

**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	en@equality-network.org
Website Address	www.equality-network.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		
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. Edinburgh City
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1.9 What are the main aims and activities of your organisation?

<p>Our charitable purpose is:</p> <ul style="list-style-type: none"> • 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. <p>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.</p> <p>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.</p>

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 in Scotland: >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 project, 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	
Organisation	[REDACTED]
Address 1	[REDACTED]
Address 2	
Address 3	
Address 4	
Town	[REDACTED]
County	[REDACTED]
Postcode	[REDACTED]
Country	[REDACTED]

Telephone	0131 558 9596
Email	emma.ritch@engender.org.uk
Relationship to your organisation	We work in partnership with Engender on shared equality issues

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

Equality Network Strategic Intermediary project

2.2 Project start date (dd/mm/yyyy)

01/07/2017

Project end date (dd/mm/yyyy)

31/03/2020

2.3 Briefly describe your proposed project in only a few sentences and do not exceed six lines)

To create 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, and developing and sharing expertise in LGBTI equality. There will be a strong focus on including the full diversity of LGBTI communities.

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

Although there has been significant progress towards legislative equality for LGB people in the past 20 years, trans and intersex 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 for example in Ireland, Denmark, and Malta, as is our equality law as it applies to trans people. Apart from hate crime law, the law is currently silent on non-binary people and on intersex people, leading to significant inequalities and a lack of protection from discrimination.

Our 2015 publication, *The Scottish LGBT Equality Report*, based on a detailed survey of 1052 people in Scotland (76% of them LGBT) and on 16 consultation events around the country, found that 49% of LGBT people had experienced prejudice or discrimination in the previous month, and 79% in the previous year. Two thirds had faced verbal abuse, and 16% had been physically assaulted, for being LGBT. A quarter (25%) had experienced discrimination accessing services, and a quarter (24%) while at work.

Other disadvantages that were identified included services not meeting the needs of LGBT people, social exclusion and isolation, under-representation in public life, economic disadvantage, and the long-term negative impact of prejudice and discrimination on LGBT people's lives. The problems are exemplified by the fact that the majority of LGBT people never or only sometimes feel able to be out when accessing services (71%), or at work (60%).

The report identified specific problems for LGBT people in rural areas – 47% feel isolated, compared to 23% in urban areas. 55% of LGBT people in rural areas said that services do not meet the specific needs of LGBT people, compared to 30% in urban areas. 24% in rural areas described their local area as a bad or very bad place to live, compared to 12% in urban areas.

Trans respondents reported greater levels of prejudice, discrimination and disadvantage than LGB respondents. Disabled LGBT people and Minority Ethnic LGBT people reported facing multiple and greater discrimination.

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

Our 2015 publication, *Complicated? – Bisexual people's experiences of and ideas for improving services*, was based on a survey of 513 bisexual people across the UK (56% in Scotland). It found that social isolation and discrimination are even worse for bisexual people than for lesbian and gay people. There are very few bisexual groups in Scotland, and the majority of bisexual people feel neither part of an LGBT community (66%), nor part of a straight community (69%). 48% of bisexual people had experienced biphobic comments while accessing services, and this happened most with NHS services and with LGBT services. As a result, for example, only 33% felt comfortable sharing their sexual orientation with their GP.

Our 2015 Scottish Transgender Alliance survey of 895 non-binary people across the UK (30% in Scotland) 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.

Intersex equality is at a very early stage in Scotland. There are no intersex organisations based in Scotland, and very few intersex people are currently engaged with policy initiatives. The current priorities identified by our intersex forums include capacity building, increasing engagement, and policy development, as well as information provision and training for service providers.

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 LGBTI people. The project will do this by working with policy makers to inform and advise them on the needs of LGBTI people (outcome 1).

This can only be done successfully if informed by LGBTI people, and based on good evidence, and so outcomes 2 and 4 address this. Outcome 2 includes consultation events with LGBTI people to inform our policy work, and facilitation of direct engagement between diverse LGBTI and policy makers. It also includes community capacity building work in rural areas, to help address the specific issues identified there. Outcome 4 includes research into the situation of LGBTI people, and provision of information on this.

Outcome 3 addresses the situation of disadvantaged sections of the LGBTI communities, with a particular focus on bisexual people, and people with

intersectional identities including Minority Ethnic LGBTI people and disabled LGBTI people.

Finally, outcome 5 concerns partnership work and sharing of expertise, with partners across the UK and elsewhere in Europe. This will help ensure the project continues to learn from best practice and to share our experience with others.

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, and with other national policy makers such as Police Scotland, COPFS, sportscotland, etc, for many years, to inform development of effective policy, for example recently around equal marriage.

We have a well-developed relationship with LGBTI groups around the country, and a network of over 30,000 LGBTI people. We have long-established partnerships with equality organisations for other protected characteristics (such as Inclusion Scotland, Glasgow Disability Alliance, BEMIS, CRER and the regional equality councils), which inform our work. The Scottish Trans project is based at the Equality Network and informs our trans work. We work in partnership with UK intersex organisations: Intersex UK and the UK Intersex Association. 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 LGBTI people. All our policy work (under outcome 1 below) is based on engagement with LGBTI people (see outcome 2), for example through surveys and meetings, and on the needs and priorities thereby identified.

Our work under outcome 2 also involves facilitating the direct engagement of LGBTI people with policy makers, for example by supporting people to respond to consultations, and by arranging face to face engagement where possible. It also includes capacity building LGBTI groups to better enable people to engage in advocating for their needs.

Our intersectional work under outcome 3 includes a focus on supporting individual people (our intersectional community champions) to build their capacity and to engage with policy makers.

Our work under outcome 4 includes the provision of information to our wide network of 30,000 LGBTI people and their supporters, to help them access their rights and engage with policy makers.

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. Outcome 1 focusses on national policy change. Outcome 2 involves community development and engagement right across Scotland, with a particular focus on rural areas. Outcome 3 will involve people from across the country with a fund to assist access. Outcome 4 involves nationwide surveys and provision of information across Scotland. Outcome 5 involves partnership work with other national Scottish and UK organisations, as well as sharing across Europe.</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.

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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	Equality and human rights for LGBTI people are increasingly delivered by the law, services, employment and society of Scotland		
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	
<p>We will provide information and advice for Scottish and UK Government officials, MSPs, MPs and other national policy influencers including the media, on:</p> <ul style="list-style-type: none"> • Key priorities identified by LGBTI people, including: gender recognition law reform, the review of hate crime law, the remaining statutory instruments relating to the Marriage and Civil Partnership (Scotland) Act 2014, legislation to pardon men convicted of now-abolished "homosexual offences", the future of civil partnership, the 2021 Census, equality law, hate crime policy and procedures, justice, health and other public services, sports policy; and • Other arising national policy issues that have a specific impact on significant number of LGBTI people <p>This information and advice will be in the form of:</p> <ul style="list-style-type: none"> • Written briefings, articles, letters etc • Responses to Government and other consultations and Parliamentary calls for evidence • Meetings with officials, MSPs and other national policy 		<p>Throughout, including the hate crime law review in 2017-18; the gender recognition consultation in 2017-18 and gender recognition legislation thereafter; pardons legislation in 2017-18; etc.</p>	

influencers.	
We will work closely with the Scottish Trans and Intersex Equality projects, and will coordinate with and facilitate policy partnership meetings with LGBT Youth Scotland, Stonewall Scotland, LGBT Health and Wellbeing, and LEAP Sports Scotland.	4 partnership meetings per year
We will work with sportscotland, sports governing bodies and sports delivery organisations to improve access to sport. We will publicly promote respect for LGBTI inclusion at a selection of football matches each year.	Throughout
We will review our LGBT Sports Charter in the light of feedback from sports bodies, and will extend it to cover intersex people.	Re-issue by 2020
We will work in partnership with Police Scotland, COPFS and the Scottish Courts and Tribunals Service, through their equality advisory groups and otherwise, to improve justice services for LGBTI people.	Throughout
We will work in partnership with LGBT Youth Scotland, Stonewall Scotland, and Time for Inclusive Education to increase LGBTI inclusion and reduce bullying in schools.	Throughout
We will continue to act as the secretariat for the Scottish Parliament Cross-Party Group on LGBTI+ issues.	4 meetings of Group per year

Project outcome 2	LGBTI people and groups are increasingly able to engage with each other and more widely, to reduce social isolation and improve equality and human rights in the law, services, employment and society in Scotland		
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	
We will provide one-to-one support for LGBTI groups in rural areas, including Shetland, Orkney, Western Isles, Highlands, Moray, Argyll, Ayrshire and Borders. This support will strengthen groups by building their capacity to support and inform members and to apply for funding.		Throughout	
We will run two residential events for diverse LGBTI group and people, to build capacity and networking.		One in year 1; one in year 3	
We will provide printed and online information resources for LGBTI groups, to help build their capacity.		Resources published in year 2	
We will assist LGBTI groups in local areas to raise their visibility, for example by helping them prepare publicity materials.		In year 2	
We will run two community consultation events, focussed on key LGBTI issues, per year		Two events per year	

We will inform and support LGBTI 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.	Gender recognition law and hate crime law in year 1 Throughout as consultations arise
We will arrange engagement events at the Scottish Parliament for diverse LGBTI people to meet with their MSPs.	One event per year
We will provide online and printed information resources for LGBTI people on how to access justice in relation to hate crime and discrimination.	Resources published in year 2
We will work with LEAP Sports Scotland to support LGBTI football supporters to engage with their club.	Throughout
We will engage with LGBTI people at Pride events around Scotland each year, to provide information and obtain feedback on people's views and concerns.	Three events per year

Project outcome 3	The full diversity of LGBTI people in Scotland, including those with intersectional identities, increasingly benefit from equality and human rights work		
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 3			Timescales and frequency
We will provide advice publications for service providers on equality issues (general awareness) and on intersectionality.			Equality issues in year 2 Intersectionality in year 3
We will provide training for the public and voluntary sectors on intersectional inclusion			4 training sessions per year
We will provide support the build the capacity of individual LGBTI community members, with a focus on bisexual people and people with intersectional identities, to advocate for equality, through one-to-one mentoring, networking with other equality advocates, and opportunities to put their skills into practice.			We will support 5 people per year in this way
We will produce and make available to service providers short films by diverse intersectional LGBTI community members, about their experiences of accessing, and ideas for improving, services.			By year 3
We will run an annual community engagement and networking event for bisexual and trans people.			One event per year
We will run an annual community engagement and networking event for people with intersectional identities.			One event per year

We will work to ensure maximum accessibility to all our events, communications and other activities.	Throughout
We will continue to develop the methodologies we use to reach and engage under-represented groups in our work, for example Minority Ethnic and Deaf LGBTI people, through working with partner equality organisations and diverse volunteers, to ensure that our work and our organisation are accessible, valuable to and inclusive of our diverse needs.	Throughout

Project outcome 4	There is increasing understanding of, and expertise in, the situations and needs of LGBTI people in Scotland		
Which fund outcome(s) will this contribute to?			
1 <input checked="" type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
Proposed outcome activities for outcome 4			Timescales and frequency
We will commission an opinion poll question(s) to measure attitudes in Scotland towards bisexual people.			In year 1
We will work with the Scottish Government, Equality and Human Rights Commission, and Scottish Centre for Social Research to seek to improve the measurement of attitudes towards trans and bisexual people in the Scottish Social Attitudes Survey.			Years 2 and 3
We will conduct one major survey of LGBTI people in Scotland per year, publishing a full report, on key issues.			One survey and report per year – the third report will be published between April and June 2020.
We will provide high-quality, up-to-date information on LGBTI issues on our website and via our email and social media networks.			Website to be redesigned in year 1 to facilitate this.
We will provide content to general print, broadcast and online media, that promotes accurate information about and portrayals of LGBTI lives. We will respond to inaccurate information in the media where needed.			Throughout
We will provide a guide for journalists in Scotland on reporting LGBTI issues			Guide produced in year 2

Project outcome 5	The Scottish, UK and international equality and human rights sectors have increasing awareness of LGBTI equality and human rights expertise and good practice developing in Scotland			
Which fund outcome(s) will this contribute to?				
1 <input checked="" type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	

Proposed outcome activities for outcome 5	Timescales and frequency
We will engage with conferences and events to share expertise and best practice on LGBTI issues.	Throughout
We will work in partnership with, and share experience with, other national LGBTI organisations, in Scotland (eg, LGBT Youth Scotland, Stonewall Scotland, LGBT Health and Wellbeing, LEAP Sports Scotland) and the UK (eg LGBT Consortium, Intersex UK, UK Intersex Association).	Throughout
We will work in partnership with other equality and human rights organisations in Scotland, on mutual concerns such as equality law and policy, and on intersectionality (eg, Equality and Human Rights Commission, the other equality strategic intermediary bodies).	Throughout
We will engage with European LGBTI networks to share experiences and good practice (eg ILGA-Europe, EuroBiNet, International LGBTQ Youth and Student Organisation).	Throughout

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 checked="" type="checkbox"/>
<u>Fairer Scotland Action Plan</u>	<input checked="" type="checkbox"/>
<u>Scotland's Labour Market Strategy</u>	<input checked="" 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:

A. Our work will contribute directly to action 13 in the Fairer Scotland Action plan – to review and reform gender recognition law. Working with our partners, we will also contribute to action 34, to address bullying in schools, including homophobic, biphobic and transphobic bullying. Our work on hate crime will help inform actions 24 and 25 on reducing re-offending and addressing domestic abuse.

Our work will support the Labour Market Strategy by informing improvements to labour market data (pages 8 and 41), and providing information on treating LGBTI people, and people with intersectional identities, fairly in the workplace (page 29), as well as informing the work on gender balance on public sector boards, from a trans perspective (page 30).

Through using our advice publications "Safety", "Sanctuary" and "Solidarity", which

focus on the needs of LGBTI asylum seekers and refugees, and through our work on intersectionality, we will continue to support better meeting those needs.

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. Our policy work under outcome 1, and our community engagement work under outcome 2, will have specific focusses on gender recognition law reform and the hate crime review. We are already working closely with Scottish Government officials responsible for these areas of policy, and that will continue.

Our policy positions on gender recognition are informed by consultation with diverse trans people, and we are about to publish the results of a major survey of LGBTI people's experiences of hate crime.

We will support LGBTI people to engage with the consultation on gender recognition, and with the stage 1 process of any subsequent legislation. We will similarly support engagement with Lord Bracadale's hate crime review.

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.

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 LGBTI people, through our

engagement, and through facilitating direct engagement with LGBTI 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 LGBTI people.

Our work on LGBTI 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)?

We will evaluate progress on outcome 1 by evaluating the extent to which LGBTI equality and human rights have progressed, and the extent to which the project contributed to this progress. In doing this, we will particularly monitor progress on key targets including gender recognition law reform, the legislation to pardon men convicted of now-abolished "homosexual offences", the 2021 Census legislation, hate crime law and practice, as well as whether LGBTI equality concerns are addressed in other national policy.

On outcome 2, we will monitor the level of engagement with our community development activities and how useful participants found them. In year 3, we will survey LGBTI people and groups about their capacity and whether they feel more able to influence policy. We will also seek feedback from policy makers on the value and effect of their engagement with LGBTI people.

On outcome 3, we will monitor all our events and surveys for participant diversity across the protected characteristics. Our community survey in year 3 will particularly seek feedback from more disadvantaged sections of the LGBTI communities.

On outcome 4, we will evaluate feedback from users of our guidance and participants in our training. In year 3 we will also evaluate feedback from users of our information for LGBTI people, about its value.

On outcome 5, we will identify how developments on LGBTI equality and human rights have been informed by work in other equality areas and work outwith Scotland. In year 3 we will request feedback from partners on the usefulness of their engagement with us.

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

Much of the work under outcomes 2, 3 and 5 above has this purpose. We will support networking between LGBTI individuals at all our engagement events, such as the events for bisexual and trans people and for people with intersectional identities. A significant part of our work under outcome 2 is to provide one-to-one support to

strengthen the capacity of LGBTI community groups, especially in rural areas where LGBTI people feel more isolated. We will support and network our intersectional community champions. Our work under outcome 5 is focussed on developing stronger networking between LGBTI 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 LGBTI 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 LGBTI people, stereotyping and poor reporting in the media, and social isolation.

The work addresses all of these. Under outcome 1 above, policy work will address legal inequalities and protections, and will help improve services such as justice and health; work on hate crime will help address isolation and prejudiced attitudes; and work on football will help improve public attitudes.

Engagement and community development work under outcome 2 will help reduce social isolation, as well as setting the direction of policy work to ensure it is effective. Work under outcome 3 will help reduce isolation for some of the most disadvantaged LGBTI people, and will improve understanding of and service provision for them.

Work under outcome 4 will reduce ignorance and lack of understanding, as well as encouraging good media reporting.

All of the above will be supported and informed by our partnership work under outcome 5.

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 outcome 1 above involves working with the Scottish and UK Governments and Parliaments, and other public bodies such as police, justice agencies and the NHS. Similarly, our work on sport will include working with sports governing bodies such as the SFA.

Community engagement work under outcome 2 will also involve working with Government and Parliament.

Work under outcome 3 again involves working with public and voluntary sector organisations, to promote good intersectional practice.

Our work under outcome 4 includes working with the media to promote good reporting.

Throughout our work, and as described under outcome 5, we will work in partnership with other LGBTI 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
Policy Coordinator	35	28919	2871	2024	33814	Existing
Development Manager	35	30651	3110	2146	35907	Existing
Intersectional Equalities Coordinator	35	30651	3110	2146	35907	Existing
Communications Officer	17.5	13246	1268	927	15441	Existing
Finance and Business Officer	17	11650	1064	816	13530	Existing
Director	21	22740	2466	1592	26798	Existing
TOTAL	N/A	137857	13889	9651	161397	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.

Policy Coordinator: Will lead on most activities under outcome 1 above, and research under outcome 4. Experience includes policy development, influence and communication.

Development Manager: Will lead on most activities under outcome 2 above, and sports activities under outcome 1. Experience includes community development,

community engagement, rural issues, and sports policy.

Intersectional Equalities Coordinator: Will lead on most activities under outcome 3 above. Experience includes bisexual issues, intersections between LGBTI and disability, ethnicity and religion, intersectional community development, equalities and intersectional best practice development, and training.

Communications Officer (17.5 hrs/wk): Will provide communications support across the project, including website redevelopment, email network and social media strategy and support. Experience includes planning and implementing strategic communication, including email, websites, social media, printed resources, and news media.

Finance and Business Officer (17 hrs/wk): Will provide administrative support across the project, including administering finance and other records. Experience includes finance, administrative and business support; volunteer support and management.

Director (21 hrs/wk): Will manage the project, provide line management of project staff, and direct support for some policy work under outcome 1. Experience includes organisational management and development; governance support; project and staff management; and national policy work.

Volunteers will contribute by:

- Participating in our consultations with LGBTI communities
- Facilitated by the project, directly engaging with policy makers
- Supported by the project, participating in and building the capacity of local LGBTI groups and networking between groups
- As intersectional community champions supported by the project, to inform our intersectional work
- At our and other organisations' events, as part of the public face of the organisation engaging with LGBTI 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? £632,500

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?

As noted in 5.6 below, in addition to Scottish Government grants, we regularly have small grants from the Big Lottery Fund and have also had larger Lottery grants. We have set a target of diversifying grant income significantly over the 2017-20 period.

We 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 is not possible to fund national policy improvement work from local funding. Over the past few years, we have increased our community fundraising, but that is not yet anywhere near a level that would fund our national policy work, and it is unclear whether community fundraising in Scotland could reach that level.

We regularly obtain small grants (for example, Awards for All) to increase our community development capacity. However, it would be very difficult indeed to fund the community development work without Scottish Government support. We have encouraged local authorities to fund LGBTI community development and engagement work in their area, but so far that has been one-off funding for short periods, and in only a very few local authorities. We have also considered whether LGBTI community development might be supported through local Third Sector Interfaces, but it seems clear that there would need to be a significant programme of development of expertise in TSIs first, even if they were to have the capacity.

We are proud of the inclusivity of our engagement, but meeting the access requirements of people with intersectional identities is difficult to fund. We charge for some of the training we provide, on general LGBTI equality issues, but experience has shown that public and voluntary sector bodies are reluctant at present to pay for specific trans and intersex equality training or for intersectional equality training, both of which are areas where there is a particular training need.

We have successfully obtained sponsorship or advertising income for some of our major information resources, and we intend to continue to pursue that as a way of supporting the production of some of those resources.

For all these reasons, we feel that the work we do, with a major focus on LGBTI community engagement in national policy development, and a strong focus on inclusion of intersectional identities and on the bisexual, trans and intersex parts of LGBTI, will continue to need national funding.

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.

Project outcome 3 has a very major focus on intersectionality. This has been a core area of work for us for nine years. We have, in partnership with relevant organisations in other equality strands, 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, we published "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. This project will build on that work by providing further information, advice and training on intersectionality for service providers.

We will also run an annual engagement and networking event for LGBTI people with intersectional identities. We will support the capacity of individual LGBTI 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 LGBTI community gets left behind, and therefore have a strong focus on working with and promoting equality for LGBTI people who face particular disadvantages, including trans people, non-binary people, bisexual people, intersex people, and LGBTI people with intersectional identities such as disabled LGBTI people and Minority Ethnic LGBTI people.

As described under outcome 3, 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 for this. We hold events around Scotland and we travel to meet and support LGBTI groups in rural areas including the three island council areas. Whereever 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 websites with a particular focus on accessibility standards, and on increasing the diversity of representation to better include the full diversity of LGBTI 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 	Position 
Date 17/03/2017 (dd/mm/yyyy)	Signature 

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

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="" type="checkbox"/>
Have you completed and attached your Excel Budget Form spreadsheet?	<input 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="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/></div>

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