

**Scottish Government  
Equality Unit**

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

<b>Large Grant Office Use only</b>	
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## 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

Stonewall Equality Ltd
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#### 1.2 Registered address for your organisation

Address 1	Mansfield Traquair Centre
Address 2	15 Mansfield Place
Address 3	
Address 4	
Town	Edinburgh
County	
Postcode	EH3 6BB
Country	
Telephone	0131 474 8019
Email	
Website Address	<a href="http://www.stonewallscotland.org.uk">www.stonewallscotland.org.uk</a>

#### 1.3 Main contact for this application

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

#### 1.4 Bank account details

Name of Bank	Barclays Bank
Account Name	Stonewall Equality Ltd
Account No.	[REDACTED]
Sort Code	[REDACTED]
No. of Signatories	5

### 1.5 The legal status of your organisation

Legal Status	SCIO	Other	
Charity No.	SC039681	Company No.	02412299
In what year was your organisation established/granted charitable status?  Stonewall was established in 1989, and received charitable status in 2003. Our Scotland office opened in 2001.			
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	Stonewall Equality Ltd		

### 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.)	£475,908.45
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?	Edinburgh City
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### 1.9 What are the main aims and activities of your organisation?

Stonewall supports and campaigns for the rights of LGBT people in Britain and abroad. Our vision is a world of acceptance without exception: where everyone, everywhere is free to be themselves.

We have four main priorities:

#### **Empowering Individuals:**

Stonewall supports individuals in Scotland to make a difference for LGBT people at home, work, and in their communities. We deliver programmes that equip people with the tools and confidence to influence others, challenge bullying, and act as role models for LGBT rights. This includes supporting role models to speak at schools from a range of locations as diverse as Aberdeenshire, West Dunbartonshire and Clackmannanshire.

#### **Transforming Institutions:**

Stonewall works with workplaces, public sector institutions, and other community organisations in Scotland to create inclusive environments for LGBT people. We have strong networks with organisations throughout Scotland, and through them make a positive difference for LGBT people in the communities they reach. We have recently been working to develop relationships with Scotland's diverse faith communities to identify areas of common understanding and ambitions.

**Changing Hearts and Minds:**

Stonewall works to improve social attitudes towards LGBT people in Scotland, and we have a specific focus on supporting LGBT people who may be less visible due to their ethnic, religious, or rural background.

**Changing Laws:**

Stonewall campaigns to change laws that do not ensure equality for LGBT people. We are currently working with colleagues across the LGBT equality sector and Scottish Government ahead of the consultation on reform of the Gender Recognition Act.

**1.10 Who are the people involved in your organisation?**

How many Board members do you have?	9
How many other volunteers are involved?	18
How many full-time staff are employed?	9
How many part-time staff are employed?	0
In the last year, how many service users have benefitted from the work of your organisation?	<p>Stonewall Scotland reaches thousands of individuals and organisations each year. In 2015/16:</p> <ul style="list-style-type: none"> <li>• 118 people participated in one of our programmes.</li> <li>• 445 attended a Stonewall Scotland event.</li> <li>• We reached 55 schools and 8 Education Authorities through our schools and education programmes.</li> <li>• 2,000 pupils have been engaged through our School Role Models programme.</li> <li>• 92 member organisations in Scotland signed up to our Diversity Champions programme.</li> </ul>

**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**

Stonewall currently has nine people sitting on our Board of Trustees. The Board compilation brings a range of experience from the private, public, and charity sectors. Many Trustees are prominent LGBT campaigners and leaders in their industry.

Stonewall's Board of Trustees meets regularly throughout the year. Trustees are elected, serving for a three-year period, and may be re-elected for a maximum of two further consecutive terms. All new trustees are briefed on the memorandum and articles of association, risk register, policies and procedures, recruitment, reserves, conflicts of interest and financial performance. Trustees are responsible for the strategic direction of Stonewall, and Stonewall's Chief Executive and Managing Director report directly to the Board. There are also two sub committees for Finance and Remuneration which report directly to the Board of Trustees and meet on a quarterly basis.

Stonewall's Trustees are:

- **Jan Gooding (Chair):** Global Inclusion Director at Aviva, the UK's largest provider of life and general insurance. In October 2015 Jan was ranked 16<sup>th</sup> in the Top 100 Outstanding in Business List published in the Financial Times.
- **Lisa Pinney MBE (Treasurer):** Area Manager for Staffordshire, Warwickshire and West Midlands at the Environment Agency. She is also the Executive Champion for LGBT diversity at the Agency, and was made an MBE for services to equality in the workplace in 2014.
- **Richard Beaven:** Distribution Director for Swinton Insurance, with over 30 years' experience in the financial services sector. He also co-founded LINK (the LGBT insurance network) and has twice featured on the FT Outstanding LGBT Business Leaders Top 100 list.
- **Simon Blake OBE:** Chief Executive of the National Union of Students and long-term campaigner for the rights of LGBT young people in Britain.
- **Katie Cornhill:** Station Manager for Hampshire Fire and Rescue Service and chair of the recently founded UK Fire and Rescue Service LGBT+ staff support network, QUILTBAG.
- **Sheldon Mills:** Senior Director of Mergers at the Competition and Markets Authority. Sheldon is a qualified solicitor and prior to joining the CMA practiced law at King & Wood Mallesons.
- **Phyll Opoku-Gyimah:** Executive Director of UK Black Pride. She is also the Head of Campaigns for the largest civil service trade union. POCG in 2015, Phyll was named in the Independent's Rainbow List as one of the top 100 most influential LGBT people.
- **Oliver Rowe:** Co-founder of Belong, a communications agency that creates employee engagement campaigns for some of the UK's leading businesses.
- **Tim Toulmin:** Founder and Managing Director of Alder Media, a London-based agency specialising in crisis PR and issues management. Tim also acts as a trustee of the charity Parents and Abducted Children Together.

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

Stonewall has several active policies that are used to support our work and ensure we operate in a responsible and ethical manner. These policies are reviewed on an annual basis to ensure they are up-to-date and are meeting the needs of our staff, OSCR, and ultimately those who benefit from our work. Our active policies include:

- Complaints
- Conflicts of interest
- Investment
- Risk management
- Staff pay
- Volunteer management
- Vulnerable beneficiaries
- Finance
- Reserves
- Business Continuity
- Data Protection
- Social Media
- IT and Communication systems
- Dignity at 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	
Address 3	
Address 4	
Town	[REDACTED]
County	
Postcode	[REDACTED]
Country	
Telephone	[REDACTED]
Email	[REDACTED]
Relationship to your organisation	[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]

**1.14 Where did you hear about this fund?**

Direct meetings with Scottish government representatives.

## Section 2: Tell us about your project

### 2.1 Name of project

Enhancing Lesbian, Gay, Bisexual and Transgender (LGBT) inclusion in Scottish public life

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

01/07/2017

30/06/2020

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

Despite significant strides in legislation and social attitudes, many LGBT people in Scotland still face discrimination in their workplaces, communities, and other walks of public life. This project will address this issue by empowering LGBT people and allies to tackle discrimination, by equipping public service providers to meet public sector equality duty, and by supporting post-16 education and training providers to meet the needs of LGBT young people as they prepare to enter the workforce.

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

This project directly addresses issues of LGBT discrimination in Scotland.

Despite significant strides in legislation and social attitudes, many LGBT people in Scotland face discrimination in their daily lives. Stonewall research shows that one in six LGB people in Scotland have experienced a homophobic or biphobic hate crime or incident over the last three years<sup>1</sup>, and 38% of trans people have experienced physical intimidation and threats. More than two thirds of those experiencing a hate crime or incident in Scotland did not report it to anyone.

One of the primary areas this takes place is in public: in workplaces, schools, universities, further-education institutions, sports clubs and whilst using other public services. Stonewall Scotland's 2014 report, *Your Services Your Say* found that one in six (16%) Scottish LGBT people say they have experienced poor treatment because of their sexual orientation or gender identity when accessing a public service in the last three years.<sup>2</sup> 42% of LGBT people lack confidence in Police Scotland's ability to address homophobic and transphobic hate crime in their area.

Discrimination is particularly predominant in schools. The most recent Stonewall study (2014) indicated that 55% of LGB pupils have experienced directly bullying, and almost all (91%) have heard homophobic or biphobic language used in schools<sup>3</sup>. A small-scale study carried out by Stonewall Scotland in 2016 suggested that experiences of bullying and discrimination at school may have an impact on the experiences and expectations of LGBT young people going into further and higher education.<sup>4</sup> It additionally suggested that LGBT young adults may experience barriers to sufficient student welfare and support which is in some cases causes students to leave their education. Furthermore, one in four LGBT people

<sup>1</sup> Homophobic Hate Crime: The Gay British Crime Survey 2013, Scotland Cornerstone Document

<sup>2</sup> *Your Services Your Say: LGBT People's Experiences of Public Services in Scotland, 2014*

<sup>3</sup> *The Teachers' Report 2014: Homophobic Bullying Scotland's Schools*

<sup>4</sup> Experiences of LGBT People in Post 16 Education, 2016 (available from Stonewall Scotland on request)

believe they would face discrimination from other students at college or university, and one in eight would expect discrimination from teaching staff<sup>5</sup>.

This discrimination has a significant impact on the mental health of LGBT people in Scotland. According to a 2015 RaRE Research Report, nearly half (48%) of British trans people under 26 have attempted suicide<sup>6</sup>. Almost a third of LGBT pupils say they feel ignored or isolated from other pupils.

Stonewall Scotland, along with partners from LGBT equality organisations, education bodies and faith groups have recently formed a working group to address the issue of LGBT inclusion in education. The workplan outlined in this proposal will compliment the work of this group by placing a focus on encouraging LGBT young people into positive destinations after leaving school.

Our research also suggests that there is a lack of visible LGBT role models across different public spheres. Our 2017 Workplace Equality Index Staff Feedback Questionnaire suggests that only 27 per cent of LGBT staff see visible bi role models in their organisation, and only 22 per cent see visible trans role models.<sup>7</sup> Furthermore, there is evidence that LGBT people perceive barriers to being involved in public life. More than two in five LGBT people would expect discrimination if applying to become a member of the Parent Council at their child's school.<sup>8</sup>

As a result of the above issues, there remains a strong need for work that addresses issues of LGBT discrimination and inclusion in Scotland, particularly for work that focuses on more marginalised communities: those who are BAME, disabled, trans, or from faith or religious backgrounds. Feedback from the public sector and community groups has consistently highlighted that charging for accessing Stonewall Scotland's empowerment programmes creates a barrier to attendance. This funding will allow us to deliver the programmes specified in this application for free, an approach which has proven successful in growing engagement with the public sector as part of previous grants.

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<sup>5</sup> Your Services Your Say: LGBT People's Experiences of Public Services in Scotland, 2014

<sup>6</sup> The RaRE Research Report: LGB&T Mental Health – Risk and Resilience Explored

<sup>7</sup> Stonewall Top 100 Employers 2017

<sup>8</sup> Your Services Your Say: LGBT People's Experiences of Public Services in Scotland, 2014

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

Stonewall has extensive experience delivering programmes in Scotland to address the outlined issues, and we have strong, established networks with communities, organisations, and public sector providers throughout the country. Feedback from these stakeholders has influenced the development of the project, and it has been designed based on their self-identified needs. For instance, feedback from participants in a recent allies programme demonstrates they are a sustainable approach to developing LGBT role models and allies in Scotland: by the end of the programme, 94% of participants indicated they had developed an understanding of what it means to be an ally, and 89% had identified achievable ways to step up as allies.

The 2016/17 round of these programmes, funded as part of our current partnership with the Scottish government, has proved popular and are scheduled to run at full capacity. This indicates a growing demand for these programmes in Scotland. Participants on last year's programmes also stated to Stonewall the need for more in-depth community programmes, for instance with bi or LGBT faith communities.

In February 2017 Stonewall undertook a consultation with the Scottish trans community, including an open meeting held in Perth, to identify the needs of Scottish trans people and the role Stonewall can play to support and complement the existing trans equality movement in Scotland. 14 trans people participated in this event, which was held in collaboration with the Scottish Trans Alliance. During this process, the need for a programme to equip trans allies with skills to support trans people and stand up against transphobia was expressed.

As a result, the fact that the proposed project has been driven by the needs and voices of the LGBT community in Scotland will ensure that it addresses many of the more significant issues they face.

The public sector components of this project have been influenced by Stonewall's existing work with public service providers in Scotland. In October 2016 Stonewall developed a best practice guide for LGBT equality and service users, and in December we ran a half day workshop for public sector staff on meeting PSED in relation to LGBT people. The guide was distributed to 56 public authorities in Scotland, and the workshop was attended by over 20 public sector equality leads. Stakeholders involved in our public sector work in Scotland continue to give positive feedback to our Scotland team, and have expressed a need to for further similar work in ensuring they are able to meet equality duty. As a result, the second outcome of this project has explicitly been designed in response to this need. In addition, our ongoing work with Scottish public authorities as part of our annual Workplace Equality Index has also fed into the design of the public sector components of this project – we are directly working with public sector authorities, and know where their needs lie in terms of reaching equality duty.

Finally, much as with public sector providers, Stonewall already has strong working relationships with a number of universities and post-16 education providers in Scotland. We engage with them through our annual Workplace Conference, our Diversity Champions programme, and other campaigning work. As a result, we have a strong understanding of their capacity needs when it comes to tackling HBT bullying, and the project builds on much of the existing work we have run in partnership with these stakeholders.

We have designed this work programme with the view to working in partnership with other equality organisations where appropriate, in particular in relation to intersex equality issues, and this is outlined throughout the proposal. We are mindful about avoiding duplication of services provided by other organisations. In particular, we are aware that the newly formed Inclusive Education Working Group will focus on tackling anti-LGBT bullying and language, and supporting schools to deliver an inclusive curriculum. This workplan is designed to avoid any possible duplication on issues included within the Terms of Reference of the Inclusive Education Working Group, but to instead compliment the group's remit by addressing inequality within pathways to work.

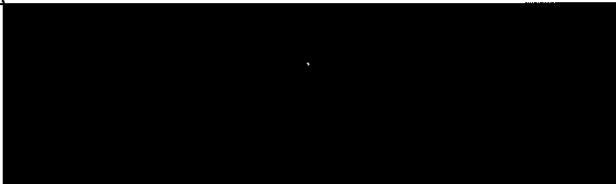
## 2.6 Describe how you will work with/involve service users in shaping services

Stonewall continuously engages with our service users to ensure that our work is meeting their needs and effectively contributing towards LGBT equality in Scotland.

Throughout the three years of this project, we will reach out to our networks, partners, and service users in Scotland to ensure it continues to meet their needs. This will take several different forms:

- **Programme evaluations**  
For all empowerment programmes, Stonewall will undertake pre and post programme evaluations to analyse the impact of the course on participants, and progress towards learning objectives. Follow-up evaluations, undertaken six months after participation, will also take place. Feedback from these evaluations will be used to shape future courses so they continue to meet the needs and expectations of participants.
- **Research**  
Stonewall will undertake a significant piece of research in the second year of this project to analyse the experiences of LGBT people in Scotland, including relating to access to public services. This will include consultations with a wide range of LGBT people in Scotland. The outcomes of this report will feed into the design and development of the public sector components of the project.
- **Community Outreach**  
Community engagement has been embedded throughout the programme. Through these events, we will reach out and engage with direct service users and encourage them to identify needs and possible solutions to their issues. Learning from these events will inform all activities of the project, most significantly for the work focus on public services and public sector equality duty.

## 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>The project has a national remit – activities will take place across Scotland and involve individuals and organisations from across the country.</p> <p>As the project has a specific focus on community empowerment and engagement, we will be actively reaching out to more marginalised LGBT communities in Scotland, particularly those living in rural areas.</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.

The project will target a wide geographical reach within Scotland, and as such will impact people from areas of regeneration and/or high deprivation, without specifically targeting them. However, as mentioned above, the focus on community engagement will mean that Stonewall will be actively engaging with communities from rural and marginalised backgrounds in Scotland.

## 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 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 checked="" 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	LGBT people and allies are empowered to create positive change in their workplaces and communities and tackle discrimination		
Which fund outcome(s) will this contribute to?			
1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input checked="" type="checkbox"/>			
Proposed outcome activities for outcome 1:		Timescales and frequency	
<b>Activity 1.1: Community empowerment programmes</b>  Building on the success of our LGBT Role Models programme, we will <b>develop new Community Role Models programmes tailored to LGBT people from more marginalised groups</b> , for instance through a trans, disabled, BAME, faith or bi role models programme.  <b>Measurement indicators:</b> <ul style="list-style-type: none"> <li>• Development of new community empowerment programme complete by the end of year one.</li> <li>• At least one free Community Role Models programme held in years 2 and 3 of the programme (at least two in total). A minimum of 10 participants per programme (20 participants in total).</li> <li>• 90% of participants identify achievable ways to act as role models in their community/workplace by the end of the programme.</li> <li>• 70% of participants indicate they have implemented these actions and acted as role models in their</li> </ul>		July 2017 – June 2020.  Programme development taking place in year one  One programme taking place each year in years two and three	

<p>communities/workplaces six months after participating in a programme.</p> <ul style="list-style-type: none"> <li>• 60% of participants indicate this has had a positive impact on tackling LGBT discrimination in their community/workplace.</li> </ul> <p><b>Activity 1.2: Public sector Trans Allies programmes</b></p> <p>In consultation with the Scottish Trans Alliance, we will develop a Trans Allies programme aimed at improving understanding of trans identities and trans equality issues among public service providers. We will recruit delegates from across Scotland and from a diversity of service providers, which may include youth work, education, criminal justice, and health providers.</p> <p><b>Measurement indicators:</b></p> <ul style="list-style-type: none"> <li>• Development of new Trans Allies programme to take place in year one.</li> <li>• One free public sector Trans Allies programme held each year in years two and three (two in total).</li> <li>• 10 participants per programme (20 in total).</li> <li>• 90% of participants identify achievable ways to act as Trans Allies in their workplace by the end of the programme.</li> <li>• 70% of participants indicate they have implemented these actions and acted as role models in their workplaces six months after participating in a programme.</li> <li>• 60% of participants indicate this has had a positive impact on tackling trans discrimination in their community/workplace.</li> </ul>	<p>July 2017 – June 2020.</p> <p>Programme development taking place in year one</p> <p>One programme taking place each year in years two and three</p>
<p><b>Activity 1.3: Alumni Engagement</b></p> <p>We will create a network of alumni from across our empowerment programmes, using social media platforms including LinkedIn and Facebook to facilitate information and good practice sharing. Stonewall Scotland alumni will be empowered and supported to facilitate programmes and participate in events in communities and workplaces across Scotland. This will bring an even wider diversity of skills and experience to our team, and will allow participants in our programmes and attendees at events to hear from a range of different LGBT people and allies. Alumni will have the opportunity to develop their skills and positively influence their communities and workplaces.</p> <p><b>Measurement indicators:</b></p> <ul style="list-style-type: none"> <li>• An online networking forum is created for Scottish Alumni to share information and good practice.</li> <li>• Six posts shared per month with ways that Alumni can remain involved.</li> <li>• Minimum of 30% of programme alumni remain engaged with Stonewall Scotland events or</li> </ul>	<p>July 2017- June 2018.</p> <p>Alumni network created.</p> <p>July 2018 – June 2019.</p> <p>Alumni participate in two Stonewall Scotland events.</p> <p>July 2019 – June 2020.</p> <p>Alumni participate in five Stonewall Scotland events.</p>

<p>programmes six months after participating in a programme.</p> <ul style="list-style-type: none"> <li>• Alumni to participate in at least two events or programmes in years two and three of the grant period.</li> <li>• 90% of alumni participating in events indicate this participation has enabled them to develop their skills and positively influence their communities and/or workplaces.</li> </ul>	
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Project outcome 2	Public services providers will be better equipped to meet the demands of the public sector equality duty in relation to LGBT and intersectional communities
Which fund outcome(s) will this contribute to?	
1 <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input checked="" type="checkbox"/>	
Proposed outcome activities for outcome 2:	Timescales and frequency
<p><b>Activity 2.1: Research on the experiences of LGBT people living in Scotland</b></p> <p>Stonewall will undertake research to help inform our understanding of LGBT people's experiences in Scotland. This will include work to better understand the experiences of those who identify as trans, disabled, BAME, or from a rural background.</p> <p>Stonewall will hold one briefing in Scotland following this launch to publicise the report's findings, and to increase Scottish public awareness of the issues facing LGBT people in Scotland, particularly when accessing public services.</p> <p><b>Measurement indicators:</b></p> <ul style="list-style-type: none"> <li>• Stonewall will consult with a minimum of 1,000 LGBT people in Scotland as part of the research process.</li> <li>• 70% of recommendations from the research will be progressed within two years.</li> <li>• 30 attendees across public sector services will participate in briefing to deepen engagement with findings and recommendations of research.</li> </ul> <p><b>Activity 2.2: Community Engagement</b></p> <p>We will deliver one community engagement event during each year of the grant period to increase Stonewall's understanding of the issues affecting LGBT people in Scotland, and the ways Stonewall can address these needs. Themes and topics could include, but not be limited to, bi inclusion, trans inclusion, mental health, faith and LGBT inclusion and working with BAME LGBT communities.</p> <p>These community events will bring LGBT people and service providers together in facilitated discussions to discuss issues and</p>	<p>July 2018 – December 2018.</p> <p>Research and consultations with Scottish LGBT community.</p> <p>January 2019- June 2019.</p> <p>Launch of report and holding of briefing.</p> <p>July 2017 – June 2020</p> <p>One event held per year.</p>

<p>identify possible solutions. Learning from these events will inform our work to support public services to meet the demands of public sector equality duty. We will consider ways to widen the reach of these events through using social media and digital platforms.</p> <p><b>Measurement indicators:</b></p> <ul style="list-style-type: none"> <li>• One event held per year of the grant period, three in total.</li> <li>• 15 participants per event.</li> <li>• 80% of participants indicate they benefit from the event.</li> <li>• Learning and recommendations feed into the materials for the Community Empowerment programmes – 80% of participants in these programmes indicate they addressed the issues they felt their voices were heard as LGBT individuals.</li> </ul>	
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Project outcome 3	Post 16 education and training providers will be better equipped to meet the needs of LGBT students and staff, and LGBT young people will be confident learners and better prepared for entering the workforce
Which fund outcome(s) will this contribute to?	
1 <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input checked="" type="checkbox"/>	
Proposed outcome activities for outcome 3	Timescales and frequency
<p><b>Activity 3.1: Training for College and University Staff</b></p> <p>Stonewall will develop a train the trainer module for college and university staff to equip them to tackle bullying and harassment of LGBT students, and to deliver an inclusive curriculum. The train the trainer approach in a further education context will mean the impact of the training is significantly increased through a 'cascade' model – building the capacity of colleagues and peers who will each in turn reach many young people.</p> <p><b>Measurement indicators:</b></p> <ul style="list-style-type: none"> <li>• Development for the content of the new programme will take place in year one.</li> <li>• One further/higher education training of trainer programme delivered each year in years two and three of the grant period.</li> <li>• 10 participants per programme.</li> <li>• Following the programme, 90% of participants indicate they are better equipped to train colleagues on how to tackle bullying and harassment of LGBT students.</li> <li>• 90% of participants indicate they have passed on skills to fellow staff in their department or more of their colleagues.</li> <li>• 90% of programme participants say training has had a positive impact on tackling discrimination in their colleges/universities.</li> </ul>	<p>July 2017 – June 2020</p> <p>Programme development complete in year one</p> <p>One programme held each year in years two and three</p>

Following the success of our **School Role Models programme**, we will train 10 secondary school/ college Role Models per year of the grant period. This programme is a unique offering for Scottish schools and colleges, with the opportunity for pupils to hear from a diverse range of individuals about their experiences of being LGBT across different areas of life in Scotland. This programme compliments ongoing work from Stonewall Scotland, LGBT Youth Scotland and the TIE campaign to tackle homophobic, biphobic and transphobic bullying and language. The purpose of the programme is to inspire pupils to feel confident that being LGBT does not need to be a barrier to being happy and successful across all walks of life.

The programme also requires schools to engage with Stonewall Scotland to ensure that staff are equipped to manage any questions or concerns which arise from the visit, and to support pupils who come-out as LGBT. The school Role Models are not LGBT campaigners, but rather volunteers from different backgrounds, with different jobs and life experiences, who will visit schools to tell their story and raise awareness of the diversity of LGBT people's experiences. This funding allows us to provide comprehensive training to our Role Models programme alumni to equip them to deal with any challenge questions from pupils, and to present their experiences in a positive and engaging way to inspire pupils. Existing role models include an Army Officer, a Church of Scotland Minister and a writer, and we actively encourage participation from across different geographical areas and equality strands. LGBT young people in schools will have the opportunity to hear from and meet LGBT role models in their own community.

- Number of School Role Models recruited: 10 per year.
- 30% of those recruited identify as trans, disabled, BAME, or from a faith or rural background.
- A minimum of 20 School Role Model visits take place during programme lifetime.
- 80% of schools indicate a visit from a Stonewall School Role Model had a positive impact on perceptions of LGBT issues amongst pupils.

Stonewall will partner with our network of employers in Scotland to provide LGBT young people with opportunity of a work placement.

These opportunities will be targeted at young people across a diversity of backgrounds and experiences. Each young person will be assigned a workplace mentor.

- Five partner organisations sign up to scheme.

A minimum of 6 visits take place each year.

Work Placement Scheme developed and partner organisations recruited.

10 placements undertaken.

July 2017 –  
June 2020

<ul style="list-style-type: none"> <li>• Five young LGBT people undertake a work placement in Year 2 and 3 of the project.</li> <li>• 90% of participants indicate the experience has a positive impact on their professional development.</li> <li>• 90% of participants indicate they have increased skills and confidence as a result of the placement.</li> </ul> <p><b>Activity 3.4: Young Leaders and Young Campaigners</b></p> <p>Stonewall will support Scottish young people to attend Stonewall's annual Young Leaders and Young Campaigners programmes. These are established programmes running annually in London, however participation from Scottish applicants has been consistently very low, with travel costs identified as a particular barrier to participation. The programmes are distinct in equipping young LGBT people to be empowered as campaigners and future leaders in their workplaces and communities.</p> <p>There are currently no equivalent programmes available in Scotland to provide this type of professional development for young LGBT people. Young Leaders is for 18-25 year olds and will equip highly motivated, and talented young Scottish LGBT adults to create positive change in their workplaces and communities, and prepare them to be visible role models when starting out in their career.</p> <p>Young Campaigners is aimed at 16-21 year olds and provides young people with the training and support needed for them to start campaigning in schools, colleges, universities and communities to tackle the discrimination and bullying of LGBT people.</p> <p>We will work with our colleagues in LGBT Youth, Young Scot, The Scottish Youth Parliament, and others, to help facilitate better Scottish representation on these programmes.</p> <p><b>Measurement indicators:</b></p> <ul style="list-style-type: none"> <li>• Two Scottish young adults will be supported to attend one of these programmes in each year of the grant period</li> <li>• <b>Young Leaders:</b> 80% of participants identify achievable ways to act as allies in their workplace by the end of the programme.</li> <li>• 60% of participants indicate they have implemented these actions and acted as role models in their workplaces/communities six months after participating in a programme.</li> <li>• <b>Young Campaigners:</b> 60% of participants on the Young Campaigners programme indicate they have applied learning from the programme to deliver a campaign in their school/community six months after participating in the course.</li> </ul>	<p>Two participants attend the programmes per year.</p>
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### 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:**

This project specifically contributes to the ambition and goals of the Fairer Scotland Action Plan.

LGBTI considerations are explicitly outlined in the document and various LGBTI groups in Scotland were included as part of the consultation process. The action plan emphasises the need to promote LGBTI issues across society to promote greater awareness, with a particular focus on trans issues.

The 35<sup>th</sup> action targets addressing HBT bullying in schools – something this project explicitly focuses on through the delivery of the School Role Models programme in schools across Scotland.

There are also several additional crosscutting themes in the Fairer Scotland Action Plan which are addressed by this project:

- Increasing participation, dignity and respect within public services (Actions 7 & 9) is addressed by equipping public sector organisations with the tools they need to make their environments more LGBT-inclusive and to tackle LGBT discrimination.
- The Plan's focus on investing in a 'stronger start for young people' is highly connected to this project's work equipping university and post-school training providers with the tools and knowledge they need to support LGBT people as they enter the workforce.
- The Plan's focus on reducing discrimination in the workplace is also strongly connected to this project's emphasis on reducing LGBT discrimination in workplaces in Scotland through partnerships with private and public sector organisations and allies programmes.

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 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:

Both the reform of the Gender Recognition Act and the independent review of the existing laws around hate crime offences in Scotland are of relevance to this project, but will not directly impact. However, they will impact on the communities that this project aims to engage with.

Stonewall Scotland will monitor the proposed consultations and ensure programme content, particularly those on the empowerment programme, are adapted to the most recent legislative context should reforms to the above legislation be recommended by these reviews/consultations.

### 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).

The primary way the proposed project contributes to the Scottish Government Equality Outcomes is through its connection to enabling children and young people to make the most of education opportunities available to them to reach their full potential.

One focus of the project is on supporting LGBT people in schools, universities and post-training education by equipping these institutions with the tools they need to tackle LGBT discrimination. Additionally, the School Role Models components, as well as the Young Leaders and LGBT Recruitment event, are all designed to support young LGBT people in their professional development. These activities will directly contribute to their ability to reach their full potential and overcome any discrimination they may face.

The second National Performance Framework Outcome focuses on tackling 'the significant inequalities in Scottish society'. LGBT people are one group who face inequality in Scotland, and this project directly seeks to remedy the issue, so there is a strong connection with this outcome. It also relates to several additional outcomes, including: having strong, resilient, and supportive communities; improving life chances for children and young people; ensuring public services are high quality, continually improving, efficient and responsive to people's needs; realising better employment opportunities for Scottish people; and helping young people be successful learners, confident individuals, effective contributors and responsible citizens.

### 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)?

To ensure we can effectively analyse the impact of our work, Stonewall undertakes thorough monitoring and evaluation of all our programmes. This approach is underpinned by our organisational Theory of Change, which enables us to demonstrate the contribution our work makes to enabling LGBT people to participate fully in society as free and equal citizens.

For this project, we will be recording information and feedback in several different ways to enable us to assess the impact of the project and the difference it is making. This includes:

- **Pre and post empowerment programme evaluations**

All participants in role models, allies, and training of trainer programmes will be requested to undertake pre and post programme evaluations to identify baseline information, and to assess the impact the programme has made on participants immediately following their delivery. This will help Stonewall identify whether the programmes are meeting learning objectives and enable us to constantly hone their content to meet the needs of the communities we are supporting.

- **Follow-up surveys**

Surveys will be sent out to participants six months after they have participated a programme. This will enable Stonewall to effectively assess the impact the programme has made on both their individual development, and their ability to create positive impact within their wider environment.

Participants in the community engagement sessions, workplace scheme and LGBT recruitment events will also be asked to complete a survey immediately following the event, again to analyse the impact it has had on their skills, knowledge, and confidence.

- **Community engagement and research**

As well as offering a chance for LGBT people in Scotland to feed into the design and delivery of future projects, the community engagement and research components will also provide an opportunity for participants, and the wider LGBT community, to feedback on the impact Stonewall and this project are having on LGBT inclusion in Scotland. These events are scheduled to take place throughout the project and will act as a useful evaluation tool to analyse if we are meeting the aims/outcomes of the project.

- **Reports**

Stonewall will provide regular reports to the Scottish Government to update on project progress. Each activity in this outcome has a series of indicators which will be reported against. These reports will include data on individual and organisational participants and evaluation feedback. Stonewall will also undertake wider mid-term (18 month) and final project evaluations to assess the wider impact of the project. These will be made available to the Scottish government.

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

Establishing networks of LGBT individuals and allies is an important tool to increasing inclusion and battling discrimination. As such, several components of this project have an emphasis on working with individuals, communities and organisations to develop networks and relationships that will strengthen the LGBT community in Scotland. This includes:

- **Empowerment programmes**

By bringing together participants from a wide variety of backgrounds in Scotland, these programmes will help to create a network of LGBT role models and allies that will strengthen the LGBT community in Scotland. Participants often keep in touch with fellow delegates on our empowerment programmes, and use these networks to provide support and advice when implementing the learning they have gained. This process will be formalised through the development of an Alumni network of participants who will be encouraged to participate in future Stonewall events. Participants in these programmes will also develop skills and knowledge to create positive change for LGBT people in their own communities, which will in turn help to strengthen these communities and create more inclusive environments for LGBT people.

- **Strengthening LGBT networks in the workplace**

The work placement scheme and LGBT recruitment event will also support LGBT people in Scotland to develop their professional and social networks, both with other LGBT people and with LGBT-inclusive employers.

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

The overall aim of this project is to enhance LGBT inclusion in Scottish public life, and the three outcomes of this project are designed to directly tackle barriers in public life that LGBT people currently face.

By helping to develop LGBT role models and allies across Scottish communities and workplaces, Stonewall is supporting people to create positive change within public life that will directly tackle LGBT discrimination and create more inclusive environments for LGBT people. The allies component of this approach will ensure that LGBT role models are supported and will help to prevent negative outcomes that LGBT people could face when stepping up in their community.

By equipping public sector providers to meet public sector equality duty we will be directly tackling discrimination LGBT people face in this environment and ensure both users and staff of public sector providers can access these services and feel that their needs are being met.

By supporting post-16 education and training providers to provide LGBT-inclusive environments in the workplace, and helping to prepare LGBT young people for the workplace will directly work to tackle discrimination LGBT young people can face during this period of their lives, and will help them to overcome barriers and build networks so that they are supported to reach their full potential.

Throughout the project, Stonewall will be consulting with the LGBT community in Scotland for feedback on the extent it is meeting their needs. This will help Stonewall ensure the activities continue to tackle the root causes of problems the LGBT community face, and also help to prevent any negative outcomes that could occur as a result of the project.

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

Stonewall has significant networks with public, private and third sector organisations throughout Scotland. As the project focuses on increasing LGBT inclusion in public life, these networks will be significantly utilised to deliver the outcomes of the project.

**Public**

Much of Stonewall's current Scottish Government funded project focusses on equipping public sector providers with the skills and knowledge they need to create LGBT inclusive environments in Scotland. Thus, we have developed strong relationships with a range of public sector organisations, including: NHS Scotland, Police Scotland, the Crown Office and Procurator Fiscal Service, Scottish Prison Service and the Court and Tribunal Service

This project's second outcome specifically focusses on equipping public sector providers to meet public sector equality duty when it comes to LGBT inclusion, and we will be working extensively with our established networks with public sector institutions to deliver on this outcome.

### **Private**

Stonewall has extensive networks with the Scottish private sector, whom we partner with through our Diversity Champions programme to support them to provide LGBT inclusive working environments. Through this project, we will work with these partners to empower younger LGBT people through the work placement scheme and LGBT recruitment event.

### **Third Sector**

Stonewall partners with third sector organisations throughout Scotland to strengthen our work and ensure we are delivering programmes that complement existing activities. Examples of the third sector partners we work with include: Scottish Trans Alliance, the Equality Network, LGBT Youth Scotland and LGBT Health Scotland. We will also seek to engage with grass roots community groups through our Community Role Models programmes and Community Engagement events. Examples of this work may include hosting joint Community Engagement events with partners in the third sector, including other LGBT organisations, and organisations representing other protected characteristics such as faith, disability or race groups. We have established a strong appetite for this type of partnership across organisations representing these characteristics.



LGBT people in Scotland. [REDACTED] is experienced on leading on and delivering Stonewall Scotland's Leadership programmes and has been working with Stonewall Scotland for almost 6 years.

**Programmes Manager:** [REDACTED]

[REDACTED] joined Stonewall Scotland in November 2016. [REDACTED] has been working in the third sector for over 25 years and has a strong background in leadership and management. More recently [REDACTED] has been focusing on the strategic development of Quality Assurance Frameworks, Diversity, Inclusion and membership programmes. In [REDACTED] role as Programme Manager at Stonewall [REDACTED] is responsible for the leadership of our Programmes Team and contributes to the strategic direction of the charity.

**Programmes Officer:** [REDACTED]

[REDACTED] is highly experienced in delivering personal and professional development programmes, including LGBT Role Models and Allies and Stonewall's teacher training programmes. [REDACTED] has trained and support LGBT individuals to attend local schools as LGBT Role Models to share their experiences of being LGBT in Scotland. [REDACTED] also supports public and private sector organisations to improve their internal culture and policies to support LGBT people at work in the services they deliver through delivering conferences and workshops. [REDACTED] has been working with Stonewall Scotland for two years.

**Director:** [REDACTED]

[REDACTED] has been Director of Stonewall Scotland for more than five years and led the team through significant change programmes as well as leading on our policy and influencing agenda in Scotland.

**Alumni Relations Officer:** [REDACTED]

[REDACTED] has been working at Stonewall since September 2015. In [REDACTED] role as Alumni Relations Officer [REDACTED] supports the development of the Stonewall Alumni Programme across England, Scotland, and Wales. [REDACTED] is responsible for increasing alumni engagement following their participation in our programmes and encouraging alumni to continue taking positive actions for LGBT inclusion including volunteering, speaking at events, and delivering programmes.

## 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?**  
£300,000.

**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.**

The budget has been prepared based on the activities and staff costs required to achieve the outcomes of the proposal.

Staff costs cover five positions and equate to two full time employees with an element of support from the Alumni Relations Officer and project oversight from the Director of Stonewall Scotland.

Additional staff costs and direct costs are accurately budgeted given our history and experience from incurring costs in these areas.

The contribution to overheads have been calculated by taking a proportion of the overall support costs for the Stonewall Scotland office that would relate to the project. As the office is serviced there are no utility or cleaning charges.

**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
Health Workforce Budget	£30,000+VAT	Health Workforce	[REDACTED]	We support all NHS Scotland Boards to advance workplace inclusion for LGBT staff. A dedicated programme's officer is utilising the Workplace Equality Index

				to audit NHS Scotland's performance relating to LGBT equality and provide recommendations and support for continuous improvement at national and Board specific levels.
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**5.5 How do you intend to diversify your funding sources during this funding period?**

Stonewall Scotland has developed a long-term funding strategy to ensure we are able to maintain a diverse source of funding during the project period. This includes the fees Stonewall receives from the Scottish Government to support NHS Scotland to ensure they are meeting the needs of LGBT people; income Stonewall receives from private sector organisations as part of our Diversity Champions scheme; income from delivering open empowerment programmes to private sector organisations; and by approaching Trusts and Foundations, both in Scotland and elsewhere, to fund specific projects.

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

As stated above, over the next few years Stonewall Scotland will be focusing on diversifying our income streams to ensure our work is sustainable in Scotland in the long-term. We anticipate that some activities included as part of this programme, such as the LGBT recruitment events, the workplace schemes, and some empowerment programme delivery, may in the long-term be funded by trusts and foundations or sponsored by private sector partners.

**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.**

All Stonewall staff, including those who will be paid using Scottish Government funding through this project, are paid above the Living Wage. As far as possible, we ensure all contractors we employ are Living Wage Employers.

**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 checked="" 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 checked="" 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.

The primary beneficiaries of this project are LGBT people in Scotland. The LGBT community in Scotland cover a wide range of intersectional identities, and thus the project will work with people who have a combination of several protected characteristics. The community empowerment programme has a specific focus on reaching out to LGBT people within marginalised communities, including those who identify as BAME, disabled, or from a faith or rural background. This will help to ensure the project reaches and supports LGBT people from backgrounds who are most in need.

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

As far as possible, Stonewall works to ensure our programmes and services are inclusive and accessible to all. We ask all programme applicants to provide information on their accessibility needs so these can be accommodated when delivering programmes. In addition, some services actively seek to engage with marginalised people from within Scotland's wider LGBT community (such as the community empowerment components of this project), which helps to further ensure the services are inclusive and accessible to all.

## 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, **Catherine Somerville**, 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	Signature
(dd/mm/yyyy)	

### 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	Signature
(dd/mm/yyyy)	

## Section 8: Submitting your application

This form should be emailed to [pecfapplications@vaf.org.uk](mailto: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](mailto: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"><li>• A copy of your Memorandum and Articles or Constitution, signed and dated.</li><li>• Most recent independently examined or audited accounts, or verified statement of income and expenditure (if a new organisation, most recent bank statement).</li><li>• A copy of your Equality and Diversity Policy.</li><li>• A copy of your Child Protection/Vulnerable Adult Policy if your project involves working with children, young people or vulnerable adults.</li></ul>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

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