



Equality, Inclusion and Human Rights Division

E: EIHRFinance@gov.scot

[redacted]

19th March 2025

Dear [redacted],

**OFFER OF GRANT – EQUALITY AND HUMAN RIGHTS FUND  
1 April 2025 – 31 March 2026**

The Scottish Ministers in exercise of their powers under Section 10 of the Social Work (Scotland) Act 1968 hereby offer to give to Elect Her (“the Grantee”) a grant of up to £100,048. This will be payable over 1 April 2025 – 31 March 2026, in connection with Elect Her - Equality & Human Rights, which is more particularly described in Part 1 of Schedule 1 (“the Project/Programme”) and subject to the following terms and conditions.

Any further conditions will be confirmed by the fund manager, Inspiring Scotland.

**1. Definitions and Interpretation**

1.1 In these Conditions, the words and expressions set out in **Schedule 4** shall have the meanings ascribed to them in that Schedule.

1.2 In these Conditions unless the context otherwise requires, words denoting the singular shall include the plural and vice versa and words denoting any gender shall include all genders.

1.3 The headings in these Conditions are for convenience only and shall not be read as forming part of the Conditions or taken into account in their interpretation.

1.4 Except as otherwise provided in these Conditions, any reference to a clause, paragraph, sub-paragraph or schedule shall be a reference to a clause, paragraph, subparagraph or schedule of these Conditions. The schedules are intended to be contractual in nature. They form part of the Agreement and should be construed accordingly.

1.5 This Agreement shall not be varied except by an instrument in writing signed by both parties.

## **2. Purposes of the Grant**

2.1 The Grant is made to enable the Grantee to carry out the Project/Programme.

2.2 The Grant shall only be used for the purposes of the Project/Programme and for no other purpose whatsoever.

2.3 No part of the Grant shall be used to fund any activity or material which is party political in intention, use, or presentation or appears to be designed to affect support for a political party.

**2.4 Summary of Work:** Elect Her will continue to build on the work delivered to date in supporting the women of Scotland into leadership & politics by creating strategic pathways of support. Building on all that has been learnt through the experiences of women in the community, and identifying the systemic changes that are required to enable them to thrive, Elect Her will proactively work with others in the eco-system to improve the political environment for women.

**2.5 The grant will fund the delivery of the following areas of work, and will be monitored by Inspiring Scotland as Fund Managers and administrators:**

- Resource hub development
- Events and trainings
- Accountability systems

**2.6 The expected outcomes your work will contribute area as follows:**

- People with protected characteristics have increased participation in public life

The outcomes may be updated during the course of the grant period.

**2.7 The eligible costs for which the Grant can be claimed are:**

- staff Costs (direct and indirect staff costs)
- office Costs and Overheads (including I.T. equipment)
- other Programme and Delivery Costs
- any other related costs agreed in your budget submitted to the fund administrators Inspiring Scotland

**Further detail of the funding agreed is in Schedule 1.**

**2.8 The eligible costs exclude:**

- any Value Added Tax (VAT) reclaimable by the Grantee
- any employment costs arising from the Grantee's legal obligations to its employees, for example parental leave, sick leave, redundancy
- capital expenditure, including the purchase of property.
- Dissemination of funds to other recipients
- Costs arising from obligations under the apprenticeship levy.

### 3. Payment of Grant

3.1 The Grant shall be paid by the Scottish Ministers to the Grantee in accordance with the terms of **Schedule 1** attached.

3.2 In addition to the progress and financial reports to be submitted in relation to the funded Project/Programme, the Grantee shall within four weeks of the end of the funded period in which the Grant has been paid submit to the Scottish Ministers a statement of compliance with the Conditions of the Grant using the form of words provided in **Schedule 3**. The statement shall be signed by the Grantee's Director/CEO/authorised signatory.

3.3 In the event that the amount of the Grant paid by the Scottish Ministers to the Grantee at any point in time is found to exceed the amount of the expenses reasonably and properly incurred by the Grantee in connection with the Project/Programme, the Grantee shall repay to the Scottish Ministers the amount of such excess within 14 days of receiving a written demand for it from or on behalf of the Scottish Ministers. In the event that the Grantee fails to pay such amount within the 14 day period, the Scottish Ministers shall be entitled to interest on the sum at the rate of two per cent per annum above the Bank of England base lending rate prevailing at the time of the written demand from the date of the written demand until payment in full of both the sum and the interest.

3.4 The Scottish Ministers shall not be bound to pay to the Grantee, and the Grantee shall have no claim against the Scottish Ministers in respect of **any instalment of the Grant which has not been claimed by the Grantee by 31 March 2026 as set out in Schedule 1**, unless otherwise agreed in writing by the Scottish Ministers.

3.5 There shall be no employment relationship between the Scottish Government and any grant-funded staff.

### 4. Inspection and Information

4.1 The Grantee shall keep the Scottish Ministers fully informed of the progress of the Project/Programme in the form of bi-annual progress reports, and quarterly financial reports and any other learning input as agreed with Inspiring Scotland as Fund Managers. Details shall include actual expenditure to date compared with profiled expenditure and any change to estimated expenditure for the 12 month period and/or the Project/Programme as a whole, the reasons for any such changes and progress in achieving objectives/outcomes.

4.2 Revisions to targets/milestones against which progress in achieving outcomes are monitored shall be subject to the written agreement of the Scottish Ministers.

4.3 The Grantee shall, on completion of the Project/Programme, submit a report to the Scottish Ministers, via Inspiring Scotland as Fund Managers, summarising the outcomes and performance of the Project/Programme. Such a report shall include such statistical and other information relating to the impact of the Project/Programme as shall be required by the Scottish Ministers.

4.4 The Grantee shall also provide any other information that the Scottish Ministers may reasonably require to satisfy themselves that the Project/Programme is consistent with the Agreement. The Grantee shall provide the Scottish Ministers with prompt access to any information they reasonably require to ensure compliance with these Conditions.

4.5 The Grantee shall keep and maintain for a period of six years after the expenditure occurs, adequate and proper records and books of account recording all receipts and expenditure of monies paid to it by the Scottish Ministers by way of the Grant. The Grantee shall afford the Scottish Ministers, their representatives, the Auditor General for Scotland, his/her representatives and such other persons as the Scottish Ministers may reasonably specify from time to time, such access to those records and books of account as may be required by them at any reasonable time in response to a written request for such access from the person seeking it. The Grantee shall provide such reasonable assistance and explanation as the person carrying out the inspection may from time to time require.

4.6 The Grantee will comply with any organisational health check and/or financial monitoring visit to be undertaken by the fund manager, Inspiring Scotland.

4.7 The Grantee must have robust safeguarding policies in place to protect vulnerable groups. The Grantee must also have in place clear processes which must be followed if it becomes aware of specific incidents, including referral to the relevant authorities where necessary. Where the Grantee is working directly through a partner organisation, the Grantee is required to have undertaken due diligence in relation to safeguarding arrangements, including obtaining evidence of satisfactory safeguarding policies and / or procedures by the Grantee's partner organisation. The Grantee must report all and any cases of suspected abuse or malpractice relating to anyone involved in delivery of the Project/Programme or any beneficiary of the Project/Programme to Scottish Ministers and the relevant authorities immediately. The Grantee must, upon request from Scottish Ministers, provide copies of the safeguarding policies and procedures referred to in this clause.

4.8 In the event of the Grantee becoming aware of or suspecting:

- any irregular or fraudulent activity in relation to the Grant or Project/Programme, or any part of either of them; and/or
- any safeguarding incident by or in respect of any person involved in the Project/Programme,

the Grantee shall immediately notify the Scottish Ministers of such activity or incident and provide such other information as the Scottish Ministers may reasonably require in relation to the impact on the Project/Programme and the use of the Grant. In so notifying Scottish Ministers, the Grantee must also confirm that such irregular or fraudulent activity or safeguarding incident has been referred to the relevant regulatory or other authorities as appropriate, in line with any statutory duty and otherwise in line with any guidance issued from time to time on Notifiable Events by either the Office of the Scottish Charity Regulatory (OSCR) or as appropriate the Charity Commission for England and Wales. For the avoidance of doubt, in this agreement, a "safeguarding incident" includes any incident of abuse or mistreatment of any vulnerable person.

4.9 The grantee shall immediately inform the Scottish Ministers of any change in its constitution, for example, but not limited to, a change in status from one type of body corporate to another.

## **5. Fair Work First conditionality**

5.1 The Grantee shall pay at least the real Living Wage to:

5.1.1 all staff aged 16 and over, including apprentices, who are directly employed by the Grantee and work in Scotland

5.1.2 all staff aged 16 and over, including apprentices, who are directly employed by the Grantee and directly engaged in delivering the funded activity but based elsewhere in the UK

5.2 The Grantee shall ensure that at least the real Living Wage is paid to all workers aged 16 and over, including apprentices (in a third party) not directly employed by the Grantee who are directly engaged in delivering the funded activity and based anywhere in the UK.

5.3 The Grantee shall demonstrate that all workers employed within their organisation have access to effective workers' voice channel(s), including agency workers.

5.4 The Grantee shall provide any and all information reasonably required by Scottish Ministers to satisfy themselves that the Fair Work First obligations herein, namely, to pay at least the real Living Wage and providing access to effective workers' voice channels, are being complied with. Guidance is available to support the Grantee in meeting and evidencing these conditions.

## **6. Confidentiality and Data Protection**

6.1 The Grantee will respect the confidentiality of any commercially sensitive information that they have access to as a result of the Project/Programme.

6.2 Notwithstanding the above, the Grantee may disclose any information as required by law or judicial order. All information submitted to the Scottish Ministers may need to be disclosed and/or published by the Scottish Ministers. Without prejudice to the foregoing generality, the Scottish Ministers may disclose information in compliance with the Freedom of Information (Scotland) Act 2002, any other law, or, as a consequence of judicial order, or order by any court or tribunal with the authority to order disclosure. Further, the Scottish Ministers may also disclose all information submitted to them to the Scottish or United Kingdom Parliament or any other department, office or agency of His Majesty's Government in Scotland, in right of the Scottish Administration or the United Kingdom, and their servants or agents. When disclosing such information to either the Scottish Parliament or the United Kingdom Parliament it is recognised and agreed by both parties that the Scottish Ministers shall if they see fit disclose such information but are unable to impose any restriction upon the information that it provides to Members of the Scottish Parliament, or Members of the United Kingdom Parliament; such disclosure shall not be treated as a breach of this agreement.

6.3 The Grantee shall ensure that all requirements of the Data Protection Laws are fulfilled in relation to the Project/Programme.

6.4 To comply with section 31(3) of the Public Services Reform (Scotland) Act 2010, the Scottish Ministers publish an annual statement of all payments over £25,000. In addition, in line with openness and transparency, the Scottish Government publishes a monthly report of all payments over £25,000. The Grantee should note that where a payment is made in excess of £25,000 there will be disclosure (in the form of the name of the payee, the date of the payment, the subject matter and the amount of grant) in both the monthly report and the annual Public Services Reform (Scotland) Act 2010 statement.

## **7. Disposal of Assets**

The Grantee shall not, without prior written consent of the Scottish Ministers, dispose of any asset funded, in part or in whole, with Grant during the lifetime of the asset. During that period the Scottish Ministers shall be entitled to the proceeds of the disposal – or the relevant proportion of the proceeds based on the percentage of grant funding used in connection with the acquisition or improvement of the asset against the whole proceeds. The Scottish Ministers shall also be entitled to the relevant proportion of any proceeds resulting from any provision included as a condition of sale. Recovery by the Scottish Ministers shall not be required where the value of the asset is less than £1,000.

## **8. Publicity**

The Grantee shall where reasonably practicable acknowledge in all publicity material relating to the Project/Programme the contribution of the Scottish Ministers to its costs. The Scottish Ministers may require to approve the form of such acknowledgement prior to its first publication.

## **9. Intellectual Property Rights**

9.1 All Intellectual Property Rights are hereby assigned to and shall vest in the Crown or its assignees.

9.2 The Grantee shall ensure that nothing contained in any materials produced or submitted to the Scottish Ministers by the Grantee or anyone acting on its behalf nor the reproduction of such materials, shall constitute an infringement of any third-party copyright or intellectual property right and shall indemnify the Scottish Ministers against all actions, proceedings, claims and demands made by reason of any such infringement.

## **10. Default and Recovery etc. of Grant**

10.1 The Scottish Ministers may re-assess, vary, make a deduction from, withhold, or require immediate repayment of the Grant or any part of it in the event that:

10.1.1 the Grantee commits a Default;

10.1.2 the Scottish Ministers consider that any change or departure from the purposes for which the Grant was awarded warrants an alteration in the amount of the Grant;

10.1.3 the Grantee fails to carry out the Project/Programme;

10.1.4 in the Scottish Ministers' opinion, the progress on the Project/Programme is not satisfactory;

10.1.5 in the Scottish Ministers' opinion, the future of the Project/Programme is in jeopardy; or

10.1.6 in the Scottish Ministers' opinion, the Grant is likely to bring the reputation of the Scottish Ministers into disrepute.

10.2 If the Grant (or any part or condition thereof) does not comply with applicable Subsidy Control obligations, Scottish Ministers may require immediate repayment of the Grant or any part of it together with interest at such rate and on such basis as may be determined from time to time in accordance with law.

10.3 The Scottish Ministers may withhold the payment of the Grant if at any time within the duration of the Agreement:

10.3.1 The Grantee passes a resolution that it be wound up, or a court makes an order that the Grantee be wound up, in either case otherwise than for the purposes of reconstruction or amalgamation, or circumstances arise which would enable a court to make such an order or the Grantee is unable to pay its debts within the meaning of section 123 of the Insolvency Act 1986.

10.3.2 Where the Grantee is an individual, if a petition is presented for the Grantee's bankruptcy or the sequestration of their estate or a criminal bankruptcy order is made against the Grantee; or the Grantee makes any composition or arrangement with or for the benefit of creditors, or makes any conveyance or assignation for the benefit of creditors, or if an administrator or trustee is appointed to manage their affairs; or

10.3.3 A receiver, manager, administrator, or administrative receiver is appointed to the Grantee, or over all or any part of the Grantee's property, or circumstances arise which would entitle a court or a creditor to appoint such a receiver, manager, administrator, or administrative receiver.

10.4 In the event that the Grantee becomes bound to pay any sum to the Scottish Ministers in terms of clause 10.1, the Grantee shall pay the Scottish Ministers the appropriate sum within 14 days of a written demand for it being given by or on behalf of the Scottish Ministers to the Grantee. In the event that the Grantee fails to pay the sum within the 14-day period, the Scottish Ministers shall be entitled to interest on the sum at the rate of 2 per cent per annum above the Bank of England base lending rate prevailing at the time of the written demand, from the date of the written demand until payment in full of both the sum and interest.

10.5 Notwithstanding the provisions of this clause 10, in the event that the Grantee is in breach of any of the Conditions, the Scottish Ministers may, provided that the breach is capable of a remedy, postpone the exercise of their rights to recover any sum from the Grantee in terms of clause 10 for such period as they see fit, and may give written notice to the Grantee requiring it to remedy the breach within such period as may be specified in the notice. In the event of the Grantee failing to remedy the breach within the period specified, the Grantee shall be bound to pay the sum to the Scottish Ministers in accordance with the foregoing provisions.

10.6 Any failure, omission or delay by the Scottish Ministers in exercising any right or remedy to which they are entitled by virtue of clauses 10.1 to 10.3 shall not be construed as a waiver of such right or remedy.

## **11. Assignment**

The Grantee shall not be entitled to assign, sub-contract or otherwise transfer its rights or obligations under the Agreement without the prior written consent of the Scottish Ministers.

## **12. Termination**

The Agreement may be terminated by the Scottish Ministers giving not less than 3 months' notice in writing from the date of the notice being sent.

## **13. Corrupt Gifts and Payments of Commission**

The Grantee shall ensure that its employees shall not breach the terms of the Bribery Act 2010 in relation to this or any other grant. The Grantee shall ensure that adequate controls are in place to prevent bribery.

## **14. Continuation of Conditions**

14.1 These Conditions, except for Condition 7, shall continue to apply for a period of 5 years after the end of the financial year in which the final instalment of the Grant was paid.

14.2 Condition 7 shall continue to apply until the end of the period referred to in that Condition.

## 15. Compliance with the Law

The Grantee shall ensure that in relation to the Project/Programme, they and anyone acting on their behalf shall comply with the relevant law, for the time being in force in Scotland.

## 16. Governing Law

This contract is governed by the Law of Scotland and the parties hereby prorogate to the exclusive jurisdiction of the Scottish Courts.

If you wish to accept the offer of this Grant on the whole terms and conditions as set out in the letter and annexed Schedules, you should sign and date both copies of the Grant Acceptance below and return one copy of the offer of Grant and Schedules to [EIHRFinance@gov.scot](mailto:EIHRFinance@gov.scot). You should retain the second copy of the offer of Grant and Schedules for your own records.

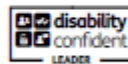
Yours sincerely,



Cat McMeeken  
Deputy Director for Equality Division



**INVESTORS IN PEOPLE™**  
We invest in people Silver



## GRANT ACCEPTANCE

On behalf of<<organisation name>>, I accept the foregoing offer of Grant by the Scottish Ministers dated 19th March 2025 on the whole terms and conditions as set out in the letter and annexed Schedules. I confirm that <<organisation name>> is solvent. I confirm that I hold the relevant signing authority.

Signed: *[Director/Company Secretary/Authorised Signatory]*

Print Name:

Position in Organisation of Person Signing:

Date:

Place of Signing:

Witness Signature:

Witness Name:

Address:

Date:

Place of Signing:

## SCHEDULE 1

### PART 1: THE PROJECT/PROGRAMME

#### Summary of work

Elect Her will continue to build on the work delivered to date in supporting the women of Scotland into leadership & politics by creating strategic pathways of support. Building on all that has been learnt through the experiences of women in the community, and identifying the systemic changes that are required to enable them to thrive, Elect Her will proactively work with others in the eco-system to improve the political environment for women.

#### Areas of work

- Resource hub development
- Events and trainings
- Accountability systems

#### Expected outcomes

- People with protected characteristics have increased participation in public life

### PART 2: PAYMENT OF GRANT

1. The total Grant of up to £100,048 shall be payable by Inspiring Scotland on behalf of the Scottish Ministers to the Grantee on receipt of completed finance reports together with the associated monitoring information set out in paragraph 4.1 of the Offer of Grant

2. The total Grant shall be payable over 1 April 2025 to 31 March 2026 in instalments as per the payment schedule table below. The Scottish Ministers shall not be bound to pay any instalment of the Grant which has not been claimed by the end of the period, unless otherwise agreed in writing by the Scottish Ministers.

Payments	Amount	Financial Report and Claim Date	Payment Date
Payment 15	£25,012	On receipt of grant acceptance and relevant finance report	From 14 April 2025
Payment 16	£25,012	On receipt of Finance Report	From 14 July 2025
Payment 17	£25,012	On receipt of Finance Report	From 13 October 2025
Payment 18	£25,012	On receipt of Finance Report	From 12 January 2026
<b>Total</b>	<b>£100,048</b>		

3. The Grantee shall provide a quarterly profile of expenditure of the Grant before the start of the period of funding. Any change to the profile or to the overall costs of the Project/Programme shall be notified to the Scottish Ministers at the earliest opportunity via the claims for Grant and monitoring reports.

4. Each claim shall be for an amount equal to the estimated amount of the Grant required to meet the reasonable and proper costs and expenses of the Grantee in connection with the Project until the next claim is due to be submitted.
5. Each claim shall be submitted together with such explanatory or supplementary material as the Scottish Ministers may from time to time require whether before or after submission of the claim.
6. On receipt of each claim (and any required documentation and information), the Scottish Ministers shall determine the amount of expenditure which they consider the Grantee shall reasonably and properly incur in connection with the Project/Programme having regard to that claim. The determination shall be based on the information provided by the Grantee in accordance with this Schedule. The Scottish Ministers shall use their best endeavours (but shall be under no obligation or duty) to pay the amount determined to the Grantee within three weeks of receiving a claim and any required documentation and information relevant to the claim.
7. In order to facilitate the accrual of expenditure of the Grant for the period of funding the Grantee shall, where appropriate, advise the Scottish Ministers in writing by 30 April 2026 the amount of the Grant actually expended up to and including 31 March 2026.

## **SCHEDULE 2**

Grant claims will be made via Inspiring Scotland as Fund Managers and Administrators. Inspiring Scotland will advise the Grantee of the appropriate reporting and grant claim forms and associated monitoring information.

In order to facilitate payments Inspiring Scotland will require a copy of the signed grant acceptance. Inspiring Scotland will provide forms to confirm grantee bank details for payment.

If you have any queries about payments, please contact:  
[ehenquiries@inspiringscotland.org.uk](mailto:ehenquiries@inspiringscotland.org.uk).

### **SCHEDULE 3**

#### **STATEMENT OF COMPLIANCE WITH CONDITIONS OF GRANT**

This is to confirm that the grant claimed by Elect Her in relation to the above Project/Programme during the period 1 April 2025 – 31 March 2026 was properly due and was used for its intended purpose(s) in accordance with the terms and conditions of the Grant. This statement is supported by the records of Elect Her.

Signed:

Name in block capitals:

Position:

Date:

## SCHEDULE 4

### DEFINITIONS

**“Agreement”** means the agreement constituted by the Scottish Ministers’ invitation to apply for a grant, the Grantee’s Application, these Conditions and the Grantee’s acceptance of these Conditions.

**“Conditions”** means these grant conditions.

**“Data Protection Laws”** means any law, statute, subordinate legislation, regulation, order, mandatory guidance or code of practice, judgment of a relevant court of law, or directives or requirements of any regulatory body which relates to the protection of individuals with regard to the processing of Personal Data to which a Party is subject including the Data Protection Act 2018 and any statutory modification or re-enactment thereof and the UK GDPR.

**“Default”** means (in all cases by either party, its employees, agents or representatives):

- a) any breach of the obligations of either party under this Agreement (including, but not limited to, any breach of any undertaking or warranty given under or in terms of this Agreement)
- b) any failure to perform or the negligent performance of any obligation under this Agreement
- c) any breach of any legislation
- d) any negligence or negligent or fraudulent mis-statement or misappropriation of Grant, or any other default

**“Effective voice”** means the dimension of Fair Work as defined by the Fair Work Convention in their Fair Work Framework and includes ensuring that workers are able to be listened to at both an individual and collective level, air their views and influence workplace outcomes.

**“Financial Year”** means a period from 1 April in one year until 31 March in the next.

**“Grant”** means the grant offered by the Scottish Ministers to the Grantee as specified in the Award Letter, as varied from time to time in accordance with these Conditions.

**“Grantee”** means the person, organisation or body to which the Grant will be payable as specified in these Conditions. Where two or more persons, organisations or bodies are the Grantee, references to the “Grantee” are to those persons, organisations or bodies collectively and their obligations under the Agreement are undertaken jointly and severally.

**“Intellectual Property Rights”** means all copyright, patent, trademark, design right, database right and any other right in the nature of intellectual property whether or not registered, in any materials or works in whatever form (including but not limited to any materials stored in or made available by means of an information technology system and the computer software relating thereto) which are created, produced or generated as part of the Project by or on behalf of the Grantee.

**“Project/Programme”** means the purpose for which the Grant has been awarded as described in the Offer of Grant.

**“Payment”** means each of the payments specified in Schedule 1 hereto.

**“real Living Wage”** means the hourly rate known as the ‘real Living Wage’ as calculated by the Resolution Foundation and overseen by the Living Wage Commission, adjusted annually to reflect the cost of living.

**“Subsidy Control”** means the United Kingdom’s subsidy control regime, as set out in, without limitation, the Subsidy Control Act 2022 and any other applicable law, statutory guidance, code of practice, judgment of a relevant court of law and international commitments on subsidy control arising from, amongst others, World Trade Organisation Membership and international treaties

and agreements to which the United Kingdom is a party, as amended or modified from time to time.

**“UK GDPR”** means the retained EU law version of the General Data Protection Regulation ((EU) 2016/679) as it forms part of the law of England and Wales, Scotland and Northern Ireland by virtue of section 3 of the European Union (Withdrawal) Act 2018 and as amended by Schedule 1 to the Data Protection, Privacy and Electronic Communications (Amendments etc) (EU Exit) Regulations 2019 (SI 2019/419).