raw numbers	Disagree %	Raw numbers	Don't know %	Raw numbers	N/A %	Raw numbers
Value the work of your organisation	63	132	14	29	11	24	9	19	3 (% out of 210)	6
Understand the nature and role of your organisation	53	110	20	42	17	35	8	16	2 (% out of 208)	5
Respect your	57	117	19	39	10	20	11	23	3 (% out of 208)	7

organisations independence										out of 206)	
Inform your organisations on issues which affect or are of interest to you	39	80	27	55	22	46	6	12		6 (% out of 205)	12
Involve your organisations appropriately in developing and carrying out policy on issues which affect you	32	65	26	54	28	57	6	13		8 (% out of 205)	16
Act upon your organisations opinions and/or responses to consultation	27	54	33	68	18	36	15	30		7 (% out of 203)	15

Overall, how satisfied or dissatisfied are you with your ability to influence local decisions that are relevant to your organisation?	%	Raw numbers
Very satisfied	6	13
Fairly satisfied	33	69
Neither satisfied or dissatisfied	28	59
Fairly dissatisfied	21	45
Very dissatisfied	8	16
Don't know	5	10

(% out of 212)

Appendix 3 - List of Brighton and Hove Third Sector Groups and Organisations

1171 Brighton Regency Round Table	Hollingdean Development Trust
15th Brighton Scout Group	Hollingdean Gymnastics Club
17th Hove (St Helens) Scout Group	Hollingdean Hearts
1800 Club	Hollingdean lucky dip group
19th Brighton Scout Group (Kipling's own)	Hollingdean News
1st Southwick Scout Group	Hollingdean Playgroup
1st Woodingdean Rainbows	Hollingdean Tenants & Residents Association
22nd Brighton (Hove) Company of the Boys' Brigade	Hollingdean Yoga Group
26th Brighton Boys Brigade & Girls Association	Holy Cross Church
2nd Hangleton Rainbows	Holy Nativity Senior Citizens Club
30th Brighton Scouts	Holy Trinity (Hove) Housing Association Limited
31st Brighton Scout Group	Homeless and Rootless Charitable Resettlement Project
3P Life	Homeopathy in the Sussex community
3rd Brighton Brownies	Honey Bees
3rd Hangleton Brownies	Honeycroft
3rd Hove (St Leonard's) Scout Group	Hope for Hearing
40th Brighton Brownies	Hospital Helpline C B Club
41st Brighton Boy Scout Group	Hounsom United Reform Church
44th Brighton Scout Group	Hove & Adur Sea Cadet Corps
4th / 8th Hove Scout Group	Hove and Adur Unit 187 Sea Cadet Corps (HASCC)
5 Ways Futsal	Hove and Portslade Citizens Advice Bureau
50+ Steering Group - Hangleton & Knoll	Hove and Portslade District Scout Council
50+ Tai Chi Group	Hove and Portslade Youth Advisory Council
50th Brighton Scout Group	Hove Business Partnership
54th Brighton Scouts	Hove Central United Reform Church
55 Brighton sea cadet corps	Hove Childrens Book Group
5th Hangleton Brownies	Hove Civic Society
5th Hove Beavers	Hove Crossroads Care Attendant Scheme
5th Hove Scout Group	Hove Forum
6th Brighton Cub Pack	Hove Gardening Club
6th Hove Scout Group	Hove Hebrew Congregation Synagogue
6th Preston Park Brownies	Hove Lions Housing Association Ltd
87 Opus	Hove Luncheon Club
9th Boys Brigade	Hove Methodist Church
A Band of Brothers	Hove Naturally
A M Adolph T/A Brighton Dance Flash Mobs	Hove Netball Club
A Place at the Table	Hove Parish Church Hall (Ralli Memorial)
abc Fund	Hove Park Lawn Tennis Club
Academia Flamenca	Hove Park Residents Association
Academy of Creative Training	Hove Park Road Street Party
Access in Brighton Group	Hove Parochial Church Council

Action for Access	Hove Rugby Club
Action for Bevendean Community	Hove St Andrew (Old Church) Hove
Action for Sick Children	Hove Tuesday Softball Club
Activ8 For Kids	Hove United FC
Active at 60+	Hove Women's Institute
Active For Life - Tarnar Football Street Leagues	Hove YMCA
Active Lightworks Ltd	Hove, Portslade and Shoreham Victim Support Scheme
Active Student Volunteering Service	Huff Puffin
Active Sussex	Hullabaloo Quire
Activenture	Hyde Housing Association Ltd
Actors of Dionysus	Hyde Plus
Actually C.I.C.	HydeMartlet Housing Association
Addison Road Street Party	Ichiban Shotokan Karate Club
Adult Ballet	Impact Initiatives
Advance Advocacy Community Interest Company	In Toto Productions Ltd
Adventure Unlimited	Infinity Foods
Adventurelink	Infosound
Advice Services Network	Inner City Wildlife Concern B&H area
Affinity Sutton	Integration Access & Advice
Afghan Voice	Intensive Caring
African Womens Group in Sussex	Interact
Age UK B&H	Interfaith Forum
Air Training Corps 225 Squadron	International HIV/Aids Alliance
AKA community	International Institute for Energy Conservation-Europe
Al-Anon Family Groups	International Theatre Exchange
Albion Hill Residents Association	Investors in Development
Albion Hill Social Club	Involuntary Park
Albion in the Community	Iranian Community Centre
Aldrington Place/Loriners Court	Ishigaki Ju-Jitsu
Aldrington Scottish Country Dance Group	IT Skills in Rural Kenya
Alexander Henry Clarke's Old Peoples' Club	Jangchub Sempa Buddhist Centre
All different all equal	Jasmine Club
All for Love & Love for All	Jasmine Court Residents Association
All Saints (Hove) Housing Association Limited	Jazz South
All Saints Church	Jeanne Saunders Centre ('Penny Gobby House')
All Saints Line Dancers	Jesus Fellowship Church
All Ways Learning	Jewish Older Womens Group
Allganics	John Howard Nurses' Homes
Allsorts Youth Project	Joy for orphans through you
Almedina Mosque	Jubilee Court Residents Association
Alternatives Pregnancy Choices & Loss Support	Jump Start Initiative
Alternity	Junior Badminton Club
Alzheimer's Society	Junk TV Festival Ltd
Amaze B&H	Just Write

Amex Area Citizens Group	Justin Campaign
Amigos Pre-School	Justlife
Amity	Kala Phool
Amnesty Bookshop	Kaleidoscope
Anarchist Black Cross	Kalinka Russian Social Club (Sussex Russian Centre)
Anarchist Federation	Kanji Project
Anarchist Teapot	Kbis Theatre School
Anatolian Friendship Association	Kebbell Lodge & High Street RA
Anchor Housing	Keep Brighton Unique
Anglo-Spanish Animal Welfare Society	Keep fit through Sport
Animal Rescue Asia	Keep our Forests public
Another London Road	Keep Sussex Skating Association
Antik Theatre Company	Kemp Town Carnival Association
Anxiety Creative Peer Group	Kemp Town Crypt Community Centre & Café & St George's Neighbourhood Nursery
Aqua Seniors Whitehawk	Kemp Town Enclosures Ltd.
Aquaphobics Anonymous	Kemp Town Gardening Club
Arabic Community Church	Kemp Town in Bloom
Archbishops' Council on Evangelism	Kemp Town Short Mat Bowls
Arco Iris Association	Kemp Town Society
Area 3 Royal Naval Association	Kemp Town Womens Institute
Arena 80 Athletics Club	Kemptown Crypt Community Centre
Arena Community Cafe Project (market rasen)	Kensington Place Residents
Argus Appeal	Kiddie Winks
Ark Pre School	Kids Appeal
Art Action	Kidspace
Art and craft training in india (act india)	Kidz Klub B&H
Art in Mind	Kidzone
Art of Living	Kimhap Club
ART.sync	Kingscliffe Society
Arthritis Research UK	Kingston Close Residents Association
Artichoke Art Group	Kingsway & West Hove Residents Association
Artifish	Kingsway Ladies Bowling Club
Artist(e)	Kipling Lions Pre-School
Artists Open Houses Ltd	Kitty in the City Cat Rescue
Artists Parents Group	Kiya Survivors
Arts Foundation	Knitting the Map
Arts Society of B&H	Knoll Advice Centre
Artyfacts	Knoll Community Association
As You Are Counselling	Knoll FC
Ascension Church Westdene	Knoll Pilates Group
Ascent Ministries	Knoll Pilates Group
Asho Bangla Shiki	Knollites
Aspire	Knowledge Bridge Ltd
Assert (B&H)	Knowles Tooth Childrens Centre
Association of Friends of Barford Court	Komedia Productions Ltd
Association of Harbour Communities	Kovalam Tsunami Appeal
Association of Wheelchair Children	Krazy Kat Theatre Company Limited
At the Coach House	Kubus Puchatek

Attention Deficit Hyperactivity Disorder Support Group	Kulukundis Group
Audio Active	Laburnum Grove Tenant Association
Autonomous Homeless Shelter	LaDIYfest Brighton
Azadeh Community Network Limited	Ladybirds
Azania Pioneers Woodcraft Folk	Landa Dance Centre
B Right On Festival	Langdale Gardens Residents Association
B&H & District Football League	Lansdowne Area Residents Association
B&H & District Leaseholders Association	Lansdowne centre
B&H & District Samaritans	Lantern Fayre Association
B&H 10:10 C.I.C.	Lapidus (Brighton branch)
B&H Allotment Federation	Last Hours
B&H Almshouse Charity	Lavender House Social Club
B&H Amateur Boxing Club	Lavender House Tenants Association
B&H Archaeological Society	LAW (Brighton) wrestling club
B&H Arts Centre Limited	Lay Assessors Scheme
B&H Arts Council	Leach Court Leisure & Media Centre
B&H Association of Gambian Citizens	Leach Court Social Club
B&H Athletic Club	Leach Court Tenant Association
B&H Bereavement Support	Leitnhom Community Welfare Association (Southern Sudan)
B&H Bipolar Self-Help Group	Leo House Children's Hospice
B&H Black History Group	Les Franglophones
B&H Black Women`s Group	Lesbian Link Brighton
B&H Chamber of Commerce	Leukaemia and Childhood Cancer Support Group (Leucas)
B&H Childminding Association	Lewes Road for Clean Air
B&H Chinese Society	Lewes Road Community Expressions Group
B&H Citizens Advice Bureau	Lewes Road Consortium
B&H City Athletic Club	Lewes Road United Reformed Church
B&H City Branch NHS Retirement Fellowship	LGBT HIP
B&H City Brass	Life Centre
B&H City in Bloom	Life Project CIC
B&H City Mission	Life Running
B&H Coalition of Older People	Life Squared
B&H Community Empowerment Project	LifeLines
B&H Community Projects Agency	Lighthouse
B&H Community Radio	Link-Up Project
B&H Community Sports Company	Little Darlings
B&H Community Transport	Little Green Pig Writing Project
B&H Community Works	Little Me
B&H Competitive Musical Festival	Little Rascals Playgroup
B&H Crescent Cricket Club	Little Times
B&H crescent Rifle Club	Livestock (Mothers Uncovered)
B&H Cricket Club	Living Christian Community
B&H Cricket Club (Ladies)	Local Aid
B&H Cruse Bereavement Care	London Road Area Local Action Team
B&H CTC	London Road Social History Group
B&H Daily Living Centre	London Road Station Partnership
B&H Decorative & Fine Arts Society	Longhill High School Parents, Teachers and Friends

	Association
B&H District Pensioners & Trade Union Action Association	Loop Brighton Ltd.
B&H District Schools Rugby Assoc	Lorgan Housing Co-op
B&H District Scout Council	Lorica Trust
B&H Downsyndrome Group	Lorna Road Street Party
B&H Dyslexia Association	Lost Cats Brighton
B&H Eco Energy	Love Music Hate Racism
B&H FareShare	Love of God Mission Church
B&H Fencing Club	Low Carbon Trust
B&H Filipino Community	Lowther Lounge
B&H Food & Drink Festival (CIC)	Luminance
B&H Food Partnership	lunch positive
B&H Foster Care Association	LymereSearchuk
B&H Foyer	Mackie Bowls Club
B&H French Circle	Macmillan Cancer Support
B&H Friends of the Earth	MACS
B&H Friendship Club	Macular Disease Society
B&H Gay Mens Chorus	Mad Hatters
B&H Gymnastic Club	Madden Memorial Housing Society
B&H Harmonic Choir	Magic Garden
B&H Hebrew Congregation	Magic Lantern Asso. In the UK
B&H Hillel	Magpie
B&H Hockey Club	Maharishi Foundation
B&H Impetus Ltd	Maitrikara
B&H Inclusion Project	Mankind UK
B&H Independent Mediation Service	Manor Boccia Group
B&H Interfaith Contact Group	Manor Farm (South) Tenants & Residents Association
B&H Intergration Project	Manor of Whitehawk Way
B&H International Festival of Sport	Manor Road Gym Sports Club
B&H Japanese Club	Map Foundation
B&H Jewish Board of Guardians Housing Association Limited	Margaret Taylor Hostel for Deaf Students
B&H Jewish Community Foundation	Marlborough Theatre
B&H Jewish Day School	Marlin Swimming Club
B&H Jewish Foundation	Marlin Swimming Club
B&H Jewish Representative Council	Martlet Kayak Club
B&H Jewish Welfare Board	Martlets
B&H Jewish Youth Club	Mascot
B&H Joint Shechita and Kashrus Board	Mass Observation Archive
B&H Lesbian & Gay Fosterers and Adopters	Massage in Schools Programme
B&H Lesbian Film club	Maternity Worldwide
B&H LGBT Switchboard	Maybridge Childcare Project Limited
B&H Meditation Group	Mayfield Family Resource Centre
B&H Mencap	Mayflower Square Tenant Association
B&H Methodist Circuit	Mayo Court Tenant Association
B&H Mothercraft Training Society	Meadowview and Tenantry Community Action Group
B&H Multi-Cultural Youth Club	Meadowview Community Centre
B&H Music Trust	Meadowview Pre-School

B&H Muslim Forum	Meals on Wheels
B&H Muslim Womens Group	Medina Mosque Ummah Project
B&H Muslim Youth Club	Mediterranean Resources Network
B&H Natural History Society	Medmerry Community Café
B&H Operatic Society	Meet The Challenges Unlimited (MTCU)
B&H Organic Gardening Group	Memories Past
B&H Parents and Childrens Group	Men Get Eating Disorders Too
B&H Parents Forum	Mental Health Peer Mentoring
B&H Parks Lawn Tennis Association	Meridian Athletic Youth FC
B&H Petanque Club	Metamorphosis Art Group
B&H Philharmonic Society Limited	Meynell Games/Playwork Development & Training CIC
B&H Polish Scouts Association	Migrant English Project
B&H Pre-School Learning Alliance	Mile Oak Street Dance
B&H Progressive Synagogue	Mile Oak Wanderers Youth Football Club
B&H Racial Equality Service	Millwood Community Centre
B&H Ramblers	Millwood Kicks Karate Club
B&H Reform Synagogue	Milner & Kingswood Tenant Association
B&H Right Start Partnership	MindOut
B&H Rowing Regatta	Mini Chef in the Kitchen
B&H Scottish Country Dance Club	Mini Movers
B&H Seaside Community Homes Limited	Miniclick Photography Talks
B&H Seventh Day Adventist Church	Mixed Blessings Theatre Group
B&H Short Mat Bowls League	Mixed United Darts League
B&H Skateparks Association	Mobile Memories
B&H Society for Mentally Handicapped Children and Adults	Modest Women's Swimming Group
B&H Soroptimist Housing Society Limited	Monarchs View Street Party
B&H Speakout	Monkey Puzzle Pre-School
B&H Stop the War	Montessori Free School
B&H Table Tennis Club	Montessori Schools Foundation
B&H Trades Council	Montpelier and Clifton Hill Association
B&H U3A	Montpelier Badminton Club
B&H Unemployed Workers Centre	Moor Arts
B&H Unite Against Fascism	Moot - Music of our Time
B&H Unwaged Advice & Rights Centre	Morning Glory
B&H Vegan Families Group	MOSAIC
B&H Women Against The Cuts	Moulsecoomb Adventure Playground Association
B&H Women's Running Sisters	Moulsecoomb Bangladeshi Women's Group
B&H Women's Running Club	Moulsecoomb Bates & Saunders Community Development Team
B&H Wood Recycling Project	Moulsecoomb Community Forum and Newsletter
B&H World Development Movement	Moulsecoomb District Community Association
B&H Youth Sport Partnerships	Moulsecoomb Family Fun Day
B.E.C.C.A. 50+ Club	Moulsecoomb Forest Garden & Wildlife Project
Back to Netball	Moulsecoomb Hall Association
Badgers Tennis Club	Moulsecoomb Holistics
Bahai Community	Moulsecoomb Local Action Team
Balanced View	Moulsecoomb Neighbourhood Trust
Ballet and Showgirls Brighton	Moulsecoomb Parish Youth Club

Bandbazi	Moulsecoomb Toddler Group
Bangla Brighton	Moulsecoomb Treasures
Bangladeshi Womens Group	Moulsescoomb & District Cricket Club
Barclay sheltered workshop-Brighton, Hove and District	Mound Community Garden
Barlow Collection	Mount Pleasant Residents Association
Barnard Centre	Mountain Bike Club
Barnardo`s B&H Link Plus	Moviebar
Basement Arts Production	Muir Walker - first aid training co-op
basketballsUSSEX	Mulberry Centre
Bates Estate Tenants & Residents Association	Multiple Sclerosis Society - Brighton, Hove & District Branch
BBT Brighton Bulldogs Taekwondo	Muriel House Residents Association
BD4U Eastern Promise	Museum Ethnographers Group
Be Crafty	Music as therapy International
Beach's Non-Educational Charity	Music for Kids
Beacon Elfins	Music of Our Time
Beat Bedsit Records	My First Friends Nursery
BECA CIC (Bristol Estate Community Association)	Myriad Editions
BECCA 50+ Club	N:VISION
Becca Pre-School Playgroup	NACRO
Bedsit Press	Narcotics Anonymous
Ben Wright Performance Company	Nascent Publications
Berncastel charity	National Childbirth Trust
Berrie Good Residents Association	National Osteoporosis Society, B&H Group
Better Breathing Singing Group	Nature Playgroups
Bevendean Activities Group & Drop In (Foodbank)	Nautical Training Corps, East Sussex Area
Bevendean Bulletin	Neighbourhood Care
Bevendean Childrens Centre Association	Neo Futurist Collective
Bevendean Community Centre	Nettleton Court & Dudeney Lodge Tenants & Residents Association
Bevendean Community Garden	New Christian Fellowship Saltdean
Bevendean Family Outings Group	New Frontiers International
Bevendean Gymnastics Club	New Larchwood Activities Group
Bevendean Local Action Team	New Larchwood Community Café
Bevendean Tenants & Residents Association	New Larchwood Residents Association
Bevy Cooperative Pub	New Life Community Church Brighton
Beyond the Words	New Life for Sussex
Bhakti Collective	New Roots
Bhopal Medical Appeal	New Shoes Theatre
Big Breakthrough Club	New Venture Productions
Big Lemon	New Writing South
BiggerPicture	Nightingale Theatre
Bike Festival	Nimbus Group
Bike for Life	No Borders
Bike It	No Rustlers
Bike Train Project	Noah's P-Arc

Birth Circle	Noise Abatement Society
Birth Gathering	Nomadic Academy of Fools
Bishop Hannington Memorial Church	Nordic Walking for Health
Black & Minority Ethnic Community Partnership (BMECP)	North Hangleton Residents Association
Black Fish	North Laine Community Association
Blackboy Pre School	North Moulsecomb Tenants & Residents Association
BLAGSS	North Portslade Community Allotment Group
Blakers Park Residents Association	North Portslade Community Newspaper
Blank Slate Gallery	North Portslade Residents Association
Blast Theory	North Whitehawk Flats Resident Action Group
Blind Veterans UK	North Whitehawk Tenants & Residents Association
Bluebird society for the disabled	Nourish Community Farm
Boca2Mouth Arts	Nurture Through Nature
Bodhi Garden Meditation Centre	Oak Cottage Nursery
Bodhi Tree	Oasis Christian Fellowship
Bolsolver Road Residents Association	Occupation records (raising money for Occupy movement)
Bombolulu School of Promise	Occupy Brighton
Books alive	Off The Fence Trust
Boomerang kids	Off The Record - Sussex
Booth museum	Old Boat Corner Community Association
Bootiful Festival	Old Infants' School
Bottled Wasp	Old National School
Bouffant Collective	Older People's Council
Boundary Road Community Project	Oldland Mill Trust
Bowring Way Garden Club	On our street we say no
Brainfruit Limited	On the Rivet Velo Club
Breakout Childrens Club	ONCA Trust Limited
Brean Camps Limited	One Brighton Neighbourhood CIC
Breastfeed Drop In	One Brighton Residents Association
Brendan Shine Group	One Church Brighton
Bricycles	OnO Theatre Company
Bridge 50+ Activities Group	Open Music
Bridge Community Education Centre	Open Strings
Bridge Juniors	Origins: The Foundation for Prehistoric Research and Education
Bright Exchange	Oromo Community in B&H
Bright Sparks School India	Orphans International
Brighthelm Church & Community Centre Trust Ltd	Our Lady of Lourdes Church
Brighthelm District Woodcraft Folk	Our Sansar
Brighthelm Pre School	Outdoor positive
Brighton & District Ladies Darts League	Outlook Foundation Charity
Brighton & District Remap	Outside The Box Creations
Brighton 5 Deans U3A	Over Street Party
Brighton Action for Happiness	Over the moon festival
Brighton ADULT ADHD Support Group	Ovingdean Hall School
Brighton Adventure Playground Association	Ovingdean Social Dance Club

Brighton Advice and Legal Centre Limited	Ovingdean Village Hall
Brighton Advisory Service for Squatters	Ovingdean Womens Institute
Brighton Aikido	Oxjam
Brighton Aikikai	Oyster Project
Brighton Alcoholic Recovery Shelter Limited	Paces for Brighton
Brighton Aldridge Community Association	Paddle Round the Pier
Brighton Allotments & Homegrowers Association	PAGE (Parent's Action Group for Education)
Brighton Amnesty International	Pakistani Community Group
Brighton and District Organist's Association	Palestine Solidarity Campaign
Brighton and District Young Diabetic's Parents Group	Palmers Cricket Club
Brighton and Sussex Medico-Chirurgical Society	Pankhurst Haven Activities Association
Brighton Animal Rights Campaign	Paper Tiger
Brighton Antifascists	Parallel Youth Games
Brighton Arts Club	Parents Action Group for Education
Brighton Arts Unit Limited	Parents and Friends of Hangleton Infant School
Brighton Badminton Club	Parents and Friends of St Paul's C E School Brighton
Brighton Bandstand Campaign	Parents and Friends of the Polish Scouts in B&H
B-right-on Basketball	Parents Coaches Association of B&H Gymnastics Club
Brighton Basketball Phoenix	Parents Helpline
Brighton Bass	Parents of Aldrington
Brighton Bats Badminton club	Parents Staff and Friends of Downs View School Association
Brighton Beachcombers Club & Society	Parents Teachers & Friends-Portslade Infant School
Brighton Beachcombers Softball Club	Parents Teachers and Friends of Whitehawk Primary School
Brighton Benefits Campaign	Parents, Teachers & Friends Association (PTFA) Hangleton Jr School
Brighton Bifest	Parents, Teachers & Friends of Portslade Infant School
Brighton Bike Project	Parentscool
Brighton Bikefest	Parish Church of All Saints - Hove
Brighton Birth Centre	Parish Church of Saint Luke
Brighton Blues U8s Tag Rugby Training	Parish Church of Saint Margaret
Brighton Body Positive	Parish of St Martin with St Wilfrid & St Alban
Brighton Books Publishing	Parity Trust
Brighton Bowling Club	Park Royal Residents Association
Brighton Bowmen	Parkinsons UK Hove Group
Brighton Branch of National Ankylosing Spondylitis Society	Parochial Church Council of the Ecclesiastical Parish of All Saints Hove
Brighton Breastfeed Drop-in	Parochial Church Council of The Ecclesiastical Parish of Brighton, St Peter
Brighton Bulldog TKD	Parochial Church Council of the Ecclesiastical Parish of Patcham All Saints, Diocese of Chichester
Brighton Cancer Project	Parochial Church Council of The Ecclesiastical Parish of

	Preston St John with Brighton St Augustine and St Saviour
Brighton Capoeira Angola	Parochial Church Council of the Ecclesiastical Parish of St Andrew (Old Church) Hove
Brighton Carnival Association	Parochial Church Council of The Ecclesiastical Parish of St George with St Anne and St Mark, Kemp Town, Brighton
Brighton Central and West Sussex Christian Education Council	Parochial Church Council of the Ecclesiastical Parish of St John the Baptist, Hove
Brighton Centre for Natural Health Limited	Parochial Church Council of the Ecclesiastical Parish of St Luke's Prestonville. (Diocese of chichester)
Brighton Children's Association	Parochial Church Council of the Ecclesiastical Parish of St Margaret Rottingdean
Brighton Children's Book Festival	Parochial Church Council of the Ecclesiastical Parish of St Nicholas of Myra, Brighton
Brighton Choi Kwang Do	Parochial Church Council of The Ecclesiastical Parish of the Church of the Good Shepherd, Brighton
Brighton City Table Tennis club	Passe-Partout
Brighton Climate Change	Passion Trust
Brighton College	Patch Fest
Brighton Conservation Volunteers	Patcham & Hollingbury Help Group
Brighton Cougars Basketball Club	Patcham Community Association
Brighton Crafts Association	Patcham Community Centre
Brighton Crossroads Caring for Carers	Patcham Community Fete
Brighton Dance Inclusion	Patcham Methodist Church
Brighton Diabetes UK Voluntary Group	Patcham Pre School Playgroup
Brighton District Bangladesh Society	Patcham Short Mat Bowls
Brighton District Scouts Council	Patcham Table Tennis Club
Brighton Dolphin Swimming Club	Patcham U3A
Brighton Dome & Festival Limited	Patcham United Football Club
Brighton Early Music Festival	Patcham Women's Institute
Brighton East Congregation of Jehovahs Witnesses	Pathways to Health
Brighton East Division of Girl Guides	Pathways to Independence UK (CIC)
Brighton Electricity Football Club	Patientfriends
Brighton Energy Coop	Pavilion Playgroup
Brighton Explorers Club	Pavilion Table Tennis Club
Brighton Femal Orphan Asylum and Rosaz Protestant Orphan Asylum for Girls	PCC of St Paul`s Church
Brighton Feminist Collective	Peace Messenger
Brighton Festival Fringe	Peacehaven & Telscombe Bowls Club
Brighton Festival of World Sacred Music Ltd	Pebbles Dance Group
Brighton Festival Youth Choir	Pecha Kucha Night Brighton
Brighton Five Deans U3A	Pedal in the Park
Brighton Food Society	Peer Action
Brighton Forum Theatre Collective	Peer2Peer
Brighton Fringe	Penny Gobby House School
Brighton Girls' Club	People Who Share
Brighton Goes Gospel	Peoples Dispensary for Sick Animals
Brighton Graphic design & Illustration	Permanent Bookshop & Gallery

Students	
Brighton Handball Club	Person Centred Art Therapy Association
Brighton HF Rambling Club	Person Centred Community
Brighton Home Edders	Peter Pan Playgroup
Brighton Housing Trust	Peter's Charity
Brighton Hove & District Football League	Phases Social Enterprise
Brighton Hove and District Talking Newspaper for the Blind	Philip Court Residents Association
Brighton Hunt Sabs	Phoenix Athletic Club
Brighton Improv Collective	Phoenix Athletics Club
Brighton Irish	Phoenix Brighton Education
Brighton Ishigaki Ju-Jitsu Club	Phoenix Community Association
Brighton Japan Festival	Photoworks
Brighton Jazz Club	Pilgrim Christian Centre
Brighton Jazz Festival Ltd	Pink Fringe Ltd
Brighton Jordan Valley Solidarity	Pitch Invasion 5-aside football
Brighton Judo Club	Plasticine Men
Brighton Keep the NHS Public	Play area in Rottingdean Committee
Brighton Ki Society	Playgroup Festival
Brighton Kite Flyers	Playtots
Brighton Ladies Bowling Club	Plenty Productions Community Interest Company
Brighton Lau Gar Kung FU	Plot 22
Brighton Law Centre Ltd	Poets Corner Community Society
Brighton Lesbian and Gay Sports Society (BLAGSS)	Poets Corner Multicultural Group
Brighton Lions Club	Poets Corner Residents Society
Brighton Lions Housing Society Limited	Polish Saturday School
Brighton Live Festival	Pollicto Boogaloo
Brighton Malayalee Association	Pop Up Brighton
Brighton Male Voice Choir	Poplar Close Residents Association
Brighton Mental Health Group	Population Matters
Brighton Mini Club	Portslade Allotments & Horticulture Society
Brighton Mitre Cycling Club	Portslade Arts & Crafts Group
Brighton Mosque and Muslim Community Centre	Portslade Athletic Football Club
Brighton Museum	Portslade Baptist Church
Brighton Museum of Transport Limited	Portslade Bowls Club
Brighton Musical Fraternity	Portslade Community College Playgroups Association
Brighton Natural Beekeepers	Portslade Community Forum
Brighton Netball Club	Portslade Cricket Club
Brighton Non-Runners Club	Portslade Cricket Club
Brighton Oasis Project	Portslade District Rainbows
Brighton Orpheus Choir	Portslade Green Gym
Brighton Ourstory	Portslade Horse & Pony Retreat
Brighton Parking Group	Portslade Learning Community
Brighton Peace and Environment Centre	Portslade Local Action Team
Brighton Pebbles	Portslade Over 50s Activities Group
Brighton Permaculture trust	Portslade Southwick and Fishersgate Branch Royal British Legion
Brighton Phoenix Basketball	Portslade Toy Library Association

B-right-on Phoenix Basketball Club	Portslade Youth Forum
Brighton Photo Biennial	Pots of Talent
Brighton Photo Fringe	Practical Education and Gender Support
Brighton Popular Education Collective	Pre-school Learning Alliance (B&H)
Brighton Pride CIC	Preston Bowls Club
Brighton Pro Choice	Preston Croquet Club
Brighton Quakers	Preston Lawn Tennis & Croquet Club
Brighton Rape Crisis Project Limited	Preston LTC
Brighton Referees' Association	Preston Park Playgroup
Brighton Reformed Baptist Church	Preston Park Resource Centre
Brighton Rifle and Pistol Club	Preston Park Saint Patricks Day Festival
Brighton Rights Advice Centre	Preston Park Tennis Club
Brighton Rock Floorball Club	Preston Park University of the Third Age
Brighton Rock Housing Co-op	Preston Park Youth Cycling Club
Brighton Rotary Club	Preston Street Pedestrianisation Campaign
Brighton Round Table Old Peoples Welfare Association Limited	Preston Tennis Club
Brighton Rugby Club	Preston Village Women's Institute
Brighton Sash (Arthritis Care)	Prestonville Community Association
Brighton School of Samba	Prince`s Trust
Brighton School of Singing	Principle Six
Brighton Science Festival	Prior House Area Community Association
Brighton Shed	Priory News
Brighton Simpol Group	Prisoners Families Support Group
Brighton Sky	Project Grow
Brighton Social 6-a-side Football	Project Skill Share
Brighton Social Foundation	Project V - University of Sussex
Brighton Society for the Welfare of Handicapped Persons	PROUD
Brighton Solfed	Ptarmigan Outdoor Pursuits Club
Brighton Songwriters	PTFA Hangleton Junior School
Brighton Soup Run	Puffin Pre-School Nursery
Brighton St Michael and All Angels (former all saints sunday school)	Punx Picnic Collective
Brighton Stop the Cuts Coalition	Purple Dot CIC
Brighton Stormers Skater / Roller Hockey	Purple People Kitchen
Brighton Street Pastors	Pyratrix
Brighton Students against the Cuts	Quaker Homeless Action Brighton
Brighton Sub Aqua Club (007)	Queens Park & Craven Vale Choir
Brighton Surf Lifesaving Club	Queens Park & Craven Vale Community Project
Brighton Swimming Club	Queens Park & Craven Vale Families Together Group
Brighton Swimming School	Queens Park & Craven Vale Forum
Brighton Taekwon-Do	Queens Park & Craven Vale Youth Cookery Project
Brighton Theatre	Queens Park Community Association
Brighton Therapy Centre	Queens Park Tennis Club
Brighton Toy and Model Museum	Queenspark Books
Brighton Tri Club	Queer Mutiny Brighton
Brighton Uncut	Queer Writing South
Brighton Unemployed Centre Families	Quest Brighton & Sussex

Project	
Brighton Unitarian Church	Quest4change
Brighton University Students Union	R.I.S.E (Refuge, Information, Support & Education)
Brighton University UNISON	Racehill Community Orchard
Brighton Urban Wildlife Group	Radio 4A
Brighton Victims Support Scheme	Radio Free Brighton
Brighton Vineyard Christian Fellowship	RadioReverb Ltd
Brighton Voices in Exile	Ragroof theatre
Brighton Volleyball Club	Rainbow Chorus
Brighton Welsh Male Voice Choir	Rainbow Families
Brighton West Division Guides	Ralli Hall Lunch & Social Club
Brighton West Pier Trust	Random Artists
Brighton Women's Centre Ltd	Real Democracy Now
Brighton Women's Kick Boxing & Self Defence	Recycling 4 Africa Charitable Trust
Brighton Workshop Group	RedZebra Arts
Brighton WTF Taekwondo	Reflexions academy
Brighton YMCA	Refugee radio
Brighton Youth Centre	Refugee Youth Project
Brighton Youth Orchestra Trust	Regency Society of B&H
Brighton Zine Fest	Regency Square Area Society
Brighton, Elm Grove Congregation of Jehovah's witnesses	Reigate Road Residents Group
Brighton, Hove and District Battalion of the Boys' Brigade	Relate Brighton Hove & Worthing
Brighton, Hove and District Spastics society	Renewable world
Brighton, Hove and Portslade Handicapped Adventure Playground Association	Renovate
Brighton, Hove Congregation of Jehovah's Witnesses	Resource Centre
Brighton, Woodingdean Congregation of Jehovah's Witnesses	Restored Earth
Brightona charity riders	Rethink
Brighton-Lusaka Health Link	Rett UK
Brighton-Saltdean (e) Townswomen's guild	Rhinocrocadillipig
Brightonshed	Rhythmix
Brightwaves metropolitan community church brighton	Right Here B&H
Brilliant Futures Limited / Brilliant Futures Community Project Limited	RISE (Refuge; Information; Support and Education)
Bristol Estate Arts & Environment Group	River Ocean Foundation
Bristol Estate Community Allotment Group	ROAD
Bristol Estate Community Arts Project	Robert Lodge Residents Association
Bristol Estate Keep Fit & Pilates Class	Robin Hood pub
Bristol Estate New Social Room Campaign	Rock Clinic Association

Bristol Estate Parent & Toddler Group	Rockinghorse Children's Charity
Bristol Estate Tai Chi	Roedean residents association
Bristol Nurseries Residents Association	Roedean School
British Chihuahua Club Rescue Association	ROHR Zimbabwe:Brighton Association
British Christian Orthodox Association	Rolemop Arts Ltd
British Engineerium Trust Limited	Roman Catholic Charity
British Legion - Rottingdean Branch	Roman Catholic Purposes Administered in Connexion with the Daughters of the Immaculate Heart of Mary
British Rail Bowling Club	Roman Catholic School or Schools
British Red Cross	Romanian Appeal Killearn - England
Broadfields Tenant Association	Rookery Withdean Tennis Club
Brunswick & Regency Neighbourhood Action Group	Root Experience
Brunswick Community Association	Rosaz Charity
Brunswick Community Festival Group	Rose Hill Community Group
Brunswick Older People's Project	Rotary Club of B&H Breakfast
Brunswick Place Residents Association	Rotary Club of Brighton Housing Association Limited
Brunswick Toy Library	Rotary Club of Hove
Brunswick Westward U3A	Rottingdean Bowling Club
BTCV Southern Central Area Office	Rottingdean Cricket & Football Club
BTS Brighton	Rottingdean Cricket Club
Bubhub	Rottingdean Croquet Club
Buqi Brighton	Rottingdean in Bloom
Bus Users UK - Central Sussex Group	Rottingdean Ladies Football Club
Butterfly Nursery	Rottingdean Preservation Society
Buzz Community Dance Group	Rottingdean Reading Room
C Level	Rottingdean Toddler Group
C.B. for the blind, Brighton, Hove and District	Rottingdean Whiteway Centre
CAB	Rottingdean Women's Institute
Cabrini Children`s Society	Round Hill Society
Calais Migrant Solidarity	Roundabout Toddlers
Calcutta Eye Hospital Visit Group	Roundhill Residents Group
CALM (Cranio-Sacral Therapy For Mental Health)	Royal Agricultural Benevolent Institute
Calvary Evangelical Church Brighton	Royal Air Forces Association B&H Branch
Cambodian Futures Foundation	Royal British Legion (B&H City Branch)
Campaign to Protect Rural England	Royal Naval Association B&H branch
Camps International	Royal Pavilion & Museums Foundation
Carden Park Pre-School	Royal Society for the Prevention of Cruelty to Animals Sussex Brighton and East Grinstead Branch
Carden Short Mat Bowls Club	Royal Voluntary Service
Carden Tots	RSPCA Sussex Brighton & East Grinstead Branch
Cardiac Rehabilitation	Rudyard Kipling Parent/Teacher/Friends Association
Cardiac Risk In The Young	RU-OK? Young Persons' Substance Misuse Service
Care Co-ops/Social Enterprise Network	Rwandan Youth Information Community Organisation
Carers Centre for B&H	Sabotage Theatre Company
Carmel House School	Sacred Heart Church
Carousel Ltd	Sacred Heart Hove Youth Group

Carr Gomm	Safe Haven for donkeys in the Holy Land
Cascade Creative Recovery	Safety Net
Cat Shelter	Sail Boat Project
Catholic Housing Aid Society (Brighton Hove and District)	Saint Andrews Old Church
Cats Protection B&H City Branch	Saint Andrews Pre-School
CCHF All About Kids	Saint Andrews Street Party
Cedp Chinese Centre Limited	Saint Augustines Church
Central Institute for the Deaf and Dumb of Sussex	Saint Cuthmans Church
Central United Reform Church	Saint Georges Catholic Church
Central Whitehawk Tenants & Residents Association	Saint Georges Hall
Centre for Self Managed Learning Ltd	Saint Jamess House & Ardingly Court Community Association
Chabad Lubavitch South East Counties Ltd	Saint Jamess House Community Alliance
Chalutzim Ministries	Saint Lukes Church
Chamber	Saint Mary & Saint Abraam Coptic Orthodox Church
Charlie Charity	Saint Mary Magdalen Church
Charter Medical Centre Patient Participation Group	Saint Nicolas & Saint Andrews Church
Chattri Memorial Group	Saint Patricks Catholic Church
Cheek 2 Cheek	Saint Peters Church
Cheeky Monkey	Saint Peters Pre School
Cherish your core	Saint Richards Church & Community Centre
CHIBAH - Co-operative Housing in B&H	Salaam FC
Chichester Diocesan Association for Family Support Work	Sally Lunn Short-Stay Home
Chichester Diocesan Housing Association Limited	Saltdean Barn Limited
Children's Global Education Network	Saltdean Bowling Club
Childrens Society	Saltdean Christian Fellowship
Children's Television Ltd	Saltdean Community Association
Chinese Educational Development Project Chinese Centre	Saltdean Oval Women's Institute
CHOICES	Saltdean Pre-School
Choices for Families of Children with Arthritis	Saltdean Primary School Parent Teacher Association
Christ Church Brighton	Saltdean Residents Association
Christian Action Network	Saltdean Tennis Club
Christian Arabic Club	Salvation Army (Bevendean)
Christian Outreach Centre Brighton	Salvation Army (Brighton)
Christian Science Committee on Publication for East Sussex	Salvation Army (Hove)
Church of Christ the King Youth Group	Sama
Church of England School	Same Sky
Church of Jesus Christ of Latter Day Saints	Sanctuary Housing Association
Church of St John the Evangelist	Sanders House Residents Association

Church of the Good Shepherd	Sanders House Social Club
Churches Together in B&H	Sandpit Arts
Cinecity The Brighton Film Festival	Saucy Soups
Circle of experienced elders	Saudanese Community in Sussex
Circus Kinetica	Schnews
Circus Project	Science Revision Limited
Circusseen Brighton	SCIP
City Cat Shelter	Scriptease
City Coast Church	Sea Shepherd Conservation Society
City Dance	Sea Swim Fitness
City Gate Church UK	Seaford Lifeguards
City Reads	Seaside View Child Development Centre
City Synergy	SECAMB
City Synergy	Second Chance Project
Civil Juarez	Secret Garden Group
Clare Project	Seaboard Benevolent Society
Claremont Lodge Care Home	Seed
Clarendon & Ellen Tenant Association	Seedy Sunday
Clarion Cycling Club B&H	Self Managed Learning College
Clark Charity	Senegalese Association Sussex
Class of Their Own	Serendipity Enterprising Solutions CIC
Classical Artists Media Foundation	Serian UK
Clifton, Montpelier, & Powis Community Association	Service By Emergency Rider Volunteers
Climate Camp	Seven Ways
Clinical Disputes Forum (CDF)	Shahjalal Muslim Cultural Centre
Clocktower Sanctuary	Shaw Trust
Clockwork Archipelago	Sheltered Housing Action Group
Close Middle Far	Shermanbury Church of England School
Cloud 9	Shika
Coalition against EDO	Shiverers Swimming Club
Coastal Climates Community Interest Company	Short Fuse Stories
Coastline Harmony Chorus	Shout Choral Events Limited
Coastway Hospital Radio	Sierra Leone Brighton Association Womens Group
Coldean & New Larchwood Activities Group	Silver Sounds
Coldean Colts CIC	Silver Sounds Band
Coldean Community Allotment	Silver Strings
Coldean Community Festival	Sing for Better Health
Coldean Community Forum	Sisters of Mercy (Mount St Joseph's Convent Haywards Heath and Convent at Brighton)
Coldean Gentle Exercise Group	Sitio Community
Coldean Residents Association	Skylark Arts
Coldean Tenants & Leaseholders Association	Skylark Housing Co-operative
Coldean Women's Group	Sloane Court Bocchia Club
Coldean Womens Institute	Sloane Court Tenant Association
Coldean Youth Group	Smile Support & Care
Coldean Youth Project	Smile2Live Ltd

Collected Works	Snow-Camp
Collectivo de Punks Anarquistas	SOCATOTS
Colombia Solidarity	Society for Renaissance Studies
Colourwheels	Society for the Study of French History
Committee to Help Ethiopian Exiles and Refugees (Cheer)	Society of Sussex Downsmen
Communities Solutions	Soi Dog UK
Community Association of Higher Bevendean & Moulsecoomb South	Soka Gakkai UK District
Community Association of Portslade (South)	Somerset Day Centre
Community Buildings Network	Somerset Point Residents Association
Community Cafe on the Level	Somerset Point Social Club
Community Dialogue for Change (CDC)	Somewhereto
Community Payback	Sons Of Sudan
Community Support Drop-In	Sons of Sudan Club
Community Wood Recycling	Souled Out Community Choir
Company Paradiso	Soundings audio limited
Compartment	Soundwaves festival
Comskills4health limited	South Coast Climate Camp
Concordia (Youth Service Volunteers) Ltd	South coast staffordshire bull terrier rescue
Congolese Community in Sussex	South Down Orienteering
Conservation Plus	South Downs Anti-Blood Sports
Contact the Elderly	South Downs Land Management Group
Convent of St Mary (Formerly St Mary's Home)	South Downs Woodturners
Conway Court Tai-Chi Sessions	South East Dance Limited
Co-operative Development	South East Forum for Sustainability
Co-operative Food Store	South East Planning Aid
Cop Hall Kids Club	South East Sussex Group of the Third Age Trust
Copper Cliff Settlement	South Eastern Electricity Industrial Staff Benevolent Society
Coptic Church Group	South Hawk Tenants & Residents Association
Cornerstone Community Centre	South Holmes Housing Association Ltd
County Oak Archery Club	South of England Hedge-Laying Society
Courtney King House Residents Association	South Portslade Community Centre
Cowley Club	South Portslade Community Group
Coxedd and Pearce and Kimbers Almhouses Charity	South Street Bonfire Society
Craggers Unemployed Climbers Group	South Sussex Barbarians
Cranks Bicycle Collective	Southdown Housing Association
Craven Vale Community Association	Southdown Rise Residents Association
Craven Vale Food Bank	South-Eastern Union of Scientific Societies
Craven Vale Heritage Book Club	Southern Aurora Drum & Bugle Corps
Craven Vale Newsletter Group	Southern Cross Crusaders
Creative Active Media	Southern Cross Pre-school
Creative Arts Research Foundation	Southern Housing Group
Creative Communities	Southern Knights Performing Arts

Creative Future	Southern Stomp Line Dancing Club
Creative Kids Club	Southover Badminton Club
Crescent House Charity	Spanish Theatre group
Crest of the Wave Swimming Club for the Disabled and Elderly People	Spark and Mettle
Crew Club	Speakability - Action for Dysphasic Adults
Crime Reduction Initiatives Ltd	Special Branch Tree Nursery
Crisis Support	Special Olympics B&H
Crohns & Colitis UK	Spectral Arts
Cross-Cultural Solutions (UK)	Spectrum
Crossroads	Spiders Web IT
Crowbar Theatre	SPIN (Single Parent Information Network)
Cruse Bereavement Care - East Sussex Area	Spiral
CS The Day	Splash for Schools & Communities
CSVs LifeLines	Sports Broadcasts for Hospitals - Brighton, Hove and District
Cuba Solidarity Campaign	Springboard Project
Cuckoo's Nest Women's Morris	Spurgeons
Cultivate	Squatters Food Coop
Culture 24	Squatters Network of Brighton
Cultures Club	St Andrew's Church
Cut loose	St Andrews CE Aided School Parent Teacher Association
Cut the Stops	St Anne's Institute
Cyber Den	St Anne's Trust
Dandelion Stories	St Ann's Well Gardens Bowling Club
Dapper	St Barnabas Church Hove
David Lewis Centre	St Bartholomew's Church of England School
Daybreak Family Group Conferences	St Bernadettes Parent-Teacher Association
Dayfilm	St Bernard's charity for gentlewomen
De Montfort Improvement Group	St Cuthman's Light Christian Centre
Deaf Diaspora committee	St Cuthmans Parish Church
Dean Valley Youth FC	St Francis Playgroup (Moulsecoomb)
Deans Festival	St Georges Hall
Deans Youth Project	St George's Neighbourhood Nursery
Deep Forest Green	St Helen's Church Hall Hove
Defenders of Combe Haven Brighton	St James' Area LAT
Dementia Care Matters	St James' House Residents Association
Democratic Society	St James's Montefiore Cricket Club
Desert Rhythms Dance	St John Ambulance - Brighton Homeless Service
Deutsche Samstagschule Brighton und Hove	St John the Baptist Roman Catholic School
Dharma School	St John's Centre
Diabetes Brighton	St John's E S N School
Dialogue Therapeutic & Family Services	St John's Older People's Centre & Café
Different Planet Arts	St John's School & College
Digital Arts Development Association (DaDa)	St Joseph's Pre-school Playgroup
Diocese of Chichester	St Joseph's Roman Catholic School Parent Teacher Association

Disabled Rambling Group	St Leonards-On-Sea Lying-In Charity
Ditchling Museum of Art and Craft	St Luke's Advice Service
Ditchling Rise Area Residents Association	St Luke's Badminton Club
Ditchling Village Association	St Lukes Church
Djambass Music	St Lukes Infant School PTA
Do One Good Thing	St Martins Church of England Primary School Parent Teacher Association
Dob in the Pub	St Mary and St Abraam Coptic orthodox church
Doctors for Nepal	St Mary Magdalen Church
Dog Like Status	St Mary Magdalen Community Centre
Dolphin House Charity	St Mary's Association of Parents and Teachers
Dolphins Disabled Swimming Club	St Mary's Hall
Dorothy Stringer Playgroup	St Matthias Cricket Club
Dorset Gardens Methodist Church	St Nicholas Church & Green Spaces Association
Downland Court Community Hall	St Nicholas Church PCC
Downland Court Tenants Association	St Nicholas Parish Centre
Downs Baptist Church	St Nicholas Preschool
Dragon acupuncture project	St Patrick's Hove Community Centre
DreamThinkSpeak	St Peter's West Blatchington PCC
Drinking Ginger	St Peter's Brighton Choral Foundation
Drop4Drop Limited	St Peter's Church Playgroup (West Blatchington)
Drum Community	St Peters Cricket Club
Drum for Fun	St Philip's Community Social Club
Drupal Brighton	St Richard Evergreens Club
Dubconscious	St Richard's Church & Community Centre
Due East	St. Andrews Playgroup
Dunamis Healing Ministries	St. Bartz Trust
Dupont Art Club	St. John's School and College
Dv8 Training	St. Martins Pre-School
Dyke Modern	St. Nicolas Church of England Voluntary Aided Church of England School
Dyke Park Lawn Tennis Club	Stabproof
Dyke Road Park Bowls Club	Stanford Avenue Methodist Church
Early Birds	Stanford Infant School Parents, Teachers and Friends Association
Earthy Women & Kids	Stanford Museum and Public Park (Preston Manor)
East Africa Children's Project	Stanford Patient Participation Group
East Area Tenant Only Meeting	Stanford Penguins Badminton Club
East Brighton Bygones Local History Society	Stanford Penguins Junior Badminton Club
East Brighton Community Football Club	Stanmer & Coldean Local Action Team
East Brighton Trust CIC	Stanmer Country Fayre Committee
East Brighton Women's Swimming Group	Stanmer Cricket Club
East Brunswick Residents Association	Stanmer House Preservation Trust Limited
East Central Moulsecomb Tenants & Residents Association	Stanmer Organics
East Sussex Association of Blind & Partially Sighted People	Stanmer Preservation Society

East Sussex Credit Union Ltd	Starfish Kids Club
East Sussex Sports Association for Children with Physical Disabilities	Starlight Childrens Foundation
East Sussex, B&H Crossroads Ltd	Starlings Housing Co-Op
East Whitehawk Low Rise Tenants & Residents Association	Starlite theatre company
Eastbourne Action for The Homeless	Stay Up Late
Eastern Road Area Partnership	Steiner School
Easthill Park Group	Stennet's Charity
Ebenezer Baptist Chapel	Stepping Stones Pre-school
Eclertia Gallery	Stomach Cancer Awareness Network
Eco-Play	Stoneham Park Association of Residents & Kids
Ecosys Environmental Management & Education	Stonehenge Campaign
Edith Woodward	Stop GM
Education Television Network	Street Caring Services
Edward Starr Charitable Trust	Street children
Electric Ketchup	Street Outreach Service
Elite Tornados Taekwondo	Streetfunk Ltd
Elizabeth Court Social Club	Streets for Sharing
Elizabeth Court Tenants Association	Strike a Light Community Arts & Heritage
Elm Grove Out of School Club	Stringer Trust
Elm Grove Parent Teacher Association	Sudan Club
Elm Grove Residents Action Group	Sudanese & Arabic Speaking Elderly Association
Elwyn Jones Court Tenants Association	Sudanese Coptic Association
Emerald	Sudanese Womens & Childrens group
Emmaus B&H	Sundowners
Endometriosis UK	Sunny Arts
Engage - The B&H Churches Community Development Association	Sunrise Volunteer Programmes
Engage & Create	Sunshine Bank
English Channel Cricket Club (ECCC)	Supporters of Coldean School
Environmental Protection Uk	Survivors Network
Epilepsy Action B&H Branch	Survivors on the net
Equity	Sussex Action for Animals
Erisian Discharge	Sussex Aids Centre and Helpline
Essex Place Tenant Association	Sussex Alcohol Advice Service
Esswick Social Club	Sussex Area Woodcraft Folk
Ethical Supermarket	Sussex Arts Marketing Ltd
Ethiopian Schools for The Poor - English Alive	Sussex Association for Spina Bifida & Hydrocephalus
Ethnic Minorities Representatives Council	Sussex Association for the Rehabilitation of Offenders
Ethnic Minorities Visibility Initiative (EMVI)	Sussex Association of Naval Officers
European Social Network	Sussex Association of Victim Support
Eventful Productions	Sussex Association of Youth Clubs
Evergreens	Sussex Bangladeshi Association
Eversley Road Dental Practice	Sussex Beacon Ltd
Everyman Project	Sussex Botanical Recording Society

Evolution Arts	Sussex Branch of the British Red Cross Society
Exodus Foundation	Sussex Caring Pets
Experience in Mind	Sussex Central YMCA (Youth and Sport)
Exploring Senses CIC	Sussex Centre for Medical Research Limited
Extend (B&H)	Sussex Children & Families of Prisoners CIC
Extend (Portslade)	Sussex Clubs for Young People
Extend Exercise (Brighton)	Sussex Coast Endometriosis Support Group
Extra Time After School Clubs	Sussex Community Bus Association
Fabrica	Sussex Community Foundation
Faith Alive Ministries	Sussex Community Internet Project
Falmer Falcons FC	Sussex County Croquet Club
Falmer Short Mat Bowls Club	Sussex County Federation of Community Associations
Falun Dafa	Sussex County Football Association
Families for Children	Sussex County Playing Fields Association
Families Need Fathers	Sussex County Sports Partnership Trust
Family Fringe	Sussex Cricket in the Community Trust
Family learning	Sussex Deaf Association
Family Link	Sussex Diocesan Association for the Deaf
Family Online Safety Institute	Sussex Diving Club
Family Workshop	Sussex Downs AD/HD Support Group
FE Ministries	Sussex Eco Awards
FED Centre for Independent Living	Sussex Emmaus
Fedora Group	Sussex Extreme Energy Resistance
Feel the Vibes	Sussex Federation of Townswomen's Guild
Fem Cell	Sussex Festival of Dance and Song
Feminist Brighton	Sussex Heart Charity
Feminist Womens Art Group	Sussex Home Educators
Feral Theatre Company	Sussex Housing & Care
Festival Shakespeare Company	Sussex Hungarian Cultural Club
FGD	Sussex Ice Skating Club
Fifty-Four Association	Sussex Industrial Archaeology Society
Figment Arts CIC	Sussex Interpreting Services (SIS)
Finnish School of Brighton	Sussex Jewish Continuity
Fitzalan Medical Group	Sussex Kurdish Community
Five Mountains	Sussex Labour Representation Committee
Fiveways After School Club	Sussex Legionaires
Flamenco and Spanish Group	Sussex Libyan Community
Florence Road Farmers Market	Sussex Local Foods
Food Ethics Council	Sussex Masonic Charities
Food Matters Partnership Ltd	Sussex ME/CFS Society
Foredown Estate Tenants Association	Sussex Multiple Sclerosis Treatment Centre
Foreign Aid Committee	Sussex Musicians Club
Forest School Community Project	Sussex Nightstop Plus
Foresters Friendly Society	Sussex Oakleaf Housing Association
Fork and Dig It	Sussex Open First Aid Competition Association
Forward Facing Community Interest Company	Sussex Palestinian Community
Fosse Bank School Limited	Sussex Pathfinders Ramblers Club
FotoDocument	Sussex Pet Rescue
Foundation Development	Sussex PHAB Area Committee

Four Blocks Residents Association	Sussex Philharmonic Chorus
Four Cs & South Patcham Tenants & Residents Association	Sussex Pistol Club
Four Deans Stroke Club	Sussex Polish Women's Group
Four Seasons Art Group	Sussex Postgraduate Medical Centre
Frack Off	Sussex Practical Philosophy
Freeco	Sussex Psychodynamic Therapies
Freedom Club	Sussex Rugby Football Union
Freedom from Torture South Downs local group	Sussex Russian Centre
Freegle Brighton	Sussex Sailability
Fresh Start Community Centre	Sussex Satro
Fresh Start Sussex	Sussex Sharks Visually Impaired Cricket Club
Fretful Federation Mandolin Orchestra	Sussex Socialist Resistance
Friday Club	Sussex Sport Aikido Club
Friends at Balfour	Sussex Sportsmen's Charities
Friends at Blatchington Mill School	Sussex Students International Womens Day Group
Friends Centre	Sussex Swing Dance Company
Friends Families & Travellers	Sussex Symphony Orchestra
Friends First	Sussex Thunder American Football Club
Friends Meeting House	Sussex Tikvah
Friends of Aldrington School	Sussex Tinnitus Association
Friends of B&H High School	Sussex Travellers Action Group
Friends of B&H Hospitals	Sussex University LGBT
Friends of Balfour Association	Sussex University Raising & Giving
Friends of Bedford Square	Sussex Voiceworks
Friends of Benfield School	Sussex Wasps Disabled Sports Club
Friends of Bevendean Down	Sussex Wildlife Trust
Friends of Bevendean Primary School	Sustainable Communities Library
Friends of Bevfest	Sustainable Earthworks Ltd (Baby Gaia)
Friends of Blaker's Park	Sutton and District Chest Heart and Stroke Care Committee
Friends of Brighton College	SWBC Tigers
Friends of Brunswick Square & Terrace	Swedish Folk High School
Friends of Carden Primary School	Sweet Opportunity
Friends of Carlton Hill School	Sweet Peas
Friends of Ceres house and Two Forty	Sylvan Hall Residents' Association
Friends of Children's Music Playhouse	Synergy Creative Community
Friends of Coldean Parks	T.S. Nautilus
Friends of Coombe Road School	Tacet Ensemble
Friends of Cottesmore Saint Marys School	Tai Chi Wisdom
Friends of Davigdor Infants	TakePart:Brighton&HoveInternationalFestivalofSport
Friends of Deepdene nursery & school	Talkshop
Friends of Downlands	Target Tuberculosis
Friends of Downs Infant School	Tarner & Eastern Area Road Partnership
Friends of Downs Junior School	Tarner Childrens Centre
Friends of Downs Park School	Tarner Community Project
Friends of Downs View School	Tarner Home Charity
Friends of Elm Grove School	Tarner stories

Friends of Elmcroft	Turner Yoga Group
Friends of Fairlight School	Turnerland After School Club
Friends of Goldstone School	Turnerland Children & Young Peoples Project
Friends of Hamilton Lodge School for Deaf Children	TB Alert
Friends of Hangleton Infants School	Team Amazed by Grace
Friends of Hangleton Park	Teddybears Playgroup
Friends of Harewood Court	Teenage Pregnancy Service
Friends of Hertford Infants School	Tenant Disability Network
Friends of Hertford Junior School	Tenteleni
Friends of Heyworth School	Terrence Higgins Trust South
Friends of Hillside School	Textured Silence
Friends of Hollingbury and Burstead Woods	The Argus Appeal
Friends of Hollingdean Community Playgroup	The Manor
Friends of Hove Stroke Club	Theatre Royal Brighton SKIPS club
Friends of Middle Street School	Theobald House Residents Association
Friends of Mile Oak Primary School	Theodora Children's Trust
Friends of Montague House Day and Resource Centre	Third Eye Arts & Media
Friends of Mponegele Aids Orphans (Fomao)	Three Trees Street Party
Friends of Murambinda Hospital	Threshold (Brighton) Limited
Friends of Northlands Wood School	Thursday's Child - A Celebration of Faith Limited
Friends of Our Lady of Lourdes school	Tic Toc Play
Friends of Palmeira & Adelaide	Tigers of Brighton Disabled Sports Club
Friends of Partridge House	Tiny Toes
Friends of Patcham High School	Together Group
Friends of Penshouse	Touched Theatre
Friends of Peter Gladwin School	Trade Unionist & Socialist Coalition
Friends of Preston Park	Trailer Trashed
Friends of Queens Park	Trans Pride B&H
Friends of Rudyard Kipling School	Tranxaction
Friends of Saint Andrews School	Travelling Musicians
Friends of Saint Bartholomews School	Tree Cycle
Friends of Saint Bernadette School	Trees Community Association
Friends of Saint Christophers School	Triangle Community Group
Friends of Saint Josephs Primary School	Triangle Food Project
Friends of Saint Lukes Primary School	Trickswop Workshop
Friends of Saint Margarets School Rottingdean	Tripwire Circus
Friends of Saint Marks Primary School	Triratna Buddhist Community (Brighton)
Friends of Saint Martins School	Triumph Over Phobias (TOP)
Friends of Saint Mary Magdalene School	Trust for Developing Communities
Friends of Saint Marys Catholic Primary School	TS Valiant
Friends of Saint Michaels	Tuesday Lunch Club
Friends of Saint Nicolas School	Turning the Tide
Friends of Saint Pauls Church of England	TW Cat Ltd

School	
Friends of Saint Peters Infant School	Twisted Foundation
Friends of Saltdean Lido	Two Piers Housing Co-op
Friends of Saltdean Primary School	Tyson Place Social Club
Friends of Saunders Park	U Can Do It
Friends of Shelley Primary School	U3A The Five Deans
Friends of Somerhill School	UK Recovery Walk
Friends of Southover Primary School	UK Research Integrity Office Limited
Friends of St Andrews Church	Under the Bridge Studios
Friends of St Ann's Well Gardens	Undercurrent Arts
Friends of St Luke's Junior School	Union Church, Brighton, Housing Society Limited
Friends of St Margaret's Church of England School	UNISON (B&H Local Government Branch)
Friends of St.Nicholas Church	UNISON Retired members
Friends of Stanford Junior School	United African Apostolic Faith Mission
Friends of Stanmer Church	United Nations Association Brighton, Hove & District
Friends of Stanmer Park	Universities of Brighton and Sussex Catholic Chaplaincy Association
Friends of Steiner School	University of Brighton Foundation
Friends of Stoneham Park (SPARKS)	University of Brighton Lesbian Gay Bisexual Trans Society
Friends of Turner Park	University of Brighton Southern African Scholarship Scheme
Friends of Turnerland Nursery School	University of Brighton Student Union Playscheme
Friends of the Field	University of Brighton Student Union Welfare
Friends of The Hafizia School in Jalalpur	University of Brighton Students' Union
Friends of the Haven Church of England Primary School	University of Sussex Friends of Palestine Society
Friends of the Level	University of Sussex LGBTQ
Friends of The Mac Keith Childrens Centre	University of Sussex Media Practice Course
Friends of the Pepperpot	University of Sussex Student Union
Friends of The Pines	University of Sussex UNISON
Friends of The Three Cornered Copse	Unpacked
Friends of the Western Buddhist Order	Unravelled Arts Limited
Friends of the William Clarke Park	Urban Athletics
Friends of Three Cornered Copse	Urban Forum
Friends of Waterhall	Useful Arts
Friends of West Blatchington Primary School	Us-you.me
Friends of West Blatchington Windmill	Vale Community Centre
Friends of West Hove Infants School	Vallance Community Centre
Friends of Whitehawk Primary School	Valley Road Community Action Group
Friends of Wild Park	Valley Social Centre
Friends of William Clarke Park	Varndean parents against academies
Friends of Windlesham School	Varndean Students against the Cuts
Friends of Withdean Park	VC Jubilee Cycling Club
Friends of Woodingdean Primary School	VC Jubilee Youth Development Cycling Club
Friends of Woodingdean Surgery PPG	Venu
Friends with Twins	Vertigirls Climbing
Friendship Centre-Friday Lunch Club	Vicarage Bowling Club

FTM Brighton	Victim Support B&H
Fun 4 Kids	Village Under 5's
Fun for Families	Vine Street Residents
Fun in Action for Children	Viscountess Wolseleys Bequest
Funland Pre-School	Vital Experience
Furniture Now	Viva Art
Futureproof Consulting CIC	Vocality
G.T. Club	Voicewaves
Gallimauffry	Voluntary Animal Welfare Society
Gathering Place Management Committee	Voluntary Care Services (Hove and Portslade)
Gay & Lesbian Arts and Media Ltd	Walberton and Binsted Church of England School
Gay Elderly Men's Society	Waldegrave Road Residents
GaydioCIC	Warren Woodingdean Women's Institute
GAYSWAG - Gay Sussex Walking Group	Warwick Mount Residents Association
GAYSWAG (Gay Sussex Walking Group)	Water Aid
GEMS - Gay Elderly Mens Society	We play too
Genee Theatre Projects Ltd	WE3 Presents
German School (Lewes Road)	WEA
Get Creative	Welbeck Tennis Club
Get Together Group	Welbek Avenue Jubilee Street Party
Gilbert and Sullivan Society (Sussex Branch)	Wellbeing Group
Gingerbread	Wellspring Group
Girl Guides Association, Hove Division	West Area Panel
Girlguiding - Brighton West Division	West Blatchington Windmill Society
Girlguiding Brighton East	West Hill Community Association Music Collective
Girlguiding Preston Park	West Hill Film Society
Girlguiding Sussex East	West Hill Hall
Glad Rags Community Costume Resource	West Hill Street Party
Gladstone Court	West Hove & District Horticultural Society
Glass Bridges	West Hove Community Baptist Church
Glendor Road Residents Association	West Hove Forum
Global Compassion	West Hove Junior School Parent Teacher Association
Gloucester Place Baptist Church	West Papua Group
Go Purple Limited	West Pier Cook & Eat Group
GOAL Group	West Saltdean LAT
Golden Oldies	Westdene After School Club
Golden Stages	Westdene Guides
Goldstone News Group	Westdene Womens Institute
Goldstone Valley Residents Association	Westhill Kino Club
Good Life For All CIC	Westhill Music Group
Goodtimers	Whale of a Time
Grace Eyre Foundation	Whalefest
Grassroots Training	Where do I belong
Green Centre Community Interest Company	Whistler
Green Gym Portslade	Whitehawk ABC
Green Space South East	Whitehawk & Manor Farm Family Outings Group

Green Survival International	Whitehawk Amateur Boxing Club
GreenCycleSussex	Whitehawk and Manor Farm Communications Group (formally Newsletter Group)
Greenfingers Organic Garden	Whitehawk and Manor Farm Community Association
Grey Matters Productions	Whitehawk and Manor Farm Youth Club
Grow Community Group	Whitehawk Central Tenants & Residents Association
Growing Artists CIC	Whitehawk Community Development Project
Guild of Friends of Polish Scouts in Brighton	Whitehawk Community Food Project
Guinea group	Whitehawk Crime Prevention Forum
Gujarati Cultural Society	Whitehawk Family Centre Creche
Hair Spirit	Whitehawk Festival
Halcyon Club	Whitehawk Football Club
Hall Get Involved	Whitehawk Inn
Hamilton Lodge (Brighton)	Whitehawk Manor Farm Boys Club
Hamilton Yarns	Whitehawk Neighbourhood Council
Hammer & Tongue	Whitehawk Pink & Pinks Jnr
Hampshire Court Social Club	Whitehawk Primary Toddler Group
Handcycling Association of the United Kingdom	Whitehawk South Central Residents Association
Handichip (Sussex Computer Group for Handicapped Children)	Whitehawk Superdads
Hands on Skin	Whitehawk Women & Girls FC
Hangleton & Knoll 50+ Steering Group	Whitehawk Youth Centre
Hangleton & Knoll Community Festival	Whiteway Under fives
Hangleton & Knoll Multicultural Womens Group	Whoopsadaisy Brighton
Hangleton & Knoll Project	Whosoever Metropolitan Community Church of B&H
Hangleton Afterschool Club	Wick Theatre Company
Hangleton and Knoll Community Action	Wickhurst Rise Maisonettes Residents Association
Hangleton and Knoll Multi-Cultural Women`s Group	Wilbury Gardens Residents` Association
Hangleton Band	Wilbury Hove Women's Institute
Hangleton Bowling Club	Wild Art Organisation
Hangleton Community Centre	Wild Heart
Hangleton Fun for Families	Wild Iris Theatre Co. Ltd.
Hangleton Get Together Club	Wiltshire House Residents Association
Hangleton Harbinger	Windlesham School Trust Limited
Hangleton Holistics	Windmill - Rottingdean Women's Institute
Hangleton Junior School Parent Teacher & Friends Association	Winter Warmers
Hangleton Residents Association	Wish Park Residents Association
Hangleton Short Mat Bowls Club	Wish upon a star
Hanover Action for Sustainable Living	Withdean, Westdene Woods, Eldred Ave Copse Keepers
Hanover Band Foundation	Women in Sports & events
Hanover Community Association	Women's Health Association Limited
Hanover Day Association	Womens International League for Peace & Freedom
Hanover Music Group	Women's Refuge Project (Brighton and South Downs Area)
Hanover Streets for People	Wonderbus

Hansi	Woodard schools (southern division) limited
Happitots Preschool	Woodcraft Folk
Harmony in the Community	Woodingdean After School Club Ltd.
Harvest B&H	Woodingdean Bowls Club
HCPT group 71	Woodingdean Carnival Committee
HDSK	Woodingdean Community Association
Health & Social Services Recreational Association	Woodingdean Community Film group
Health Education Literacy Population Services	Woodingdean Methodist Church
HealthAbility	Woodingdean School Parent, Teachers and Friends Association
Healthwatch B&H	Woodingdean Swimming Pool
Healthy Alternative Lifestyle Options	Woodingdean Tenants & Residents Association
Hearing Conservation Council	Woodingdean Women's Institute
Hearing Voices Brighton	Woodingdean Youth Centre
Help Liv	Woodingdean Youth Football Club
Help the Heroes	Woods House Residents Association
Helping Hands	Worcester Villas Residents Group
Helping Kenya	Word to the world ministries
Helping People	Working 50 Plus
Hereford Court Community Association	World Naked Bikeride
Heroes Foundation Limited	World Sacred Music
High Rise Action Group	Worldwide forest rescue
Highden, Westmount & Crown Hill Tenants & Residents Association	Woven
Higher Bevendean & South Moulsecomb Tenants & Residents Association	Writing Our Legacy
Highlight	Written Word Outreach ministries
Hillside Scout Camp	Wyndham Place Trust
Hindu Elders Group of B&H	Xbit Limited
Hindu Womens Group	Yavneh nursery school
Hisbee Food CIC	Yemeni Community Association
Hives Save Lives - Africa	Yoga for ME group
Holland Road Baptist Church	You Equipped To Serve
Hollingbury 50 plus group	Young Enterprise
Hollingbury Active Parents for Park Improvements	Young Hanoverians
Hollingbury and District Community Band-The Southwinds	Young men's Christian association Brighton branch
Hollingbury Golf Course	Young people in focus limited
Hollingbury Newsletter Group	Young Ummah Project
Hollingbury Park Avenue Street Party	Youth Action Sussex
Hollingbury Park Bowls Club	Youtous antenatal group
Hollingbury Park Playgroup	Zambuca Tigers Cricket Club
Hollingbury Social History Group	Zap art
Hollingbury Table Tennis Club	Zhoosh
Hollingbury Tenants & Residents Association	Zippy Wheelchair Services

Hollingdean against cuts	Zocala Brighton
Hollingdean Community Association Limited	Zone experimental film collective
Hollingdean Community Centre	Hollingdean Development Trust
	Hollingdean Gymnastics Club