

**Scottish Government
Equality Unit**

**Equally Safe (Violence Against
Women and Girls) Fund
1 July 2017 – 31 March 2020
Application Form**

Large Grant Office Use only	
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Application Form: Equally Safe (Violence Against Women and Girls) 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

Forth Valley Rape Crisis Centre

1.2 Registered address for your organisation

Address 1	22 Millar Place
Address 2	
Address 3	
Address 4	
Town	Stirling
County	
Postcode	FK8 1XD
Country	
Telephone	01786 439 244
Email	contact@forthvalleyrapecrisis.org.uk
Website Address	www.forthvalleyrapecrisis.org.uk

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	[Redacted]
Account Name	[Redacted]
Account No.	[Redacted]
Sort Code	[Redacted]
No. of Signatories	[Redacted]

1.5 The legal status of your organisation

Legal Status	SCIO		
Charity No.	SC046252	Company No.	n/a
In what year was your organisation established/granted charitable status? 2016			
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.)	£211, 471
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?	Stirling
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1.9 What are the main aims and activities of your organisation?

<p>Forth Valley Rape Crisis offer survivor centred and survivor led support to anyone over the age of 13 living in the Forth Valley area that has experienced sexual violence at any point in their lives.</p> <p>This year we have also developed family and friend support, and group work support for survivors. The core work of the centre, however, is to provide one to one support to survivors to support them to recover and heal from the trauma of sexual violence.</p> <p>We have established a bespoke centre in which survivors can access support in a safe and supportive environment. We also deliver telephone and email support for survivors who prefer to be supported in this way or cannot otherwise access face to face support.</p> <p>We are a partner in the National Advocacy Project coordinated by Rape Crisis Scotland (RCS). Our Support and Advocacy Worker provides advocacy and emotional support to survivors who are reporting or considering reporting to the police with this process or with on-going criminal justice proceedings such as giving evidence or attending court.</p> <p>We are also a partner in the national Rape Crisis prevention programme and have been delivering prevention work with children and young people in the area from</p>
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April 2016 - this work is aimed at working with children and young people to explore and develop positive healthy attitudes regarding topics such as; sexual violence, social media, gender and consent.

We deliver training and seminars to other professionals and agencies (such as Police Scotland, NHS Forth Valley and Stirling University) which increase knowledge and understanding of sexual violence and its impact, and collaborative multi-agency working to best meet the needs of survivors.

1.10 Who are the people involved in your organisation?

How many Board members do you have?	6
How many other volunteers are involved?	8
How many full-time staff are employed?	3
How many part-time staff are employed?	3
In the last year, how many service users have benefitted from the work of your organisation?	96

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.

Our Board of Trustees is currently made up of six women who work and live locally across the Forth Valley area.

We have appointed a Treasurer, Chair and Vice Chair, and there are designated board leads for equalities, the national service standards and child and adult protection.

Each bring a variety of skills and experience from across the violence against women sector and the wider public sector.

Our Equalities Lead has a long history of working in the equalities sector, for example as a Youth Worker for LGBT Youth. She has also worked for a number of years in both the Rape Crisis and Women's Aid movements.

There is a good balance of sector and specialist knowledge on the board. For example, some board members have worked for long periods with local councils or social work departments, whereas others have varied experience within the voluntary sector. Our Treasurer is a qualified internal auditor and Head of Corporate Assurance for a central Government Department. This includes oversight and experience of interpreting financial data, identifying financial risk, scrutinising financial reporting and providing assurance over financial systems.

Since establishing Forth Valley Rape Crisis we have recruited twice for trustees with support from Rape Crisis Scotland. We hosted an information evening for interested women, following which candidates were required to submit a written application and attend an interview. The selection process was guided by the best practice model of Rape Crisis which ensures that all our work is guided by principles of feminism, human rights and equality.

As the organisation has developed and infrastructure has been established, board meetings have now moved to a bi monthly schedule (meeting every two months). We have established sub committees for HR, Finance and the National Service Standards. Each sub committee includes a mixture of board members and key members of staff.

Trustees have been actively involved in the recruitment of all staff.

Since joining, every board member has received training in relation to matters of our core work; for example, Understanding Sexual Violence, and matters essential to good feminist governance such as a session led by Shirley Otto exploring feminist governance in practice. Three of our board members, including our Treasurer, have received treasurer and charity finance training. We are close to completing our Trustee induction pack and this will be utilised after our next round of recruitment. We are due to host our first AGM on the 14th of March.

Through RCS we are supported to access affordable, relevant and convenient training and development opportunities for board members on a regular basis.

Our chair prepares and circulates papers in advance of meetings. The board Secretary takes minutes and the Centre Manager provides a written report in advance of each meeting. Staff have an opportunity to feed directly into the Manager's report.

Whilst the Centre Manager attends board meetings and supports the board in coordinating matters such as training, the trustees are very proactive in taking the lead on board development.

Staff members regularly attend board meetings to present on their work or simply in order to meet and engage with the board. There is a closed session at the end of every board meeting where trustees can discuss confidential matters.

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

Forth Valley Rape Crisis policies are modelled on those operated by RCS. We will review policies annually and update them as legislation requires. Policies which relate to core practice such as child protection, adult protection, suicide prevention and self-harm are accompanied by protocol guidance on implementation: which will also be reviewed as policies are updated and practice develops. We have also modelled a wide range of protocols on those developed by RCS for situations which are not covered by policy to ensure that workers' practice is appropriate and consistent where such matters may arise. These include recent rape and stalking protocols. A core part of the work of our Support and Development Co-ordinator is to lead in developing and implementing these protocols.

Current Operational Policies

Adult Protection
 Bullying and Harassment
 Child Protection
 Complaints & Feedback Policy & Procedure:
 Confidentiality
 Data Protection
 Disciplinary
 Disclosure related policies: Recruitment of ex-offenders, Secure handling, use, storage etc.
 Office Email and Internet
 Email Support
 Equal Opportunities
 Family Leave
 Finance
 Grievance
 Health and Safety
 Lone Working
 Recruitment & Selection Policy
 Self-harm
 Service User Involvement
 Sickness Absence Management
 Staff Training & Development
 Stress Management
 Suicide Prevention
 Trans-inclusiveness
 Whistleblowing

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	[Redacted]
Address 3	[Redacted]
Address 4	
Town	[Redacted]
County	

Postcode	[Redacted]
Country	[Redacted]
Telephone	
Email	[Redacted]
Relationship to your organisation	[Redacted]

1.14 Where did you hear about this fund?

We received an invitation to apply from the Scottish Government as we are already in receipt of VAWG Fund Funding.

Section 2: Tell us about your project

2.1 Name of project

Forth Valley Rape Crisis Centre

2.2 Project start date (dd/mm/yyyy)

1st July 2017

Project end date (dd/mm/yyyy)

31st March 2020

2.3 Briefly describe your proposed project (Do not alter the size of this text box. Project descriptions should only be a few sentences and not exceed six lines)

We are seeking funding for the post of Support and Development Co-ordinator. This post oversees the delivery and development of our support service - ensuring it is high quality, accessible and person centred. She also delivers support, group work, and trains and supervises our volunteers. Our Support and Development Co-ordinator delivers external training, including Sexual Offences Liaison Officer (SOLO) training for Police Scotland, and works strategically to improve responses to survivors.

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

Sexual violence is a trauma which has a wide ranging impact on the health, safety and wellbeing of those who experience it. Through our work with survivors and partner agencies we ensure that survivors have access to the support they need to heal from the impact of the trauma, and seek to eradicate the views and behaviours that perpetuate sexual violence.

Of the 66 active open cases in service:

38 are experiencing problems with anger
42 are suffering with anxiety
31 are experiencing nightmares
21 have eating problems
6 are misusing drugs or alcohol
12 have experienced a disruption to their education
11 have lost work or income
35 have identified a lack of confidence
6 have lost their home
35 say they feel isolated
17 are self-harming
16 have attempted suicide
29 are experiencing fear

This year so far our Support and Development Co-ordinator has provided one to one support to 12 survivors, and group work support to a further 12 survivors. With increased capacity FVRCC will support at least ninety women and girls with the

support of this funding over the next 3 years. Beyond this, with increased capacity, our Support and Development Co-ordinator will also continue to develop services such as our group work programmes, that meet the needs of survivors and their friends and families at a variety of stages in their recovery.

Sexual violence is prevalent throughout Scotland. We know that in 2015 -16 in Scotland 10,273 Group 2 sexual crimes were reported (an increase of 7% on the previous year) and 1,809 rapes & attempted rapes were reported. Sexual crimes are at the highest level seen since 1971, the first year for which comparable crime groups are available.

A 2009 NSPPC study showed that 1 in 3 teenage girls in relationships had experienced unwanted sexual touching and their most recent studies show that there was a record increase in sexual offences against children last year.

The Forth Valley area covers 3 local authorities, has a population of 281,000, over an area of 1,020 square miles. In 2014-15 the Scottish rate of recorded sexual crimes was 18 per 10,000 people, and around 1 in 3 of these are under 18 (SG statistics). We know from research and RCS experience that a further significant proportion do not report. 2015 was the first year on record where over 50% of the survivors who contacted a Rape Crisis Centre had reported to the police.

In the geographic area we serve, reports of sexual crime are increasing. For example, sexual crime has increased in the Falkirk district over the past year, according to the latest statistics. The number of sexual crimes recorded in the area jumped from 274 last year to 289 for 2015/16, and up 67 on the previous year 2013/14. Falkirk makes up the largest proportion of the Forth Valley area.

We currently have 29 women and girls on the waiting list for our support. Given the prevalence of sexual violence in our society and the many needs of those experiencing it we anticipate that as our services continue to grow and diversify, the numbers of survivors we are supporting will only increase.

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

We have a record of providing high quality person centred services for survivors of sexual violence. In the last year, we have supported 93 survivors through our services including; face to face, email, telephone and text based support, outreach and centre based support, group work and criminal justice advocacy.

Through one to one support, our support workers explore with survivors the wide ranging impact of the abuse, and create a safe space in which survivors will be believed and supported to reflect on their experiences and take positive actions to cope, recover and manage the impact of sexual violence.

This year our Support and Development Co-ordinator has also developed our group work programme. As part of this, we ran a 10 week programme of banner making workshops. Throughout the workshops 6 survivors learned a number of creative and crafting skills, designing and fabricating a banner for the centre. Alongside this,

survivors also got an opportunity to hear about the history of banner making, Reclaim the Night marches, and the history and legacy of feminism in Scotland. All of the participants in the group work programme attended our Reclaim the Night march and after event, which took place in December. The survivors that attended provided feedback that it felt like a safe way for them to have a night out, and meet new people that had similar ideas.

We have also begun delivering a group programme focusing on self care with 6 survivors. This programme has been designed so that women can come to all sessions - however it is structured in such a way that women can also participate in one off sessions whilst still gaining the knowledge and tools to develop meaningful self care practice. In this group we look at what self care is and why it might be hard for survivors. This creates a space of learning that is not necessarily directly about sexual violence, but where those in the group are able to discuss shared experiences. This makes it easier for women to be honest about why self care may be difficult for them.

In our first year of group work we have prioritised topics that do not relate directly to sexual violence. Our one to one support work is well established, and we are now beginning to see survivors exiting their one to one support at the same time. We find that survivors who have engaged with one to one support are more confident and able to attend groups. Quite often, at the end of the support, survivors feel that they have moved forward in relation to issues such as addiction, self harm, suicide and self blame etc. but indicate that they are lonely or isolated, or have lost friends and people they trusted, through their experiences of sexual violence. Therefore, whilst our groups aim to increase survivors knowledge and understanding of the impacts of abuse and ways to cope with this, they also provide a social space where women can meet others and engage in therapeutic and enjoyable activities.

Some feedback from our self care group participants:

“I had so much fun, I wasn't going to come, I haven't laughed since it happened and tonight I remembered what that was like.”

“It was so nice to do this and to really think about ways I can look after myself again and that I have the right to do nice things for myself.”

“I was so worried about coming here tonight and I'm so glad I did, everyone made such a big effort and meeting other women like myself has made me feel so much better.”

We also support survivors to access other specialist services such as drug and alcohol support or refuge, and universal services such as GPs, police or social work support. Workers frequently accompany survivors to appointments for emotional support or speak directly to services to advocate on their behalf.

In our first year of delivery we were receiving an average of 3-5 referrals a month. In 2017 so far we have received 16 referrals in January, 9 in February and 6 to date in mid-March. Our rates of referral are increasing as survivors, the public and professionals become more aware of our services. We have had a noticeable

increase in self referrals which indicates that our promotional materials and support resources are reaching survivors, and that they believe our service can meet their needs.

We often receive positive feedback at the point of referral. Recently a GP told us they were working with 3 people we were supporting and "I've only heard good things about your service."

Of the 17 survivors who have completed end of service reviews (where they are no longer engaged in any kind of ongoing support) this year;

100% of survivors reported feeling less anxious and having less panic attacks.

90% of survivors reported feeling less afraid

33% of survivors reported self-harming less. This was 100% of survivors where self-harm was an issue.

22% of survivors reported a reduction in alcohol misuse. This was 100% of survivors where alcohol misuse was an issue

11% of survivors reported a reduction in drug misuse. This was 100% of survivors where drug misuse was an issue

44% of survivors reported attempting suicide less frequently

77% of survivors reported having less frequent flashbacks

88% of survivors reported feeling less self-blame

88% of survivors reported feeling more confident

66% of survivors reported an increase in trusting others

66% of survivors reported an improvement in their relationships with others

88% of survivors reported feeling less isolated

100% of survivors reported an improvement in their mood and a reduction in depressive symptoms

We also collect comments from survivors who describe the impact of accessing our services in their own words. These are some of the comments people have shared with us:

"A lifeline at the right time! Dark days and nights but with support and listening the sun starts to shine. No thanks can express our/my gratitude"

"My support worker helps me talk about what happens and helps me cope. I feel more comfortable talking about what happened thanks to rape crisis. I now know it was not my fault. I couldn't ask for anyone better to talk things through with."

"I feel safe to talk about things when I am in the centre. I don't feel this safe anywhere else. It is getting easier, I never thought I would say that"

"Thank you so much for listening, I would be really lost without you. If it wasn't for my contact with Rape Crisis I would definitely have killed myself."

"I was a victim of sexual assault. I was at rock bottom. I suffered from nightmares, flashbacks, depression, suicidal thoughts. I felt very worthless... (My worker) was a rock to me. She made me realise that none of this was my fault, and that I was a strong person and I could get through this. She also

helped me manage the anger I had towards life. I was struggling to sleep at night with the fear of nightmares and my worker introduced me to Mindfulness Meditation to calm down and think good thoughts before bedtime - I slept like a log! On the run up to court I was allocated an advocacy worker who was absolutely lovely - she advised me on what would happen and answered any questions I had...I would like to say thank you for providing this support for myself and my family. I am no longer a victim of sexual assault. I am a survivor."

"Everybody should have a Rape Crisis worker- words can't describe her- she puts a different turn on things. I owe her everything. Always there, on the phone or text if I need her. Knows what she is talking about, to help you realise you're not to blame."

Each survivor participates in a midway review where they can provide feedback about the impact and quality of support to another support worker other than their own. Examples of feedback received from survivors currently in support are:

Impact:

This has been a very important place for me.

She seems to understand, she has helped me understand my control issues. Really brilliant.

Someone to listen, understand, I can't talk to my family or partner, it's easier with strangers, she doesn't get upset. If I wasn't here I'd be in the nut house.

Quality of support environment:

Laid back, no pressure, calm. Not pushy. It does fit with what I had hoped.

Nice, lovely place, homely, rooms are brow. It's not the same elsewhere which are more like offices; it's like someone's home.

I didn't know what to expect coming here; there are no leaflets or posters, nothing to remind me of why I am here, which is such a big thing. It's so calming, you can unwind, and it's an amazing place. Since coming here every day has been a bit better and better. I couldn't have made it through this without coming here.

Everyone who has been through this needs this service, don't lose it. It's a valuable place and the staff does an amazing job, everyone is so lovely it doesn't feel like a workplace.

2.6 The Scottish Government works to a gendered analysis of violence against women and girls and it is a requirement of funding that all funded projects work within this approach. Please outline how the proposed project fulfils this requirement.

All our work is underpinned by the principals of feminism, human rights and equalities. In keeping with the Scottish Government's definition we recognise sexual violence as a form of gender based violence.

We understand that sexual violence occurs as a result of harmful and pervasive gender norms which operate at all levels of society: from interpersonal relationships to institutional responses. We also understand that many of the societal inequalities that exist amongst genders result from sexual violence. For example, many women experience a disruption to their education or employment as a result of sexual violence.

Sexual violence as an incident or an on-going behaviour is an abuse of power and is a tactic of control. It is therefore perpetrated most frequently by those who hold most power in society: men.

As sexual violence is a means of regulating gender norms it is often also a tactic of homophobic, bi-phobic and transphobic abuse.

Our gendered analysis of sexual violence shapes and influences all aspects of our service. For example we will operate women only support spaces for female survivors for whom this feels safer. Our support is survivor led in order to ensure that women and girls using our services can begin to take back some of the control with regards to their own lives and choices, which are often limited as a result of sexual violence.

Whilst every women or girl responds differently to their own experiences of violence we understand that there are common impacts experienced as a result of the gendered context in which the violence occurred. For example many women experience self-blame and shame as a result of internalising the victim blaming attitudes held widely in society. Through support we provide a safe place to explore this and challenge it tentatively and appropriately. Our team also advocate for the rights of survivors at an institutional level, where they may also encounter the attitudes and practices that perpetuate sexual violence - for example in our court system.

A core part of the work of our Support and Development Co-ordinator's is developing partnership working and delivering training to other partner organisations. Through this work partners can support and share knowledge with each other in order to ensure that not only do we operate with shared practice but also shared values and a shared, gendered analysis of sexual violence.

As part of our gendered analysis we understand that it is especially import to ensure we are inclusive of the needs and identities of trans survivors. At Forth Valley Rape Crisis, we believe that groups in our society, whether this be along the lines of gender, race, class, dis/ability etc., experience privilege or discrimination depending on their position within these groups.

We live in a patriarchal society where gender is organised into a binary system and, within which, all women are oppressed. People within the transgender community are often viewed as not 'fitting in' to this binary and are subjected to a great deal of

violence and abuse as a result. With this in mind, it is our view that individuals who identify as the gender they were assigned at birth experience privilege which is often referred to as cisgender privilege. This does not detract from the sexism that trans and cis women within our society face, but we believe that these two ideas can coexist and that they intersect in a way that means trans women are disproportionately affected by sexual violence.

Our logo has been designed with a rainbow element to specifically reflect inclusivity of LGBTIA+ survivors and to recognise biphobic, lesbophobic and transphobic violence as gender-based violence. We utilise and distribute promotional and support materials which are badged for LGBTIA+ survivors. Our equalities lead is taking forward the work for our LGBT Charter Mark and oversees the implementation of equality plans.

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

The participation of survivors continues to be essential as we develop our service in the Forth Valley area. The voices, needs and experiences of all survivors that use or wish to use our services will be reflected in the way we design and deliver those services.

We operate a service user involvement policy which guides all our service user involvement and participation work. We are also guided by the National Service Standards where service user involvement is one of the overarching standards. The following activities outline some of how we will continue to carry out service user involvement.

Focus groups

Through focus groups we will bring together survivors to identify areas of our service that they feel require review or development. These groups will be elective and we will seek to ensure they are inclusive and accessible to survivors. They will be facilitated by a trained support worker. In the groups we will use a variety of formats and resources to aid discussion and set agreed actions.

This year we integrated service user involvement with our group work programme and ran an 8 week programme of banner making workshops for survivors in the run up to us organising the first ever Reclaim the Night March in Stirling. Through this programme survivors learned about the history of banner making and the women's liberation movement, designed and created a banner for the FVRCC service. Beyond this though, having learned about the history of the RTN movement survivors then helped to organise and plan our reclaim the night march (this included running placard making workshops, designing and making badges, baking for the event and promoting the event). This programme was facilitated and designed by our Support and Development Worker and a volunteer artist.

Monitoring and Evaluation

Through our robust monitoring and evaluation framework we ensure that survivors are provided with a number of opportunities to feedback on the impact of support,

and the ways in which our services can be improved or developed. Every survivor takes part in a 5 week review where they are not only asked about the impact the service is having but also how they feel about the environment, the support and the format of our service. We asked people what their expectation of the service was, whether we are meeting it and what they would like from their continued engagement. We have found that this ensures that support is effective and achieves positive change for survivors within their time-limited support.

One to one participation work

Some survivors may prefer to contribute to the design of our services outwith a group setting. It may also be the case that due to matters of access or safety, survivors may only be able to input to service design on a one to one basis. We will arrange for separate sessions to enable this or incorporate these discussions into support where appropriate.

For example, this year we have worked one on one with University of Stirling students to garner input to our strategic partnership work and service provision at the University. This ensures the voices of students are heard as we design new services, and seek to improve responses through our participation in the Sexual Violence and Misconduct Strategy Group. As a direct result of student feedback, we made changes to the referral pathways and promotional materials for the drop in that was piloted on campus this year. Through this on-going participation work we also provide a supported and confidential way for survivors to raise concerns or provide feedback to the University about their experiences on campus.

Survivor led support planning

All the support delivered at Forth Valley Rape Crisis is survivor led. Survivors co-design their own support plans and actively participate in its review. All our assessment tools are designed to afford survivors space to explore and identify their own support needs and at each session the survivor and support worker explore what the survivor most wants to focus on at that time. Survivors are pro-actively informed about how all information is recorded and our case notes are recorded in a way that make them a usable and accessible record of support for survivors.

Survivor led initiatives

We will continue to operate initiatives in the centre which are survivor led and supported by staff. For example this year we have begun a gardening initiative in the centre. We have a dedicated volunteer gardener who is leading in the renovation and the design of the space in partnership with survivors. Survivors have been directly involved in gardening and creating the space, as well as ideas for design and use. Some opportunities are for survivors only, and others also include volunteers and survivors' supporters such as friends, families and partners.

Survivors who have taken part directly in participation work at FVRCC have provided feedback about the impact of this work in particular (aside from accessing support and advocacy):

“It makes me feel like I have a purpose again, after I had to give up work it made me feel like like I had no use. Now I'm starting to remember that I used to be able to do things and its made me feel more able to start working again. Its such a nice environment to start trying that out. I dont feel under any pressure and I know if im struggling that day its ok. I feel like I'm someone important when I take part in things like campaigning, like someone cares about what I think and feel etc.”

“Its really helped me, I feel like I'm doing something worth while and its really helped my mental health. Everyone is so nice and they take an interest in what you have to say which makes me feel like my opinion matters.”

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

If your project operates on a national basis, please provide details in the box to the right.	n/a
If your project has a local remit, please list the main local authority areas where the people who will benefit from your project's work, live or are based in the box to the right	Stirling Clackmannanshire Falkirk

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

Yes No

If yes, please provide details.

The remit of our service covers 3 local authorities which include a number of areas of multiple deprivation. The inclusive approach is proactive and removes barriers to those who may be marginalised, ensuring improved access for all. Additional supports are put in place for service users to address barriers, such as travel expenses for those on low income. Service uptake monitors not only equalities data but geographic data to inform outreach and promotional planning.

Section 3: The difference your project will make

3.1 Equally Safe (Violence Against Women and Girls) Fund Outcomes

To receive funding your project should work towards a minimum of one and a maximum of three fund outcomes. Please select the outcome(s) that your project will work towards.

1.	Societal understanding of gender based violence is increased and tolerance of it is decreased (leading to a reduction in violence and abuse experienced by women and children, and an increase in positive gender norms and expectations).	<input type="checkbox"/>
2.	Service providers have increased understanding of all forms of gender based violence, and work effectively together to address these issues through the provision of appropriate, high quality services.	<input checked="" type="checkbox"/>
3.	The harmful effects of gender based violence experienced by women and children are reduced by early intervention and their safety and wellbeing needs are better met by effective service provision.	<input checked="" type="checkbox"/>
4.	Interventions, service design and service delivery are improved as a result of the participation of women and children affected by gender based violence.	<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. We recommend at least two project outcomes and no more than four. Your project outcomes must clearly show how they contribute to the ESVAWGF Fund outcomes. (The guidance notes accompanying this form may be useful in helping to complete this section.)

Project outcome 1	Survivors participate in the design and review of Forth Valley Rape Crisis services, which ensures appropriate and responsive service development and delivery	
Which fund outcome(s) will this contribute to? 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input checked="" type="checkbox"/>		
Proposed outcome activities for outcome 1		Timescales and frequency
<u>Focus groups</u> Through focus groups we will bring together survivors to identify areas of our service that they feel require review or development. These groups will be elective and we will seek to ensure they are inclusive and accessible to survivors. They will be facilitated by a trained support worker. In the groups we will		Ongoing

<p>use a variety of formats and resources to aid discussion and set agreed actions.</p> <p><u>Monitoring and Evaluation</u></p> <p>Through our robust monitoring and evaluation framework we ensure that survivors are provided with a number of opportunities to feedback on the impact of support and the ways in which our services can be improved or developed.</p> <p><u>One to one participation work</u></p> <p>Some survivors may prefer to contribute to the design of our services outwith a group setting. It may also be the case that due to matters of access or safety survivors are only able to input to service design on a one to one basis. We will arrange for separate sessions to enable this or incorporate these discussions into support where appropriate.</p> <p><u>Survivor led support planning</u></p> <p>All the support delivered at Forth Valley Rape Crisis is survivor led. Survivors co-design their own support plans and actively participate in its review. All our assessment tools are designed to afford survivors space to explore and identify their own support needs and at each session an agenda is agreed that reflects what the survivor most wants to focus on that day. Survivors sign off on the notes for each of their support sessions and our case notes are recorded in a way that make them a usable and accessible record of support for survivors.</p> <p><u>Survivor led initiatives</u></p> <p>Continue to establish and operate initiatives within the centre which are led by survivors and supported by staff. This year this has included our gardening project and banner making group workshops.</p>	<p>Ongoing- quarterly, 6 monthly and annual reporting to board and funders</p> <p>Ongoing or as part of time limited initiatives or consultations</p> <p>Ongoing</p> <p>We will aim to have at least one survivor led initiative ongoing in the centre at any given time</p>
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Project outcome 2	Survivors understand and manage the impact of sexual violence more effectively
Which fund outcome(s) will this contribute to? 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/>	
Proposed outcome activities for outcome 2	Timescales and frequency

<p><u>Survivor led support sessions and planning</u></p> <p>In one to one support (face to face, telephone, email and also through our website) survivors are supported to assess the impact sexual violence has had on them and their lives and create a support plan which identifies themes for support and actions for both workers and survivors which they feel will enable them to cope with and recover from the impact of sexual violence.</p>	<p>Ongoing. Each survivor meets with their support worker weekly for up to 20 sessions</p>
<p><u>Group work programmes</u></p> <p>Group work programmes of roughly 6-8 survivors will run regularly in the centre. Survivors transitioning from one to one support, or who may have accessed one to one support previously often benefit from working alongside other survivors in a group environment. Sessions may focus on matters relating to sexual violence such as consent but also focus on topics which focus on the holistic wellbeing needs of survivors such as self-care and other therapies or creative workshops.</p> <p>Survivors have identified that they would like a group that focuses on anger and ways to express and control it.</p> <p>We have also identified that we will run a group designed for young women and girls in line with increasing provision specifically for young people.</p> <p>We will continue to develop links with the Scottish Prison Service and Criminal Justice Social Work in 2017-18 to develop a group work programme to be delivered in local prisons to support survivors of sexual violence. We aim to begin delivering in 2018-19</p>	<p>2 group work programmes for women and girls each year: each lasting 8-12 weeks.</p> <p>Design & deliver 2017-18</p> <p>2018-19</p> <p>2017-19</p>
<p><u>Operating our volunteer programme</u></p> <p>With the additional resources of volunteers in support roles we are able to extend and increase the level of support delivered at FVRCC. Our Support and Development Coordinator is the lead for recruiting, training and supporting volunteers to increase this capacity.</p> <p>We will work with newly trained support work volunteers to establish their role and practice in the centre and continue to recruit and train volunteers who bring other skills to our organisation. i.e. yoga instructors, researchers etc.</p>	<p>Ongoing</p> <p>2017-18</p>

<p>We will run our support work volunteer training again for the second time.</p> <p><u>Institutional Advocacy</u></p> <p>We will advocate for survivors who may require support to understand and participate in processes that relate to the sexual violence they have experienced and/or its impact. This may include accompanying survivors to appointments and attending multi agency meetings to act as their voice- with agreement from survivors to do so.</p>	<p>2018-19</p> <p>Ongoing- flexible to meet needs of survivor</p>
<p>Project outcome 3</p>	<p>Forth Valley Rape Crisis contributes to reducing the harmful effects of violence and abuse against women by working in partnership to maximise our effectiveness and agency responses.</p>
<p>Which fund outcome(s) will this contribute to?</p> <p>1 <input type="checkbox"/> 2 <input checked="" type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/></p>	
<p>Proposed outcome activities for outcome 3</p>	<p>Timescales and frequency</p>
<p><u>Multi agency support planning</u></p> <p>Where survivors may have additional access or communication needs or particularly complex wellbeing needs we will, with their permission, create support plans in partnership with other key workers and practitioners. We will, with consent, liaise with other relevant agencies to ensure that support is co-ordinated and complimentary.</p> <p><u>Delivering training</u></p> <p>We will deliver training on a variety of topics which increase knowledge and understanding in relation to the impact of sexual violence to relevant local agencies, community groups and organisations. For example we currently participate in the delivery of training at Tulliallan for Sexual Offence Liaison Officers (SOLO).</p> <p>This year we have already agreed to deliver training to a number of key professionals within Stirling University. We will continue to deliver SOLO training and will provide training to the Falkirk GBV Partnership as part of a knowledge exchange initiative.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>2017-18</p>

<p><u>Participating in local partnerships</u></p> <p>We are active members in all 3 local VAW multi agency partnerships.</p> <p>We attend local community safety, child protection, education and third sector partnerships regularly to share and develop practice.</p> <p style="padding-left: 40px;">This year we are establishing a working group in partnership with Central Advocacy Partners and others to aim to make our service fully inclusive of survivors with learning disabilities.</p>	<p>Ongoing. Some partnerships meet monthly each VAW partnership meets quarterly. Partnership working is ongoing between meetings</p> <p>2017-18 aim of being fully inclusive of all needs of survivors with learning disabilities by 2020 (including specific resources and pathways etc.)</p>
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Project outcome 4	
Which fund outcome(s) will this contribute to?	
1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	
Proposed outcome activities for outcome 4	Timescales and frequency

3.3 Equally Safe Priorities

Projects funded under the Equally Safe (VAWG) Fund are expected to deliver against the priorities in Equally Safe, Scotland’s strategy for preventing and eradicating violence against women and girls.

Equally Safe Priorities		
1.	Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls	<input checked="" type="checkbox"/>
2.	Women and girls thrive as equal citizens: socially, culturally, economically and politically	<input checked="" type="checkbox"/>
3.	Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women and girls	<input checked="" type="checkbox"/>
4.	Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response	<input type="checkbox"/>

Please select those priorities which you are working towards. Please note, successful applicants will have the progress of their project monitored against identified priorities post award.

3.4 Contribution to Scottish Government Equality Outcome

Applicants should also show how, if applicable, their project would help deliver against the Scottish Government Equality Outcome to reduce violence against women through strategic and co-ordinated approaches.

We are an active member of all three GBV Partnerships in the area. Additionally we are involved in cross partnership work, such as the 16 days of action working group. Through the partnership we have built meaningful relationships with other agencies, which ensure that our service is integrated, accessible, does not replicate services and is well advertised and used.

Beyond this we bring our specialist knowledge of sexual violence to the partnerships and ensure that the voices of survivors are heard in the strategic planning of the group.

For example, this year we have been actively involved in writing the strategic plan for the Falkirk GBV Partnership for 2017-20 in line with the principles and activities of Equally Safe. We have created strategic aims and outcomes, provided case studies and supported the development of methods to monitor this work.

We regularly collate and share data with our partners to ensure that we all have a holistic view of the picture of VAW across the area.

Through the GBV Partnerships we have also created links with Community Safety and Community Planning Partnerships.

Beyond this we have also developed close partnerships with the local Rape Investigation Unit and more recently the National Rape Task Force. This creates pathways to ensure that survivors can safely provide feedback about police responses. Furthermore it allows for us to work strategically in partnership, in order to best meet the needs of survivors. Police Scotland are now beginning to contact us regularly at the point of statement taking, sometimes using our centre to carry this out. This ensures that survivors have the choice to be supported with their engagement with the police from the beginning of the process.

We are committed to the Equally Safe agenda and will ensure as our service grows and develops that all partnerships are maximised to ensure holistic and effective responses to all forms of violence against women.

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 currently use an integrated assessment and outcomes monitoring tool called the Wellbeing Wheel which was designed by Rape and Sexual Assault Centre Perth and Kinross. It explores with survivors topics such as coping strategies, thoughts

about self, thoughts about others or risk and harm. It also records quantitative data (on a 1-10 scale) as a base line which can be reflected on at review points throughout and at the end of support, to measure change in a way that is both individual to survivors and collatable for funders, partners and for use in service review. The exercises are adaptable and not dependent on literacy or numeracy which increases accessibility. There is a children and young person specific version of the tool and we are currently working in partnership with a local advocacy service to develop assessment tools inclusive to survivors with learning disabilities.

Our OASIS data management system is a secure and anonymised database where workers record all case notes. The system enables us to run reports which analyse the quantitative data we collate regarding both survivors and service provision (for example the number of hours spent on an activity) which is incorporated into our service review. Our Support and Development Co-ordinator manages our database and oversees the extraction of data for reporting.

For each of our training sessions we provide written and online feedback forms to monitor the impact of our work. We currently actively seek evaluation data from multi agency training programmes that we contribute to.

In order to ensure we are effectively monitoring all outcomes and related indicators across the service we have developed a Monitoring and Evaluation Action Plan which will ensure that our methods for capturing and collating feedback are effective, utilised and coordinated. Each member of our support team has a development remit which relates to a matter of priority for the service: one of which is monitoring and evaluation. This ensures an ongoing focus is placed on ensuring this area of our work is effective, improving and developing on an ongoing basis as the organisation develops.

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

A core feature of the role of Support and Development Worker is overseeing the volunteering programme for Forth Valley Rape Crisis. Through this programme we increase opportunities for individuals to participate in our organisation and for other organisations to partner with us in doing so. Through support work training, volunteers will have the opportunity to take part in an accredited training programme, in partnership with Rape Crisis England & Wales and the Open College Network, gaining a recognised award.

With this increased social capital we have been able (and will continue) to not only extend and increase our core services, but also establish a number of new initiatives which will benefit survivors. We have mapped our entire service and identified the many areas in which the support of volunteers would increase not only our capacity but our accessibility: for example in establishing services which support survivors with child care, adult literacy or interpretation services. We will continue to create volunteer opportunities in order to meet this need, and support women to develop their skills and understanding in this area.

Our Support and Development worker has created a robust volunteering programme, which includes the volunteer training programme. With this resource we will continue to support individuals to better understand and respond to sexual violence.

This year we were awarded the 'Best Volunteer Involving Award' from VAF for being the best of VAWGF funded organisations at involving volunteers in their work.

We will also support volunteers to fundraise, campaign or raise awareness locally in their community settings.

After the success of our first ever Reclaim the Night March in Stirling (where over 100 people attended and we received a wealth of support from individuals, partners, elected members, businesses and media outlets in the area) we will ensure that this is now an annual event in the community. RTN creates a space for women and male allies to acknowledge the fear of sexual violence all women and girls live with and demand better responses to the needs of survivors. Beyond this we hosted an after event where Lush provided hand massages and local businesses donated to a raffle, with live music, feminist speakers and food. Through these community events members of the public learn about our work and take ownership of the issues we work to address.

Partnership working is essential to ensuring that not only our service is accessible, but also in creating opportunities to volunteer or work with the centre. We have established relationships with local equalities organisations such as the local Central Scotland Regional Equality Council, and work in partnership to ensure that our volunteering opportunities are accessible and inclusive and that our additional capacity is utilised to ensure that we seek to eliminate the current access barriers to our service.

The vast majority of survivors using our services experience social isolation in some form. Many describe Rape Crisis as the only place they feel safe. With increased capacity we can establish or work in partnership with existing initiatives to reduce this isolation by providing opportunities for survivors to engage in social activities or develop skills which they can then utilise in the community.

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

Forth Valley Rape Crisis is committed to the prevention agenda and proactively integrate it into all of our work.

This year we secured funding to begin a primary prevention education programme locally that is aimed at working with children and young people to explore and develop positive healthy attitudes regarding topics such as; sexual violence, social media, gender and consent.

We have delivered 49 prevention workshops on a variety of subjects to 657 pupils in six schools.

We deliver training and seminars to other professionals and agencies which increase knowledge and understanding of sexual violence and its impact, and collaborative multi agency working to best meet the needs of survivors.

We are actively involved in local initiatives which seek to eradicate Gender Based Violence through work in the community. For example during the 16 days of action we:

- Contributed to a panel discussion at a film screening hosted by Stirling University
- Led in the delivery of the first ever Reclaim the Night march in Stirling
- Participated as a member of the 16 Days working Group for all of Forth Valley

This year we have been a key strategic partner in the development of the Stirling University strategy to eradicate sexual violence on their campus and provide support to survivors. A number of staff have participated in working groups and events to carry out the work. Our Support and Development Worker in particular has been part of a working group focused on intervention and delivery, and through this has helped shape University protocols and strategy documents; has established a direct referral protocol with student services; and has piloted an 8 week drop in on the University campus as part of a strategy to evidence need and increase funding for support. Beyond this she has provided training to a number of key professionals and has supported the development of a campaign to prevent sexual violence on campus.

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

Multi agency and partnership working is essential to ensuring that our services are high quality, accessible and meet the holistic needs of survivors.

In our first year of delivery we have worked to develop relationships with a range of local and national services including; Police Scotland, Clackmannanshire Council, Stirling Council, Falkirk Council, NHS Forth Valley, Stirling and District Women's Aid, Shakti Women's Aid, all 3 local VAW Partnerships, child protection professionals, Central Scotland Equality Council, local LGBT youth initiatives, community safety partnerships, MAPPA and local advocacy services.

Through these partnerships we ensure that we are best able to meet the needs of all survivors using our services. For example, we will continue to develop our meaningful partnership with Central Advocacy Partners.

With increased capacity our Support and Development Worker would be able to increase and improve our partnership working to ensure that we participate in meaningful partnerships which increase positive outcomes for women and girls who have experienced or are experiencing sexual violence. The delivery of training as part of Police Scotland's SOLO Training is part of this work.

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
Support and Development Co-ordinator	35	28,560	2,829	1,714	33,103	Existing
TOTAL	N/A					N/A

4.2 Key duties, relevant skills and experience of staff

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

<p>Key duties include:</p> <ul style="list-style-type: none"> Delivering support to survivors Delivering group work programme for survivors and friends and family Recruiting, training and supervising volunteers

Delivering training

Attending promotional and partnership events

Developing partnerships locally and nationally

Developing core aspects of the support service- developing protocols, reviewing practice and incorporating service user feedback

Supporting survivor led initiatives

Managing and utilising our database

Designing and implementing monitoring and evaluation practices

Our Support and Development Co-ordinator has 11 years of experience providing direct support to survivors of sexual violence within the Rape Crisis Network and a wide range of knowledge and skills which she brings to this role. She is a skilled support worker who is also a qualified counsellor and is experienced in delivering group work; including developing an innovative and highly successful programme for young women survivors. She developed a Rape Crisis service within East and West Dunbartonshire working in close partnership with other agencies to establish, provide and evaluate this well used service, including participating in the violence against women partnerships. Having started her career as a Rape Crisis volunteer, she is passionate about volunteering and has participated in the recruitment, selection, training and assessment of volunteers. This year at FVRCC she has designed, developed and delivered our volunteer programme.

She has a strong commitment to the prevention agenda and ran a prevention project within Rape Crisis for a year, delivering workshops to young people on consent and healthy relationships. She has significant experience in delivering training to a range of professionals, and both designed and has delivered the SOLO training for Police Scotland.

In her first year in post at FVRCC she has design a bespoke centre for survivors (from furnishings to protocols) which has been widely celebrated as a model of good practice, and as a calming space for survivors.

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?

£109, 897

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.

Costs were calculated on the basis of the current salary, pension and NI costs for this post. Match funding contributions will be utilised to ensure cost of living increases, and increments are paid at appropriate times throughout the funding period.

All overhead costs have been calculated on a full cost recovery basis. The 35 hours a week that would be funded through the VAWG Fund make up 19% of our entire staff costs, and overhead contributions have been calculated on this basis. However, in order to maximise use of this limited fund to provide an ongoing, sustainable source of salary for this essential post we will be match funding certain overhead contributions throughout. This is detailed in our budget.

All overhead costs have been taken from our 2017-18 budget and reflect expected costs for this year. For example, costs for contributions to utilities have been calculated on the basis of quotes provided to us by our current providers.

In relation to direct costs, the £400 allocated to 'other' under additional staff costs: this is for external supervision to ensure the welfare of staff and to ensure best practice is maintained.

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
Stirling Council	£2,466.00	£2,466.00	
Clackmannanshire Council	£2,466.00	£2,466.00	

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
National Adovcacy Fund	£40,000.00	Justice	[Redacted]	Support for survivors to report to the police and to attend court or other criminal justice processes
Prevention Fund	£26,372	Children and Young People	[Redacted]	Delivering Rape Crisis prevention pack to young people aged 12-25 and managing the promotion and delivery of this service
Rape Crisis Specific	£50,000.00		[Redacted]	Ring fenced core funding for local Rape Crisis Centres

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

As we cannot currently meet the demand for our services with our current capacity, it is essential that we continue to increase and diversify our funding streams.

As a newly established charity in Scotland we have been working to develop robust strategic aims and documentation as well as an effective outcomes monitoring framework to evidence the impact of our work.

Our funding is currently primarily made up of government and local authority grants. We aim, over the course of the next three years, to develop and submit a number of applications ranging from small trusts to large bodies such as the Big Lottery. This year we will be applying to the Volant Charitable trust as we feel we meet the remit very well and can evidence the impact of our work.

Beyond this we are setting up community fundraising systems such as Just Giving online donations pages. This will also help us to increase our levels of free reserves.

We will continue to engage in and increase our community fundraising events. This year at Reclaim the Night we raised over £600.

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

We have negotiated service level agreements with both Stirling and Clackmannanshire council. Last year we participated in a national pilot in partnership with the Scottish Government, Falkirk Council and other local partners to create a commissioning framework for survivors of trauma through which we will seek funds to increase our capacity to deliver a service. Whilst there have been delays in Council timelines to commission this service, in the interim we provided such extensive evidence of need that the council awarded us a £14,000 contribution to our service for services rendered. This indicates that we have established a case for our service in Falkirk and a meaningful partnership with agencies and commissioning officers there.

As a newly registered SCIO in Scotland we are now eligible to apply for a number of trusts and grants for full or match funding to continue to develop and extend our service.

With the increased capacity of volunteers we are creating a sustainable resource base from which to continue to deliver high quality outcomes in a cost effective way.

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.

Yes

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,	<input checked="" type="checkbox"/>

disability, gender, gender identity, religion or belief, race, and sexual orientation)	
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.

It is the core aim of our work to eradicate sexual violence and as such our services predominantly serve women as a protected group. However, as our service is built on the principles of human rights, feminism and equality we understand that our service has to therefore be accessible to all women. Women with intersectional identities are marginalised both within society and within services. It is our duty to pro-actively seek to remove barriers to access and convey our commitment to all women.

We do this both in our practice and our campaigning. For example we have this year developed a meaningful partnership with Shakti Women's Aid, where we share training and skills (for example the outreach Shakti worker has attended our volunteer support training but also supports us with translation needs etc.). We have also created referral pathways to ensure BME survivors can access safe, holistic, needs led support.

An example of how we make our intersectional approach clear to those outwith our service would be our most recent and first ever blog post outlining our commitment and values in relation to trans inclusion:

<https://www.forthvalleyrapecrisis.org.uk/blog>

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

As a person centred organisation the support that we provide survivors aims to identify and proactively remove any barriers to accessing our services.

Many survivors fear facing judgement or disbelief from services. We are building a local profile which conveys to survivors that we operate a confidential, inclusive, non-judgemental service free of cost to anyone who has experienced sexual violence over the age of 13.

We have designed and developed resources (such as our website) with features that ensure they are inclusive and safe: such as providing the option to view content in community languages or to exit the resource immediately in order to ensure a survivor's safety.

All our resources are designed in a way that makes them easy to understand, and relate to the support provided by Forth Valley Rape Crisis Centre. Resources such as the LGBTI leaflets have been created specifically to ensure that Rape Crisis services are proactively conveying to survivors that we are inclusive of all survivors and understand how other intersecting identities may affect their experiences and how they access support. Through these materials we can ensure that all survivors

in Forth Valley feel confident that in accessing our service they will be believed, supported and respected.

In selecting premises we took into consideration a wide range of accessibility issues; for example, our premises currently have an accessible ground floor and handrails on all external and internal stairs. Beyond this, we are situated near a number of bus stops as well as a train station. We selected Stirling to establish our first premises as it is the easiest of the larger towns in the area for most survivors to visit. We pay travel expenses for survivors on low incomes, with limited access to funds or in unpaid work and have established 3 outreach premises which are accessible and close to public transport. We are in the process of carrying out a full accessibility audit of our premises and creating an action plan to be reviewed on an annual basis.

We have actively engaged and developed partnerships with a range of equalities groups locally, and have also developed relationships with universal organisations such as the NHS, where we can access support to ensure our service is inclusive.

As an Employer we have a commitment to anti discriminatory practice and an active Equal Opportunities Policy. All efforts that are made to ensure our service is accessible for survivors are designed in such a way that they increase access for staff too. We recognise that there are now a number of qualification and access barriers to applying for paid work in the VAW sector, and through our volunteering programme we are creating a variety of accessible opportunities which ensure that our staff team is representative and to ensure that as a feminist organisation we are creating opportunities for all women and girls to participate in our work and gain qualifications, experience and confidence from doing so.

We will create an equalities action plan to accompany all pieces of work in line with the National Service Standards. For example, all will be trained on an ongoing basis in relation to matters that will improve access. All staff have received trans inclusion training and training in relation to experiences of BME survivors.

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, **[Redacted]** 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
[Redacted]	[Redacted]
Date	Signature
17/03/2017	[Redacted]

Signatory two (see guidance)

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

Name	Position
[Redacted]	[redacted]
Address including postcode	
[Redacted]	
Phone number (or text phone)	
Mobile number	[Redacted]
Email	[Redacted]
Date	Signature
	[Redacted]
17/03/2017	

Section 8: Submitting your application

This form should be emailed to esapplications@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. The mailbox has an automated response acknowledging receipt of your application. Please contact Irene Glasgow (01383 620780) if you do not receive an automated response. For enquiries call 01383 620780 or email esenquiries@vaf.org.uk

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?	<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• A copy of your LGBTI Inclusion Plan	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>