



A Fairer Future – Understanding Esmée's priorities

Webinar, 14 January 2021, 11.50-12.30pm

Thanks for joining us, the webinar will commence shortly.

A Fairer Future



We want to contribute to a just and anti-racist society, where those who need it most have their rights protected, the opportunity to speak and be heard, and the freedom to express their creativity. We want to shine new light on areas of need and challenge the cultures, systems and behaviours that stand in the way of change.

Impact goals by 2030

Injustice and structural inequality is challenged and changed

A new inclusive generation of leaders and artists

Priorities in the first 5 years

Acting early on the root causes of problems

Children and young people's rights

Young people leaving care

Tackling injustice

Empowering young leaders

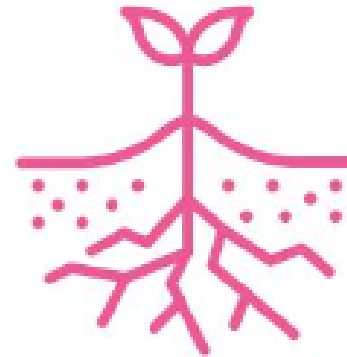
Removing barriers to creative careers

Cultural education

Priorities format

4.1

Acting early on the root causes of problems



Rationale

We want to see more action taking place to prevent problems from occurring, not just to cope with the consequences. In particular, getting early support to children is vital, whether that is in the first years of life, at key transition points or to counter the negative impact of trauma that can reverberate through lives.

Long-term outcomes for children and young people

Many more young children facing disadvantage are able to get quality support in the early years.

Early support for teenagers facing challenges before they reach crisis point (challenges like exploitation, early trauma and/or problems with police, family, school).

Long-term outcomes for everyone

There is a shift in the way people and organisations configure or deliver their services towards an earlier or preventative stage.

The root causes that contribute to cycles of disadvantage are identified, challenged, and changed.



Acting early on root causes

- Early Years – must have the **potential to scale and influence**. We are unlikely to support strong local delivery that is not able to evidence broader change. Looking for work that reaches those most in need and **shows good connections and partnerships**, with statutory as well as third sector.
- Teenagers – more likely to fund **specialist organisations** looking at issues such as exploitation, relationships to police, family and school. Important that programmes are **developed by and with affected young people**, there is evidence of strong outcomes and the potential to influence other services.
- Everyone – interested in work whose focus is to **shift the way other people and organisations deliver their services** towards acting earlier. Looking to address problems that are **stubborn, persistent and repetitive** and for the work delivered to have positive impact on people in the future as well as the here and now.



Children and young people's rights

- Generally we support **specialist children's law services** and organisations **campaigning on specific issues**
- More likely to fund organisations who can demonstrate:
 - Strong **engagement with young people** impacted by injustice
 - **Collaboration** across the sector
 - **A track record** in influencing policy and wider change



Young people leaving care

- **Closed to applications**
- Currently supporting a cohort of organisations working in this area and are focussing our time on working more closely with them to achieve our desired outcomes. We may make new grants where we identify a gap in one of our focus areas, but these will be small in number and by exception.
- We are not likely to fund work with care leavers outside this priority.



Tackling injustice

- Four areas we are particularly focused on – **race, gender, disability, immigration status**
- Look for applicants to be clear about the change they are seeking to achieve, and **more likely to fund where that change happens beyond individuals**. Will others change their behaviours, policies or practice as a result?
- Particularly looking for **work led by those with lived experience**, and for those with lived experience to have a direct role in the work and its direction
- Interested in organisational track record, and the **partners and networks** that are in place to influence change

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Empowering young leaders

- Looking for work that engages young people **who wouldn't normally have their voices heard**
- Important to evidence that the work is **creating opportunities for young people to influence change**. This can be local, but demonstrating the impact of young people led social change is important.
- More likely to support work that can show long term opportunities for the young leaders – looking for **progression routes** to be in place
- Less likely to fund when:
 - A programme of work is very short term
 - There is a lack of track record in developing young leaders
 - Unlikely to fund work focussed solely on general employment outcomes



Removing barriers to creative careers

- Strong applications are **clear about the barriers** they are seeking to address
- Particularly interested in work that is:
 - **Unusual** and/or specific to its area
 - Can show good success rates and **clear progression routes** for participants
 - Builds on the previous experience of the organisation, and talent development is **central to the organisation's work**
 - Supporting **career progression and leadership development** as well as entry to a career
 - Supporting **technical/admin roles** as well as work that supports artistic roles
- Unlikely to fund:
 - Small numbers of people to work as trainees in an organisation. Looking for specific programmes that are advertised and open
 - School work – looking primarily at professional post-school training



Cultural education

- **Closed to applications**
- Currently exploring where Esmée's contribution could have the biggest impact in this area. We expect to publish more on our thinking later in 2021

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