

SUPPORTED BY
MAYOR OF LONDON

OUTREACH

Community Outreach Funding 2022/23

Summary Prospectus Jan 2022



**METROPOLITAN
POLICE**

Foreword



In November 2020 the Mayor of London announced an action plan to address some of the real concerns which had been raised within the communities of London, and in particular the black community. One of the key areas of focus was to increase the diversity of representation within the Metropolitan Police Service, with a specific focus upon women and people from underrepresented groups.

A month later I was given the task of developing our brand new approach with the specific aim of building confidence in the Met as an employer for choice for more women and people from underrepresented groups. Our Strategy focuses on **building confidence** within our communities, **informing** people about the fantastic opportunities that exist in the Met, **inspiring** people to be the change they want to see; and **supporting** people who choose to make that important step by actively applying to be a police officer.

The Mayor's Office of Policing And Crime have been supportive in providing a dedicated fund, which will enable local businesses, charities, and community led organisations to work in collaboration with the Met; to rebuild trust within our communities, and progress towards increasing the number of people from underrepresented groups to consider a career within policing.

This is a really exciting opportunity; and one which community groups have told us they need to be able to work effectively with us. We have listened, and with the support of MOPAC we are looking to provide a real opportunity for our external partners to make a real difference through this funding.

I hope you will work with us; and identify opportunities, through this funding, to be a part of the change we all want to see.

Chief Superintendent Jeff Boothe December 2021

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What is the Community Outreach Fund?

The Deputy Mayor for Policing and Crime, via the Investment Advisory and Monitoring meeting (IAM) was asked to approve the creation of a Community Outreach Programme Fund to support local community groups, organisations and charities in bidding for grant funding to attract people from underrepresented groups to join the Met

The initiative was an opportunity to build relationships with our partners and organisations that would will our engagement activity into various communities and enable us to build trust and confidence.

The strategic theme of community engagement and confidence would also address all forms of equality and diversity and would seek to improve cohesion across the Met.

The Community Outreach Fund is in line with the MOPAC Police and Crime Plan 2017 – 2021, with one of the key aims to have A Better Police Service for London, with a particular focus on assisting in bringing about a more representative MPS workforce.

Community Outreach Fund frequently asked questions

[What does it potentially mean to me if I am a Community Leader, Local Charity, A Key Influencer?](#)

The creation of a Community Outreach Fund will support community led groups, charities and external partners from the black community; by offering them the opportunity to bid for grant funding in the development of initiatives, which will directly support the Met in attracting more women and people from underrepresented groups, with a specific focus upon the black community, where confidence in policing is low.

[Why is this funding being made available to external partners and not used by the police themselves?](#)

The Met have invested heavily in recruiting an additional 50 Police officers to be part of 12 Outreach Teams, working across London, to engage with communities to build confidence, inform, inspire and support them when they act in applying to join the Met.

However, through regular community engagement with key influencers and community leaders; the question was regularly being asked "Why would you expect us to work with you in partnership, use our contacts, and yet not pay us for our expertise, knowledge and experience?"

The Community Outreach Fund has been made available to address these points made. We truly believe in order to achieve our goals, we need to do this in genuine partnership and collaboration and this means working with the community.

Why do we need community support?

The offer for funding is being made to support the Mayor's Action Plan for police officer recruitment and underpins the drive to build a police service that better represents and understands the communities it serves.

A key element of building trust and confidence within the black community, is the need to actively involve key influencers and advocates within the change process. This can be achieved by creating a platform where local community groups and charities can use their own extensive networks, with the support of grant funding, to actively encourage members of their own community to actively consider a career within policing.

How do I apply?

See the details of the [eligibility criteria](#) and how to apply on pages 6 to 7

What happens if I'm successful or not?

Outreach will notify all successful projects by email and work with you on your grant agreement and delivery milestones. You will be invited, along with the other grantees, to a welcome meeting to discuss your partnership with Outreach.

If you are unsuccessful at the eligibility check stage, you will receive an automatic notification letting you know. If you are unsuccessful at any other stage of the application process, Outreach will contact you and provide constructive feedback via email.

The Met's Recruitment Context

The British model of policing is built on consent. The police are the public and the public are the police. The public of London live in a city where the population is changing and growing fast. It's a population that's 50% female and 40% from Black, Asian and Minority Ethnic communities; home to 270 nationalities and 380 languages.

To police London effectively – making our city safe for everyone – and to be the most trusted police service in the world, we need to take bold steps to better reflect the city and its people - we serve so we can better understand their needs in order to build external confidence in the Met.

The Met has aspirations for 16% of officers to be to Black, Asian and Minority Ethnic (BAME) by 2022, increasing to 21% by 2024 and 28% by 2030. To achieve this the Met need to recruit from April 2022; 40% from underrepresented groups, 50% females, 15% of females from underrepresented groups, including specific aspirations for 8% Black officers.

What is Outreach?

Outreach is a tried and tested approach used by several organisations, including the Armed Forces. In the Met we have dedicated teams working hard to build confidence in the Met as an organisation and as a potential employer. We are focusing our Outreach work in those communities we know have a lower level of trust and confidence in us. The aim is to inspire people to sign up and support them through the process of applying.

What is the structure of the Outreach Teams?

The 32 London Boroughs are split into 12 policing Basic Command Units (BCU). A Central Outreach Team has London wide responsibility. It acts as an intelligence and tasking hub directing local outreach workers on BCUs. Each BCU has an Outreach Lead, who has responsibility for coordinating the joint activity of the BCU resources to effectively engage with communities. Outreach workers make the initial contact with potential candidates, inform and inspire them, with the ultimate aim for them to submit an application form.

What is the role of the Outreach teams?

The Outreach Teams actively look for opportunities to work with community groups to increase the number of people who look to apply in becoming an officer. Examples of outreach activity include building stronger community links and this is done through identifying community leaders, key influencers and existing partner agency networks, e.g. Safer Neighborhoods Boards, Business Improvement Districts, faith forums, schools, colleges, charities; and then in partnership organising discussion forums to raise awareness of the role of the Outreach Teams. This activity is further supported by online discussion forums and recruitment events where the Outreach Teams seek to inform people of the fantastic opportunities available in joining the Met for anyone aged between 18 and 57 years.

Contact us

If you have any questions about the application process or require an application, please email: CPIEMailbox-Outreach@met.police.uk

The Community Outreach Fund will be disbursed in two rounds of funding:

April 2022 delivery:

- ◆ Applications must be submitted by 16:00 on 28 February 2022
- ◆ Applications will only be accepted from organisations who can start delivery in April
- ◆ Decisions are expected by 31 March 2022.

June 2022 delivery:

- ◆ Applications must be submitted by 16:00 on 29 April 2022
- ◆ Applications will only be accepted from organisations who can start delivery in June
- ◆ Decisions are expected by 31 May 2022.

Eligibility criteria and programme priorities

A full outline of the eligibility criteria for this fund has been provided below, broken down into the categories of organisation, programme, experience and priority areas. You will need to meet each of these criteria to be eligible so please read this carefully before submitting an application.

<p>Organisation</p>	<p>Your organization will be based in and supporting people in one or more London borough.</p>	<p>The programme will encourage applications from BAME-led organisations.</p>	<p>Your organisation will have a current child protection and/or vulnerable adults safeguarding policy.</p>	<p>Your organisation will have current and appropriate insurance certificates (e.g. professional indemnity and employer's liability).</p>	<p>You will have a bank account in the name of the lead organisation.</p>
<p>Programme</p>	<p>You will be able to mobilise, start delivery in April 2022 or June 2022</p>	<p>You can share the objectives of the project, what you need to deliver it, what activities are to be undertaken, the outputs to be delivered, and likely outcomes.</p>	<p>You'll be willing to work with the Outreach Team, and collaborate with other grantees to share experiences and expertise.</p>	<p>You will collect sufficient output and outcome level data for evaluators and be able to tell a story about your intervention.</p>	
<p>Experience</p>	<p>Your board will reflect and represent the community it serves.</p>	<p>You'll be able to demonstrate experience of providing regular on-going support and ability to track progression of the recipients of your initiatives</p>	<p>You will be able to demonstrate your roots and connections in the local community.</p>		
<p>Priority areas</p>	<p>Women and people from underrepresented groups with particular focus upon the black community.</p>				

How to apply

Working with our delivery partners, we have reflected on recent grant programmes and listened to community-led organisations to understand the barriers they face when applying for support. Our aim is to make your experience of applying for this fund as straightforward as possible. To this end, we will adopt the eight commitments of a flexible funder as promoted by the Institute for Voluntary Action Research which can be found at <https://www.ivar.org.uk/flexible-funders/>

We want to make sure that potential applicants do not waste time as the fund will be highly competitive.

When to apply

Grant funding will be delivered across two rounds of funding.

Delivery from April

We will be accepting applications from organisations based in any of the London Boroughs

Successful applicants will have to be able to start their activity by April 2022 and complete by April 2023

Initial applications will close at 16:00 on 28 February 2022

Delivery from June

We will be accepting applications from organisations based in any of the London Boroughs

Successful applicants will have to be able to start their activity by June 2022 and complete by June 2023

Initial applications will close at 16:00 on 29 April 2022

Application process

There are four key stages to the application process

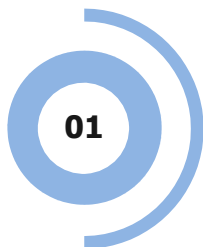
Delivery starting in

April

June

Timescale

Stage One - Application



Determine whether or not your organisation and project meet the core requirements of the programme. If it does complete the funding application and submit to CPIEMailbox-Outreach@met.police.uk

16:00
28 Feb
2022

16:00
29 April
2022

Stage Two – Decision Making

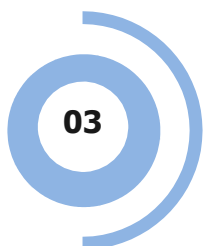


A panel, including independent representatives, will convene to review your application and determine whether the proposal is shortlisted. All applicants will be notified of outcome.

w/c 1
March
2022

w/c 2
May
2022

Stage Three - Meeting

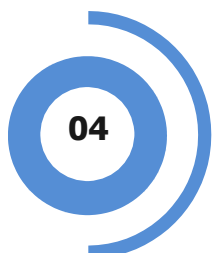


If shortlisted you will be invited to a 45 minute discussion to bring your project to life. We will ask several questions to understand more about you, your organisation, your project and the people you support.

w/c 14
March
2022

w/c 16
May
2022

Stage Four – Final Outcome



Once a decision about your proposal has been made, we will communicate the outcome to you.

31
March
2022

31
May
2022

