

**Scottish Government
Equality Unit**

**Promoting Equality and Cohesion Fund
1 July 2017 – 31 March 2020
Application Form**

**Large Grant
Office Use
only**

Application Form: Promoting Equality and Cohesion Fund

Please read the Guidance Notes before completing this Word Form, together with the Excel Budget Form. Please make sure that you answer all the questions applicable. **The deadline for applications is midnight on Friday 17 March 2017.**

Section 1: Tell us about your organisation

1.1 Legal name of your organisation

Equality Network Limited

1.2 Registered address for your organisation

Address 1	30 Bernard Street
Address 2	
Address 3	
Address 4	
Town	Edinburgh
County	City of Edinburgh
Postcode	EH6 6PR
Country	Scotland
Telephone	0131 467 6039
Email	[REDACTED]
Website Address	www.equality-network.org and www.scottishtrans.org

1.3 Main contact for this application

Name	[REDACTED]		
Position	[REDACTED]		
Telephone	[REDACTED]	Mobile	[REDACTED]
Email	[REDACTED]		

1.4 Bank account details

Name of Bank	Charities Aid Foundation Limited
Account Name	Equality Network
Account No.	[REDACTED]
Sort Code	[REDACTED]
No. of Signatories	Four, of which two are needed to approve any payment

1.5 The legal status of your organisation

Legal Status	Company Limited by Guarantee & Scottish Charity		
Charity No.	SC037852	Company No.	SC220213
In what year was your organisation established/granted charitable status?			
Established 1997; incorporated 2001; granted charitable status 2007			
Is your organisation a branch of another charity/body?		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
If yes, name of parent company/body			

1.6 Is your organisation a Social Enterprise? Yes ☐ or No ☒

1.7 Annual income

What was the income of your organisation in its last financial year? (Exclude any income for capital items such as buildings and equipment.)	£ 477,604
Please tick if you are a new organisation that has been operating for less than one year.	<input type="checkbox"/>

1.8 Geographical area

In which local authority area is your registered office based?	Please Select. City of Edinburgh
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1.9 What are the main aims and activities of your organisation?

Our charitable purpose is:

- to promote the human rights of Scotland's lesbian, gay, bisexual, transgender and intersex (LGBTI) people,
- to promote fair and equal treatment for lesbian, gay, bisexual, transgender and intersex people in the laws, institutions and society of Scotland, and
- to provide assistance to people and organisations working in other countries, to promote equality and human rights for lesbian, gay, bisexual, transgender and intersex people in those countries.

We work to change Scotland to deliver equality and human rights for all LGBTI people. Our work is founded on engagement with and empowerment of diverse LGBTI people across Scotland. It is based on evidence and expertise, and involves working in partnership with many others.

Major themes of our work currently include: seeking full legal equality for LGBTI people, improving social attitudes, working for equality in the justice system and good responses to hate crime, working for equality in health and social care, in education, and in other public and voluntary services, LGBTI community capacity building and engagement, bisexual, trans and intersex equality, equality for LGBTI people with intersectional identities, and building the evidence base on LGBTI equality.

We work for these things through policy development and advice, training and consultancy, community development and engagement, research, information provision, communications and media work, and we have a strong emphasis on partnership work with other LGBTI organisations and a range of equality and human rights organisations, in Scotland, in the UK, and internationally.

1.10 Who are the people involved in your organisation?

How many Board members do you have?	7 currently – now recruiting, with the aim of 10 to 12
How many other volunteers are involved?	20 active volunteers
How many full-time staff are employed?	7
How many part-time staff are employed?	1 half time, plus 6 sessional staff
In the last year, how many service users have benefitted from the work of your organisation?	As an organisation working for change to benefit all LGBTI people: >250,000 Directly in our network: >30,000

1.11 Describe the make up of your Board of Trustees. Tell us about the skills and experience of your Board members and how you support them

Governance of our organisation is the responsibility of our volunteer Board of Trustees. They delegate day-to-day management to the staff Director, to whom other staff report. Trustees are recruited via open, competitive recruitment, and their appointment is confirmed by our AGM. The average term of office is five years. New Trustees are provided with induction, and supported by existing Trustees and the Director, and there is an annual Trustee development day.

Our Trustees are reflective of the diversity of the LGBTI communities (including bisexual, trans and intersex people), and of intersections with disabled and ethnic minority communities, and with an age range from mid twenties to seventies. Due to a member stepping down, we currently have three women and four men Trustees – we are currently actively recruiting up to five more Trustees.

Our Trustees have between them a wide variety of skills and experience in the public, private and voluntary sectors, including employment for example in the NHS in medical and in equality and diversity roles, in volunteer management, as a solicitor, in the armed forces, in clinical and academic research, and in the disability voluntary sector, and volunteer experience, for example as a Board member of Amnesty International UK, with disability charities, and with a wide range of other LGBTI organisations. There are three specific Board posts: convener, deputy convener and treasurer. Our treasurer is a chartered accountant working at senior level in financial services.

Each year, our Board has six standard Board meetings, and two Board development days, in addition to social events with staff. Some Board members are involved in sub-groups with staff, such as the fundraising sub-group and the training sub-group.

The Board is supported by the Director, who reports regularly to the Board on the progress of our work against our strategic and operational plans, and on our financial position, and implements Board policies and decisions.

1.12 What active policies does your organisation have in place that guide your work?

We have the usual range of organisational policies, including for example Alcohol and Drugs, Carers, Complaints, Data Protection, Disciplinary, Equality and Diversity, Finance, Grievance, Harassment, Health and Safety, Leave, Media and Communications, Redundancy, Reserves, Retirement, Volunteering. These are reviewed by the Trustees and the Director together, on a four year rolling cycle.

All of our work is underpinned by the principles of partnership and community-led involvement. Our policy is to engage with community members before starting any work, and at all stages of a project. In this work, this policy is being put into practice through our extensive and ongoing engagement and consultation with diverse LGBTI people across Scotland, through our community empowerment activities, and activities which support LGBTI people to directly engage with national policy-making processes. It is also our policy to have people with lived experience either run our training sessions, or where that is not possible, provide personal testimonies at our trainings. In doing these things, it is our policy to maximise access for diverse LGBTI people, and to have a particular focus on involving more disadvantaged sections of the LGBTI communities, including bisexual people, trans people, intersex people, people with intersectional identities, and people living in rural areas.

Our main service user group is policy makers and public and voluntary sector organisations. We gather feedback from these service users at all events and training and use this feedback in further developing our work.

1.13 Independent Referee

Provide details of an independent referee who knows the work of your organisation and/or the subject of this application

Name	[REDACTED]
Position	[REDACTED]
Organisation	[REDACTED]
Address 1	[REDACTED]
Address 2	
Town	[REDACTED]
County	[REDACTED]
Postcode	[REDACTED]
Country	[REDACTED]
Telephone	[REDACTED]
Email	[REDACTED]
Relationship to your organisation	[REDACTED]

1.14 Where did you hear about this fund?

From the Scottish Government Equality Unit

Section 2: Tell us about your project

2.1 Name of project

Scottish Trans Alliance – Strategic Intermediary Project

2.2 Project start date (dd/mm/yyyy) Project end date (dd/mm/yyyy)

01/07/2017

31/03/2020

2.3 Briefly describe your proposed project using no more than 250 words

A national project to inform, equip and support transgender people, equality organisations, government policy makers and other employers and service providers to engage together to improve gender identity and gender reassignment equality, rights and inclusion in Scotland. The project focuses on building capacity for transgender people's engagement in equality policy and good practice development, as well as improving social attitudes and visible inclusion in Scottish daily and public life.

2.4 Please describe the need or issue that your project will address, including evidence of need

Transgender people still experience discrimination in service provision and employment, transphobic hate crimes and problems accessing the NHS gender identity clinical services they need. The project activity addresses the ongoing need to drive change in public bodies to tackle discrimination; improve equality outcomes for trans people in regard to their employment, representation and participation in society; and foster strong, resilient, engaged, empowered transgender communities across Scotland.

Although there has been significant progress towards legislative equality for LGB people in the past 20 years, transgender people do not yet have full legal equality and protection. Scotland's gender recognition law is out of date and significantly behind international best practice as seen in for example Ireland, Denmark, and Malta, as is our equality law as it applies to transgender people. Apart from hate crime law, the law is currently silent on non-binary transgender people, leading to significant inequalities and a lack of protection from discrimination.

Our 2012 publication, the Trans Mental Health Study, based on a detailed survey of 889 transgender people, found that 65% of respondents had experienced negative treatment by NHS staff due to being transgender. Of respondents who had used NHS mental health services, 29% felt that their gender identity was not validated by staff as genuine, instead being perceived by staff as a symptom of mental ill-health. 17% were also told that their mental health issues were because they were trans, when they disagreed and saw them as separate. 58% of respondents who had been referred to NHS gender identity clinics felt that the long waiting times associated with trans medical care led to their mental health or emotional wellbeing worsening during this time. Since we conducted the survey, waiting times have continued to rise and freedom of information requests now show Sandyford GIC waiting times as over 52 weeks, more than 3 times the maximum 18 week waiting time to treatment

set by the Scottish Government for NHS outpatient referral appointments.

In the *Scottish LGBT Equality Report 2015* which the Scottish Trans Alliance project assisted the wider Equality Network to produce, 10% of the 1052 survey respondents were transgender people and three transgender-specific forums were held as part of the engagement process. 99% of transgender respondents stated that more needs to be done to tackle prejudice and discrimination against transgender people in Scotland. Transgender respondents were most likely to have experienced prejudice or discrimination in a recent period. One out of seven transgender respondents (14%) had experienced or witnessed an incident of transphobic prejudice or discrimination within the last 24 hours before completing the survey, almost half (45%) in the last week, and nine out of ten (91%) in the last year. Transgender respondents were also the most likely to say they had seen negative comments (90%) and portrayals (88%) in the media.

Priorities identified by transgender people included equality in the law and public policy (including reform of gender recognition law and equality law for trans people), health care, education, social attitudes, hate crime, other services, discrimination in employment and media portrayals.

Our 2015 Scottish Trans Alliance survey of 895 non-binary people found that the majority never felt comfortable sharing their non-binary identity with their GP, other NHS services or the police. 80% felt they had to pass as male or female to be accepted while using services or at work. As a result, 83% felt more isolated or excluded, 65% had poorer mental health, and 63% were less likely to access services.

The Scottish Social Attitudes Survey 2015 showed there have been significant improvements in social attitudes towards trans people, from 49-55% of the Scottish public unhappy if a family member has a long-term relationship with a trans person in 2010 down to 32-39% in 2015. However, the Scottish Social Attitudes Survey 2015 showed that trans people are still facing more negative social attitudes than all the other minority groups within the survey.

2.5 How do you know this project will address the need outlined in 2.4?

A major focus of this project is to address the further improvement needed to the law and national policy, to deliver greater equality for transgender people. The project will do this by working with policy makers to inform and advise them on the needs of transgender people (project outcome 1). Project outcome 1 includes research into the situation of trans people, and provision of information on this. Project outcome 1 also includes developing training resources for service providers and employers, including short training films, to improve their understanding of trans equality and inclusion. Creating training resources addressing trans people's service provision needs in relation to health and social care and hate crime will be prioritised.

The policy and good practice guidance work in project outcome 1 can only be done successfully if informed by transgender people, and based on good evidence, and so project outcome 2 addresses this. Project outcome 2 includes consultation events with trans people to inform our policy work, and facilitation of direct engagement between diverse trans people and policy makers. It also includes community

capacity building work in the form of skills development training for trans people, to enable them to understand their rights and how to engage most effectively with service providers and employers to achieve trans equality improvements.

Improvements in social attitudes are vital to reduce hate crime against trans people and to improve their inclusion in their local communities. Project outcome 3 uses creative arts, public visibility events and proactive media work to improve social attitudes towards trans people by enabling trans people to be more confidently visible and their lives more accurately and positively depicted in Scottish society.

We have over a decade's experience delivering this kind of work, and our staff are now very experienced. We have worked in successful partnership with the Scottish Government, the Violence Against Women sector, and with other national policy makers such as NHS Scotland, Police Scotland, COPFS, Scottish Prison Service, etc, for many years, to inform development of effective policy, for example recently around the NHS Scotland gender reassignment protocol, inclusion of trans people within domestic abuse and rape crisis services, the rights of trans people in custody, and equal marriage.

We have a well-developed relationship with trans individuals and groups around the country, and a network of over 3000 trans people. We have partnerships with equality organisations for other protected characteristics (such as Inclusion Scotland, Glasgow Disability Alliance, BEMIS), which inform our intersectional work. We also work in close partnership with Scotland's other national LGBTI organisations, LGBT Youth Scotland, Stonewall Scotland, LGBT Health and Wellbeing and LEAP Sports Scotland, to ensure that our work is coordinated and complementary.

2.6 Describe how you will work with/involve service users in shaping services

A key principle of our work is that it is based on the involvement of trans people. All our policy work is based on engagement with trans people, for example through surveys and meetings, and on the needs and priorities thereby identified.

Our Scottish Trans Reference Group will involve at least nine diverse trans people meeting quarterly to give detailed guidance on our Scottish Trans Alliance project work shaping services and feeding back via email on draft consultation responses and publications written by Scottish Trans Alliance staff. Our thematic Scottish Trans Forum events and national conferences will take place regularly around Scotland to enable over 150 trans people to engage in person directly with us and with public sector and voluntary sector service providers to enable trans participants to shape services by sharing their experiences, priorities and ideas regarding various trans equality topics.

Our work also involves facilitating the direct engagement of trans people with policy makers, for example by supporting people to participate directly in government and public sector consultations and events. Our work also includes capacity building for trans people to increase their knowledge of service improvement mechanisms such as the Public Sector Equality Duty and their skills and confidence in public speaking, gathering and submitting evidence to Equality Impact Assessments, and delivering

trans equality training to service providers. This capacity building skills development training will better enable trans people to better engage with policy-makers and advocate for improvements to services to meet their needs.

Our work includes online social media interaction with, and the provision of information to, our wide network of over 3680 transgender people and their supporters, to help them access their rights and engage with policy makers.

Our trans visibility work involves facilitating transgender people to publicly share their experiences through the media and the arts in order to improve social attitudes and awareness which in turn positively shapes services.

2.7 Will your project have a national or a local remit?

<p>If your project operates on a national basis, please provide details in the box to the right.</p>	<p>National.</p> <p>Project outcome 1 provides national policy and good practice guidance to the Scottish Government and to a wide range of national and local public bodies across Scotland. It also involves nationwide surveys and provision of information across Scotland. It involves partnership work with other national Scottish and UK organisations.</p> <p>Project outcome 2 involves community engagement and skills development training involving trans people from across Scotland with a fund to assist access.</p> <p>Project outcome 3 involves media work with national newspapers, radio and television channels. It involves creative arts visibility activities involving trans people from across Scotland with a fund to assist access.</p>
<p>If your project has a local remit, please list the main local authority areas where the people who will benefit from your projects work, live or are based in the box to the right.</p>	

2.8 Will your project take place in an area of regeneration or high deprivation?

Yes ☐ No ☒

If yes, please provide details.

N/A.

Section 3: The difference your project will make

3.1 Promoting Equality and Cohesion Fund Outcomes

To receive funding your project should work towards at least one of the following fund outcomes and not more than three. Please select the outcome(s) that your project will work towards.

1.	Discrimination against people who share protected characteristics is reduced, and multiple discrimination is addressed so that barriers to participation are reduced.	<input checked="" type="checkbox"/>
2.	People covered by hate crime legislation experience lower levels of hate crime.	<input checked="" type="checkbox"/>
3.	People and communities are supported to participate in and engage with services and civic society; their contribution is recognised and community cohesion is increased.	<input checked="" type="checkbox"/>
4.	Current imbalances in representation in all aspects and levels of public life, including education and employment, are addressed to better reflect our communities.	<input type="checkbox"/>

3.2 Project outcomes and activities

Please describe the most important change or difference for the intended beneficiaries that this funding will support. (The guidance notes accompanying this form may be useful in helping to complete this section.)

Project outcome 1	Government policy makers, equality organisations, and other employers and service providers are more informed about how to improve gender identity and gender reassignment equality, rights and inclusion through policy and good practice development.
Which fund outcome(s) will this contribute to? 1 <input checked="" type="checkbox"/> 2 <input checked="" type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	
Proposed outcome activities for outcome 1	Timescales and frequency
Provide in-depth information through briefing papers and meetings to MSPs and Scottish Government civil servants about the gender recognition reform needs of trans people and possible ways to effectively and efficiently address impacts on wider legislation and public sector practices resulting from reforms to the Gender Recognition Act 2004.	Throughout all three years. At least 25 meetings in total. At least 3 briefing papers in total.
Provide transgender policy and good practice guidance in response to prioritised enquiries from government policy makers, public bodies, voluntary organisations and equality organisations on gender identity and gender reassignment equality, rights and inclusion. Provision of trans equality policy information to Government civil servants and relevant public bodies to progress the Fairer Scotland Action Plan will be prioritised.	Respond to at least 10 assistance requests per year.
Work in partnership with the NHS National Gender Identity Clinical Network for Scotland to improve access to NHS gender identity services.	At least 4 meetings per year.

Work closely with the Scottish Trans and Intersex Equality projects, and participate in policy partnership meetings with LGBT Youth Scotland, Stonewall Scotland, LGBT Health and Wellbeing, and LEAP Sports Scotland.	4 partnership meetings per year.
Create trans equality training materials, including short films, to improve trans equality awareness among service providers and employers, especially in regard to better addressing trans people's health and social care needs and hate crime reporting needs.	Materials created throughout all three years, beginning with health & social care in year 1.
Working together with the Equality Network Policy Coordinator, engage with the Lord Bracadale Hate Crime Law Review to ensure the review accurately incorporates trans people's views.	At least one meeting and joint consultation response in year 1.
Work in partnership with justice agencies, such as Police Scotland, COPFS, the Scottish Courts & Tribunals Service, Community Justice Scotland and the Judicial Institute for Scotland, to assist them in addressing transgender equality and transphobic hate crime.	3 meetings per year. 1 training session in each of years 1 & 2.
Deliver trans inclusion training to service providers and employers.	2 training sessions in each of years 1 & 2. 1 training session in year 3.
Create a detailed trans equality good practice guidance booklet for service providers and employers, highlighting key evidence of trans inequalities, explaining key principles for trans inclusion and how to increase staff understanding, and giving recommendations for improving trans equality and inclusion, and providing tips for effective consultations with trans people.	Guidance booklet written by end of year 2 and distributed widely in year 3.
Undertake research surveys to increase evidence base informing trans equality work.	One survey in each of years 1 and 2.
Redesign the www.scottishtrans.org website to expand and update its content and to include more content highlighting the wide diversity of trans people living in Scotland and their intersectional experiences and needs.	By end of year 1.
We will work in partnership with LGBT Youth Scotland, Stonewall Scotland, and Time for Inclusive Education to increase trans inclusion and reduce bullying in schools.	Throughout all three years.
We will participate in the Scottish Parliament Cross-Party Group on LGBTI+ issues.	4 meetings per year.
Provide high quality and expert public information on trans equality in regard to the law, policy development and good practice guidance, via our website, email newsletters and social media networks.	Throughout all three years.

Project outcome 2	Transgender people are more informed, equipped and supported to engage with equality organisations, policy makers, service providers and employers on improving gender identity and gender reassignment equality, rights and inclusion.		
Which fund outcome(s) will this contribute to?			
1 <input checked="" type="checkbox"/> 2 <input checked="" type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/>			
Proposed outcome activities for outcome 2			Timescales and frequency
<p>Set up and run a Scottish Trans Reference Group, which will have 9-12 diverse trans members from across Scotland, meeting quarterly to give detailed guidance on our Scottish Trans Alliance project work and giving feedback via email on draft consultation responses and publications written by Scottish Trans Alliance staff where time allows.</p> <p>In Year 1, the Scottish Trans Reference Group members will be recruited and will participate in a residential induction event to develop their collaborative working skills, awareness of policy development processes, and understanding of the work of the Scottish Trans Alliance and their role as a Reference Group.</p> <p>In Years 2 and 3, the Scottish Trans Reference Group will meet quarterly and will assist in shaping the design of the open Scottish Trans Forum events and conferences. The Reference Group will also be supported to engage with LGBT Youth Scotland and Stonewall Scotland to enable them to utilise the Scottish Trans Reference Group as a sounding board to assist in their LGBT work being trans inclusive.</p>			<p>Recruitment of members and hold residential induction event in year 1.</p> <p>Quarterly meetings throughout years 2 and 3.</p>
Run thematic Scottish Trans Forum events to enable trans people, civil servants, public bodies and voluntary sector organisations to engage together to share knowledge and identify way to improve trans equality and inclusion. One Forum event each year will take place outside the central belt. One of the thematic topics will be the reform of the Gender Recognition Act.			<p>2 Forum events in each of years 1 & 2.</p> <p>1 Forum event in 3.</p>
Run a large national trans equality conference each year to enable trans people, civil servants, public bodies and voluntary sector organisations to engage together to share knowledge and identify way to improve trans equality and inclusion. The Scottish Trans Reference Group will help identify priority trans equality topics for the conferences.			1 national conference per year.
Inform and support trans people to enable them to engage directly with Government, Parliament and other national consultations that affect them, including on gender recognition law, and hate crime law.			<p>Gender recognition law and hate crime law in year 1.</p> <p>Throughout as consultations arise.</p>
Deliver skills development training days for trans people to increase their knowledge of their legal rights and their ability to engage effectively with public bodies to uphold those rights. One of the skills development training days will be focussed on			<p>2 training days in year 1.</p> <p>1 training day in each of years 2 & 3.</p>

equipping trans people to use the mechanisms within the Fairer Scotland Action Plan's Fairness Action 7 to have their say in their local areas.	
Support three trans volunteers, accompanied by one member of staff, to increase their skills and knowledge by participating in the biennial Transgender Europe Council capacity building conference in 2018.	Year 2.
Support one trans volunteer, accompanied by one member of staff, to increase their skills and knowledge by participating in the biennial symposium of the European Professional Association for Transgender Health in 2019.	Year 3.
Support four trans people per year as Scottish Trans Alliance volunteers to develop their experience, confidence, skills and knowledge.	Throughout all three years.
Use targeted network mailings and social media content about our engagement opportunities and those of other organisations, to encourage and support trans people to directly engage with equality organisations, policy makers, service providers and employers.	Throughout all three years.

Project outcome 3	An increase in accurate, positive and inclusive visibility of transgender people's experiences in Scotland in order to improve social attitudes towards transgender people.		
Which fund outcome(s) will this contribute to?			
1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>	3 <input checked="" type="checkbox"/>	4 <input type="checkbox"/>
Proposed outcome activities for outcome 3		Timescales and frequency	
Hold a national event in February 2018 using performances, archive materials and discussion workshops to exploring the history and future of Scottish trans equality work and its place within the history of British and European trans equality work.		Year 1.	
Support trans people to be visible, and hold trans equality information stalls, at Pride events around Scotland each year.		3 prides per year.	
Run creative arts courses to empower trans people to positively share their experiences with the general public and improve social attitudes. The types of creative arts activities undertaken each year will be chosen through consultation with trans people.		1 course per year.	
Conduct pro-active media work aimed at Scottish newspapers, radio stations and TV to increase positive coverage of trans people's lives and equality concerns.		Throughout all three years	

3.3 Contribution of Promoting Equality and Cohesion Fund to wider work

A. There are a number of Scottish Government publications that have a strong equality focus. If the project for which you are applying for funding is delivering against any ambitions, goals or specific actions in the following documents in relation to the protected characteristics, please select the relevant document(s). Detail of the work you are taking forward should be provided in the text box, linked to the specific actions in the relevant Scottish Government publication:

<u>Race Equality Framework</u>	<input type="checkbox"/>
<u>A Fairer Scotland for Disabled People</u>	<input type="checkbox"/>
<u>New Scots: Integrating Refugees in Scotland's Communities</u>	<input type="checkbox"/>
<u>Fairer Scotland Action Plan</u>	<input checked="" type="checkbox"/>
<u>Scotland's Labour Market Strategy</u>	<input type="checkbox"/>

Detail of the way in which the work of the project contribute to the ambition, goal or specific actions in the Scottish Government publication(s) indicated above:

<p>A.</p> <p>Fairer Scotland Action Plan:</p> <p>The project will contribute to Fairness Actions 7 (people having a say in their local areas), 10 (Advisory Council on Women and Girls), 13 (gender recognition law reform), 24 (Reducing reoffending), 25 (domestic abuse and hate crime) and 34 (HBT bullying in schools).</p> <p>For Fairness Action 7, the project will seek to use the new 'participation requests' process set out in the Community Empowerment (Scotland) Act 2015 to enable trans people to discuss with service providers how they could better meet their</p>

needs. The project will provide skills development training to trans people to help them understand the provisions of the Community Empowerment (Scotland) Act 2015 and also how to apply to the Community Choices Fund and the Empower Communities Fund to bring about change in their local areas.

For **Fairness Action 10**, the project will offer guidance to the Advisory Council of Women and Girls on being trans inclusive.

For **Fairness Action 13**, the project's community engagement work will have a vital role in enabling trans people to engage in the Scottish Government consultation on gender recognition reform and the project's policy expertise will be key in assisting civil servants and politicians to take forward the complex details of the legislation reforms following the consultation period.

For **Fairness Action 24**, the project will offer Community Justice Scotland transgender training and guidance to enable the national strategy for community justice and reducing re-offending to be transgender inclusive.

For **Fairness Action 25**, the project will use its expertise on transphobic hate crime and transgender inclusion within domestic abuse services to feed into the implementation of the Equally Safe strategy and the development of a programme of action on hate crime.

For **Fairness Action 34**, the project will work collaboratively with LGBT Youth Scotland, Stonewall Scotland and Time for Inclusive Education (TIE) to contribute its trans expertise to the Scottish Government's work on addressing transphobic bullying in schools.

The project's policy work will contribute evidence to help inform the **Fairer Scotland progress report in 2019**.

The project's community engagement work will also help empower transgender people to engage in the **Citizens Forum** to help set new actions for the next parliamentary session.

The project's policy work will also assist the development of the Scottish Government's **Equality Evidence Strategy**.

The project's policy work will also seek to ensure that the implementation of the Scottish Government's **Mental Health Strategy** meets the mental health needs of trans people, especially in terms of trans people's extremely high suicide attempt rates.

B. It should also be noted that there are some consultations and an independent review that are either live or impending which may impact on future equality work in this funding period. If the outcome of any of the following are of relevance to your proposed project, please select the consultation(s)/review below for which this is the case.

Scottish Government consultation on the <u>Draft Gender Representation on Public Boards (Scotland) Bill</u> (consultation period: 5 January – 17 March 2017)	<input checked="" type="checkbox"/>
Forthcoming Scottish Government consultation on the first British Sign Language (BSL) National Plan (1 March – 31 May 2017)	<input type="checkbox"/>
Forthcoming Scottish Government consultation on the reform of Gender Recognition legislation (summer 2017)	<input checked="" type="checkbox"/>
Any engagement with Lord Bracadale's independent review of the existing laws around hate crime offences in Scotland (30 January 2017 – January 2018 approximately)	<input checked="" type="checkbox"/>

Please provide a brief overview of the work of the proposed project in relation to the relevant consultation or review indicated above:

B.

We recently met with officials working on the draft Gender Representation in Public Boards Bill, to discuss how the legislation will work effectively for trans Board members including non-binary people. We submitted a response to the consultation, and will engage with the stage 1 stage of the legislation.

A core priority of the project's policy and community engagement work is the Scottish Government consultation on the reform of Gender Recognition legislation starting in summer 2017 and the resulting process of legislative reform. Our policy positions on gender recognition are informed by consultation with diverse trans people. We will support trans people to engage with the consultation on gender recognition, and with the stage 1 process of any subsequent legislation.

The project will utilise its expertise on transphobic hate crime through engagement with Lord Bracadale's independent review of the existing laws around hate crime offences in Scotland. It will also assist trans people to provide evidence to the review about their experiences of going to court as victims of transphobic hate crimes.

3.4 Contribution to Scottish Government Equality Outcomes

If relevant, applicants should also demonstrate how their project would help contribute to one or more of the Scottish Government Equality Outcomes and National Performance Framework Outcomes (see the criteria for this fund for more information).

Our work has contributed to the Scottish Government 2013-17 Equality Outcome that "Scottish Government directorates are by 2017 more confident in and better informed on equality and diversity matters and can engage with partners and stakeholders to effect change and improvement", by ensuring that Scottish Government policy is informed about the needs of trans people, through our engagement, and through facilitating direct engagement with trans people.

We have been engaging in the Scottish Government's recent consultation on their equality outcomes for 2017 to 2021, and we understand that these are likely to focus more on themes (health, education, hate crime, access to justice, etc) than on single protected characteristics. We will be engaging with policy on all of those themes, with a focus on the needs of trans people.

Our work on trans equality, hate crime, and social attitudes also contributes to the National Outcomes "We have tackled the significant inequalities in Scottish society",

“We live our lives safe from crime, disorder and danger”, and “We take pride in a strong, fair and inclusive national identity”, respectively.

3.5 How will you know you are making a difference (e.g. what information/ feedback do you collect and how do you record it)?

In order to know we are making a difference in regard to project outcome 1, we will:

- Record the distribution of information resources produced by the project.
- Record the dates, topics and results of meetings, email and phone communications which informed policy and practice development by government and other policy makers, employers and service providers.
- Record the dates, topics and results of partnership working. At the end of specific key pieces of partnership work, we will meet with partner agencies to debrief about the effectiveness of the partnership working and record this learning.
- Record attendance and use feedback forms to evaluate the impact of the project’s training and guidance sessions on the trans equality knowledge of government policy-makers, and other employers and service providers.
- Record usage & reach statistics for the project’s policy-related web-pages, social media posts & email newsletters.

In order to know we are making a difference in regard to project outcome 2, we will:

- Monitor number, geographical spread and diversity of transgender people participating in the project’s engagement events and other consultation methodologies and analyse the data.
- Use personal development plans and equality work knowledge, confidence and skills development self-assessments to evaluate the impact on volunteers supported by the project.
- Record activities promoting transgender inclusion which are undertaken by the volunteers supported by the project.
- Use feedback forms to evaluate the impact of the project’s engagement opportunities on how informed, equipped and supported participants feel they are to engage with equality organisations, policy makers and employers on improving gender identity and gender reassignment equality, rights and inclusion.
- Record usage & reach statistics for the project’s community-engagement-related web-pages, social media posts & email newsletters.

In order to know we are making a difference in regard to project outcome 3, we will:

- Monitor number, geographical spread and diversity of transgender people participating in the project’s creative arts courses and analyse the data.
- Record public attendance at trans visibility discussion events and film screenings and use feedback forms to evaluate the impact on audiences.
- Keep records of all TV, newspaper and radio coverage secured through the project’s media work.

Using the above records we will evaluate and report on the achievement of the project outcomes and the difference being made to transgender equality, rights and inclusion in Scotland.

The evaluation measures listed above include ones that are specifically aimed at directly measuring the difference that our work is making to law and policy, community engagement and capacity building and social inclusion and visibility for transgender people in Scotland.

Using the data gathered, we will be able to identify the reach of our policy influence and the improvements in equality legislation, policy and practice which have been achieved (outcome 1).

We can compare the numbers and diversity of transgender people currently engaging in our events with the numbers since 2007 and compare their transgender equality activism activity levels to enable us to know how much difference has been made in regard to community engagement capacity (outcome 2).

We will also be able to use our archive of transgender media coverage and artistic representations of transgender people's experiences in Scotland to know how much difference has been achieved in regard to transgender visibility and social attitudes towards transgender people (outcome 3).

3.6 How will your organisation work with individuals and communities to develop social networks and relationships to strengthen communities?

The work under project outcomes 2 and 3 above has this purpose. We will support networking between transgender individuals at our community engagement events. A significant part of our work under project outcome 2 is to develop the skills and knowledge of transgender individuals to enable them to do voluntary work strengthening their local transgender communities, especially in rural areas where transgender people feel more isolated. Our work also supports the development of stronger networking between transgender equality groups in different part of the UK and other countries, and networking with other equality and human rights groups.

3.7 How will your organisation tackle the root causes of problems in communities and prevent negative outcomes?

The root causes of discrimination and disadvantage for transgender people include legal inequalities and lack of legal protection, ignorance and lack of understanding, prejudice, a failure by services to provide for the specific needs of transgender people, stereotyping and poor reporting in the media, and social isolation. The work addresses all of these. Under project outcome 1 above, policy work will address legal inequalities and protections, and will help improve services such as justice and health and inclusion of transgender people within single sex services. Engagement and community development work under project outcome 2 will help reduce social isolation, as well as setting the direction of policy work to ensure it is effective. Work under project outcome 3 will reduce ignorance and lack of understanding, as well as encouraging good media reporting.

3.8 How will your organisation work in partnership with other public, private and third sector organisations to achieve greater outcomes?

In order to achieve change, our policy work under project outcome 1 above involves working with the Scottish and UK Governments and Parliament, public bodies such as the NHS and justice agencies and voluntary sector service providers such as Scottish Women's Aid and Rape Crisis Scotland. Community engagement work under project outcome 2 will also involve working with public bodies, Government, Parliament, local voluntary transgender peer support groups around Scotland and Transgender Europe (TGEU). Our work under project outcome 3 includes working

with the media and with creative arts festivals such as the Scottish Queer International Film Festival and GLITCH film festival for queer/trans/intersex people of colour. Throughout all our work, we will work in partnership with other LGBTI and gender equality voluntary bodies to make our work more effective, and with voluntary and statutory bodies in the wider equality and human rights sectors, to share ideas and experience on what works, and to increase our voices and reach.

Section 4: Staffing

4.1 How many staff will be employed on this project? Please provide details below and ensure that the information provided here accurately reflects the information provided in the Excel budget form accompanying your application

Job Title	No. of hours per week	Basic Salary (Pro rata) of annual salary	Employer's NI	Pension	TOTAL	Existing or new post
Scottish Trans Alliance Manager	35	33910	3560	2374	39844	Existing
Scottish Trans Alliance Policy Officer	35	26601	2551	1862	31014	Existing
Scottish Trans Alliance Community Engagement Officer	35	24735	2294	1731	28760	New
Equality Network Director	13	14077	1527	985	16589	Existing
Equality Network Business & Finance Officer	14	9594	876	672	11142	Existing
TOTAL	N/A					N/A

4.2 Key duties, relevant skills and experience of staff.

Please provide details below of the key duties, relevant experience and skills of the staff and volunteers who will support project delivery.

Scottish Trans Alliance Manager:

Key duties: Will manage the project, provide line management of project staff and sessional workers, will lead on most activities under project outcome 3 and will carry out some work across all three project outcomes.

Experience and skills include: Trans equality & human rights project management and strategy development, staff line management, trans equality policy work, trans community engagement work, provision of oral and written evidence to Government civil servants and MSPs, public speaking and media engagement.

Scottish Trans Alliance Policy Officer:

Key duties: Will lead on most activities under project outcome 1.

Experience and skills include: Trans equality & human rights policy development, research, report writing and training.

Scottish Trans Alliance Community Engagement Officer:

Key duties: Will lead on most activities under project outcome 2.

Experience and skills include: Trans community event facilitation and logistics, volunteer management.

Equality Network Director:

Key duties: Strategic development of organisation and charity management. Line managing the Scottish Trans Alliance Manager.

Experience and skills include: Organisational management and development; governance support; project and staff management; and national policy work.

Equality Network Business and Finance Officer:

Key duties: Will provide administrative support across the project, including administering finance and other records.

Experience and skills include: Finance, administrative and business support; volunteer support and management.

Scottish Trans Alliance Sessional Workers:

Key duties: Will assist with activities across all three project outcomes as required.

Experience and skills include: Trans research, report writing, training, community engagement facilitation, creative arts facilitation.

Scottish Trans Alliance Volunteers:

Volunteers will contribute by:

- Participating in our Scottish Trans Reference Group
- Supported by the project, directly engaging with policy makers and assisting in delivering good practice training to service providers and employers
- At our and other organisations' events, as part of the public face of the organisation engaging with trans people
- In the office, on a variety of aspects of delivery of the project such as administration of surveys, events, etc

Section 5: Budget

Please complete the separate Excel Budget Form accompanying this application form.

5.1 What is the total amount you are requesting from this grant fund? £550,000

5.2 Please tell us if there is anything we should know about the figures in the budget, include an explanation or breakdown to show how main costs were calculated.

Please note that the salary figures shown in 4.1 above are for the year July 2017 to June 2018. The budget spreadsheet gives the figures for July 2018 to June 2019 and July 2019 to March 2020. We have assumed a pay scale increase of 1.5% per year, and that staff who are not already on the top point of their pay grade receive an annual one point scale increase.

Similarly, we have allowed for a 1.5% inflation increase each year on overhead costs.

5.3 If this application is part of a bigger project, and supported by other funders, please provide details below (see guidance notes)

List Funder(s)	Amount requested	Amount secured	Expected date of outcome for unsecured funding

5.4 If you are currently receiving funding from another Scottish Government fund then please complete the following table

Name of fund	Amount received	Department (Education, Health, etc)	Contact name in the Scottish Government	50 word summary of the project
Equality Unit Strategic Intermediary Fund	£230,000 for one year	Equality Unit	[REDACTED]	Creating a lasting improvement in the situation of LGBTI people in Scotland, including those with intersectional identities, by improving law and national and local policy and services based on the needs expressed by LGBTI people, supporting LGBTI communities to advocate for equality

				and human rights and to reduce social isolation.
Equality Unit Strategic Intermediary Fund	£125,000 for one year	Equality Unit		Informing and supporting transgender people, equality organisations, government policy makers and other employers and service providers to engage together to improve gender identity and gender reassignment equality, rights and inclusion in Scotland. The project focuses on building capacity for transgender people's engagement in equality policy and good practice development.
Equality Unit Strategic Intervention Fund	£45,000 for one year	Equality Unit		To facilitate intersex people, equality organisations, policy makers, and service providers to engage together to develop a shared understanding of intersex equality, rights and inclusion priorities in Scotland. The project focuses on connecting intersex people with each other and with potential allies to support intersex people's engagement in equality policy.

5.5 How do you intend to diversify your funding sources during this funding period?

We will raise income from community fundraising, sponsorship, and from charging for some of our training and consultancy work. In 2016-17, fundraising, sponsorship and fees charged were around 5% of our income, but we have set organisational targets to increase the level of these by 50% per year, for each of the next three years. We have fundraising and training/consultancy sub-groups of Board members and staff, tasked with taking this forward.

5.6 How will your project outcomes be sustained when the funding for this project ends?

Our experience (and that of others) has been that it not possible to fund national policy improvement work from local funding. Over the past few years, we have tried to increase our community fundraising, but with many transgender people still under-employed or unemployed community fundraising potential remains minimal.

We occasionally obtain small amounts of financial assistance from public bodies to carry out short term pieces of transgender community engagement. However, it is usually only enough to cover the venue costs for events rather than full coverage of staff time. We also occasionally manage to secure small amounts of money from employers to provide transgender equality training sessions but experience has shown that, due to the financial pressures they face, most public and voluntary sector bodies struggle at present to identify any spare budget to pay for specific transgender equality training.

It would be extremely difficult indeed to fund our transgender equality work without Scottish Government support, especially because we mostly work on the most complex and under resourced areas of need such as transgender people in custody, detailed legislative reform, multidisciplinary health and social care for intersectional transgender people, non-binary trans people, and transgender inclusion with violence against women services. Although we are working hard to change this, most local authorities still currently hold the misperception that there are insufficient transgender people within their local areas to justify directly funding transgender-specific local community engagement work.

The Equality Network has successfully obtained sponsorship or advertising income for some LGBTI information resources, but we have not yet had success in obtaining sponsorship or advertising income for transgender-specific information resources.

We are proud of the inclusivity of our engagement, but meeting the access requirements of people with intersectional identities is difficult to fund.

For all these reasons, we feel that the Scottish Transgender Alliance work will continue to need national funding. We plan this year to continue to develop our community fundraising and our training income, and to seek further sponsorship support where appropriate.

5.7 Is the organisation an Accredited Living Wage Employer?

Yes ☐ No ☒

Does the organisation pay all staff employed using Scottish Government funding the Living Wage or above? If the organisation does not do so currently but is working towards this, please provide an indication of this plan here.

We are not Accredited as such, but we pay all staff including interns above the Scottish real Living Wage of (currently) £8.45 an hour.

5.8 Fair Working Practices

The Scottish Government has set out its aspiration to create lasting economic success by building on sustainable growth that also achieves fairness, equality, opportunity and innovation. Examples of this approach are set out in the Scottish Business Pledge and in the procurement guidance on fair work practices.

The Scottish Government is keen to promote fair working practices and would encourage funded organisations to have in place policies, practices and procedures which are consistent with promoting fair working practices, including payment of the Living Wage. Please select from the list below all the practices that are in place or which apply to your organisation. Successful applicants will be expected to provide a copy of the policies that evidence the Fair Working Practices they have identified.

A fair and equal pay policy including, for example, ensuring no gender discrimination or the monitoring of pay ratios within the organisation	<input type="checkbox"/>
Clear managerial responsibility to nurture talent and help individuals fulfil their potential including, for example, a strong commitment to Modern Apprenticeships and the development of Scotland's young workforce	<input type="checkbox"/>
Promoting equality of opportunity and developing a workforce which reflects the population of Scotland in terms of the protected characteristics (age, disability, gender, gender identity, religion or belief, race, and sexual orientation)	<input checked="" type="checkbox"/>
Support for learning and development	<input checked="" type="checkbox"/>
Stability of employment and hours of work, and avoiding exploitative employment practices including, for example, no inappropriate use of zero-hours contracts	<input checked="" type="checkbox"/>
Flexible working (including, for example, practices such as flexi-time and career breaks) and support for family friendly working and wider work life balance	<input checked="" type="checkbox"/>
Support progressive workforce engagement, for example, Trade Union recognition and representation where possible, otherwise alternative arrangements to give staff an effective voice	<input checked="" type="checkbox"/>

Section 6: Beneficiary Monitoring

You should only provide answers to sections that most apply to your target beneficiaries.

6.1 Will your project mainly benefit people from a particular ethnic background?

☐ Yes ☒ No

If yes, which ethnic group(s) or background?

A White

- ☐ Scottish
- ☐ Other British
- ☐ Irish
- ☐ Gypsy /Traveller
- ☐ Polish
- ☐ Other white ethnic group, please specify

B Mixed or Multiple Ethnic Group

- ☐ Any mixed or multiple ethnic groups, please specify

C Asian, Asian Scottish or Asian British

- ☐ Pakistani, Pakistani Scottish or Pakistani British
- ☐ Indian, Indian Scottish or Indian British
- ☐ Bangladeshi, Bangladeshi Scottish or Bangladeshi British
- ☐ Chinese, Chinese Scottish or Chinese British
- ☐ Other, please specify

D African

- ☐ African, African Scottish or African British
- ☐ Other, please specify

E Caribbean or Black

- ☐ Caribbean, Caribbean Scottish or Caribbean British
- ☐ Black, Black Scottish or Black British
- ☐ Other, please specify

F Other ethnic group

- ☐ Arab, Arab Scottish, or Arab British
- ☐ Other, please specify

6.2 Will your project mainly benefit people from a particular age group?

- ☐ Yes ☒ No

If yes, which age group? (Please select up to two)

- ☐ 0-24 years ☐ 25-64 years ☐ 65+ years

6.3 Will your project mainly benefit disabled people?

We use the definition from the Equality Act 2010, which defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on their ability to carry out normal day to day activity. It should be noted that the Scottish Government recognises British Sign Language (BSL) as a language in its own right, and although many BSL users do not consider themselves disabled, they are covered by the Equality Act 2010. Projects working to progress equality for BSL users can, therefore, apply to this funding stream if the project will benefit BSL users.

☐ Yes ☒ No

6.4 Will your project mainly benefit people of a particular gender?

☐ Yes ☒ No

If yes, which? (Please tick all that apply).

- ☐ Men (including trans men)
- ☐ Women (including trans women)
- ☐ Other (e.g. non-binary people)

6.5 Will your project mainly benefit people who identify as transgender?

☒ Yes ☐ No

6.6 Will your project mainly benefit people who are lesbian, gay or bisexual?

☐ Yes ☒ No

6.7 Will your project mainly benefit people of a particular religion or belief?

☐ Yes ☒ No

If yes, which specific religion or belief?

- | | |
|---|--|
| <input type="checkbox"/> Church of Scotland | <input type="checkbox"/> Jewish |
| <input type="checkbox"/> Roman Catholic | <input type="checkbox"/> Hindu |
| <input type="checkbox"/> Other Christian | <input type="checkbox"/> Pagan |
| <input type="checkbox"/> Muslim | <input type="checkbox"/> Humanist |
| <input type="checkbox"/> Buddhist | <input type="checkbox"/> Other, please specify |
| <input type="checkbox"/> Sikh | |

6.8 Will your project work intersectionally, i.e. with people who have a combination of protected characteristics?

☒ Yes ☐ No

If yes, please state which protected characteristics and provide a brief description of this work.

Disabled trans people, minority ethnic trans people and trans asylum seekers and refugees:

This has been an area of work for us for nine years. The Scottish Trans Alliance project has assisted the Equality Network's Intersectional Coordinator in partnership with relevant organisations in other equality strands, by contributing intersectional trans equality content to published research into the needs of Minority Ethnic LGBT people, LGBT asylum seekers and refugees, and disabled LGBT people, which informs our intersectional work.

In 2016, the Scottish Trans Alliance project assisted the Equality Network's Intersectional Coordinator to create and publish "Including Intersectional Identities" – guidance for service providers on including intersectional LGBTI people. This is based on intersectionality between the LGBTI protected characteristics, and disability, race/ethnicity, and faith/belief. The Scottish Trans Alliance project will build on that work by ensuring that the trans equality information, advice and training it provides to public services and employers is inclusive of intersectional trans people's needs.

The Scottish Trans Alliance staff will also assist the Equality Network Intersectional Coordinator to run an annual engagement and networking event for LGBTI people with intersectional identities. We will support the capacity of individual trans people with intersectional identities to advocate for equality.

We will continue to develop our methodologies around intersectionality through working with partner equality organisations from other equality strands, and diverse volunteers.

6.9 Describe what steps you take to ensure your services are inclusive and accessible to all.

Inclusion and access are fundamental principles of our work. We are committed to ensuring that no part of the trans community gets left behind, and therefore have a strong focus on working with and promoting equality for trans people who face particular disadvantages, including including non-binary trans people, younger and older trans people, disabled trans people and minority ethnic trans people.

We aim to ensure maximum accessibility to all our events. We always use physically accessible venues and strive to meet all the access requirements of participants, including for example interpretation, personal support and covering child care costs. We have a budget identified specifically for this within our direct project costs. We hold events around Scotland and we travel to engage with trans people in rural areas. Wherever possible, we support people's travel costs to events.

Our publications meet the RNIB's visual accessibility guidelines, and we have a policy to use plain English in community-oriented materials. We make publications available in other formats such as large print or Braille, and in other languages, on request. This year we will redesign our website with a particular focus on accessibility standards, and on increasing the diversity of representation to better include the full diversity of trans people in Scotland, with particular emphasis on minority ethnic, deaf and disabled representation and inclusion.

Section 7: Declaration

I apply, on behalf of the organisation named above, for a grant as proposed in this application in respect of expenditure to be incurred over the proposed funding period on the activities described.

Signatory one (see Guidance)

This must be the primary contact named in the first part of the application. I, please enter name confirm that I am authorised to submit this application and that the

information given in this form is true and accurate. My organisation authorises Scottish Government/ Voluntary Action Fund to hold any information supplied about this application in its electronic or manual records and that the information supplied can be used for the purposes of assessment; publicity or promotion of any award; or passed on to other external third parties without the need for further consent to be obtained.

I understand that you may contact me during the assessment process and I confirm that I am authorised by the organisation for this purpose and that you may rely on any further information supplied to you by me.

Name [REDACTED]	Position [REDACTED]
Date 17/03/2017	Signature [REDACTED]

Signatory two (see Guidance)

I confirm that this application and the proposed project within it have been authorised by the board members or other governing body.

Name [REDACTED]	Position [REDACTED]
Address including postcode [REDACTED]	
Phone number (or text phone)	
Mobile number	[REDACTED]
Email	[REDACTED]
Date 17/03/2017 (dd/mm/yyyy)	Signature [REDACTED]

Section 8: Submitting your application

This form should be emailed to pecfapplications@vaf.org.uk with your organisation's name in the subject line of the email. Please save this Word form and your separate Excel budget form with your organisation's name and project name (if different) as the file titles. Attach the documents requested in the check list. For enquiries call 01383 620780 or email pecfenquiries@vaf.org.uk The mailbox has an automated response acknowledging the receipt of your application. Please contact Louise Heathcote if you do not receive an automated response.

Check List:

Have you completed all the questions on the Application Form?	<input checked="checked" type="checkbox"/>
Have you completed and attached your Excel Budget Form spreadsheet?	<input checked="checked" type="checkbox"/>
Have you enclosed/attached the following documents? <ul style="list-style-type: none">• A copy of your Memorandum and Articles or Constitution, signed and dated.• Most recent independently examined or audited accounts, or verified statement of income and expenditure (if a new organisation, most recent bank statement).• A copy of your Equality and Diversity Policy.• A copy of your Child Protection/vulnerable Adult Policy if your project involves working with children, young people or vulnerable adults.	<div><input checked="checked" type="checkbox"/> <input checked="checked" type="checkbox"/> <input checked="checked" type="checkbox"/> <input type="checkbox"/></div>

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