



TAKING ACCOUNT 4

THE ECONOMIC AND SOCIAL AUDIT OF THE THIRD SECTOR IN BRIGHTON AND HOVE

COMMUNITY WORKS
 CHARITIES • VOLUNTEERS • BUSINESSES

WITH SUPPORT FROM **University of Brighton**

FUNDED BY **Brighton & Hove City Council**

TAKING ACCOUNT 4

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PARTNERS



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David Golding
Brighton and Hove City Council Public Health Intelligence Team

Graham Lally
Oxford Consultants for Social Inclusion

Emma McDermott
Brighton and Hove City Council

Sarah Tighe-Ford
Brighton and Hove City Council

Jane Lodge
Clinical Commissioning Group Patient and Public Engagement Manager

Mary Darking
University of Brighton

Lisa Dando
BWC (Brighton Women's Centre)

Caroline Ridley
Impact Initiatives

Jo Gough
Rise

Adam Muirhead
Trust for Developing Communities

Geraldine DesMoulins
Possability People

Tom Roberts
Community Works volunteer

Jess Sumner
Community Works

Angie Greany
Community Works

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Dr Mary Darking
University of Brighton

Martina Sladekova
University of Brighton

Graham Lally
Oxford Consultants for Social Inclusion

Project Management

Angie Greany
Community Works

Project support

Nick Douglas
Consultant

Community Works staff team

Yuki Kimura
Community Works volunteer

Tom Roberts
Community Works volunteer

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7creative

FOREWORD

It's my pleasure to welcome you to Taking Account 4, the latest report into the city's valuable and hardworking Third Sector.

The report is a highly informative social and economic audit that shines a light on the scale, scope, impact and contribution the sector has on the lives of tens of thousands of Brighton and Hove people every day.

Having read the report, it didn't come as a surprise to find our community and voluntary sector is thriving and resilient, despite the financial challenges it faces.

I was amazed to read there are 2,330 Third Sector organisations in the city, with well over half being small, community-led organisations.

What I find most heart-warming, is that volunteers in Brighton and Hove work almost 90,000 hours a week, that's 4.5 million a year, and if paid even the minimum wage would receive more than £700,000 a week, or £37m a year.

The income for the sector alone is almost £100m a year.

These are impressive numbers, and you'll find many more throughout the report and in the easy-to-view Key Findings section.

But unfortunately we cannot let them mask other data that shows the sector is being stretched to its limits; a sector that's having to constantly work harder to improve the health and wellbeing of residents, to tackle discrimination and inequality and to provide a robust response to climate change.

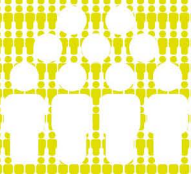
The city council has a long standing collaborative relationship with the sector. We are and will continue to spend a significant portion of our budget with local community and voluntary groups, while respecting their independence.

From grassroots community groups to medium and large voluntary organisations - they all play a critical role in the health and wellbeing of our residents, our environment and our city.

This report is a timely reminder of just how important they are.

Nancy Platts
Labour Councillor for East Brighton Ward
Leader of Brighton and Hove City Council

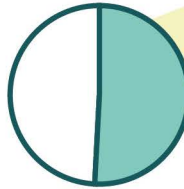
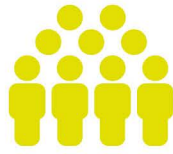
7000
ESTIMATED NUMBER OF
PEOPLE EMPLOYED IN
THE SECTOR



COLLABORATION
WITH STATUTORY
ORGANISATIONS IS
ESSENTIAL FOR
SERVICE DELIVERY
ORGANISATIONS

2330
THIRD SECTOR
ORGANISATIONS*

40% ARE LARGER ORGANISATIONS
60% ARE SMALL COMMUNITIES DELIVERING SERVICES AND SUPPORT
A CITY OF VOLUNTEERS
51% OF ADULTS IN OUR CITY VOLUNTEERED THEIR TIME IN THE LAST YEAR*



4.5 MILLION

THE ESTIMATED NUMBER OF
VOLUNTEER HOURS PER YEAR*

£37M

THE VALUE OF
VOLUNTEER TIME
DONATED EACH YEAR*



TACKLING INEQUALITY



IT WAS SO POSITIVE. SHE MADE ME FEEL VALUED AND SAFE TO EXPRESS MYSELF



39%

OF RESPONDERS
HAVE AN INCOME
BELOW £10,000



8%

HAVE NO INCOME
AT ALL

SUPPORT PEOPLE INTO EMPLOYMENT



HELP PEOPLE MAINTAIN THEIR HEALTH AND WELLBEING



PHOTO: IMPACT INITIATIVES

EXECUTIVE SUMMARY (KEY FINDINGS)

Taking Account is an economic and social audit of third sector organisations in Brighton and Hove conducted every 5 years. The audit evidences the scale, scope and impact of the sector in Brighton and Hove and evaluates the contribution to social and economic value that it makes.

The findings have been calculated using data gathered through a survey conducted between November 2018 and February 2019 of sector organisations operating in the city. 205 respondents completed the survey. From these, estimates for the whole of the sector in the city have been made. Where estimates have been made they have been clearly defined. For further information on methodology and assumptions, please see the Taking Account 4 website where detailed case studies and other background resources can be found ¹.

STATE OF THE SECTOR HEADLINE MESSAGES

The Third Sector in Brighton & Hove contributes economic as well as social and environmental value to the City.

Community, collaboration, co-production, activism, diversity and inclusion are core principles that form the bedrock of activity in the sector.

Working together across sectors is important but the independence of the third sector is essential.

While overall the sector has demonstrated resilience, some areas and fields of work have been disproportionately affected by funding reductions.

SOCIAL, ECONOMIC AND ENVIRONMENTAL HEADLINE FINDINGS

KEY FINDING 1: NUMBER OF ORGANISATIONS

There are an estimated 2330 Third Sector Organisations in Brighton and Hove². Around 60% of these are small, community-led organisations.

KEY FINDING 2: MAIN ACTIVITIES

The most frequently reported activities relate to:

- Health and Wellbeing (15%);
- Environment, Sustainability and Conservation (10%);
- Community Development (9%).

KEY FINDING 3: BENEFICIARIES

The median number of beneficiaries per responding organisation is 400 and 30% have 1000 or more. 58% exist primarily to benefit a specific group of people. Most frequently reported groups were:

- Children and young people; Residents and tenants; Older people (8% each);
- Homeless people (7%)

KEY FINDING 4: SOCIAL VALUE PRINCIPLES

The most frequently reported ways that organisations contribute social value are:

- 73% promoting equality and diversity;
- 67% supporting volunteering;
- 54% through working across sectors.

KEY FINDING 5: DIVERSITY AND INCLUSION

39 beneficiary groups are supported including all groups protected by equalities legislation.

KEY FINDING 6: NUMBERS OF VOLUNTEERS

Over half (51%) of the adult (18+) population of Brighton and Hove volunteer at least once a year³.

KEY FINDING 7: THE NUMBER OF VOLUNTEER HOURS

Volunteers donate approximately 86,000 hours per week in Brighton and Hove or 4.5 million hours per year. This equates to 2,454 full time equivalent posts.

KEY FINDING 8: THE ECONOMIC CONTRIBUTIONS OF VOLUNTEER TIME TO THE CITY

If volunteers were paid the minimum wage⁴ then their donated time would be worth £705,000 weekly or £37 million annually.

KEY FINDING 9: ESTIMATED INCOME OF THE SECTOR

The estimated income of the third sector in Brighton and Hove is approximately £97 million per year.

KEY FINDING 10: LOCAL ECONOMIC MULTIPLIER

Brighton and Hove's third sector contributed approximately £170 million to the local economy⁵ in 2017-18.

KEY FINDING 11: BRINGING FUNDING INTO THE CITY

- 61% of grant funding comes from sources external to the local statutory sector;
- 52% of income from contracts comes from external sources.

KEY FINDING 12: SELF-SUFFICIENCY

- 8% of responding organisations do not have an income;
- 44% report having no paid staff.

KEY FINDING 13: CONTRIBUTION TO EMPLOYMENT

Approximately, 7,000 people are employed in the sector in Brighton and Hove, which is 6% of the total employee jobs in the city⁶.

KEY FINDING 14: COLLABORATION, COPRODUCTION AND CAPACITY BUILDING

- 82% report that people who benefit from their organisation are also involved in running it;
- 26% report partnership formation as a 'new activity' in the previous year;
- 55% report that they work in partnership with statutory organisations 'some of the time'.

KEY FINDING 15: ENVIRONMENTAL VALUE

- 85% of responding organisations attempt to reduce their impact on the environment;
- 33% have a formal environmental policy.

OTHER SIGNIFICANT FINDINGS

KEY FINDING 16: SIZE OF ORGANIZATION

- 39% of responding organisations are micro organisations reporting an income of less than £10,000. 8% report zero income.
- 29% are small organisations with an income between £10,000 and £100,000;
- 24% are medium-sized organisations with an income between £100,000 and £1 million;
- 8% are large organisations with an income of more than £1 million.

KEY FINDING 17: TYPES OF THIRD SECTOR ORGANISATION

15 different organisational types and legal forms are represented in the survey:

- Half (50%) have charitable status;
- 30% describe themselves as a community organisation;
- 11% define themselves as a social enterprise.

KEY FINDING 18: MEASURING IMPACT

All large organisations and 47% of micro organisations (organisations with an income below £10,000) report that they measure impact – such as increased confidence and improved wellbeing – to understand the value of their work.

KEY FINDING 19: NEW ACTIVITY

59% engaged in new activities in the last year. The most common new activities were:

- Launching a new service (34%);
- Entering into a new partnership (26%).

KEY FINDING 20: REDUCED ACTIVITY

20% reduced activities in the last year. The most common reduction in activity was service closure.

- The survey did not count organisations that may have merged or closed.

KEY FINDING 21: SELF-REPORTED ACHIEVEMENTS

The most common achievements reported by organisations were:

- Establishing a new service, project, partnership or activity;
- 'Surviving' (being able to continue or to maintain activity);
- Achieving positive outcomes for clients, service users or beneficiaries.

KEY FINDING 22: SELF-REPORTED CHALLENGES

The most common challenges reported by organisations were:

- Funding, fundraising and finance, including the financial impact of increased demand on services;
- The impact of service closures (across public and third sector services) on the amount and complexity of need in the city;
- Challenges around engaging and involving people (members, volunteers and trustees).

MAINTAIN THE LOCAL GREEN SPACE



HELP PEOPLE TO GROW THEIR OWN FOOD



OUR ENVIRONMENT

"ALL OUR WASTE IS RECYCLED" "WE BUY LOCALLY OR SECOND HAND" "WE TAKE PART IN A COMMUNITY COMPOSTING SCHEME" "WE USE FOOD STOCK THAT WOULD OTHERWISE BE WASTED OR GO TO LANDFILL"

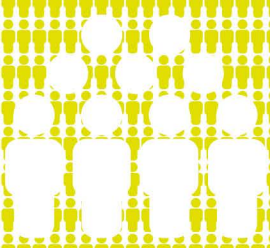


85%

CONSCIOUSLY SEEK TO MINIMIZE THE IMPACT OF THEIR ORGANISATION ON THE ENVIRONMENT

MONEY TRAIL PROJECT:

9 LOCAL ORGANISATIONS TRACKED HOW MUCH THEY SPEND LOCALLY FOR EVERY £1 INVESTED, THEY GENERATE A FURTHER £1.21 OF VALUE BY BUYING FROM LOCAL SUPPLIERS



CLEAR RUBBISH FROM THE PARK



1.

INTRODUCTION & BACKGROUND TO TAKING ACCOUNT 4

Taking Account 4 was commissioned by Brighton and Hove City Council (BHCC). It builds on previous audits of the sector providing continuous historical data on how the sector has evolved over a 15 year period. Since publication of the last report in 2013, the Public Value Act (2012) has been passed and locally operationalised via the Brighton and Hove Social Value Framework (2016). The Social Value Principles from that Framework have been incorporated into the Taking Account 4 survey and findings analysed to highlight the social and environmental benefits the third sector brings to the City alongside the economic. Other significant changes made to this iteration of the audit are:

- A reduction in the number of questions in the survey from 65 to 40;
- Volunteering data is taken from the City Tracker survey rather than via the TA4 survey;
- NCVO definitions of organisation size have been adopted with previous definitions retained in background resources for comparison;
- An open access tool 360 Giving ⁷ was used to provide an overview of the third sector funding landscape.

2.

POLICY CONTEXT OF TAKING ACCOUNT 4

Between 2010-11 and 2017-18 there was a reduction in government funding for local authorities of 49% which has had an impact on statutory service provision across England ⁸. The Kings Fund ⁹ (2019) reports expenditure by local authorities on social care is £700 million below the level of 2010-11 despite rising demand. This has impacted on the third sector through:

- increased levels of need and complexity of need among people;
- increased reliance on third sector organisations to provide services on a commissioned, competitive tender basis on behalf of local government and the National Health Service (NHS).

Reduction in central government funding for local government has impacted on a range of services areas, including parks and open spaces, youth services, the arts, sexual health and adult learning. Arts and culture funding was reduced by £236 million between 2010 and 2015 leading to a number of local authorities ceasing funding for arts and culture activities altogether ¹⁰. Nationally this is reported to have affected 'grassroots' community arts organisations hardest with 69% of arts workers reporting a decline in this area of activity.

In such conditions, the third sector plays a dual and often paradoxical role, simultaneously campaigning for action and recognition of the impact that reductions in funding have on people's lives, whilst often being 'best placed' to offer innovative and cost-effective responses. In this environment, organisations that play a brokering role, enabling diverse positions and interests surrounding issues to be voiced, are important and support the city to move forward ¹¹.

In Brighton and Hove, a reduction of £645,000 was proposed to the city's annual budget for youth services in 2017/18 which was amended to a reduction of £205,000 ¹² after local campaigning. The sector's role in campaigning, lobbying and raising awareness of the need for greater recognition of rights is crucial. In the current context capacity to challenge, whilst supporting collaboration, is likely to remain an essential contribution the sector makes to civic life.

3.

DEFINING THE THIRD SECTOR

Taking Account has historically been described as an audit of ‘the third sector’¹³ in Brighton and Hove. A broad definition of third sector is taken where self-sustaining, community-led groups which remain un-incorporated are included alongside organisations with high levels of income and advanced corporate structures. The term also describes social enterprises, networks and infrastructure organisations, residents associations, co-operatives, unions, political campaigning groups, religious organisations, mutuals and all other organisations that provide public benefit and are managed by their members. The National Audit Office¹⁴ (NAO) states that third sector organisations generally:

- Are independent of government.
- 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 to distribute profit.
- Reinvest any surpluses generated in the pursuit of their goals.

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

4.

COMPARISONS TO 2003 AND 2008 AND 2013 AUDITS

Sustaining a historic comparison of activity which is as varied as that engaged in by third sector organisations is a challenge. Variations in how questions are interpreted by respondents, combined with the level of modelling required to produce sector-wide estimates means that direct comparisons between audits should be treated with considerable caution and for the main part are avoided in this report.

Table [4.1] comparison between 2003,2008,2013 and 2018 Taking Account data

	2003	2008	2013	2018
Number of responding organisations	232	266	224	205
Estimated total number of organisations	1,400-1,500	1,600	2,300	2,330
Turnover of responding organisations	£23 million	£40 million	£57 million	£75 million
Median income of responding organisations	(not analysed)	£40,000	£20,000	£25,000
Number of paid staff in responding organisations	2,200	2,122	2,212	2,430
Number of volunteers in responding organisations	6,300	10,690	9,459	8,510
Number of management committee members in responding organisations	1,750	1,445	1,328	1,140
Estimated total weekly volunteer hours	37,800	57,000	110,400	85,905
Estimated total yearly volunteer hours	2 million	3 million	5.7 million	4.5 million

The sector has maintained steady growth in income generation at a similar rate to that reported in the 2008 and 2013 audits. In this period statutory funding has remained static meaning that this growth has come from non-statutory sources.

That said it is the contribution of the sector to social and civic life that is its primary aim and focus. Community, underpinned by collaboration, coproduction and activism continue to act as the bedrock of the sector.

5.

FUNDING LANDSCAPE

8% of organisations responding to the survey do not receive funding from any source and 44% had no paid staff in 2017/18. Of those that did report financial income, 39% responded that this is less than £10,000. Most, if not all, third sector organisations who require financial income seek to diversify income streams to reduce the risk of becoming reliant on a single income source. The sector attracts external, non-statutory funding to the City which exceeds that which it receives from the city’s statutory bodies ¹⁵.

This flow of external investment into organisations is subject to a ‘multiplier effect’ whereby the value of that money to the city increases in three ways:

- It relieves pressure on local statutory services by ensuring the existence of a network of preventative, early intervention and crisis services.
- Through investment and reinvestment in local staff, services and suppliers.
- Through creation of opportunities for social innovation that complement public funds to achieve greater economic and social value.

Effective stewardship of this environment, which the Joseph Rowntree Foundation (2009) refers to as a ‘social economy ecosystem’ ¹⁶ is essential to enable the sector to flourish, remain innovative in its approach to social challenges, continue to mobilise external funding and engage a citywide volunteer community. Third sector organisations are acting as equal partners within this ecosystem supporting statutory bodies to optimise diminishing budgets.

LOCAL PUBLIC SECTOR FUNDING

For 2017/18 the estimated total investment in the third sector by BHCC was £38,518,000. This represents a substantial increase since 2013 when the reported allocation was £24,177,267.

Since 2013, a proportion of third sector organisations have acted as contracted service delivery partners to local government and to a lesser extent, NHS organisations and police services. This non-grant funding accounted for 94% of local authority funding for the third sector in 2016-17. It is predominantly comprised of contracted income secured through competitive tendering processes that are ‘perchance’ won by voluntary sector organisations, rather than funding that is targeted at the sector.

Table [5.1] below shows BHCC funding of Third Sector Organisations between 2014/15 and 2017/18.

Year	2014-15	2015-16	2016-17	2017-18*
Total expenditure	£34,661,302	£38,747,180	£39,503,723	£38,518,000
Grant	6%	6%	6%	No data
Non grant	94%	94%	94%	No data

* BHCC: This figure is an estimate

NHS funding from Brighton and Hove Clinical Commissioning Group (BHCCG) remained relatively stable since 2013. Table [5.2]

Year	2014-15	2015-16	2016-17	2017-18
Total expenditure	£4,041,150	£4,072,594	£4,731,352	£4,079,749

EUROPEAN FUNDING

The city's third sector attracts European funding from partnering on research grants and Interreg funds. Annual totals vary considerably depending on individual awards received within a given financial year.

Table [5.3] (Source: Brighton and Hove City Council International and Sustainability Team)

Year	2014-15	2015-16	2016-17	2017-18
Total	£206,932	£739,241	£2,275,208	£4,480,069

TRUSTS AND FOUNDATIONS

Information provided by 14 non-statutory funders¹⁷ was collated from 360 Giving¹⁸ for the year 2017/18. Collectively these organisations awarded 343 grants for activity in Brighton and Hove totalling £4 million (£2.5 million allocated in-year). The awards were matched against 'Fields of Work' categories defined in the Taking Account 4 survey.

Table [5.4] below provides a breakdown of the fields of work receiving the greatest total award:

Field of Work	Number of Organisations	% of awards made	Total Awarded	% of total sum awarded
Education & Training	32	9%	£821,171	20%
Sports & Physical Activity	39	11%	£627,106	15%
Social Support & Befriending	48	14%	£573,864	14%
Food & Food Poverty	20	6%	£418,509	10%
Information, Advice & Guidance	21	6%	£401,275	10%

6.

ACHIEVEMENTS AND CHALLENGES

Organisations were asked to identify and describe their biggest achievements and their biggest challenges in 2017/18. The top 3 biggest achievements summarised in order of prevalence were:

1. Establishing a new activity, project or service.
2. Surviving² – being able to continue or maintain activity in the face of challenge.
3. Achieving specific positive outcomes for clients, service users or beneficiaries.

The biggest challenges summarised in order of prevalence were:

1. Funding, finance and issues related to fundraising. This included the financial impact of increased demand on services and a lack of resource to cover core costs.
2. The impact of public and third sector service closures on the amount and complexity of need.
3. Engaging and involving people, particularly in challenging circumstances.
4. Statutory engagement; particularly challenges engaging in health-related activity.

Responses reflect patterns captured elsewhere in the survey relating to resilience but also the mixed experience in terms of funding; the wider impact of reduced resources on demand; and increasing complexity of need.

OUR SOCIETY

SECTOR'S PRIMARY FIELDS OF WORK:

- HEALTH AND WELLBEING
- ENVIRONMENT
- SUSTAINABILITY AND CONSERVATION
- COMMUNITY DEVELOPMENT



ADVICE TO HELP PEOPLE OUT OF DEBT



I HAVE BEEN TRANSFORMED... I HAVE MY POWER BACK IN MY LIFE AND I AM LEARNING TO SAY NO.

HELP PEOPLE UNDERSTAND HEALTHY EATING



A CITY OF VOLUNTEERS

400

THE AVERAGE NUMBER OF BENEFICIARIES PER ORGANISATION

30% HAVE 1000 BENEFICIARIES OR MORE



73%

OF ORGANISATIONS REPORTED THAT DIVERSITY AND INCLUSION ARE KEY TO THEIR WORK



82%

SUPPORT PEOPLE WHO USE THEIR SERVICES TO VOLUNTEER FOR THEM

A SAFE SPACE FOR YOUNG REFUGEES



PROVIDING A SAFE HOME FOR ABUSED YOUNG PEOPLE



7.

SURVEY DATA

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

7.1

SIZE AND SCOPE OF SECTOR

The precise size of the sector in Brighton and Hove remains difficult to quantify as definitions vary and the sector is not static. Modelled estimates ¹⁹ suggest the total number of third sector organisations in Brighton and Hove to be 2,330, made up of approximately 930 incorporated organisations and 1400 unincorporated groups. These vary dramatically in size from multi-million-pound organisations to small informal groups with no income or paid employees. Size based on income band is defined according to NCVO definitions:

Table [7.1i] Organisations by NCVO Income Bands

Income bracket	% of responding organisations
Micro = £10,000<	39
Small = £10k - £100k	29
Medium = £100k - £1m	24
Large = £1m - £10m	8

Only income which is invested in Brighton and Hove is included here. It is important to note that 36% of responding organisations work across areas larger than the city of Brighton and Hove.

TYPES OF ORGANISATION

Half of responding organisations have charitable status; 30% consider themselves to be a community organisation; and 11% define themselves as a social enterprise. 26% describe themselves as both a charity and a company limited by guarantee ²⁰.

13.5% of responding organisations describe themselves as a branch of a larger organisation.

GEOGRAPHIC REACH AND SPREAD OF ORGANISATIONS

Organisations were asked in which region they primarily delivered services:

Table [7.1ii] geographic areas in which organisations are working

International	3 (1.4%)
Whole of United Kingdom	9 (4.3%)
Whole of England	2 (1%)
Whole of South East England	4 (1.9%)
Whole of Surrey	0 (0%)
Whole of Sussex	31 (14.8%)
Only East Sussex	4 (1.9%)
Only West Sussex	1 (0.5%)
Greater Brighton*	22 (10.5%)
Citywide – Brighton and Hove	82 (39%)
Specific neighbourhood(s) in Brighton & Hove	44 (21%)
Other	8 (3.8%)

Where organisations reported working in a specific neighbourhood, they were asked to provide detail. The most frequently cited were:

- Hove Ward of Wish (8)
- Hanover (6) and Hangleton (6)
- Central Hove (5) and Brunswick (5)

Further investigation is needed to understand why there may have been fewer responses from organisations who work in disadvantaged areas in the East of the city compared to the West. The responses are a reflection of the groups who responded to the survey and are not necessarily an accurate reflection of the number of groups in those areas.

7.2

ACTIVITIES AND BENEFICIARIES

Organisations were asked to indicate whether they have a 'primary' field of work. The primary fields that most organisations reported were:

- Health and Wellbeing (15%);
- Environment, Sustainability and Conservation (10%);
- Community Development (9%) activities.

Organisations were asked if there were additional aims of their work and were able to select as many fields as they wished. 68% reported secondary areas of work. The most frequently reported were:

- Health and wellbeing (27%)
- Volunteering (25%)
- Training and Education (23%)
- Mental health and wellbeing (22%)

The number of secondary fields of work selected increased in relation to the degree of holistic or person-centred support organisations sought to give (rather than organisational size) with 35% of organisations identifying more than 6 activities. Organisations that offered a social space to people, such as a lunch club or community development centre described engaging in a broader range of activity.

BENEFICIARIES: TOTAL NUMBERS AND RANGE

All 39 beneficiary groups detailed in the Taking Account 4 survey were identified as groups that organisations work with. Given these groups include all those protected by equalities legislation, groups known to experience the highest levels of prejudice and stigma and people experiencing the worst forms of disadvantage, this is important evidence of the sector's contribution to creating an inclusive city.

- The median number of beneficiaries per organisation is 400.
- 58% stated that they exist primarily to benefit a specific group. Most frequently reported were:
 - Children and young people (8%), residents and tenants (8%), older people (8%) and
 - Homeless people (7%)

Reporting of numbers of beneficiaries by organisations understandably varied and should be treated with caution. A Residents Association that serves a specific local area may put on events, look after green spaces and represent the interests of residents at local meetings. In this sense they are benefitting all who live in that area. An organisation offering a centre-based service can only claim those beneficiaries who 'come through the door'. In terms of capacity to promote social inclusion, arguably it is the range of beneficiary groups supported that is more significant than total or average numbers.

NEW ACTIVITY AND ACTIVITY REDUCTION

59% of groups described themselves as engaging in new activities in the last year with 35% of those who responded 'yes' reporting they had engaged in 2 or more new activities. Most common were:

- Entered into a new partnership (26%)
- Launched a new service (34%)
- Expanded delivery into a new area (9%)
- Moved into a new premises (8%)

ACTIVITY REDUCTION

20% reported that they had reduced activities with most common reduction in activity being service closure. 47 examples were given by 39 organisations. Typically, service closure was associated with closure of a premises or withdrawal from a geographic area. Most commonly reported were:

- Closure of a service (10%)
- Closure of a premises (5%)
- Withdrew from a geographical area (4%)
- Withdrew from a partnership (2%)

There are a range of reasons why responses to questions on reduction in activity may not fully represent the situation facing the third sector. These include take over by another organisation or closure of organisations. Others emphasise that they sourced alternative funding to run services, implying organisations act strategically to mitigate funding reductions.

We do know that there is a direct correlation between the reduction in public sector funding and a loss of services across all sectors in the city. This has affected some fields of work more than others. For example, cuts in funding for adult learning have impacted on community learning hubs²¹ in the city's most disadvantaged areas. This is compounded by funding reductions to areas such as arts and environmental activity affecting grassroots groups who may previously have used these hubs.

17% of organisations describe themselves as working with statutory bodies ‘all of the time’, 55% some of the time and 24% never. 30% of responding organisations reported funding from BHCC as one of their 5 main grants or contracts (compared to 4% from Brighton and Hove CCG).

7.3

VOLUNTEERING AND WORKFORCE

Organisations reported:

- 2430 employed staff
- 1140 management committee positions
- 8150 volunteers (exc. Management committee members).

For comparability, the median number of paid staff per organisation is used to estimate the total number of paid staff in the city as 7000. This represents 6% of the total employee jobs in the city ⁶.

VOLUNTEERING

If volunteers were paid the minimum wage ²² for their work then based on a middle range estimate, the weekly salary bill would be £705,280 per week. In terms of economic worth, the time that volunteers donate to third sector organisations each year is worth approximately £37million to the city. This is calculated as follows:

Of those who responded to the Taking Account 4 survey, 82% reported that they support people to volunteer for their organisation. Of responses:

- The median number of volunteers is 12 and the median number of hours volunteered per week per volunteer is 3.
- 33% of organisations have 5 or less volunteers and 33% have 30 or more.
- 7% of organisations have 100 or more volunteers (not including management committee).

Brighton and Hove City Tracker Survey asks a representative sample of just over 1000 adult (18+) residents of the city how much they volunteer or give ‘unpaid help’. 51% of people responding to that survey report that they volunteer or give ‘unpaid help’. Scaled up to the adult (18+) population of Brighton and Hove this means that based on mid-2017 population data (239,390) approximately 124,500 people volunteer or give unpaid help:

- Of those volunteering for a group, organisation or club, 14% do so at least once a week.
- A further 14% say they volunteer at least once a month.
- An additional 7% of respondents describe themselves as giving unpaid help as an individual rather than through a group, organisation or club.

If each of the individuals who responded that they volunteer did so for the following time periods:

- One hour a week (or one hour a month respectively) the total number of volunteer hours for the city would be: 42,953 hours per week.
- Two hours per week this total would be 85,905 per week.
- Three hours per week (which is the median number of hours per week per volunteer evidenced in TA4) this would mean 128,534 volunteer hours per week.

A middle and upper range of volunteer hours is therefore estimated to be:

Middle range: 85,905 Upper range: 128,534

Economic worth is only one way of understanding the value of unpaid time. Its social and health and wellbeing benefits are now well-documented ²³ and in Brighton and Hove the ‘triple impact’ of volunteering on the city, the volunteer and the recipient of volunteer support is widely recognised ²⁴.

THE WORKSHOPS HAVE GIVEN ME A SKILL I CAN TAKE WITH ME FOR THE REST OF MY LIFE

OUR ECONOMY

7000

ESTIMATED NUMBER OF PEOPLE EMPLOYED IN THE SECTOR

£170M

THE ANNUAL CONTRIBUTION OF THE SECTOR TO THE CITY ECONOMY*

LOCAL STATUTORY SUPPORT ENABLES ORGANISATIONS TO ATTRACT FUNDING FROM OUTSIDE THE CITY

FUNDING FROM OUTSIDE THE CITY EXCEEDS FUNDING FROM INSIDE THE CITY

2330
THIRD SECTOR ORGANISATIONS



£37M

THE VALUE OF VOLUNTEER TIME DONATED EACH YEAR*



61%

OF GRANT FUNDING COMES FROM OUTSIDE THE CITY



52%

OF INCOME FROM CONTRACTS COMES FROM SOURCES OUTSIDE THE CITY

IT WAS SO POSITIVE. SHE MADE ME FEEL VALUED AND SAFE TO EXPRESS MYSELF

COMPANY AND CONVERSATION TO ISOLATED OLDER PEOPLE

COUNSELLING SESSIONS FOR ABUSED WOMEN

SUPPORT FAMILIES WITH DISABLED CHILDREN



7.4

ECONOMIC VALUE OF THE THIRD SECTOR IN BRIGHTON AND HOVE

The sector continues to show economic growth at a similar rate to findings from the past two Taking Account audits (2008-2018). The total income for responding organisations in 2018 was £75 million, an increase of £17 million (32%) from the £57 million total reported in 2013 and a continued increase (43%) on the £40 million total income that respondents reported in 2008. In TA4, responding organisations were asked whether their income had increased or decreased over the past year.

- 45% reported that their income had increased (11% of those said substantially) since last year.
- 24% of organisations reported the income they received had stayed the same.
- 22% said it had decreased.

These responses imply a mixed experience across the sector. Organisations and services that have closed in the period since the last audit were not able to respond to the survey. As an indicator of this, 2 out of the 10 organisations who contributed cases studies in TA3 either no longer exist or have been taken over by a larger organisation due to financial challenges.

TOTAL INCOME OF BRIGHTON AND HOVE THIRD SECTOR

To estimate the total income of third sector organisations in Brighton and Hove the methodology used in 2013 is applied for comparison. The income of the seven largest organisations is taken as a base figure (£39 million). The median income figure of remaining organisations, £25,000, was then taken and multiplied by the estimated total number of organisations within the city (£58 million). Combined, these provide an estimated total yearly income of £97 million for Brighton and Hove's third sector. Given that responding organisations alone estimated a total yearly income of £75 million this seems a realistic estimate.

WHAT DOES THIS INCOME MEAN TO THE CITY?

According to the New Economics Foundation Local Multiplier (LM3) model²⁵, income invested will create extra wealth according to the degree to which money is spent and re-spent in the city, for example on local suppliers or wages spent in local shops and restaurants.

In Taking Account 3 a proxy LM3 multiplier of 1.75 was used to make this calculation. When this is applied to 2018 TA4 income data, the contribution of the sector to the city economy is £170 million per year.

The Money Trail Project²⁶ applies LM3 methodology to the income and expenditure of 9 local third sector organisations and provides insight into the degree to which the sector invests inwardly within the city. The weighted average indicator for all 9 partners was 2.21.

While our cohort of 9 organisations, ranging from small, medium and large, is not large enough to draw conclusions for the whole sector, it does suggest that a multiplier of 1.75 is a low estimate. At the least, the calculation of 2.21 might be considered in a range, with 1.75 as low and 2.21 a high estimate. At 2.21 the total estimated contribution of the sector rises to £214,370,000.

THE ORIGIN OF FUNDING

Many third sector organisations are financially or commercially self-sufficient and an even greater number are member or volunteer-run, with no paid staff and limited financial

resources. 8% (15) of responding organisations have no income and 44% report having no paid staff. Almost all organisations with an income offset the risk of over dependency on one income stream by diversifying funding streams:

- 87% reported that they generate income from two or more sources;
- 61% of responding organisations reported that they receive income from grants;
- 26% said they received income from service contracts;
- 64% said they received income from donations;
- 44% said they received income from other sources.

Table [7.4i] below shows total annual income for 2017/18 for responding organisations by sub-category

Reported income by sub-category	Income sub-category total	% of total income sub-categories
Total income from grants ²⁷	£15 million	24%
Service contracts ²⁸	£25 million	41%
Donations	£7 million	11%
Earned income	£15 million	24%

Distinction is made between funding from 'internal' sources and funding from 'external' sources. 'Internal' refers to any funding received from the local statutory sector ²⁹. Funding from bodies outside Brighton and Hove such as central government or larger charities and trusts is referred to as 'external'. Organisations were asked to detail up to '5 main grants and service contracts'.

Table [7.4ii] funding sources from grants and service contracts identified by responding organisations categorised as funding from 'internal' and 'external' sources.

GRANTS 2017/18	%
Internal funding sources - B&H statutory	39%
External funding sources - Other funders	61%
CONTRACTS 2017/18	
Internal funding sources - B&H statutory	42%
Joint funding - Jointly funded (e.g. BHCC & DWP)	6%
External sources - Non B&H statutory (e.g. central govt) and other non-statutory contracts	52%

The table illustrates how local statutory support for the third sector acts as a form of stimulus that enables organisations to bid for funds from outside the city. On the whole, funding from external sources is greater than that received from local statutory organisations. In effect, external funding is 'extra funding' that the third sector mobilises for the city in support of activities that have a social or environmental purpose, which contributes the cities social economy, social infrastructure and supports the wellbeing of residents. The one-year evaluation of the Third Sector Commission estimates that:

“as a proportion of the £2.07M allocated to the Third Sector Commission (TSC) a further £6,266,926.23 was generated by partnerships via additional funding applications. This shows that in 2017-18 there was a ratio of levered in funds where for every £1 of TSC funding secured a further £3.03 additional/external resource generated.” ³⁰

GRANTS

Total reported income from grants in the last financial year was £15,000,000 which constitutes 24% of the total income. Responses by organisations to list their '5 main grants' received in the 2017/18, estimates the proportion from local statutory organisations to be 39% compared to 61% from external sources.

CONTRACTS

Organisations reported a total income from service contracts of £24,844,921 which constitutes 41% of the total income by sub-category. Of the income reported for activity contracted by public sector organisations, the proportion of income from the local statutory sector is estimated to be 42%. Jointly funded activity (e.g. BHCC and DWP) accounts for a further 6% with the remainder coming from central government grants, statutory organisations not based in Brighton and Hove, and third sector sub-contracts.

It should be noted that increased focus away from grants towards contractual funding arrangements impacts disproportionately on micro and small organisations who are not necessarily in a position to compete for contracts but who contribute substantially to civic life and the social infrastructure of the city.

DONATIONS

64% of responding organisations reported that they had received donations. Total income received from donations was £6,840,000, which equates to 9% of the total income reported by organisations. The median amount of income organisations received per organisation was £2,550. Organisations were asked to categorise their income from donations as detailed in the following table:

Table [7.4iii] Amounts received from donations from individuals, companies and legacies.

n.	% of total donations by sub-category	
From individuals	107	24%
From companies	41	18%
From legacies (not included above)	34	7%
Other*	33	51%

*Primarily this sum is comprised of donations to endowments from charitable trusts

EARNED INCOME

44% of organisations reported that they receive income from other sources not already detailed. Income from these sources totals £14,630,000 which is 20% of total reported income. The majority (71%) came from fees and services, and trading (15%). The remainder came from cash reserves (6%), other fund-raising activities (4%), consultancy (1%), returns on investments (1%) and membership fees (less than 1%).

EXPENDITURE

Measures of expenditure by third sector organisations are significant because they indicate how much economic value to the city third sector organisations contribute to the wider economy. Expenditure on goods and services, on wages and as an overall total is described in table [7.4iv] below.

Expenditure	Responding Organisations	Sector estimate
(based on estimate of 2332 total number of organisations)		
Total expenditure	£73 million	£912,500,000
Expenditure on goods and services	£38 million	£475,000,000
Expenditure on wages	£15 million	£187,500,000

7.5

IMPACT AND MEASUREMENT

Measuring the impact and outcomes of an organisation's work is a requirement of funding. Organisations were asked if they measure the impact of their services and the majority (68%) said that they do. All large organisations report that they measure impact along with 83% of medium organisations. Smaller organisations with limited financial income will have limited capacity to report against outcomes. Even so, 47% of micro organisations report that they measure impact.

7.6

SOCIAL VALUE

TAKING ACCOUNT 4 CASE STUDIES

Organisations contributing to case studies in 2013 were invited to report on key changes since that time and update their current activity, good practice, and impact for Taking Account 4. The resulting 6 case studies³¹ provide illustration of the rich contribution that sector organisations make to build social capital through capacity building, collaboration and co-production; to enable early intervention and prevention of crisis; to contribute economic value; and minimise harmful impact on the environment.

The Brighton and Hove Social Value Framework defines social value as activity which is of: "collective social, economic and environmental benefit to a community"¹⁰ (p.1). Organisations were asked whether, according to the definition given which focused on strengthening communities through collaborative working across sectors they understood themselves as contributing social value to the city:

97%³² of organisations describe the work of their organisation as contributing social value according to the Brighton and Hove Social Value Principles. As a qualitative framework based on principles rather than quantitative measures or proxy economic values³³, understanding the detail of how and in what ways organisations achieve values specified has to be illustrated rather than measured. The TA4 survey was designed to provide

evidence of the range of ways in which the sector contributes to social value to the city using the 9 principles in the implementation framework as a guide. These are listed below.

WORKING TOGETHER ACROSS SECTORS TO ACHIEVE SHARED PRIORITIES AND PROVIDE SOCIAL VALUE OUTCOMES

54% report that they work in partnership with statutory organisations 'some of the time' and 16% 'all of the time'. 26% reported entering into a new partnership as the most common new activity.

BEING INCLUSIVE - IMPROVING EQUALITY, DIVERSITY AND INCLUSION OF PEOPLE IN THE WAY WE WORK

73% report diversity and inclusion as a key area of social value to which they contribute. 39 separate beneficiary groups were identified, including those who experience the most profound social and economic disadvantages.

Supporting local and positive employment experiences – creating work and training opportunities for local people, supporting people to secure work and paying the Living Wage

- 3% listed training and development as their primary field of activity with 76% describing it as an 'other' field work.
- 14% are a branch of a larger organisation with access to external training and development.
- 44% pay their employees the Living Wage. Of those that do not, 44% employ no staff.

BUILDING COMMUNITY CAPACITY FOR PREVENTION AND EARLY INTERVENTION

11% describe their primary activity as community capacity building or community development. 28% reported these activities as other areas they engage in alongside their primary focus.

TAKING A COMMUNITY-LED APPROACH TO SOCIAL VALUE BY SUPPORTING COMMUNITIES WITH RESOURCES AND EXPERTISE TO BUILD CAPACITY

There is a strong association between opportunities the sector offers to 'come together' through shared spaces, groups and activities with empowerment³⁴.

- 82% report that people who benefit from their organisation are also involved in running it;
- 70% report that beneficiaries also volunteer with them;
- 55% involve beneficiaries in service design;
- 48% sit on management committees.

SUPPORTING VOLUNTEERING AS PART OF DELIVERY

- Over half the population of Brighton and Hove have given volunteering time in the last year;
- 82% of responding organisations report that they support people to volunteer in their organisation.

BUYING LOCAL – SUPPORTING THE BRIGHTON AND HOVE ECONOMY BY CHOOSING SUPPLIERS CLOSE TO THE POINT OF SERVICE DELIVERY

- 30% report that buying local is an area of social value to which they contribute;
- The Money Trail Project illustrates the degree to which local third sector organisations attempt to invest in the local economy.

ENSURING ETHICAL STANDARDS OF PURCHASING AND DELIVERING SERVICES

32% reported that they use ethical standards in their delivery and purchasing activity.

IMPLEMENTING SUSTAINABLE POLICIES – REUSING, REDUCING WASTE AND CARBON FOOTPRINT

85% provided examples of how they try to minimise the impact of their organisation on the environment.

7.7

ENVIRONMENTAL VALUE

Environmental activism and engagement is a crucial component of the city's civic life and social-environmental infrastructure, but is sometimes overlooked when placed alongside economic concerns and human needs. Civic campaign and protest combined with the city's environment and energy organisations, and the Social Value Act are all important contributors to this space. Public health bodies too have contributed to raising awareness of wider determinants of health including the effects of air pollution and fuel poverty. The city's green spaces collective is providing important networking and infrastructure support, as are local community energy infrastructure organisations. Organisations were asked to reflect on policy and practice in this area of third sector activity:

- 33% reported that they have an environment or sustainability policy;
- 61% reported that they do not have a policy.

Recognising that many organisations may work in ways that are valuable to the environment but will not have written policies, organisations were asked to describe in what ways they try to minimise harmful impact on the environment. 85% reported that they try to minimise the impact of their organisation on the environment and provided detailed examples. The 4 most common ways were:

1. Reducing waste, recycling and minimising use of harmful products.
2. Using sustainable products and materials and ethical purchasing.
3. Reducing energy consumption and using renewable energy sources.
4. Minimising harmful travel and promoting walking, cycling and public transport.

7.8

COPRODUCTION AND CAPACITY BUILDING IN THIRD SECTOR ORGANISATIONS

Efforts to build capacity and coproduce among communities are cornerstones of activity and volunteering is often the first step. Depending on a person's starting point this experience may be transformative, altering how they feel about their life and the people close to them. It is in recognising and building on the significance of this first step that the sector's expertise in capacity building is most apparent.

82% of responders reported that people who benefit from their organisation are also involved in running it.

- 70% said that people who are beneficiaries of their organisation also volunteer for them;
- 53% reported that beneficiaries are also involved in setting the future direction or strategy;
- 52% reported that beneficiaries sit on their management committee;
- 42% reported that beneficiaries are also involved in designing the services they provide.

Organisations also reported that they contribute to capacity building through creating spaces where new groups and organisations can form, and by supporting people to lead and deliver activities or providing training for others. The degree to which organisations encourage people to move between roles is significant and constitutes evidence of the sector's capacity building activity.

8.

SUMMARY AND CONCLUSIONS

Brighton and Hove's third sector continues to thrive in all its varied forms: as an expression of the city's civil society and community life; as an independent advocate of civic rights and wellbeing; as a contributor to enterprise that enables social value, localism and environmental sustainability. The sector is recognised as an asset to the city³⁵.

This is testimony to the people of Brighton and Hove and their conscientious contributions to the wellbeing and sustainability of the city, the majority of which is community-based, 'grassroots', unpaid activity. It also bears testimony to the ongoing support of the city's statutory bodies and their recognition of the mutual benefits produced through good stewardship of a sector that contributes such substantive social and economic value to the city.

Recent City Tracker³⁶ survey results show high levels of satisfaction (80%) with charities and community groups. This satisfaction rating rises to 90% amongst service users. However, as a city in which levels of income inequality are amongst the worst in the country²⁶, in which 45% of the population live in the 40% most deprived areas of the city (and 7% in the least deprived) and which the Joint Strategic Needs Assessment 2018 describes as one of "the most deprived [cities] in the South East" there is still much more for the sector, with partners, to do.

The inequalities experienced by some people in the city are generational and the complexity of need facing people at this time continues to grow. Along with protecting the city's natural environment and addressing climate crisis, these are the issues to which the sector and its supporters are duty-bound to turn their attention in the next 5 years.

9.

RECOMMENDATIONS

These recommendations are for sector organisations as well as funders of third sector activity.

They should be viewed as a collective responsibility:

1. SOCIAL AND CIVIC ACTION

The underpinning independent role of the sector in contributing to social and civic life and to the environment must be preserved.

2. COMMUNITY CAPACITY BUILDING

Commitment to support the sector in its role to build the capacity of communities to voice and act on the basis of their own concerns is required if rights and inclusivity are to take precedence.

3. ADDRESS INEQUALITIES ACROSS THE CITY

A collective strategic response is needed to address the increasing inequality and rising complexity of need that some in the city are experiencing.

4. MAXIMISING INVESTMENT

Creative responses are needed to address gaps, maximise resource and support one another to address inequalities in the city.

5. MUTUAL SUPPORT

Collaborative working – across sectors and within the third sector – and a mix of funding opportunities with proportionate monitoring and impact ³⁷ reporting are key to enabling strong organisations that can innovate and bring in external resources.

FOOTNOTES

- 1 www.takingaccount.org.uk
- 2 This figure is based on a comparison of citywide directories of third sector organisations and on data provided by the NCVO Civil Society Almanac 2018 <https://data.ncvo.org.uk/>
See Methodology www.takingaccount.org.uk
- 3 City Tracker Survey 2018 <https://new.brighton-hove.gov.uk/sites/default/files/brighton-hove-city-tracker-2018.pdf>
- 4 In April 2019 the statutory national minimum wage for those aged 25 and over is £8.21
- 5 The proxy local economic multiplier used in 2013 is applied. The Brighton and Hove Money Trail project (2019) estimates a local multiplier based on income and expenditure of 9 local third sector organisations. www.takingaccount.org.uk
- 6 <https://www.brighton-hove.gov.uk/sites/brighton-hove.gov.uk/files/Brighton%20%26%20Hove%20Economic%20Strategy%20-%20Working%20Evidence%20Base%20-%20Executive%20Summary%20-%20October%2026th%202017.pdf>
- 7 <http://www.threesixtygiving.org/>
- 8 <https://www.nao.org.uk/wp-content/uploads/2018/07/Adult-social-care-at-a-glance.pdf>
- 9 <https://www.kingsfund.org.uk/publications/social-care-360/expenditure>
- 10 <https://www.artscouncil.org.uk/publication/funding-arts-and-culture-time-austerity>
- 11 See pages 127-133 in Adams, Dave, Sara Bragg, Alice Corble, Ceri Davies, Mary Darking, Kathleen Flegg, Maggie Gordon-Walker, Deborah Hatfield, Kate Weiner, and Catherine Will. "New Practices for New Publics? Theories of social practice and the voluntary and community sector." (2017).
- 12 <https://new.brighton-hove.gov.uk/news/2017/budget-agreed-2017/18>
- 13 Third sector is not always a popular term for the voluntary, community and civil society organisations but is used as a catch all to illustrate the breadth of the sector and for the purpose of brevity in this report
- 14 <https://www.nao.org.uk/successful-commissioning/introduction/what-are-civil-society-organisations-and-their-benefits-for-commissioners/>
- 15 BHCC, Brighton and Hove CCG (or other local NHS bodies) and Sussex Police
- 16 <https://www.jrf.org.uk/report/cities-social-economy-and-inclusive-growth>
- 17 Funders included: Barrow Cadbury Trust; The Blagrove Trust; The Big Lottery Fund; Clothworkers Foundation; Co-operative Group; Comic Relief; The Dulverton Trust; Esmée Fairbairn Foundation; The Henry Smith Charity; The Joseph Rank Trust; Lloyds Bank Foundation for England and Wales; Sport England; The Tudor Trust; Sussex Community Foundation
- 18 <http://www.threesixtygiving.org/>
- 19 The approach used to establish the number of organisations, definitions of size and methodology are described in the 'Background and Methodology' report on the website www.takingaccount.org
- 20 This compares with estimates for the city based on NVCO, Charity Commission and Community Interest Company Regulator data which suggests the ratio of organisations by type to be: 37% registered charities, 56% unregistered charities and 7% Community Interest Companies.

21 For evidence of prior strong track record of community hubs in positively affecting outcomes in East Brighton see 'East Brighton Gateway Partnership 2: Lottery Funded Project on Information, Advice and Guidance – Final Evaluation Report

22 In April 2019 the statutory national minimum wage for those aged 25 and over is £8.21

23 https://www.ncvo.org.uk/images/documents/policy_and_research/Impactful-volunteering-understanding-the-impact-of-volunteering-on-volunteers.pdf

24 [https://present.brighton-hove.gov.uk/Published/C00000885/M00005951/AI00049446/\\$20160113145744_008500_0035375_ThePowerofVolunteeringv6.docxA.ps.pdf](https://present.brighton-hove.gov.uk/Published/C00000885/M00005951/AI00049446/$20160113145744_008500_0035375_ThePowerofVolunteeringv6.docxA.ps.pdf)

25 <https://www.nefconsulting.com/our-services/evaluation-impact-assessment/local-multiplier-3/>

26 'The Brighton and Hove Money Trail' Project Report (2019) www.takingaccount.org.uk

27 In the TA4 survey grants were defined as "Grant - payment to support work that the funder wishes to sponsor with no expectation of direct benefit to the funder."

28 In the TA4 survey service contracts were defined as "Service contract - a legally binding agreement to provide service(s) in exchange for funds."

29 In this audit that refers to: BHCC, Brighton and Hove Clinical Commissioning Group, Sussex Police and Sussex Partnership Foundation Trust.

30 Third Sector Investment Programme – Evaluation (2017-18).

31 Taking Account 4 Case Studies www.takingaccount4.org.uk

32 It should be noted that it is not clear, given their reported organisational activity, why organisations selected the 'None of these' option in response to this item. It is possible that as specifying social value in these terms is a relatively new concept, there is perhaps further need for further information.

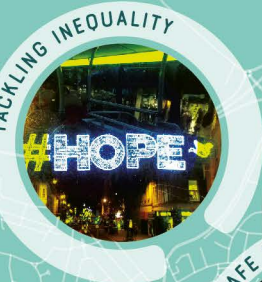
33 At the time of writing this remains the case and due to the 'light touch' nature of this legislation any change in this will be at the discretion of the local authority, however, there are developments at national level to create a tool: <https://socialvalueportal.com/national-toms/>

34 The Fairness Commission Report (2015) <https://www.brighton-hove.gov.uk/content/council-and-democracy/fairness-commission>

35 <https://www.brighton-hove.gov.uk/sites/brighton-hove.gov.uk/files/Brighton%20%26%20Hove%20Economic%20Strategy%20-%20Working%20Evidence%20Base%20-%20Executive%20Summary%20-%20October%2026th%202017.pdf>

36 <https://new.brighton-hove.gov.uk/sites/default/files/brighton-hove-city-tracker-2018.pdf>

37 Darking, M, Marino, A, Prosser, B. and Walker, C. (2016) 'Monitoring, Evaluation and Impact: a call for change Position Statement', January 2016 <http://blogs.brighton.ac.uk/meicommunity/mei-position-statement/>



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