

POLICY FOR SUBSIDIES TO CHARITY AND NON-PROFIT ORGANISATIONS

PURPOSE

The purpose of this policy is to increase accessibility to accredited training standards through subsidies to charity and non-profit organisations that are committed to serving communities marginalised by structural inequities, with a specific focus on organisations that integrate anti-racism into their core operational and service delivery practices. This policy aims to foster an inclusive, equitable, and supportive environment for all communities, prioritising those at increased risk of structural violence.

SUBSIDY DETAILS

TRAINING COST: The full cost of the training program is £2,200.

SUBSIDY AMOUNT: Eligible organisations will receive a 20% subsidy on the full cost of the training.

FINAL COST TO ORGANISATION: After applying the subsidy, the organisation's cost for the training will be reduced.

For a training program with a full cost of £2,200 such as the Level 3 Domestic Abuse Prevention and Early Intervention, the subsidy calculation is as follows:

20% of £2,200 = £440

Therefore, the organisation will receive a £440 subsidy towards the training program, reducing the cost to the organisation to £1,760.

ELIGIBILITY CRITERIA

To be eligible for subsidies under this policy, organisations must meet the following criteria:

ANNUAL TURNOVER: The organisation's annual turnover must be less than £250,000. This ensures that the policy supports grassroots and small-scale organisations that may not have access to substantial funding sources.

COMMUNITY SUPPORT FOCUS: The organisation must provide services specifically designed to support communities that have been marginalised and are at increased risk of structural violence. This includes, but is



not limited to, services for racial and ethnic minorities, LGBTQ+ communities, disabled individuals, and economically disadvantaged groups.

ANTI-RACISM PRIORITY: The organisation must prioritise anti-racism in their work. This may be reflected in the organisation's mission statement, operational practices, service delivery, and community engagement strategies. Organisations must demonstrate a commitment to combating racism and promoting racial equity within their structure and the broader community.

APPLICATION PROCESS

SUBMISSION OF APPLICATION: Eligible organisations must apply outlining their mission, annual turnover, the communities they serve, and how they prioritise anti-racism in their work. The application should also include a proposal for how the subsidy will be used to support their goals. This should be no longer than 400 words.

REVIEW AND ASSESSMENT: Applications will be reviewed by a panel comprising experts in non-profit management, social justice, and anti-racism. The panel will assess applications based on the alignment of the organisation's work with the policy's goals, the impact of proposed activities, and the organisation's capacity to deliver on its promises.

AWARDING OF SUBSIDIES: Successful organisations will be notified and awarded subsidies.

MONITORING AND REPORTING

Organisations must report on the outcomes and impacts of the training, including improvements in service delivery to marginalised communities and enhancements in anti-racist practices.

CONCLUSION

This policy is designed to support and empower charity and non-profit organisations that are dedicated to making a tangible difference in the lives of communities that have been marginalised through intersectional and anti-racist practices. By providing financial support to grassroots organisations, we aim to contribute to building a more inclusive, equitable, and just society.