

RESPONSE #220083423 SUBMITTED ON 01/09/21 15:00:25

Equality and Human Rights Fund – grant offer reprofile

Account ID	0013X00003UFg0PQAT
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Funding Request ID	FR-000002033
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Review ID	No answer given
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Organisation Name	Engender
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Offered amount	1066593.00
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Responses you gave to Questions 2.1 and 2.3

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.

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.

Please use the space below to update your answers to the original application form in light of the funding amount offered. You can refer to your original answers and the completion guidance in the Equality and Human Rights Fund information and guidance notes. If you have any questions, please contact us directly.

2.1 Overview of the work you propose to carry out with this funding (section 2.1 of application form)

We will build on our record of successful advocacy for women's equality and rights.

We will gather intersectional evidence, analyse policy and advocate for specific law and policy to meet women's needs.

We will provide leadership around the incorporation of CEDAW into Scots Law, and around women's rights more broadly.

We will engage with different groups of women around feminist policy, and shape the public conversation on women's equality.

2.3 Please detail the activity you will deliver with funding from the Equality and Human Rights Fund (750 words) (section 2.3 of application form)

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 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. Where possible, we will also identify where disabled women and Black and minoritised women are missing from leadership roles to enable an intersectional analysis.

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, public space, and economic inequality.

Develop advocacy on the steps Scottish Government and public bodies should take to better mainstream gender, including gathering, analysing, and using 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, including contributing to ministerial and strategic level groups to ensure public policy in Scotland is responding to women's lives and needs and closes gender gaps.

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 the areas set out in our Gender Matters Roadmap/Manifesto, including gender mainstreaming, health, unpaid care, social security, women and democracy, public space, 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 engagement including conferences and online events, to disseminate our work, platform the work of other women's, equalities, and human rights experts, and increase gender competence

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.

5) We will create space for women's and other organisations to engage with international processes

We will:

Engage with the CEDAW Committee and other UN processes, including co-ordinating shadow reporting on women's rights, gathering evidence, engaging with women and women's groups, and participating in pre-session working groups and examination sessions.

Continue to represent Scotland in the structures of the European Women's Lobby and maintain our international and UK-wide networks.

Please let us know what outcomes you think this revised activity will contribute to.

Edit this text

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

Edit this text

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

Edit this text

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

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

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

Edit this text

6. Actors in civil society increasingly use Scotland’s domestic and international equality and human rights framework to influence and effect change

Edit this text

No answer given

Updated budget. Please attach your updated budget template here

Updated budget

EHR-Fund-Application-Budget-Engender amended 01.09.21.xlsx

Re-profile form submitted

No answer given

Attached Files



EHR-Fund-Application-Budget-Engender amended 01.09.21.xlsx

<https://www.tfaforms.com/uploads/get/4d0fef15dcd4750706bcfceb0b504246-EHR-Fund-Application-Budget-Engenderamended01.09.21.xlsx>

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