

RESPONSE #209431595 SUBMITTED ON 28/05/21 11:52:00

Delivering Equally Safe Fund (DESF) 2021 - 2024. Partnership application form

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Application type

Partnership

Name of lead organisation

Engender

Name(s) or partner organisation (s)

Scottish Women's Aid and Rape Crisis Scotland

Name of partnership proposal

Tools for change: using public policy to prevent men's violence against women and girls in Scotland

Please tell us when the partnership will start

01/10/2021

Please tell us when the partnership will finish

30/09/2022



Where did you hear about this fund?

Scottish Government



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Section 1: Tell us about your organisation Please complete the information in Section 1 for every other partner involved in the proposal.

1.1 Legal name of your organisation

Engender

(Other) Known name of your organisation if applicable

No answer given

Registered address line 1

10 Old Tolbooth Wynd

Registered address line 2

No answer given

Registered address line 3

No answer given

Town/City

Edinburgh

Postcode

EH8 8EQ



Scottish Local Authority

Edinburgh City

Website

www.engender.org.uk

Twitter Page

https://twitter.com/EngenderScot

Facebook Page

https://www.facebook.com/Engender

Main contact first name

Catriona

Main contact last name

Kirkpatrick

Main contact position in organisation

Head of Development

Main contact mobile number

██████████

Main contact phone number

0131 558 9596



Main contact email address

██████████@engender.org.uk

Legal Form

Company Limited by Guarantee

Charity No (if applicable)

SC029053

Company No (if applicable)

SC 286639

Year organisation was established?

1993

Is your organisation a branch of another charity/body?

No

In what areas of Scotland do you currently operate in?

Edinburgh City,Glasgow City

How many Board members do you have? (insert numbers only)

12

How many staff are employed? (please include FTE equivalent)

10



How many other volunteers are involved?

0

In the last year, how many people have benefitted from the work of your organisation? (where applicable)

1810

What active protocols or policies do have in place that guide your work. Tick all that apply:

Safeguarding (for children and young people and/or vulnerable adults),Data protection (GDPR),Equality and diversity policy,Health and safety,Risk management,Financial procedures (conduct),Disciplinary and grievance,Conflict of Interest

Please confirm by ticking the box that you have separation of financial duties so that one person cannot authorise, make and record payments

Yes

1.9 What are the main aims and activities of your organisation and how do they relate to Equally Safe and the National Performance Framework.

Engender's ambition is to see a Scotland in which all women have equal access to power, resources, and safety. We work to advance women's social and cultural, political, and economic equality with men, as well as women's rights. We work from an intersectional perspective and aim to reflect the broad spectrum of needs and experiences of different groups of women in Scotland, including women of culturally and linguistically diverse backgrounds, migrant and refugee women, disabled women, older and younger women, and lesbian, bisexual, and trans women.

We do this in five key ways. We build the evidence base, including data, on women's distinct needs and the persistent gender gaps that exist in Scotland. We advocate to Scottish Government, Scottish Parliament, and other decision-makers for public policy and legislation that advances equality and women's rights. We share our knowledge and expertise about women's equality and rights with public bodies, our networks of women's, equality, and human rights organisations, and the Scottish public. We influence the public conversation about women's equality and rights. We create space for women's and other organisations to engage with international processes, including the UN's CEDAW and ICESCR examination cycles.

Engender's work connects substantively with the Equally Safe and National Performance Framework. Our work relates particularly to NPF's cross-cutting ambitions on equality and human rights, and Priority 1 and Priority 2 of Equally Safe because we:

- Participate in strategic working groups formulating strategic frameworks to enable women and girls to thrive, including the Joint Strategic Board of Equally Safe, National Advisory Council on Women and Girls, the women's rights working group of the National Taskforce for Human Rights Leadership, and the ministerial group overseeing the implementation of the Fairer Scotland for Women action plan on the gender pay gap.**



- Influence the content of national strategy to advance women's equality and rights, through our research and evidence-gathering, policy analysis, and policy advocacy. A significant proportion of the content of national strategies on women's equality and rights is based on work carried out by Engender, building on work by women's organisations, groups, and feminist academics in Scotland and around the world.
- Complement strategic ambitions for women's equality and rights in all of our work, which seeks to make visible women's inequality and then propose policy and legislative interventions to enable women and girls' political, economic, and social and cultural equality, and women's rights.
- Deliver projects to develop and test ideas and contribute learning to population-level interventions. Current such developmental projects include our work to scope a gender media body in Scotland (NACWG recommendation) and work on equal representation (NACWG recommendation).

1.10 Tell us about your governance, leadership, and management arrangements.

Engender's board is responsible for the organisation's strategic direction and governance. Engender has twelve members of its board of trustees, who are elected by our individual and organisational members at our annual AGM, for terms of three years. Board officers may remain in their office for a maximum of six years. The board member election has been competitive for the last six years, and board member vacancies are widely advertised through our networks. Racially minoritised women are over-represented on our board according to their proportion of the Scottish population, but we are keen to continue to increase the diversity of our board members. All Engender members are eligible to stand for Engender's board, and membership is open to all women who describe themselves as feminists.

Our current board members have expertise in charities governance and leadership, feminism and women's equality, research and social policy, migration and migrant women, refugee and asylum-seeking women, anti-racism and religious equality, economics and economic development, higher and further education, human rights, political activism, health and social care, mental health, housing and homelessness, employment practice, participation and engagement, campaigning and communications, and social justice. Our board members include women who are in positions of strategic leadership within their own organisations and have substantial operational and strategic experience of managing human and financial resources.

Engender's board meets approximately every two months. A set of papers is circulated a week in advance that includes detailed reports on progress against Engender's workplan, financial reporting, and background papers on strategic and governance issues. In between board meetings, the Executive Director and other staff meet with the Treasurer and Convener of the board to discuss finance and operations in greater detail. Staff also meet with board members who are interested in learning more about individual pieces of work, or who are forming short-life working groups to undertake specific governance tasks.

On an operational level, Engender's staff team is led by the Executive Director, Emma Ritch. Emma leads on strategic collaboration with colleagues in the women's, equalities, and human rights sectors.

Engender's Head of Development, Catriona Kirkpatrick, oversees the day-to-day management of the organization in regards to finance, human resources and organizational development.

There are three distinct teams within Engender, Policy, Communications and Engagement, and Development. The Policy team is currently led by the Executive Director,



Communications and Engagement by [REDACTED], Communications and Engagement Manager and Development by the Head of Development. Members of staff report to their team leader and all team leaders report to the Executive Director who in turn reports to the Convener of the Board.

Income

Last financial year end

381536

Previous financial year end

354824

Prior year

342140

Expenditure

Last financial year end

328633

Previous financial year end

281615

Prior year

324793

1.12 Tell us about your financial and reserves position, outlining any changes in your financial situation over the last three years, how you generate income including any major



contracts or funders and how you manage costs.

Our annual turnover for the last 3 years has been:

2018; £342,140 with reserves of £113,037

2019; £354,824 with reserves of £118,246

2020; £381, 536 with reserves of £239,149

Reserves' policy (figures from 2019/20 accounts. 1920/21 figures not yet available)

It is the policy of the Charity to maintain unrestricted funds, which are the free reserves of the Charity, at a level to provide sufficient funds to cover management, administration, and operating costs for between three (82k) and six months (£163k). Engender has free reserves of £165,886, which aligns with this policy.

As of March 31st 2020, Engender had reserves to cover just over six months of operational running costs. As the organisation grows, these costs will increase, and we will seek to increase our reserves to cover the increased costs.

The main source of funding for Engender comes through Scottish Government to deliver our core work as a second-tier intermediary equalities organisation. We do, however, attract funding from other sources and will continue to increase these and lessen dependence on Scottish Government funding by creating demand for consultancy work within the public and private sector, increasing our membership, and fundraising activities and developing (relatively) large-scale funding bids, including partnership bids with other strategic intermediaries.

In recent years we have delivered consultancy work for national human rights organisations, Scottish and UK third sector organisations, academic institutions and European women's organisations. We have received grants to deliver specific projects from a wide range of funds including the Tampon Tax Fund, National Lottery Heritage Fund, ROSA, Joseph Rowntree Charitable Trust, Awards for All, Scottish Government and Vote Centenary Grant. We have worked in partnership with other equalities and women's organisations to deliver joint projects with other organisations named as the lead grant recipient.

We have a small but steadily growing income stream from paid memberships and donations from supporters of our work.

We will continue to seek additional funding for specific pieces of work and work in partnership with other women's and equalities organisations as appropriate.

As an established organisation, with sound financial processes, we are able to offer financial management support to new women's organisations such as Pass the Mic who do not have the infrastructure to administer grants and payments.

We have robust financial procedures in place and employ an external bookkeeper and accountant to oversee our financial management.

Engender is in a sound financial position and has no unsecured or secured loans.

1.13 Tell us how your organisation engages with the National Violence Against Women Network and/or your local multi agency partnerships e.g. MAPs, MARACs etc.

Engender is currently a partner with the National Violence Against Women Network in the Equally Safe in Practice project, of which Scottish Women's Aid is the lead partner. [REDACTED] [REDACTED] is also a member of Engender's expert group on sexual harassment, which is informing some development work that is funded by ROSA on scaling up interventions in



sexual harassment. We engage with [redacted] and the National Violence Against Women Network on all issues relating to primary prevention, and look forward to inviting her to join the expert group we will be convening as part of this project.

1.14 How much of the total application amount are you requesting?

100%

Section 1: Tell us about your organisation Please complete the information in Section 1 for every other partner involved in the proposal.

1.1 Legal name of your organisation

Rape Crisis Scotland

(Other) Known name of your organisation if applicable

No answer given

Registered address line 1

10 Bothwell Street

Registered address line 2

No answer given

Registered address line 3

No answer given

Town/City

Glasgow



Postcode

G2 6LU

Scottish Local Authority

Glasgow City

Website

www.rapecrisisscotland.org.uk

Twitter Page

@rapecrisisscot

Facebook Page

No answer given

Main contact first name

Sandy

Main contact last name

Brindley

Main contact position in organisation

Chief Executive

Main contact mobile number

██████████



Main contact phone number

No answer given

Main contact email address

██████████@rapecrisisscotland.org.uk

Legal Form

Company Limited by Guarantee

Charity No (if applicable)

SC025642

Company No (if applicable)

258568

Year organisation was established?

2003

Is your organisation a branch of another charity/body?

No

In what areas of Scotland do you currently operate in?

Aberdeen City,Aberdeenshire,Angus,Argyll & Bute,Clackmannanshire,Dumfries & Galloway,Dundee City,East Ayrshire,East Dunbartonshire,East Lothian,East Renfrewshire,Edinburgh City,Eilean Siar,Falkirk,Fife,Glasgow City,Highland,Inverclyde,Midlothian,Moray,North Ayrshire,North Lanarkshire,Orkney,Perth & Kinross,Renfrewshire,Scottish Borders,Shetland,South Ayrshire,South Lanarkshire,Stirling,West Dunbartonshire,West Lothian

How many Board members do you have? (insert numbers only)



6

How many staff are employed? (please include FTE equivalent)

25

How many other volunteers are involved?

10

In the last year, how many people have benefitted from the work of your organisation? (where applicable)

9000

What active protocols or policies do have in place that guide your work. Tick all that apply:

Safeguarding (for children and young people and/or vulnerable adults),Data protection (GDPR),Equality and diversity policy,Health and safety,Risk management,Financial procedures (conduct),Disciplinary and grievance,Complaints,Conflict of Interest,Whistle blowing

Please confirm by ticking the box that you have separation of financial duties so that one person cannot authorise, make and record payments

Yes

1.9 What are the main aims and activities of your organisation and how do they relate to Equally Safe and the National Performance Framework.

Rape Crisis Scotland is Scotland's leading organisation working to transform attitudes, improve responses and ultimately end rape and sexual violence in all its forms.

We support a network of 17 independent rape crisis centres across Scotland who provide trauma informed support to more than 6,000 survivors annually.

We run a national helpline with support and information for anyone affected by sexual violence open daily from 6pm-midnight, 365 days a year.

We run a national advocacy project to support anyone thinking of reporting or engaged in the system to navigate the justice process from start to finish.

Our prevention work takes an evidence-based approach to working with young people, schools, colleges and universities across Scotland looking at issues such as consent and healthy relationships and strengthening institutional practices to prevent gender-based violence.

The Scottish Women's Rights Centre works in partnership to ensure women who experience gender based violence have improved access to justice.

We campaign to challenge attitudes that underpin sexual violence as well as on specific issues like funding for services and access to justice.

Our work is crucial to the delivery of Equally Safe across all 4 key priorities:



Priority 1

Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls, through our prevention work, our training provision and our communications and campaigning work

Priority 2

Women and girls thrive as equal citizens – socially, culturally, economically, and politically, through our prevention work, challenging gender inequality and norms, through our service provision, enabling survivors and their supports to recognise and acknowledge abuse and work for recovery and safe options, through our survivor reference group, enabling survivors voices to inform policy and practice development, through the learning & development opportunities for staff, volunteers and survivors

Priority 3

Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children, and young people, through the provision of the national helpline, the supporting of delivery of support across Scotland, through the national advocacy project for anyone engaging with the justice process, through the development and accreditation of national training for the network and survivors, through the development of best practice in institutions such as schools, universities and colleges, justice agencies such as the Police, COPFS, CICA through our training, feedback protocols and partnership work.

Priority 4

Men desist from all forms of violence against women and girls, and perpetrators of such violence receive a robust and effective response, through supporting survivors to effectively engage with the justice process, through supporting the survivors reference group to enable survivors to have their voices and experiences heard and inform the development of policy and practice which is more responsive, and through our strategic partnership work.

This contributes to the National Performance Framework and National Outcomes where:

We grow up loved, safe and respected so that we realise our full potential

We live in communities which are inclusive, empowered, resilient and safe

We respect, protect and fulfil human rights and live free from discrimination

1.10 Tell us about your governance, leadership, and management arrangements.

The work of RCS is overseen by a Board of Directors, comprised of 6 members representing a mix of individuals nominated by their rape crisis centre and external directors appointed for their knowledge and expertise. The Directors meet every two months. The Board has overall financial responsibility for the organisation, and receives regular financial reports, as well as work progress against the strategic plan and reports on any risks arising within the organisation. The Board is chaired by Emma Ritch, and the Treasurer is [REDACTED].

More information on our board of directors is below:

Emma is Executive Director of Engender, which works on women's social, economic, and political equality in Scotland. She is a member of the Scottish Women's Rights Centre's advisory committee, the Scottish Women's Budget Group, and is acting chair of the Scottish Human Rights Consortium management committee. She is a member of the board of the Scotland Committee of the Equality and Human Rights Commission, and the board of the Women 50:50 campaign.



██████ is a solicitor with experience in housing and social welfare law as well as family and child law. She is a partner in a law firm and deputy principal solicitor at the only law centre in Scotland providing outreach legal services exclusively to children and young people.

██████ is Policy Manager at Close the Gap, a charity which works on women's labour market participation in Scotland. She leads on the charity's work with public sector employers and with trade unions, and on the Be What You Want project, which works in schools to tackle gender stereotyping and occupational segregation. ██████ is a committed feminist, and has a background in finance, workers' rights, and violence against women.

██████ spent nearly 30 years working in London providing and planning services for people in housing need, principally for homeless people, many of whom had experienced gender based violence. ██████ is Chair of the Board at Scottish Borders Rape Crisis Centre.

██████ is a fourth-year student at the University of Edinburgh, studying towards a BSci in Mathematics. She is currently a trustee at Edinburgh Rape Crisis Centre, and works closely with various schools in Edinburgh to help bridge the attainment gap between less well-off pupils in mathematics.

██████ has a background in local government and violence against women governance, and is the manager of the STAR Centre, Ayrshire's Rape Crisis Centre.

Internally, RCS is led by a Chief Executive and a Director of Operations. We have a strategic management group, comprised of the Chief Executive, Director of Operations, Prevention Coordinator and Scottish Women's Rights Centre Coordinator. We also have an operational management group, comprised of all of the senior managers and the Helpline Manager, Training Coordinator, National Advocacy Project Coordinator and Office Manager.

All staff receive regular support and supervision and annual appraisals.

The staff team work to a strategic plan agreed with the Board of Directors, which is reported on within support & supervision structures and at the bi-monthly board meeting.

Income

Last financial year end

4436054.36

Previous financial year end

2866026.00

Prior year



2603892.00

Expenditure

Last financial year end

421414.60

Previous financial year end

2829332.00

Prior year

2599716.00

1.12 Tell us about your financial and reserves position, outlining any changes in your financial situation over the last three years, how you generate income including any major contracts or funders and how you manage costs.

We receive funds from 16 different grant funding streams covering a range of different work areas. These funds include all of Rape Crisis Scotland's work, including the Scottish Women's Rights Centre and around 85% of our income is then distributed to the 17 local Rape Crisis Centres covering the national prevention programme delivery in schools in every local authority, the national advocacy project delivery, Access to Change (Tampon Tax funded) Access & Inclusion workers across centres, and the covid recovery funds focusing on increased capacity to deliver responsive support services during the pandemic. Funds are also provided to Just Right Scotland www.justrightscotland.org.uk for the delivery of legal advice and representation services through their specialist solicitors and to local VAW services for hosting local surgeries by the Scottish Women's Rights Centre. NB Re expenditure figures above some funds are shown as not yet expended as funding straddles 2 financial years.

The last 3 years have seen significant growth; in the last year we received and now administer 2 new grants; the UK Government Access to Change Tampon Tax Fund (ending June 2022), and the Scottish Government Strategic Covid Recovery fund (ending September 2021), of which around 83% goes directly to Centres, and our role is coordination, support and administration.

Our income comes predominantly from grant funding, with around 85% coming from various grant funding streams, from justice, education, equality from the Scottish Government and from the Scottish Legal Aid Board. A further £1,019,044 was awarded from the UK Government (March 2021-June 2022), and £107,750 from charitable trusts, around £5,000 generated by training and contracted work and around £35,000 from unrestricted fundraising, donations and legacies from individuals and organisations.



Since 2018 we have managed Moray Rape Crisis, and currently manage all of their funds, both grants and donations, some of which come through the national programmes above: Prevention, Advocacy and Access to Change funds. Additionally we received around £120,000 in the last financial year from Scottish Government, Local Authority covid funds and donations specifically for Moray RC. Moray RC will move to a fully autonomous Centre from October 2021.

We have a clear finance policy, with a scheme of delegation, and a limit for any contracted external work, which requires a tender over a certain amount to ensure both competitiveness and competency. The fund managers provide detailed financial reports to the board against projected budgets and have a finance and administrative team who work with the management team to ensure collation and compilation and timely financial reports and returns. We have positive working relationships with our funders and given the uncertainty of the last year have worked collaboratively to ensure the best use of funds, and the identification of need and flexibility to meet the needs of survivors and services.

Our unrestricted reserves at November 2020 were £121,715. Our reserves policy aims for 3 months running costs, which is slightly more than this. This is reviewed with our accountant, and forms a key part of our fundraising strategy and risk register review.

1.13 Tell us how your organisation engages with the National Violence Against Women Network and/or your local multi agency partnerships e.g. MAPs, MARACs etc.

RCS is engaged in a number of working groups and multi-agency partnerships, including the Joint Strategic Board on Violence Against Women and Girls, the Crown Office Expert Group, the Chief Medical Officer's Taskforce on improving services for victims of sexual assault, the Victims Taskforce, the Scottish National Stalking Group, the National Trauma Training Steering Group and Implementation Group and we attend the Cross Party Groups on Male Violence against Women and Adult Survivors of Child Sexual Abuse. We were involved in the recently concluded review of the management of sexual offences, chaired by the Lord Justice Clerk. We have attended the National VAW networks on a number of occasions to give updates and input.

We also chair the bi-monthly meetings of the managers of all Rape Crisis Centres across Scotland, where we review work at both local and national level in furtherance of our strategic aims. The work of local multi-agency partnerships is a regular feature of our network updates and discussions. We feed this in at a national level for example through collation of the national picture of the effectiveness of local MAPs on the issue of sexual violence, which we feed into the Improvement Service, and through input at Managers' meetings of key personnel, such as COSLA's VAW lead, to ensure the linking up of local and national forums. We have been working in partnership with Scottish Women's Aid, Engender and the Improvement Service on developing training on Equally Safe in Practice, in partnership with local Rape Crisis Centres and other key stakeholders to improve competence in gender equality, gender based violence and especially sexual violence at national and local levels

1.14 How much of the total application amount are you requesting?

100%



Section 1: Tell us about your organisation Please complete the information in Section 1 for every other partner involved in the proposal.

1.1 Legal name of your organisation

Scottish Women's Aid

(Other) Known name of your organisation if applicable

No answer given

Registered address line 1

132 Rose Street

Registered address line 2

No answer given

Registered address line 3

No answer given

Town/City

Edinburgh

Postcode

EH2 3JD

Scottish Local Authority

Edinburgh City



Website

<https://womensaid.scot/>

Twitter Page

<https://twitter.com/scotwomensaid>

Facebook Page

<https://www.facebook.com/scotwomensaid/>

Main contact first name

Lucy

Main contact last name

Aitchison

Main contact position in organisation

Operations Manager

Main contact mobile number

██████████

Main contact phone number

No answer given

Main contact email address

██████████@womensaid.scot



Legal Form

Company Limited by Guarantee

Charity No (if applicable)

SC001099

Company No (if applicable)

Sc128433

Year organisation was established?

1990

Is your organisation a branch of another charity/body?

No

In what areas of Scotland do you currently operate in?

Aberdeen City,Aberdeenshire,Angus,Argyll & Bute,Clackmannanshire,Dumfries & Galloway,Dundee City,East Ayrshire,East Dunbartonshire,East Lothian,East Renfrewshire,Edinburgh City,Eilean Siar,Falkirk,Fife,Glasgow City,Highland,Inverclyde,Midlothian,Moray,North Ayrshire,North Lanarkshire,Orkney,Perth & Kinross,Renfrewshire,Scottish Borders,Shetland,South Ayrshire,South Lanarkshire,Stirling,West Dunbartonshire,West Lothian

How many Board members do you have? (insert numbers only)

6

How many staff are employed? (please include FTE equivalent)

25

How many other volunteers are involved?



0

In the last year, how many people have benefitted from the work of your organisation? (where applicable)

0

What active protocols or policies do have in place that guide your work. Tick all that apply:

Safeguarding (for children and young people and/or vulnerable adults),Data protection (GDPR),Equality and diversity policy,Health and safety,Risk management,Financial procedures (conduct),Disciplinary and grievance,Complaints,Conflict of Interest,Whistle blowing

Please confirm by ticking the box that you have separation of financial duties so that one person cannot authorise, make and record payments

Yes

1.9 What are the main aims and activities of your organisation and how do they relate to Equally Safe and the National Performance Framework.

Our vision is a Scotland with no domestic abuse (DA), where women, children and young people (WCYP) enjoy all their human rights and have equal opportunities to explore all their ambitions and aspirations.

As Scotland's expert domestic abuse organisation, we play a key role in embedding effective responses at national and local level. We take a systems approach by promoting policy and practice improvement at the national and international levels while supporting excellent, survivor-led services locally.

Our strategic aims are to:

- 1. Challenge women's social, political, and economic inequality to create a safer and more equal Scotland where WCYP live free from DA**
- 2. Develop and build a strong and mutually supportive relationship between SWA and the network of local Women's Aid groups**
- 3. Support and challenge the justice system to deliver the human rights of WCYP.**
- 4. Work with Scotland's statutory and third sector organisations to ensure that WCYP experiencing DA can access appropriate and effective support, and that CYP experiencing DA have their rights under UNCRC upheld**

We are Scotland's experts on the theory, policy and practice needed to end domestic abuse. We provide advocacy, research, training and capacity building for implementation of both Scotland's strategy on violence against women (Equally Safe) and Scotland's international legal and policy obligations on violence against women.

We deliver effective responses to domestic abuse and work to end violence against women by tackling its root cause, women's inequality. We achieve this by:



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1. Our Policy Team engaging and building alliances and partnerships with government and other key local and national stakeholders to help them understand and respond boldly to the problem of DA in Scotland, and by fighting for women's equality and children's rights.
2. Our Member Services Team supporting and advocating for the women in our Women's Aid services network who work with WCYP experiencing DA from Shetland to the Borders. We work with services to embed feminist values and intersectional practice. We are the umbrella organisation for these 36 specialist service organisations.
3. Our Workforce Development/Training Team enabling competent theoretical and practical systems change to prevent and tackle violence against women and girls (VAWG).
4. Our Helpline Team managing Scotland's 24/7 Domestic Abuse and Forced Marriage Helpline.

We are uniquely placed to help Scotland become the leading force for innovation effective responses to DA and inequality in the UK and wider because we work at the intersection among lived experience, research, theory and good practice. All our work reflects the voices and experiences of women and children.

SWA's work is underpinned by Equally Safe and its priorities. We are closely involved in its implementation and we offer a unique national strategic function that reflects the lived experience of survivors across Scotland. Our work delivers strongly across all four Equally Safe priority areas, which are integrated into our strategic plan and objectives.

Our work progresses the NPF outcomes around tackling poverty, gender equality and ensuring good health and wellbeing, safe communities and growing up safe, loved and protected.

1.10 Tell us about your governance, leadership, and management arrangements.

SWA is overseen by a board of trustees drawn both from our Women's Aid network and from the wider community of Scotland.

Our trustees have governance, management, service delivery, financial, legal and research skills and knowledge drawn from a wide range of sectors including local government, the law, fundraising, training, the third and private sectors.

All new board members receive a full induction to the work of SWA, an introduction to staff and fellow directors as well as a meeting with the Chair and/or CEO to bring them up-to-date with the SWA strategy and vision. Directors are also invited to join in the trustee training forums throughout the year. They also have access to a wide range of feminist governance training through the consortia agreement we have with RCS and Engender to support board members as well as the wide variety of opportunities through our learning and development programmes.

The board meets 4 to 6 times a year to review strategic direction and make financial and strategic decisions. The board delegates leadership and management of the organisation to the Chief Executive Officer (CEO), who is responsible for leading the organisation, managing SWA's relationship with the Scottish Government and other strategic partners, organisational accountability to members, and delivering agreed strategic plans.

A presentation slot for SWA staff at the start of each meeting ensures board members are kept updated on developing projects within SWA. At each Board meeting the Management Team produces an operational and finance report and the CEO gives a strategic update.



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The CEO is supported by a Management Team, which consists of a Member Services Manager, Policy Manager, Training Manager, Helpline Manager and Operations Manager. These managers are responsible for the operational delivery of all services and for supporting and supervising staff in their respective teams. An SWA-wide staff team meeting is held monthly, as is a meeting for each individual team to ensure effective communication, sharing of information, and progression of targets.

Quality assurance of our work is a high priority. We also are working on projects to embed anti-racist practice and a comprehensive understanding of LGBT and intersectional issues across all areas of work within the organisation. We are running organisation-wide L&D days, as well as producing action plans.

Income

Last financial year end

1303465

Previous financial year end

1531877

Prior year

1170110

Expenditure

Last financial year end

1405619

Previous financial year end

1514871



Prior year

1186537

1.12 Tell us about your financial and reserves position, outlining any changes in your financial situation over the last three years, how you generate income including any major contracts or funders and how you manage costs.

Our current unrestricted reserves as of 31 March 2020 are £226,362. The trustees current reserves policy is for a target of £327,000 which was set to cover projected expenditure for a period of 2-3 months at current rates.

Current funding streams include:

-Scottish Domestic Abuse and Forced Marriage Helpline Tender Contract awarded for 2 years from April 2019 with three 1-year extensions from 2021-2024. Current year value £359,370. We are confident the contract will be renewed as year on year the call volume is increasing by 35%. During the pandemic we saw an alltime high of a 192% increase on the same week in the previous year.

-Housing Voluntary Grant Scheme Grant awarded annually since 2009. Currently at £72,345 pa for our housing policy work. Now the Corra Third Sector Housing Fund, it prioritises frontline services and defunded SWA's strategic homelessness policy work. That funding has been added to this application (see Section 2.13 for narrative).

-Children, Young People and Families Early Intervention Fund & ALEC Fund, managed by Corra £102,000 annually since April 2016. This fund is due to come to an end in March 2022, to be replaced by the Family & Communities Fund.

-Legal Education Foundation Funding £58,000 for a 2-year project in 2019 to run a project on improving access to justice for WCYP experiencing domestic abuse. Recent grant of £113,200 awarded for a 1-year project to test a new model for legal services by placing a solicitor with Edinburgh WA.

-Improving Justice in Child Contact – EU funding of £97,665 for a 2 year project that has just come to an end.

A further number of smaller streams of income support specific pieces of project work.

There have been a number of new sources of funding during 2020-21 due to the pandemic. We forwarded the bulk of that funding to the services in the WA network:

-Scottish Government Grants – three grants totalling £3,284,477 covering the period April 2020 – September 2021 of which £2,673,220 was forwarded to the groups (see Q4.5)

-Comic Relief –£353,080 grant in July 2020 forwarded to the member groups to enable them to respond to the immediate impacts of covid

-National Emergencies Trust –£179,700 grant in October 2021 enabled the Helpline to respond to covid by implementing a technological upgrade, piloting a CYP webchat service,



and promoting the helpline to under-represented groups

-Covid Support Fund – £519,175 awarded over three years starting Apr 2021. A project across the four federations to build greater resilience in the network around sustainability support, improving training support, providing communications support and strengthening survivor engagement.

We also generate income through our external training programme, and encourage charitable donations through the awareness raising work that we undertake.

We use a full cost recovery model across all our grant income streams, as we recognise its importance for building and maintaining a financially sustainable organisation. As a result, these income streams contribute to overheads up to a maximum of 15% of salaries and direct project costs.

1.13 Tell us how your organisation engages with the National Violence Against Women Network and/or your local multi agency partnerships e.g. MAPs, MARACs etc.

We engage in a range of strategic partnerships at national level.

The National Violence Against Women Partnership (VAWP) is one of our priority areas for attendance/engagement. We attend the partnership meetings to hear about local issues and to pull out key themes which impact the work we do. We feed in important issues affecting our members, take strategic areas to local services for discussion, and deliver sessions to the partnership on aspects of our work. We contribute to the development of strategic documents, eg. in lockdown we made a significant contribution to the development of the Covid-19 supplementary national VAW guidance.

We work with VAWPs Scotland-wide to train their frontline staff, at highly subsidised rates. Additionally, the Improvement Service is a partner in our Equally Safe in Practice workforce development work, and together we have integrated the VAWPs into working groups and activities developing our gender competent workforce curriculum.

We are a key stakeholder in the MARAC advisory group which oversees the progress of the development work for MARACs across Scotland. We co-ordinated and carried out an extensive consultation with our members and to strengthen the government's approach in Scotland to MARACs and to improve local responses to safeguard women and their children. We will continue to engage with and sometimes lead the deep dive sessions that will look at local responses to risk assessment, information sharing, collective leadership, training, CYP, national guidance and intersectionality.

We are a partner in the Children Experiencing Domestic Abuse Recovery (CEDAR) Scotland Advisory Partnership (CSAP). The Partnership oversees strategic direction for the network of CEDAR resources in Scotland (local and national). SWA previously managed the CEDAR Co-ordinator, and the partnership feels strongly there is an urgent need for us to re-establish the role.

1.14 How much of the total application amount are you requesting?



2

100%



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Section 2: Tell us about the work you would like funded

2.1 Please give us a summary of what you would like funded and the difference it will make.

A policy manager will deliver a programme of commissioned research and policy analysis to identify how primary prevention of multiple forms of men's violence should be delivered across a range of policy areas, including social security, transport, housing, and health. The project will engage with racialised, disabled, lesbian and bisexual, and trans victim-survivors of men's violence, facilitated by Scottish Women's Aid, Rape Crisis Scotland and other equality organisations.

We will then produce tools to equip policymakers and programme designers with knowledge and approaches to integrate the prevention of different forms of men's violence against women in public policy.

Does your proposed work have a national or local remit?

National

Please provide details of where the work will be based and how it has a national reach

The work will be based wherever the Project Manager is based and at the head offices of Engender, Scottish Women's Aid and Rape Crisis Scotland in Edinburgh and Glasgow. Scottish Women's Aid and Rape Crisis Scotland represent networks of local groups across Scotland who will be involved significantly in the delivery of this project. It will be essential that the women with lived experience who are participating represent the different areas of Scotland so that issues particular to rural / urban populations can be identified. The researcher will also be consulting with groups of minoritised women across Scotland.

2.3 Please outline why you have chosen to work together? What strengths and experience will each organisation bring to the partnership?

Engender brings 27 years of experience of feminist policy analysis, research, and policy advocacy. We are well-versed in coordinating and convening expert groups, and are currently delivering a similar Rosa-funded project on developing policy solutions to sexual harassment. We are knowledgeable around primary prevention, and chaired the workstream on primary prevention within Equally Safe. We have a deep understanding of the dynamics and processes within policy development in Scotland, and the extent to which primary prevention is currently missing from policy domains that are relevant to women's equality and rights. We have strong project management skills, and have considerable experience in delivering complex research and policy analysis projects to timescale and budget.



2

Both of our project partners have expertise around primary prevention, but we wanted to work with them on this because of their leading role in supporting and enabling survivors of men's violence to participate in research and policy development.

Scottish Women's Aid and Rape Crisis Scotland are both expert at facilitating research into women's lived experience in using trauma-informed, collaborative, and empowering processes. This project will engage with racialised, disabled, lesbian and bisexual, and trans victim-survivors of men's violence to generate analysis of the enablers of men's violence and identify public policy interventions to prevent it. It will do this via survivor reference groups and other survivor engagement, which ethically and substantively involve survivors of men's violence in contributing to the development of public policy and system design. As organisations, SWA and RCS also have over 40 years' worth of rich data about women's experience of men's violence and the impact that this has on their lives. This data, which is quantitative and qualitative, will inform this innovative project.

2.4 Please tell us about the activity you would like funded and how it will contribute to Equally Safe. Please clearly distinguish between which partners will be leading or delivering on different activity.

Equally Safe commits Scotland to the prevention and eradication of men's violence against women. It takes a primary prevention approach, and its priorities include seeing that 'Scottish society embraces equality' and 'Women and girls thrive as equal citizens – socially, culturally, economically and politically'. Women's unequal access to safety, power and decision-making, and resources drives men's violence. Public policy and legislation can both create a context that is hostile to men's violence instead of enabling of it, but policymakers need to know how this can be achieved.

In this project Engender will work with Scottish Women's Aid and Rape Crisis Scotland. We will create an evidence-base and playbook for translating primary prevention from an ambition into meaningful and specific change in non-justice policy domains. We will give decision-makers and policymakers the knowledge and tools to build primary prevention of different forms of men's violence into their work. We will create a credible theory of change for how we will take use a primary prevention approach to eradicate men's violence against women in Scotland.

To do this, we will deliver four key workstreams:

1. We will analyse all of the available evidence about primary prevention of different forms of men's violence. This will include forming an expert group on primary prevention, an evidence review of drivers and enablers of men's violence and international approaches to primary prevention, and evidence-gathering from policymakers with domain-specific knowledge. We will look at policy areas from within transport, social security and income, health, planning and public space, housing, politics and public life, care, and education and training.

2. We will engage with women who are experts by experience to identify what enabled the men who perpetrated against them. Victim-survivors groups, and women's groups hosted by other equality organisations such as Inclusion Scotland and LGBT Youth Scotland, will collaborate with researchers to ensure that racialised, disabled, lesbian and bisexual, and trans victim-survivors of men's violence will be able to contribute their knowledge. We will also analyse data gathered over many decades by RCS and SWA (as well as their hosted projects, such as Scottish Women's Rights Centre) on women's lived experience.



2

3. We will develop proposals for policy solutions to disrupt men's violence before it takes place. These will be specific to policy domains and also (where possible) to particular forms of men's violence. For example, homelessness both drives women's exploitation in 'sex for rent' and is driven by it. Changes to homelessness policy can prevent men's sexual exploitation of women's lack of safe and secure housing.

4. We will develop an approach to policy development that includes attending to primary prevention of men's violence. This will be expressed in a theory of change. It will be sufficiently flexible to develop over time, as we collectively acquire a richer knowledge of how women's inequality causes and is a consequence of men's violence.

Engender will lead on activities 1, 3, and 4. Rape Crisis and Scottish Women's Aid will lead on facilitating activity 2.

This work will contribute to the delivery of Equally Safe by integrating primary prevention in policy development, including law-making. This will deliver progress against two of Equally Safe's outcomes: 'Scottish society embraces equality' and 'Women and girls thrive as equal citizens – socially, culturally, economically and politically'.

2.5 Please tell us how you know this work is needed and will be effective.

Scotland's violence against women strategy, Equally Safe, commits Scotland to preventing men's violence against women by adopting a primary prevention approach that seeks to advance women's equality and realise women's rights.

One of the critical gaps evident to Engender and other organisations working on violence against women, has been the lack of clarity on how primary prevention should feature in policy development in practice and how that should then manifest in programme and service design and delivery. Policymakers and public bodies developing and delivering programmes have seemed uncertain about how to move beyond the principle of primary prevention to operationalise it in their work. This means that opportunities are consistently being missed to integrate a primary prevention approach into policy development.

For example, housing strategy developed by Scottish Government in recent years does not include any action on commercial sexual exploitation, despite homelessness being a driver of this gendered form of exploitation. Similarly, neither employability programmes nor social security entitlements adequately meet the needs of women victim-survivors of domestic abuse, despite our understanding that women's experience of poverty and financial insecurity can be exploited by perpetrators to continue or begin coercive control.

Research and analysis is needed to understand how the structural inequalities that women experience interact with men's violence against women and how these inequalities are reinforced across a wide spectrum of policy areas. We know that the contributing factors to men's violence are complex and multi-faceted but that systems that limit women's space for action constrain their choices and increase the risk that men will harm them.

Participatory research with stakeholders, survivors' reference groups, and local violence against women services is needed to demonstrate and illustrate how structural inequalities constrain women's (and children's) spaces for action, thereby enabling perpetrators. We will also work with experts on men's violence against women and some policymakers to identify how public policy choices can restrict the tools that perpetrators have for controlling and abusing and maximising women's choices and opportunities for resistance.



2

Using our deep understanding of policy development processes in Scotland, we will create information and tools that can be used by policymakers and decision-makers to develop public policy that is hostile to men's violence rather than enabling of it.

2.6 The Scottish Government has adopted a gendered analysis of violence against women and girls. Please explain how your work takes a gendered approach.

Engender, Rape Crisis Scotland, and Scottish Women's Aid are all feminist organisations. A gendered approach is foundational to our values, our aims and objectives, and our practice.

We understand men's violence as a cause and consequence of women's inequality with men. Men's violence against women, in all its forms, is enabled by women's unequal access to power, resources, and safety. Men's violence is also a driver of women's inequality, and reduces women's space to act in communities, within the household and family, in the workplace, and in public life. Primary prevention of men's violence against women by necessity demands a gendered approach. It seeks to prevent men's violence by eradicating society-wide gendered inequalities.

The work we outline in this funding bid will take a gendered approach in the following ways:

- We will recruit a policy manager who has gender competence: skill and expertise in gendered policy analysis. They will collaborate with other Engender colleagues who are also taking a gendered approach to their policy and communications work;
- We will appoint a research consultant with experience in feminist research methodologies, including participatory approaches with victim-survivors of men's violence;
- We will work collaboratively with victim-survivors of men's violence in a way that is trauma-informed, empowering, survivor-centred and feminist;
- The expert group convened as part of this work will include members who take a gendered approach to their own work to eradicate men's violence, including representatives of our organisations;
- The outputs of the project will enable policymakers and decision-makers to apply a gendered lens to policy development and law-making. The work, including tools that we produce, will build gender competence, and enable robust gender mainstreaming within Scottish Government and other public bodies.

Describe the intended impact of your work in terms of outcomes for people and/ or society. Please link your outcomes to the relevant Equally Safe and national performance framework outcomes. If applying for core and project funding, please clarify which outcomes refer to core funding and which to project funding. We expect you to have between two and six relevant outcomes. Please only complete for as many outcomes as is appropriate for your proposal.



Your Outcome

Policy and law in Scotland prevents men's violence against women and stops enabling it.

Equally Safe Outcome(s)

Power, decision-making and material resources are distributed more equally between men and women, Violence against women and girls is reduced / eradicated

NPF Outcome(s)

We tackle poverty by sharing opportunities, wealth and power more equally

Your Supporting Activity

- Developing tools, to be used by policymakers and legislators, that will enable the development of policy and law that integrates primary prevention of different forms of men's violence, and creates policy and law that is hostile to men's violence and does not enable it.

Describe the intended impact of your work in terms of outcomes for people and/ or society. Please link your outcomes to the relevant Equally Safe and national performance framework outcomes. If applying for core and project funding, please clarify which outcomes refer to core funding and which to project funding. We expect you to have between two and six relevant outcomes. Please only complete for as many outcomes as is appropriate for your proposal.

Your Outcome

Policymakers and lawmakers understand how policy formulation and legislation can integrate prevention of different forms of men's violence.

Equally Safe Outcome(s)

People have increased understanding of all forms of VAWG (causes, consequences and appropriate responses)

NPF Outcome(s)



We live in communities that are inclusive, empowered, resilient and safe

Your Supporting Activity

- **Research and analysis, including participatory research with women who are experts by lived experience, identifying how different forms of men's violence are enabled by policy and law. Gathering and analysing different approaches to primary prevention. - Developing a knowledge base of how primary prevention of different forms of violence against women can take place across policy areas, including transport, social security and income, health, planning and public space, housing, politics and public life, care, education and training - Developing tools for policymakers and legislators to enable the development of policy and law that is hostile to men's violence.**

2.8 Describe how you will track and assess the ongoing impact of your work.

The Policy Manager will develop a workplan with activities, key dates, outputs, indicators, and outcomes identified. This will be reviewed and monitored by their line management within Engender, and also by the project partners. The workplan will be responsive to external opportunities and flexed as the policy context shifts.

The tender bid for the consultant participatory researcher will identify the purpose and expected outputs of the project. The researcher will be selected in relation to set criteria and will develop a full proposal of how they will conduct the research. The proposal will be incorporated into the project workplan and reviewed and monitored by the Policy Manager in the first instance, but also by project partners.

We will collect information and data that will help us to understand the impact of the work to what extent we are progressing in relation to our desired outcomes.

The information that we will collate in relation to our policy work will include quantitative and qualitative indicators that will include:

The number and range of women with lived experience engaging with the project

The number and range of public and third sector organisations engaging with the project

The key policy areas identified for analysis through desk and participatory research

The response from key stakeholders in relation to outputs / proposals

The information that we record and collate in relation to our communications work includes:

Requests for press comment by type of publication, topic, and theme.

Engagement with our work, including followers and engagement on social media, website traffic and downloads, newsletter responses and podcast downloads.

We are currently working with Matter of Focus (an evaluation consultancy) to review our outcome mapping, data gathering and analyses and reporting. We will be moving our planning, monitoring, and evaluation processes onto their OutNav software. This will be available for project staff to record outcome maps and collect, collate and analyse data.



2

2.9 Describe how you will involve people with lived experience in shaping delivery of your work.

The involvement of women with lived experience is key to the success of this project. The participatory researcher will work with Rape Crisis Scotland and Scottish Women's Aid survivor reference groups and other equality organisations such as Inclusion Scotland, Equality Network, Coalition for Racial Equality and Rights, Inclusion Scotland, People First, SCLD, Young Women's Movement Scotland, Amina, Scottish Trans Alliance and LGBT Youth Scotland to establish groups of women who are willing to talk about their experiences as marginalised women. Through this collaborative approach, researchers will ensure that racialised, disabled, lesbian and bisexual, and trans victim-survivors of men's violence will be able to contribute their knowledge.

Groups of women with lived experience will be given the opportunity to reflect on their experiences of men's violence and identify the factors that contributed to the perpetration against them, the barriers that they experienced, and their perspectives on what could be changed to improve women's equality and redress the current imbalance of power.

The information gathered from this research will inform the selection of policy areas for particular focus, as well as shaping the proposals for policy intervention. These same groups will also be invited to test any proposed recommendations for policy change, which will shape the final outputs of the project.

Alongside the participatory research, data gathered by RCS and SWA (as well as their hosted projects, such as Scottish Women's Rights Centre) will be analysed to provide the richest possible understanding of women's lived experience.

2.10 Please describe your plan for delivery of the proposed activity. Please distinguish between core and project delivery in this answer.

All of the work being delivered will be project work. There is no core work element included.

A partners group, comprising of representatives of Engender, Scottish Women's Aid and Rape Crisis Scotland will meet on a regular basis to assess the progress of the project in relation to the stated outcomes and aims.

The project will be coordinated by a Policy Manager who will deliver a programme of research and evidence-gathering. The Policy Manager will be employed by Engender.

An experienced research consultant will be engaged to undertake participatory research with women with lived experience of men's violence. The consultant will report to the Policy Manager and provide regular updates to the project partners and will also participate in the Expert Group. The research undertaken will be informed by the Research Integrity Framework on Domestic Violence and Abuse.

Delivery

Year One



- Recruit Policy Manager
- Engage consultant

We will analyse all of the available evidence about primary prevention of different forms of men's violence by: .

- Convening an Expert Group of women's organisations and experts on violence against women
- Convening roundtables on specific policy domains to gather domain-specific policy evidence and explore approaches to primary prevention within them
- Desk research on primary prevention approaches and their efficacy in other jurisdictions
- Evidence-gathering on approaches to advancing women's equality and rights across different policy domains (including drawing on the experience of Engender colleagues).

We will engage with women who are experts by experience to identify what enabled the men who perpetrated against them by:

- Participatory research with survivor reference group(s) and groups of survivors accessing support services
- Participatory research with women with lived experience of men's violence, in partnership with equalities organisations to reflect experiences of minoritised women
- Analyse the findings from research with women, taking an intersectional approach, and produce an interim report of specific findings to shape further development

Year Two

We will analyse all of the available evidence about primary prevention of different forms of men's violence and:

- Identify domain-specific policy enablers of men's violence and barriers to victim-survivors' rights and wellbeing e.g. housing policy that allows perpetrators to remain in accommodation and makes women homeless; social security system that does not account for the financial consequences of rape and sexual assault

We will develop proposals for policy solutions to disrupt men's violence before it takes place.

We will engage with women who are experts by experience to identify what enabled the men who perpetrated against them by:

- Coordinating meetings with survivors' reference groups to enable them to reflect on proposed policy interventions
- Arrange meetings of women with lived experience of men's violence in partnership with equalities organisations to reflect to reflect on proposed policy solutions

We will develop an approach to policy development that includes attending to primary prevention of men's violence.

- Produce a final report and associated briefing materials on primary prevention across different forms of violence against women and different policy areas, from within the following domains: transport, social security and income, health, planning and public space, housing, politics and public life, care, and education and training.



2

- Produce a theory of change that sets out an approach to integrating primary prevention into public policy development, and any tools to enable policymakers to operationalise that approach.
- Hold an inter-disciplinary conference to launch report and information / guidance materials and share learning from the project.
- Develop an advocacy programme with parliamentarians and elected members (working with Engender parliamentary colleagues)
- Arrange advocacy meetings and information-sharing events
- Develop a communication programme with media and the public (working with Engender comms colleagues)

At present, the plans are for both research and dissemination to include a mixture of online and in person events. We are experienced in adapting our engagement and communications approaches to online working, and operational approaches will be reviewed in light of any public health restrictions relating to Covid-19. We are committed to minimising risk and maximising wellbeing.

The partners group will review and adapt the workplan in partnership with the Policy Manager in response to any unanticipated further developments or changes to the context.

2.11 Outwith the partnership: Please outline how you will work with other organisations in the third, public or private sectors to support and enhance your outcomes.

Engender has a strong track record of working with a wide range of stakeholders including policymakers, legislators, elected representatives, intermediary and advocacy organisations.

We work in collaboration with the women's sector and equalities organisations such as Equality Network, CRER, Inclusion Scotland, People First, SCLD, Amina and STA to develop our capacity to carry out intersectional analysis and attend to multiple discrimination.

We are extremely well networked and engage with leaders of public bodies, Scottish Government, parliamentarians, decision-makers, through meetings, events, and participation in strategic forums.

Our policy work is informed by engagement with a wide range of organisations, including women's, equality, and human rights bodies and feminist academics and researchers.

This will be a unique project exploring new analysis of policy across a range of domains and how it interacts with men's violence against women. It is essential that decision-makers and legislators from the public sector are involved in this research alongside experts in the relevant policy fields from the third sector.

Throughout the project, we will be convening roundtables and discussion forums with partners across different policy domains to gather evidence, generate discussion and inform our understanding of women's equality and rights in specific policy domains such as housing. We will also use these forums to share the knowledge that has been gained from the engagement with women with lived experience.

We will meet regularly with partners working in the field of men's violence against women to reflect on learning from both streams of research and to explore potential interventions.



2

Further into the project we will convene meetings with all of our partners to discuss and test ideas for domain-specific primary prevention. These discussions will inform the final outputs.

The project will culminate in a conference for VAW experts, policy experts from a range of domains, policy-makers and legislators at which information, training and guidance tools will be launched. This will be complemented by a range of advocacy and information-sharing events, a communication drive and an advocacy programme with parliamentarians.

2.12 Please describe who will benefit from your work. If your work will support people from particular backgrounds (eg specific ethnic groups, disabled people, people who have a combination of intersecting protected characteristics, etc.) please include that information.

This work will benefit women and girls, who are harmed at epidemic levels by men's violence. Intersectionality will be central to this project. Women are not a homogenous group with identical experiences and the outputs of this project will reflect the compounding and mutually constituting inequalities and oppressions faced by women. Black and ethnic minority women, disabled women, LGBT women and women living with poverty all have distinct needs and are excluded in multiple, overlapping ways.

Our work will be informed by our partnerships with equality sector organisations with expertise on different inequalities such as Coalition for Racial Equality and Rights, BEMIS, CEMVO, MECOPP, Amina, The Alliance, Disability Equality Scotland, Inclusion Scotland, People First, SCLD, The Equality Network, Stonewall, and Scottish Trans Alliance. We will use these partnerships and networks to engage with specific groups of women sharing protected characteristics about their lived experiences and perceptions of structural enablers of men's violence.

We have previously undertaken similar participatory research with disabled women on their experiences of reproductive and sexual health and are currently researching the experiences of minoritised women working in the media, and in relation to sexual harassment.

We have a strong history of working with partners to help them integrate the experiences of women with other protected characteristics. For example, we facilitated workshops to inform a shadow report on the UNCRPD, highlighting the specific experiences and needs of disabled women

2.13 Describe what steps you will take to ensure your services are inclusive and accessible to all (please also complete and return your LGBTI inclusion plan)

We recognise that lesbian, gay and bisexual people are just as likely to experience domestic abuse as heterosexual non-transgender women and that responses need to be LGBTI inclusive. We are aware that research shows that transgender people are highly likely to experience some form of abuse from partners and ex-partner. The views and experiences of LGBTI will be explicitly sought out in the course of the project in partnership with our LGBTI organisational partners. Policy analysis will be fully intersectional and will consider the implications of policy and legislation for women with all protected characteristics.



Any recommendations or approaches promoted will be to the benefit of all women and will highlight any particular actions needed in relation to particular protected characteristics such as sexual orientation or gender reassignment.

2.14 Where applicable, how many people do you anticipate reaching each year through this work? Please distinguish between core and project work.

220 project work only



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Section 3: Staff and volunteers

3.1 Key duties, relevant skills and experience of staff Please provide details below of the roles (including job titles and key duties and FTE salary) of the staff and volunteers who will support delivery. Please also let us know if they are core or project and whether they are in post or to be recruited.

Role

Policy Manager

FTE Salary

██████████

Core or project staff

Project

Key Duties

• **Deliver a programme of research and evidence-gathering. Convene roundtables Undertake desk research Gather evidence Generate and test policy solutions • Produce guidance materials and a final report**

Percentage or weekly hours requested from DES Fund

100%

In post or to be recruited?

To be recruited



3.2 Please describe your training, accreditation and supervision arrangements for all staff and volunteers.

Although Engender has a clear management structure, we seek to reflect our feminist principles in our working practices. Our leadership style is therefore less hierarchical and more cooperative, participatory, and collaborative than in many other organisations.

Job descriptions are designed to meet the needs of the organisation as set out in the development plan and associated person specifications are developed to determine the skills and experience that are required to perform that role. Staff are then employed based on their ability to demonstrate that they have the required skills and experience. We do not usually determine that any specific qualifications are required as this can exclusionary and ignore the validity of lived experience.

All new staff follow an in-depth induction programme designed to fit the needs of their job. Any training and learning needs are identified through this process and plans are put in place to address these. All posts are subject to a probationary period.

The whole staff team currently meet once a fortnight to share developments from individual teams and to discuss issues that are relevant to the whole team.

There are three distinct teams within Engender, policy, communications and engagement, and development. These teams meet on a regular basis to reflect on their collective workplans, to identify any new areas of work or opportunities and share knowledge and experience.

In these forums, every team member is given an equal voice and their views are respected and considered regardless of their position in the organisation. Staff use these spaces to learn from each other and to share their own learning to assist their co-workers. Staff are encouraged to recognise their own value, abilities and expertise.

All members of staff report to another member of staff in a more senior position, with the Executive Director meeting regularly with the Convener. Staff meet regularly with their manager to discuss their work plan, their ideas for future work, any obstacles or difficulties in delivering their workplan their feelings about their work and any other employment-related matters. Managers encourage staff to develop their skills and knowledge and support them to identify and access appropriate resources and training. Staff are encouraged to incorporate reading, planning, reflecting and learning into their workplans as this is an essential part of the process. Finances allowing, staff supported to access relevant to identify training opportunities, which can be accredited or not.

We review our organisational performance through our evaluation framework and identify areas where we collectively need to build additional skills or flex our working practices, and these measures will be reflected in individual workplans. Outcome and goal setting happens at whole team, sub-team, and individual level and these are reviewed regularly at one-to-ones and annual review meetings.

Engender has an excellent record of staff retention and has a very motivated staff team who work together to deliver the aims of the organisation. The outcomes that are achieved by a small staff team reflect the effectiveness of the way that we work.

Are you requesting funds to provide any Counselling or Psychological support?



No



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Section 4: Proposal budget

4.1 What is the total amount you are requesting from the DES fund over the three years?

220576.00

Year 1 (October 2021 – September 2022)

132869.00

Year 2 (October 2022 – September 2023)

87707.00

Year 3 (October 2023 – September 2024)

No answer given

Total

220576

4.3 Please tell us if there is anything we should know about the figures in the budget, include an explanation or breakdown to show how main costs were calculated. Please also tell us here if this application is part of a wider project supported by other funders

This is a distinct project and is not part of a wider one.

Budget Breakdown

Policy Manager. The level of work involved in this post attracts a manager-level salary. The salary figured is the manager level salary for staff at Engender.



2

Consultant Participatory Researcher. The amount available for researchers has been calculated on the basis of engaging researchers on similar projects in the past. We will be seeking experienced and qualified researchers. It may be one researcher or a team of researchers working together.

Recruitment costs reflect the cost of advertising the Project Manager vacancy and the Invitation to Tender for the research work.

Employee expenses are based on previous figures for Engender staff undertaking engagement work across Scotland and include travel and subsistence costs. The actual costs will be determined by any restrictions on travel, etc in relation to Covid-19.

The desk space cost reflects the cost of renting a desk in a serviced office. The exact location will be determined by the location of the Project Manager and may also be impacted by any Covid related restrictions.

IT equipment costs will cover the expense of providing the Project Manager with necessary IT equipment to fulfil their role such as laptop, monitor, printer, etc. These costs are based on previous expenditure for Engender staff.

Office consumables covers the cost of stationery for the Office Manager and includes items such as postage, printer ink, etc. The figure is based on previous expenditure relating to project work.

The website costs relates to making changes to the partners' websites to include information on the project.

Publications covers the cost of designing and printing materials for all three partners. These will include, briefings, information materials, etc and the figures are based on previous costs of producing such materials.

Inclusive event support has been calculated on the costs of facilitating inclusive events in the past. It is anticipated that these costs will include interpretation / BSL support and the provision of personal assistants along with any other support that may be required.

Telephone will cover the cost of a two-year mobile phone contract for the Policy Manager.

Research participant costs for women participating in consultations will include transport, childcare, replacement care costs, participation vouchers, etc. This figure has been calculated on the basis of expenses incurred for similar work in the past.

Inclusive communication will include the costs of producing materials in easy read and other accessible formats, providing captioning and or BSL for online events, etc. These figures are based on similar costs incurred in the past.

Events will cover the costs of venues and catering for roundtables, focus groups, meetings and conference. Figures are based on previous expenditure but actual costs will be dependent on any restrictions on in-person events as a result of Covid-19. Online events will be the alternative but the costs would be different.



2

Management costs of £4,500 have been allocated to each of the partners and for Scottish Women's Aid and Rape Crisis Scotland, which includes payments to local services for coordinating engagement with victim-survivors.

Do the lead partner currently receive other Scottish Government funding?

Yes

Scottish Government Funding Details

Name of Fund

Equality Budget Funding

Amount Received in Total

£365,451.65 (2020/21)

SG Department

The Equality Unit

Contact name at SG

██████████

50 word summary of work

Engender is a feminist policy organisation that receives funding to research and analyse the factors that impact on women's equality. We work to make women's inequality visible and persuade those with power to make positive changes to services, policy, regulation, practices, and laws that negatively affect women.

4.5 How do you intend to develop funding or income from other sources during the period.

Engender is applying for funding for its core work through the Equality and Human Rights Fund and expect to hear the outcome of this application in June 2021.



Engender has a good track record of securing grants from funders who fund our type of work and we are currently delivering projects that have been funded by Standard Life, Joseph Rowntree Reform Trust, Rosa and discrete projects funded by Scottish Government. We will continue to scan for appropriate funding sources for additional projects and make applications appropriately.

4.6 How will your outcomes be sustained when the funding for this work ends?

Engender's work, begun nearly 30 years ago, is focused on structural change by influencing legislation, policy, and practice to increase women's equality and advance women's rights.

Engender's strategic objectives are focused on long-lasting change. Some specific workstreams produce work that remains relevant for years, including our short films about CEDAW and women's unpaid work. Other work, including that targeted at specific bills in the Scottish Parliament or particular policy packages, is of its moment in time.

We aim to ensure that we build as much capacity as we can within other organisations and institutions. This is constrained by the working practices of decision-making institutions, including the Parliament and Government.

The aim of this project is to generate new ways of thinking about primary prevention and its relationship to policy and legislation. These will influence our advocacy work across a range of policy domains, and also the policy advocacy of Scottish Women's Aid and Rape Crisis Scotland. The real legacy, though, will be in the work of policymakers and legislators.

4.7 Are all partner organisations Accredited Living Wage Employers?

Yes

4.8 Does the partners 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.

They do.

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. You might also wish to visit the Fair Work Framework website 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 all partners. Successful partners 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 (for example paying the real Living Wage (see link to information sheet,Investment in skills and training,Stability of employment and hours of work, and avoiding exploitative employment practices including, for example, no inappropriate use of zero-hours contracts (eg using zero hours contracts when people are working regular hours; exclusive contracts that stop flexible workers working for other people),Support progressive workforce engagement, for example, Trade Union or employee association recognition



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Section 5: Uploads

Proposal Budget

DES-Fund-Budget-Form-Engender - RCS - SWA.xlsx

Memorandum and Articles or Constitution

Articles of Association approved 16.11.19.pdf

Most recent accounts

Engender Accounts 2019 - 20 SIGNED FINAL.pdf

Equality & Diversity policy

Equality and Diversity Policy.docx

Child protection/vulnerable adult policy

Safeguarding Policy.docx

LBTI Inclusion Plan

DES-Fund-LBTI-Inclusion-Plan-Engender.doc

Declaration


PartnershipDeclaration Form Engender - RCS - SWA.docx

Summary Sheet for DES Applications. You should complete and attach a "Summary Sheet for DES Applications" with your organisation's main application




Summary-Sheet-for-DES-Applications Engender - RCS - SWA.xlsx

Attached Files

 **Articles of Association approved 16.11.19.pdf**


<https://www.tfaforms.com/uploads/get/b81c6b8f57b621e27bfcfe816887b8b1-ArticlesofAssociationapproved16.11.19.pdf> (<https://www.tfaforms.com/uploads/get/b81c6b8f57b621e27bfcfe816887b8b1-ArticlesofAssociationapproved16.11.19.pdf>)

 **Engender Accounts 2019 - 20 SIGNED FINAL.pdf**


<https://www.tfaforms.com/uploads/get/7c508805d491975f19ac7f338cafc939-EngenderAccounts2019-20SIGNEDFINAL.pdf>
(<https://www.tfaforms.com/uploads/get/7c508805d491975f19ac7f338cafc939-EngenderAccounts2019-20SIGNEDFINAL.pdf>)

 **Equality and Diversity Policy.docx**

<https://www.tfaforms.com/uploads/get/d774132dc9e4f49d01fa533e2e034ed7-EqualityandDiversityPolicy.docx> (<https://www.tfaforms.com/uploads/get/d774132dc9e4f49d01fa533e2e034ed7-EqualityandDiversityPolicy.docx>)

 **Safeguarding Policy.docx**

<https://www.tfaforms.com/uploads/get/fbc23f49b9d6d6cfe4c82065f71aa59fd-SafeguardingPolicy.docx> (<https://www.tfaforms.com/uploads/get/fbc23f49b9d6d6cfe4c82065f71aa59fd-SafeguardingPolicy.docx>)

 **DES-Fund-Budget-Form-Engender - RCS - SWA.xlsx**

<https://www.tfaforms.com/uploads/get/d0befd5d5fc6b61d657c94815eae906b-DES-Fund-Budget-Form-Engender-RCS-SWA.xlsx>
(<https://www.tfaforms.com/uploads/get/d0befd5d5fc6b61d657c94815eae906b-DES-Fund-Budget-Form-Engender-RCS-SWA.xlsx>)



 **Summary-Sheet-for-DES-Applications Engender - RCS - SWA.xlsx**

<https://www.tfaforms.com/uploads/get/bd7a4c398b1b90bd730a4d7425f02936-Summary-Sheet-for-DES-ApplicationsEngender-RCS-SWA.xlsx>
(<https://www.tfaforms.com/uploads/get/bd7a4c398b1b90bd730a4d7425f02936-Summary-Sheet-for-DES-ApplicationsEngender-RCS-SWA.xlsx>)

 **DES-Fund-LBTI-Inclusion-Plan-Engender.doc**

<https://www.tfaforms.com/uploads/get/373dfce0942a96d16822eb7b7994f9f1-DES-Fund-LBTI-Inclusion-Plan-Engender.doc>
(<https://www.tfaforms.com/uploads/get/373dfce0942a96d16822eb7b7994f9f1-DES-Fund-LBTI-Inclusion-Plan-Engender.doc>)

 **PartnershipDeclaration Form Engender - RCS - SWA.docx**

<https://www.tfaforms.com/uploads/get/b7ab8c03752c182591bd3d5dbf7a28d5-PartnershipDeclarationFormEngender-RCS-SWA.docx>
(<https://www.tfaforms.com/uploads/get/b7ab8c03752c182591bd3d5dbf7a28d5-PartnershipDeclarationFormEngender-RCS-SWA.docx>)

