

**Page 1**

(Page 1 /6)

Application type

**Single organisation**

**THIS IS AN APPLICATION FOR FUNDING FROM A SINGLE ORGANISATION**

Name of organisation applying

**Engender**

Title of proposed work

**Advancing women's equality and rights**

Are you applying for new or existing work?

Are you applying for new or existing work?

**Both**

Where did you hear about this fund?

**Scottish Government**

**Page 2 (Page 2 /6)**

1.1 Legal name of your organisation

**Engender**

(Other) Known name of your organisation if applicable

1.2 Registered address for your organisation

Registered address line 1

**10 Old Tolbooth Wynd**

Registered address line 3

Registered address line 2

Town/City

**Edinburgh**

**Scottish Local Authority**

Scottish Local Authority  
**Edinburgh City**

Postcode  
**EH8 8EQ**

Website  
**www.engender.org.uk**

Facebook Page  
**https://www.facebook.com/Engender**

Twitter Page  
**https://twitter.com/EngenderScot**

1.3 Main contact for this application

Main contact first name  
**Catriona**

Main contact last name  
**Kirkpatrick**

Main contact position in organisation  
**Head of Development**

Main contact phone number  
**01315589596**

Main contact mobile number

[REDACTED]

Main contact email address  
[REDACTED] [@engender.org.uk](mailto:[REDACTED]@engender.org.uk)

Correspondence address (if different from 1.2 above)

Address Line 1

Address Line 2

Address Line 3

Town/City

Postcode

1.4 Legal status of your organisation

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?**

Is your organisation a branch of another charity/body?

**No**

### **1.5 Current areas of operation in Scotland**

What areas of Scotland do you currently operate in?

- **Edinburgh City**
- **Glasgow City**

### **1.6 Guiding Documents**

Which of these do you have in place to guide your work? Tick all that apply:

- **Safeguarding policy (for children and young people and/or vulnerable adults)**
- **Equality and diversity policy (attach with your application)**
- **Health and safety policy**
- **Risk management policy & procedures**
- **Financial procedures (conduct)**
- **Disciplinary and grievance policy & procedures**
- **Complaints policy & procedures**
- **Conflict of Interest protocol**
- **Pay all employed staff the Living Wage or above**

### **1.7 Separation of Duties**

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

- **Yes**

1.8 What are the main aims and activities of your organisation how do they relate to the strategic framework of the Equality and Human Rights Fund?

**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 strategic framework of the Equality and Human Rights Fund. We have been involved in shaping and influencing the strategic framework of the Equality and Human Rights fund, including the National Advisory Council on Women and Girls recommendations, the National Taskforce for Human Rights Leadership, and the Fairer Scotland for Women action plan on the gender pay gap. Our work relates to the strategic framework because we:**

- Participate in strategic working groups formulating strategic work, including the 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 on 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 bring about women's equality and rights.**
- Deliver projects to implement actions included in national strategies 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).**

1.9 How does your organisation take a human rights based approach to your work? For this question, you may wish to use the 5 PANEL principles in the guidance notes to frame your answer.

**Participation Our engagement work is deeply participatory. In the last funding cycle we delivered work that brought together disabled women, to generate research and policy calls on reproductive health and rights. We are in the middle of a participatory project engaging many groups of women, including Muslim women, disabled women, and precariously employed women, on solutions to sexual harassment reporting and investigation processes. We have developed and delivered best practices for inclusive participatory events, reducing barriers to: D/deaf women, carers and mothers, disabled women, women who have experienced men's violence, women who do not speak English, and racialised and minoritised women. We will advocate to improve women's access to the Scottish Parliament, and to participate more meaningfully in its work, through our work on women's representation and democratic engagement.**

**Accountability Much of Engender's work focuses on creating accountability for women's rights in Scotland's decision-making structures. In the period before 2021,**

we developed and delivered a multi-year advocacy strategy on the incorporation of CEDAW that has resulted in Scottish Government commitments to deliver this during the next Parliament. Incorporation will be a key part of Engender's policy, research, and communications work in the coming parliamentary term. We also work around for the use of equality impact assessment in policymaking and legislating to integrate women's distinct needs and rights, and for the public sector equality duty to be strengthened as an accountability mechanism. We engage with the UN's CEDAW and ICESCR examination processes and create space for other women's and human rights organisations to contribute to Scotland and UK shadow reports. Engender is accountable through its governance and compliance processes, and monitoring and evaluation of our work. Non-discrimination and equality Our work focuses on non-discrimination and equality; we take an intersectional approach to women's equality and rights. This approach recognises that race, sex, and class are mutually constituting forms of oppression. Our work pays attention to the fact that the intersections of women's different identities, including disability, religion and belief, race, sexual orientation, gender identity and age changes our experiences of sexism. We do this by integrating these intersections into our research and evidence-gathering, policy advocacy, engagement, and communications. Empowerment of rights holders We empower women by creating and sharing information about their rights. Our video explaining CEDAW has been used and adapted across the world. We advocate for appropriate and relevant mechanisms to be created so that women can claim their rights. Core to this work has been our advocacy for incorporation of CEDAW and other instruments. Legality of rights Engender takes the rights set out in CEDAW, and other regional instruments like the Istanbul Convention, into our policy and legislation advocacy work. When we advocate for a particular approach to a piece of policy or Bill in the Scottish Parliament we use national and international human rights law as one of the bases for our position. As an organisation Engender adopts equality and rights based best practices and follows compliance requirements set out in charitable and other relevant law.

#### 1.10 Governance

How many people are on your Board?

**12**

Tell us about governance, management and lived experience representation in your organisation.

**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 overrepresented 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. We are creating a board shadowing programme this year, targeting excluded groups of women. 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. She is principally responsible for engagement with Scottish and UK Government, the UN, and the EU through the European Women's Lobby. She has extensive knowledge and experience in relation to women and the economy, intersectionality, violence against women, and the relationship between women's equality and women's human rights. Engender's Head of Development, [REDACTED] oversees the day-to-day management of the organization in regards to finance, human resources and organizational development. [REDACTED] has extensive experience of working in the women's equality sector and lived experience as a carer of a severely disabled child. The Engender staff team collectively have a wealth of experience in equality and human rights, policy advocacy, research, political representation, engagement, campaigning, communications, violence against women, social security, social care, mental health, and health inequalities, among other things.

#### 1.11 Financial Position

What was your financial position at the 31 December 2020 (if the accounts submitted with this application are not made up to 31 December 2020 or a later date) Enter numeric digits only. You do not need to enter a £ symbol or comma.

Fixed assets

**4720**

Current assets

**241175**

Current liabilities

**11723**

Other liabilities

**0**

Net current assets

229452

Net assets  
234172

1.12 Please provide details of your financial position, as set out in the guidance notes. **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 ensure our reserves cover these 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 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, European Women's Lobby, 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. At present, we do not know what other funding opportunities will be available in the coming years, but we would anticipate that funding from EHRF will represent between 80 and 90% of our overall funding. Engender is in a sound financial position and has no unsecured or secured loans.**

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Page 3

(Page 3 /6)

2.1 Please give us a brief overview of the work you propose to carry out with this funding **We will build on our record of successful advocacy for women's equality and rights by scaling up our capacity to 9.1 FTE posts to meet the need for our work. We will**

**expand our Policy team by recruiting a Head of Policy, an additional Policy Manager and a Policy Officer. With this increased capacity, we will gather more evidence, analyse more policy and advocate for specific law and policy to meet more of women's needs. We will also increase our communications capacity to engage with different groups of women and to shape the public conversation on women's equality.**

## 2.2 Location of work you are applying for

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 **Engender's registered office is in Edinburgh but our staff and Board members are located across Scotland, from Eigg to Berwickshire. We have all been working from home since March 2020 but have enabled permanent distance working for a number of years, in order to enable our workers to balance work and life, and to increase our engagement with communities across Scotland. Much of our engagement pre-Covid happened online and we have a national reach. When restrictions allow, we will hold events across Scotland but will continue with online events too. The majority of our work is policy-related and focuses on centres of decision-making such as Scottish Government and Parliament. As we have experienced through lockdown, it is possible to engage remotely both with women and decision-makers. We will continue to deliver our work flexibly as we emerge from Covid-19.**

## 2.3 Please detail the activity you will deliver with funding from the Equality and Human Rights Fund

**We will develop a full 3-year delivery plan, identifying activities, outputs, outcomes, and indicators for success. This will be incorporated into the planning, evaluation and monitoring cycle described earlier. The Board will have strategic oversight of delivery, which will be managed by the Executive Director and other Engender staff. Our planning process will reflect the possibility of further disruptions due to COVID-19 and will have alternative models of delivery built-in. We are well networked and in our most recent year of delivery collaborated with 35 women's equality and rights organisations. We work closely with national women's organisations, including Close the Gap, Scottish Women's Aid, Rape Crisis Scotland, Zero Tolerance, Young Women's Movement. We also work with equality and human rights organisations, feminist academics, and grassroots groups in Scotland and via our European and international networks. 1) We will build the evidence base, including data, on women's distinct needs and the persistent gender gaps that exist in Scotland. We will: Repeat our Sex and Power evaluation of the gender gap in women's leadership across Scotland's public and private institutions. We will also identify where disabled women and Black and minoritised women are missing from leadership roles. Build and share evidence on the ways in which CEDAW incorporation and implementation should occur, including through our partnership with Edinburgh University School of Law. Gather and share evidence that makes the case for action on women's equality and rights, including through research and engagement partnerships, and co-production with different groups of women. We will use an intersectional approach and focus on policy domains that include health, social security, transport, public spaces, and economic inequality. Develop advocacy on the steps Scottish Government and public bodies should take to gather, analyse, and use sex-disaggregated gender-sensitive**



data. 2) We will advocate to Scottish Government, Scottish Parliament, and other decision-makers for public policy and legislation that advances equality and women's rights. We will: Advocate for the maximal incorporation of CEDAW into Scots Law, which will require both Scottish Government consultation and then a full Bill process. Engender will play a critical convening and leadership role in this within the women's sector. Audit the Scottish Parliament, in partnership with parliamentary staffers and parliamentarians, to maximise the gender competence of its own practices and processes. Expand our work with committees, parliamentarians and their staffers, cross-party groups, and SPiCE to see women's equality and rights integrated into all salient legislation. Work with Ministers, Scottish Government officials, and other stakeholders to ensure public policy in Scotland is responding to women's lives and needs and closes gender gaps. Contribute to ministerial and strategic level groups, including the Joint Strategic Board of Equally Safe, National Advisory Council of Women and Girls, and Ministerial accountability group for the Fairer Scotland for Women action plan to close the gender pay gap. The policy domains we work on are partly demand-led, as we respond to the policy and legislative agendas of the Scottish Government and Parliament. However, our outline plans are to focus on health, environment and climate justice, women and democracy, public spaces and transport, and social and economic recovery from Covid-19. 3) We will 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. 4) We will influence the public conversation about women's equality and rights. We will: Hold a programme of events, including conferences, to disseminate our work and platform the work of other women's, equalities, and human rights experts. Share our work and the work of other women and women's organisations through our weekly newsletter, podcast, website and microsites, blog, and social media. Expand our press and media work, including creating more video content about women's equality and rights, and enabling more proactive press work to disseminate our knowledge and commentary. Engage with specific groups of women to inform and shape our policy advocacy work and communications work. Convene the communications network for staffers from women's organisations. 5) We will create space for women's and other organisations to engage with international processes, including the UN's CEDAW and ICESCR examination cycles. We will: Engage with the CEDAW and ICESCR committees as they examine the UK's compliance. This will involve co-ordinating shadow reporting on women's rights, including: calling for evidence, engaging with women and women's groups, and participating in pre-session working groups and the examination sessions. Continue to represent Scotland in the structures of the European Women's Lobby and maintain our international and UK-wide networks.

2.4 How do you know this work is needed?.

**This funding proposal comes at an inflection point for women's equality and rights in Scotland. The devastation of the Covid-19 pandemic and the subsequent economic recession will have far-reaching implications for women's equality. The next parliament will also provide an opportunity to incorporate women's rights into Scots Law, creating the possibility of a step-change in the realization of women's rights. Engender is seeking to increase its policy and communications capacity in response to an unprecedented demand for our work. Despite progress on a number of policy areas, women in Scotland still do not enjoy equality with men. Women have yet to see realised the rights that are set out in CEDAW and other international instruments. Scottish Government's own gender index describes significant gaps across the domains of women, money, time, knowledge, and power. Individual indicators such as**

**the gender pay gap, the epidemic of men's violence against women, and men's overrepresentation in, council chambers, and boardrooms across Scotland underline the persistence of women's inequality. Despite this evidence, women's inequality frequently slips off policymaking agendas. Too much public policy and law-making happens with the assumption that women's rights have all been realised. There is still a need to make women's inequality visible and to create, gather, and compile evidence that identifies women's specific needs. Engender was established in 1993 by a group of women who identified the need to engage with policymakers to advance the equality and rights of women in Scotland. Research on gendering public policy and law finds that those countries with the most effective responses to women's inequality have strong, independent women's organisations. Creating gender-sensitive policy and law requires expertise both inside and outside public institutions. Nearly thirty years after Engender was formed, our research and policy analysis is sought out by parliamentarians, policymakers, and decision-makers. The contribution that we make to policy development in Scotland is evident in the changes we have wrought. Our advocacy wins in the most recent parliamentary term include: The establishment of a Misogyny Working Group, to review criminal justice responses to egregious misogyny. The incorporation of gender-sensitive measures in the Scottish National Investment Bank Act. The development and publication of an action plan on the gender pay gap: A Fairer Scotland for Women. A commitment to provide individual payments of Universal Credit. The development of a women's health plan. A commitment to the incorporation of CEDAW into Scots Law. The establishment of a Scottish Government mainstreaming strategy. Engender is currently reflecting on all the work we have been unable to engage with over the last few years because of capacity gaps. Insufficient bandwidth limited our involvement in national policy work on housing, planning, and transport. When women's needs are not considered in policymaking processes then they go unmet. Increased capacity will allow us to engage in greater depth and across a wider domain of policy areas. It will enable us to expand our engagement activity to gain greater insight into the distinct lived experiences of different groups of women across Scotland.**

2.5 What impact has COVID-19 had on the needs of the people and communities you work with and how has that informed proposed activity?

**Women have been disproportionately impacted by the COVID-19 pandemic, not only with regard to our increased risk of catching the virus itself, but also in bearing the social and economic burdens of the public health response. UN Women now estimates that the global progress on women's rights could be reversed by as much as 25 years. Racialised women, disabled women, young women, older women, and women with caring roles have been, and continue to be, particularly negatively affected. Women's lives and gendered patterns of work, transport use and care put us at heightened risk of exposure to Covid. Women are overrepresented in jobs on the frontline: as unpaid carers and paid care workers, as receptionists, nurses, teachers, cleaners, and retail staff. These underpaid and undervalued roles have also been underprotected: an inadequate provision of personalised protective equipment such as masks means that women have been at greater risk of ill-health as a result of the pandemic. The division of work between women and men is profoundly gendered. Women, especially minoritised women, are also more likely to be employed in sectors that have been hard hit by lockdown, including hospitality and retail. Women's access to paid work and leisure time remains heavily constrained by traditional social roles. The response to Covid-19 has seen a significant displacement of care and childcare from services to households throughout lockdown. Time-use data, survey data, and women's own**

accounts all chart an increase in home-schooling, childcare, care for disabled and older people, and other unpaid work predominantly done by women such as housework and household management. Women who are in paid work have been juggling their employment and these larger care roles, with significant consequences for their wellbeing and mental health. During the pandemic Engender has gathered evidence to highlight the disproportionate impact that the crisis has had on women and called for responses to take a gendered approach. Engender's 'Women Covid Scot' platform has collated the lived experience of women throughout the pandemic. We have also done polling, working with other national women's organisations across the UK, to chart the impact on specific groups of women. Our research and analysis throughout the pandemic has informed our work on gender and economic recovery, the impact of COVID-19 on women's caring roles, and on public bodies' needs to gather and use data to integrate women's equality and rights into their COVID-19 responses. The upshot for women has been stark: an entrenchment of gendered caring roles, an intensification of domestic abuse, and long-term health and care challenges posed by 'long Covid'. Engender has also been involved in some of the planning for recovery, including participating in the Social Renewal Advisory Board. As Scotland emerges from the pandemic, Engender will continue to advocate for women's needs to be taken into account as detailed policy is developed, including on social security, women's representation and participation, health, housing, the economy and care. We will support public bodies to take intersectional, gender-sensitive approaches.

## 2.6 Contribution to Equality and Human Rights Fund objectives

Which Equality and Human Rights fund outputs will your proposed activities deliver? Select all that apply

- **Civil society develops and delivers work that that is grounded in the progression, protection and realisation of human rights**
- **Civil society partners contribute to delivery of commitments within relevant Scottish Government equality and human right strategies and action plans**
- **Civil society provides data, learning and insight into the experience of people to support analysis and challenge on equality and human rights issues, across a wide range of policy areas**

## 2.7 Contribution to Equality and Human Rights Outcomes

Which of the Scottish Government outcomes for Equality & Human Rights will your funded work contribute to? (check boxes below)

1. People have greater awareness and understanding of their human rights, and how to access them

- **1. People have greater awareness and understanding of their human rights, and how to access them**

Outcome 1: How will your funded work contribute to this outcome?

Edit this text

Outcome 2: How will your funded work contribute to this outcome?

Through its communications and engagement work, Engender will raise women's awareness of their rights under CEDAW and ICESCR, as well as the provisions of the Equality Act 2010. Women will be able to contribute to our work to advocate for maximal incorporation of CEDAW. We will develop a communications and engagement programme, working with other women's organisations, to enable women to better understand what Scottish incorporation of CEDAW includes and how to assert and claim their rights once implementation is underway.

**- 2. People with protected characteristics have increased access to remedy where their rights have not been upheld**

We will advocate for maximal incorporation of CEDAW and an appropriate refresh of the public sector equality duty Scotland-specific regulations during the lifetime of this funding. Both will create accountability for women that will enable women to access remedy if their rights or equality has been breached. We will engage women in making a strong case for intersectional incorporation and implementation of CEDAW. We will also push for distinct accountability mechanisms where there are gaps in the mandate of existing scrutiny bodies. For example, we advocate for an ombudsperson/tribunal for care decisions, which is an unmet need.

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**- 3. People with protected characteristics have increased participation in public life**

Outcome 3: How will your funded work contribute to this outcome?

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We will work on all women's participation in public life. This will include our Sex and Power work to make visible men's overrepresentation in decision-making roles. We will also audit the institution of the Scottish Parliament, using an international tool for assessing gender competent legislatures, and deliver work on violence against women in politics. We also have an externally funded project to pilot and evaluate a tool to support political parties to change their practice to enable inclusion. A goal of all of this work is to create parity in representation in our political institutions.

**- 4. People with protected characteristics have increased influence in decisions that affect them**

Outcome 4: How will your funded work contribute to this outcome?

We will do two key things to realise this outcome. Firstly, we will deliver a programme of engagement that will bring specific groups of women closer to decision-makers and both enable them to create policy calls that respond to their needs and acquire the tools to advocate for them. Secondly, we will advocate for structural change so that mechanisms used in decision-making, such as the public sector equality duty and equality impact assessment, are strengthened.

Edit this text

**- 5. The Scottish Government has better access to data and depth of information about the experiences of people with protected characteristics**

Outcome 5: How will your funded work contribute to this outcome?

We will work to develop the evidence base on women's equality and rights by:

**delivering research projects, including participatory research with distinct groups of women with lived experience; commissioning research and analysis; participating in academic research on gender and policy; advocating for public bodies to gather, analyse, and use gender-sensitive sex-disaggregated data; and contributing to working groups on data and evidence.**

Edit this text

Outcome 6: How will your funded work contribute to this outcome?

**- 6. Actors in civil society increasingly use our domestic and international equality and human rights framework to influence and effect change** Engender creates space for women's, human rights, and other equality organisations to participate in the CEDAW examination process. We will continue this work in this funding period by delivering an engagement process for organisations and women, that will support organisations to use CEDAW to advance their women's rights advocacy goals. In parallel we will continue and intensify our work to advocate for incorporation of CEDAW and implementation mechanisms that will enable all women's organisations to use domestic law to effect policy change.

Edit this text

**- 7. The experience of people with protected characteristics is increasingly used to inform the policy and practice of public bodies**

Outcome 7: How will your funded work contribute to this outcome?

**Engender's policy advocacy work is oriented at this outcome. We analyse policy and programme design for its effect on women's equality and rights, and engage with the process of policy and law-making to pursue the best outcomes for women and girls. Through briefings, meetings, speeches, and research dissemination we identify gendered gaps in women's and men's outcomes, make the case for women's equality and rights, and advocate for specific measures to advance women's rights.**

Edit this text

2.8 Describe the people and communities who will benefit from the work you plan to do and how you will engage with them.

**Engender works to advance the equality and rights of women and girls. We work with a wide range of stakeholders including policymakers, legislators, elected representatives, intermediary and advocacy organisations, and individual women through our engagement and development work. We work in partnership with the women's sector and equalities organisations such as Equality Network, CRER, Inclusion Scotland, People First, SCLD, Amina and STA to highlight intersectional issues and multiple discrimination and engage in collaborative projects. 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. We produce a range of briefings and consultation responses in relation to relevant policy areas. We submit and present evidence to parliamentary committees' inquiry and scrutiny work. We engage with our members, individuals and the general public via a programme of events, social and mainstream media, our On the Engender podcast, weekly email, parliamentary update email, website and microsite. 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. We also engage with specific groups of women on generating evidence, in partnership with other organisations and academic researchers. Current and recent participatory evidence-gathering includes with women across Scotland on CEDAW, with disabled women on their reproductive health and rights, with Muslim women, racialized women, and precariously employed women on sexual harassment, with minoritised women working in the media, and with women in politics on violence and harassment.

2.9 Is your proposed activity specifically focussed on supporting people with protected characteristics?

Select all that apply:

- Sex

2.10 Will your funded work ensure access for, or specifically address needs of, people who hold more than one protected characteristic or have other barriers to equality? If so, how? **We will work to continue to embed intersectionality in our analysis, policy advocacy, activism, research, and communications. Women are not a homogenous group with identical experiences and advocacy for women's equality must 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. Policy, legislation, data collection and programmes must take an intersectional approach embedded from the very beginning. Our work is informed by our partnerships with equality sector organisations with expertise on different inequalities. Additionally, we will engage specific groups of women on work about their experiences. We have undertaken 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. Future engagement work is likely to explore differential experiences of Covid19 and inequalities in maternal care. We work with partners to help them integrate the experiences of women with other protected characteristics. We facilitated workshops to inform a shadow report on the UNCRPD, highlighting the specific experiences and needs of disabled women. This work is likely to be replicated as Scotland moves to incorporate human rights treaties.**

2.11. Please give an estimate of the number of people and organisations you will work with over the next 12 months?

People Organisations

5430 70

2.12 How will you monitor and evaluate the ongoing impact of your work?

**Monitoring and evaluating is built into the planning and delivery framework at Engender. On an annual basis, we come together as a whole to develop our workplan for the coming year. At this session we:**

- Reflect in-depth on previous work and determine to what extent it has or has not been successful.
- Consider the current and anticipated political and policy context and identify other relevant external factors.
- Identify priorities for our next work cycle and the desired outcomes from that work.
- Plan a range of activities that will enable us to work towards our outcomes and determine which indicators will let us know if we are being successful or not. Each team and staff member develops a workplan with activities, outputs,

indicators, and outcomes. These are compiled into one organisational plan. Team plans are reviewed at team meetings and individual plans are reviewed in one-to-one sessions with line managers. Given the nature of our work and the context that we work in, our workplan must be responsive to external factors and they are flexed as the policy context shifts. The organisational workplan is reviewed after six months. We collect information and data that will help us to understand the impact that our work has had and to what extent we are progressing in relation to our desired outcomes. The information that we collate in relation to our policy work includes quantitative and qualitative indicators that cover: • Quantities of different types of outputs, including briefings, reports, consultation responses, blog posts, external articles, press quotes • Outcomes of our interventions, including changes to policy and legislation, shifts in attitude, changes to rhetoric about women's equality in policy or ministerial speeches, citations of our work in parliamentary debates, increased gender competence or capacity of Scottish Government directorates. • Evidence of demand for our work, including requests for speeches/presentations, invitations to participate in working groups, requests for comment on equality impact assessments and similar publications. 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, survey and newsletter responses, attendance at events, podcast downloads, subscriptions and reviews. We also monitor our recruitment and employment practices to ensure that they reflect the feminist principles of equality that we advocate for. We monitor the representation on our Board and strive to increase diverse representation. We are currently working with Matter of Focus (an evaluation consultancy) to review our outcome mapping, data gathering and analyses and reporting. We are moving part of our planning, monitoring, and evaluation processes onto their OutNav software. This will allow all staff access to a central resource where they can record outcome maps and collect, collate and analyse data. This will be an invaluable tool for ongoing monitoring and evaluation as we add programmes and workstreams.

2.13. How do you plan to sustain your impact when this funding 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. Evidence on funding for women's policy advocacy work says two critical things about funding for women's organisations. Firstly, that states are more likely to have effective legislation and policy to tackle women's inequality when independent women's organisations are strong and well-resourced. Secondly, that women's equality and rights work is staggeringly under-resourced and hard to find funding for. Engender's strategic objectives are focused on long-term 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 are doing three things to ensure our work is sustainable: Diversifying our funding sources, although this is constrained by the relatively limited funds available for the type of work we do. Ensuring 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. Being mindful about the need to record our work and archive it, so that we retain as much institutional memory as possible about how change happens. It is important that our funders are aware, though, that it is impossible to sustain the

## **impact of policy advocacy organisations without funding.**

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### **Page 4 (Page 4 /6)**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Executive Director**

Key Duties

**Strategic planning, organisational management; gender equality policy and practice expertise; partnership working; strategic level working; strategic communications and external relations; staff management; financial oversight; monitoring and evaluation.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Head of Development**

Key Duties

**Partnership working across a wide range of sectors; awareness of intersectionality and expertise around disability; developing and producing compliance guidance; participation and contribution in strategic level working; staff supervision, organisational co-ordination and management of HR functions; financial management; budgeting, monitoring and evaluation and grant co-ordination; management of development projects**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Head of Policy**

Key Duties

**Extensive knowledge of gender equality policy and practice; expertise in policy regimes across Scotland, UK, and Europe, executing policy strategy, managing and coordinating the policy team and budget, reporting on policy activity, overseeing policy publications; influencing work, strategic level working; developing and delivering evidence to committees, and formal inquiries**

Please provide details below of the roles of the staff who will support delivery.



(to add more staff members, click on 'Add another job title')

Job Title

**Policy and Parliamentary Manager**

Key Duties

**Knowledge of gender equality policy and practice; partnership working across a wide range of sectors; awareness of policy regimes across Scotland, UK, and Europe; producing policy briefings, analysis papers, and advocacy papers; influencing work; participation in strategic level working; developing and delivering evidence to Scottish Parliamentary committees, and formal inquiries.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Policy Manager - 21 hours**

Key Duties

**Knowledge of gender equality policy and practice; partnership working; awareness of policy regimes across Scotland, UK, and Europe; developing and producing policy briefings, consultation responses, analysis papers, and advocacy papers; carrying out influencing work around specific pieces of policy; undertaking research; developing evidence to committees, and formal inquiries.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Policy Manager - 35 hours**

Key Duties

**Knowledge of gender equality policy and practice; partnership working; awareness of policy regimes across Scotland, UK, and Europe; developing and producing policy briefings, consultation responses, analysis papers, and advocacy papers; carrying out influencing work around specific pieces of policy; undertaking research; developing evidence to committees, and formal inquiries.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Policy Officer**

Key Duties

**Knowledge and understanding of gender equality policy and practice; analysis policy, development of 'gender edits', undertake research for consultations, briefings and**

**advocacy materials, participate in policy networks, engage key with stakeholders; solid understanding of intersectional feminist analysis, equality and human rights and the Scottish political context.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Communications and Engagement Manager**

Key Duties

**Knowledge and understanding of gender equality policy and practice; partnership working and developing relationships across a wide range of sectors, interests, and perspectives; participatory engagement methodologies; communications, including mainstream media, digital, and social media; events organisation and planning; monitoring and evaluation; staff supervision and team coordination, strategy development; budgeting**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Communications and Engagement Manager**

Key Duties

**Knowledge and understanding of gender equality policy and practice; partnership working and developing relationships across a wide range of sectors, interests, and perspectives; participatory engagement methodologies; communications, including mainstream media, digital, and social media; events organisation and planning; monitoring and evaluation; staff supervision and team coordination, strategy development; budgeting**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Communications and Administrative Assistant**

Key Duties

**Knowledge and understanding of gender equality policy and practice; participatory engagement methodologies; communications, including mainstream media, digital, and social media; events organisation and planning; finance and central office administration; diary management; secretarial support to the Board; membership administration.**

Please provide details below of the roles of the staff who will support delivery.

(to add more staff members, click on 'Add another job title')

Job Title

**Podcast Producer**

Key Duties

**Knowledge and understanding of gender equality policy and practice, development of engaging content, editorial skills and experience, experience of producing and editing podcasts.**

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 be 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 a senior member of staff, 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 wellbeing, 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 are supported to access relevant 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.**

3.3 Fair Working Practices

The Scottish Government has set out its aspiration to create lasting economic success by building on sustainable growth that also achieves fairness, equality, opportunity and innovation. Examples of this approach are set out in the Scottish Business Pledge and in the procurement guidance on fair work practices. 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 your organisation. Successful applicants will be expected to provide a copy of the policies that evidence the Fair Working Practices they have identified.

**- A fair and equal pay policy including, for example, ensuring no gender discrimination or the monitoring of pay ratios within the organisation (for example paying the real Living Wage)**

**- 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**

**Page 5 (Page 5 /6)**

**4.1 How much funding do you require each year?**

**4.1a Total cost of proposed work (if part funded from other streams) (Enter numeric digits only)**

Year 1 - Total cost of proposed work	Year 2 - Total cost of proposed work	Year 3 - Total cost of proposed work	Total cost of proposed work
<b>483217</b>	<b>498451</b>	<b>511360</b>	<b>1493028</b>

**4.1b Request from EHR fund. (Enter numeric digits only. You do not need to enter a £ symbol)**

Year 1 (October 2021 - September 2022)	Year 2 (October 2022 - September 2023)	Year 3 (October 2023 - September 2024)	Total funding request
<b>483217</b>	<b>498451</b>	<b>511360</b>	<b>1493028</b>

**4.1c Additional Funding Required(A-B) Enter numeric digits only. You do not need to enter a £**

Year 1 - Additional Funding Required	Year 2 - Additional Funding Required	Year 3 - Additional Funding Required	Total Additional Funding Required
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

4.2 Please give details of how you arrived at the figures given in the Equality and Human Rights Fund Budget Form

**The staff costs reflect an expansion of the Engender team. A 3% cost of living increase has been included for each year of funding in line with recent decision-**

making by our Board . For all overhead and programme costs 2% inflation has been applied for years 2 and 3. HR costs: These cover subscriptions to E-Days (leave management software), Health Assured (employee support programme), recruitment costs, Living Wage membership and ACOSOVO membership. Staff development: Provides each member of staff a training budget of £1,000 to be spent on relevant courses and events. Rent, rates and insurance: Based on our current office costs plus additional office space of a similar value to accommodate additional staff. Our current office space provides workspace for 6 employees at approximately £3,000 per head for 1 year. The costs have been calculated on this basis for 11 members of staff plus the cost of hiring a suitable meeting venue for all-staff meetings. Utilities: Based on our normal expenditure when the office is being used on a regular basis by 6 members of staff and increased proportionately to cover office use by 11 members of staff. Office consumables: Includes items such as stationery, postage and small items of office equipment. Based on previous expenditure and increased proportionately for 11 members of staff. Phones and IT: Based on existing costs for BT cloud phone, mobile phones for each member of staff, photocopier rent and usage, IT support provided by IT Solvers, plus a proportionate increase to reflect increased number of staff. Cleaning and maintenance: Calculated on the basis of previous actual costs at our offices at Old Tolbooth Wynd which have been proportionately increased for 11 members of staff working from more than one office base. Professional fees: Covers expenditure on bookkeeping, independent financial examination, payroll services, membership of SCVO, subscriptions to encryption software based on previous expenditure and allows for ad hoc expenditure on legal advice, etc. Calculated in line with current expenditure. Publications including digital: Cover print and design costs for Engender's briefings and reports. It also includes fees for contributors to Engender's blog and podcast, and any video or graphics work. Based on previous expenditure plus a proportionate increase to reflect increased policy capacity Social and digital marketing: Includes paid promotion on social media, and subscriptions for editing software. Based on previous expenditure. Events and conference: These costs relate to events, both online and in-person, and includes venues, speaker and external facilitator fees and accessibility costs for participants. Over the three years of the bid this includes two large conferences. The figure is based on previous expenditure plus and proportionate increase to reflect increased engagement activity. Website: These costs include routine updates and maintenance for Engender's website, as well as development costs for a website upgrade to include increased accessibility and functionality. The figure is based on previous expenditure.

#### Other Funding

**4.3 If this work is part funded from other funding streams please detail below how the additional funding required will be sourced. Please tell us:**

Name of Fund Funder

Amount Received in Total (numeric digits only) SG Department (if applicable)

Contact name at SG (if applicable)

Total funding received

**0**

4.4 If the total amount secured is less than the total additional funding required please tell us how you intend to develop funding or income from other sources during the period for this activity.

**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. If unsuccessful, we will scan for alternative funding sources and make applications appropriately. However, women's equality and rights policy advocacy is hard to find funding for so a decision not to fund our work is likely to mean that it cannot go forward as planned.**

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### **Page 6 (Page 6 /6)**

Use this section to upload the relevant attachments and documents we require.

Proposal Budget

**EHR-Fund-Application-Budget-Engender FINAL.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**

Declaration

**Engender Declaration - signed.pdf**

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File List (Protected)

Articles of Association approved 16.11.19.pdf (511Kb.):

<https://app.formassembly.com/uploads/get/aa2116b44458aa4349703c45cbfc69f6-ArticlesofAssociationapproved16.11.19.pdf>

Engender Accounts 2019 - 20 SIGNED FINAL.pdf (1529Kb.):

<https://app.formassembly.com/uploads/get/7b9835667e762bef5848854ec139ef41-EngenderAccounts2019-20SIGNEDFINAL.pdf>

Equality and Diversity Policy.docx (43Kb.):

<https://app.formassembly.com/uploads/get/ca6b200b8a6d402488cc536f70bab24d-EqualityandDiversityPolicy.docx>

EHR-Fund-Application-Budget-Engender FINAL.xlsx (82Kb.):

<https://app.formassembly.com/uploads/get/5a244b4c9ba6f8e75d213fc542d6a2cf-EHR-Fund-Application-Budget-EngenderFINAL.xlsx>

Engender Declaration - signed.pdf (340Kb.):

<https://app.formassembly.com/uploads/get/e70927dbd5840d02c86b19c82715064e-EngenderDeclaration-signed.pdf>