

[Equality and Human Rights Fund – grant offer reprofile](#)

Response ID: [219853381](#)

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Following the assessment and decision making process, Scottish Ministers are offering you a grant, which is less than you originally applied for (as per the figure below.) We now need to collect some information to confirm what activity you will deliver with the grant offered, which Equality and Human Rights Fund outcomes this will contribute to, and a revised budget.

We have provided you with your original answers to questions 2.1 and 2.3 of the application form. Please use the spaces below that to update your answers in light of the grant offer.

Organisation Name

Equality Network Limited

Offered amount

£1,509,852

Responses you gave to Questions 2.1 and 2.3

Overview of the work you propose to carry out with this funding

Creating a lasting improvement in the situation of LGBTI people in Scotland, structured as two projects: the general LGBTI project, and the Scottish Trans Alliance (STA) project (both are Scottish Government equality strategic intermediaries). This will involve the following activities by both projects: Policy development, advice and guidance for policy-makers, good practice guidance and training, informed by our expertise and by communities' needs. Community engagement to inform policy work, facilitation of direct community engagement with policy makers, and community development to strengthen groups and communities and their voices. Publishing research into people's lived experience, providing accurate information, and developing partnerships.

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

We have detailed the activities for general LGBTI work, and for Scottish Trans Alliance (STA) project work. Policy activities: These are all underpinned by consultation and engagement with LGBTI people about their priorities. LGBTI: Provide information and advice for Scottish and UK Government officials, MSPs, MPs and other national policy influencers, on priorities identified by LGBTI people including conversion therapy, hate crime policy and reporting, mental health policy, LGBTI families, social attitudes, data and information collection, and other arising issues with an impact on LGBTI people, for example, human rights incorporation. STA: Provide information and advice to Scottish and UK Government officials, MSPs, MPs and other national policy influencers, public bodies, service providers and employers. This includes engaging on improving gender identity service provision, providing assistance to public bodies, service providers and employers on how to ensure they are upholding trans people's

existing rights, and providing briefings to MSPs on legislation that has the potential to impact on trans equality and human rights, such as reforming the Gender Recognition Act. Community engagement and development: LGBTI: Research the experiences and needs of LGBTI people via an annual focused survey, three consultation events per year, and at community events including 20 Pride events per year around Scotland, including bi+ events. Facilitate direct engagement between community members and policy makers, through promoting consultation and evidence calls, and supporting community members, including I/VSC groups, to engage with their MSPs and other policy makers and influencers. Support the development of 15 LGBTI community groups per year, including in rural and island areas, publishing an LGBTI Groups' Toolkit, and providing training and one-to-one support. Support the development of bi+ groups and I/VSC groups, through annual conferences and one-to-one support. STA: Provide information, via both online channels and engagement with community groups, to trans people about their current rights, (potential) changes to their rights, and how to challenge discrimination they face. This will include activities to facilitate and support trans people to engage with decision makers directly. Run yearly national conferences to allow trans people to connect with one another and with staff of relevant service providers/public bodies. Provide skills development for trans individuals so they are more confident to meet with decision makers, participate in public life and engage with the media. Including marginalised LGBTI communities: LGBTI: Provide good practice publications and training on approaches to intersectionality, and on including specific marginalised LGBTI communities, including bi+ people and people with intersectional marginalised identities. Ensure access for diverse marginalised LGBTI people to our events, surveys and publications, for example providing accessible publications including availability of Gaelic translation, using accessible venues, providing interpretation and other support, including access for those living in poverty. STA: Ensure our work is informed by and prioritises the needs of trans people marginalised in multiple ways, including trans people of colour, trans refugees and disabled trans people, as identified by our engagement work through surveys, consultation and events. Work in partnership with others, including paying for expert consultancy, to progress this work where needed. Ensure access to our events, surveys and publications, by providing accessible publications, using accessible venues, providing interpretation and other support, including access for those living in poverty. Developing understanding and expertise: LGBTI: Publish reports of annual focused surveys, policy information and good practice guidance for organisations and service providers, and information for LGBTI people on their rights and how to access them. Draw on expertise from key partners, including through paid consultancy, including people with lived experience of intersectional marginalisation, Gaelic speakers, and UK and international I/VSC experts. STA: Publish reports of annual focused surveys, policy information and good practice guidance for organisations and service providers, and information for trans people on their rights and how to access them. Respond to media requests and proactively engage with the media about trans people and trans equality. Knowledge and resource sharing: We will work in partnership with other national LGBTI organisations in Scotland, and LGBTI and trans organisations in the rest of the UK and further, to share learning and experience, and to progress LGBTI and trans equality and human rights. LGBTI: Work with international development organisations, international LGBTI networks and partners, to support LGBTI

international development. STA: Work with equality and human rights organisations to improve their understanding of trans people's lives, to improve our own understanding of the equality and human rights issues faced by other communities, and to collaborate on issues faced by those who are marginalised in multiple ways.

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)

Creating a lasting improvement in the situation of LGBTI people in Scotland, structured as two projects: the general LGBTI project, and the Scottish Trans Alliance (STA) project (both are Scottish Government equality strategic intermediaries). This will involve the following activities by both projects: Policy development, advice and guidance for policy-makers, good practice guidance and training, informed by our expertise and by communities' needs. Community engagement to inform policy work, facilitation of direct community engagement with policy makers, and community development to strengthen groups and communities and their voices. Publishing research into people's lived experience, providing accurate information, and developing partnerships.

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 have detailed the activities for general LGBTI work, and for Scottish Trans Alliance (STA) project work. Policy activities: These are all underpinned by consultation and engagement with LGBTI people about their priorities. LGBTI: Provide information and advice for Scottish and UK Government officials, MSPs, MPs and other national policy influencers, on priorities identified by LGBTI people including conversion therapy, hate crime policy and reporting, mental health policy, LGBTI families, social attitudes, data and information collection, and other arising issues with an impact on LGBTI people, for example, human rights incorporation. STA: Provide information and advice to Scottish and UK Government officials, MSPs, MPs and other national policy influencers, public bodies, service providers and employers. This includes engaging on improving gender identity service provision, providing assistance to public bodies, service providers and employers on how to ensure they are upholding trans people's existing rights, and providing briefings to MSPs on legislation that has the potential to impact on trans equality and human rights, such as reforming the Gender Recognition Act. Community engagement and development: LGBTI: Research the experiences and needs of LGBTI people via an annual focused survey, three consultation events per year, and at community events including Pride events around Scotland, and bi+ events. Facilitate direct engagement between community members and policy makers, through promoting consultation and evidence calls, and supporting community members, including I/VSC groups, to engage with their MSPs and other policy makers and influencers. Support the development of 15 LGBTI community groups per year, including in rural and

island areas, supplying an LGBTI Groups' Toolkit, and providing training and one-to-one support. Support the development of bi+ groups and I/VSC groups, through one-to-one support, and an annual bi+ conference. STA: Provide information, via both online channels and engagement with community groups, to trans people about their current rights, (potential) changes to their rights, and how to challenge discrimination they face. This will include activities to facilitate and support trans people to engage with decision makers directly. Run yearly national conferences to allow trans people to connect with one another and with staff of relevant service providers/public bodies. Provide skills development for trans groups so their members are more confident to meet with decision makers, participate in public life and engage with the media. Including marginalised LGBTI communities: LGBTI: Provide good practice publications and training on approaches to intersectionality, and on including specific marginalised LGBTI communities, including bi+ people and people with intersectional marginalised identities. Ensure access for diverse marginalised LGBTI people to our events, surveys and publications, for example providing accessible publications, using accessible venues, providing interpretation and other support, including access for those living in poverty. STA: Ensure our work is informed by and prioritises the needs of trans people marginalised in multiple ways, including trans people of colour, trans refugees and disabled trans people, as identified by our engagement work through surveys, consultation and events. Work in partnership with others, including paying for expert consultancy, to progress this work where needed. Ensure access to our events, surveys and publications, by providing accessible publications, using accessible venues, providing interpretation and other support, including access for those living in poverty. Developing understanding and expertise: LGBTI: Publish reports of annual focused surveys, policy information and good practice guidance for organisations and service providers, and information for LGBTI people on their rights and how to access them. Draw on expertise from key partners, including through paid consultancy, including people with lived experience of intersectional marginalisation, and UK and international I/VSC experts. STA: Publish reports of annual focused surveys, policy information and good practice guidance for organisations and service providers, and information for trans people on their rights and how to access them. Respond to media requests and proactively engage with the media about trans people and trans equality. Knowledge and resource sharing: We will work in partnership with other national LGBTI organisations in Scotland, and LGBTI and trans organisations in the rest of the UK and further, to share learning and experience, and to progress LGBTI and trans equality and human rights. LGBTI: Work with international development organisations, international LGBTI networks and partners, to support LGBTI international development. STA: Work with equality and human rights organisations to improve their understanding of trans people's lives, to improve our own understanding of the equality and human rights issues faced by other communities, and to collaborate on issues faced by those who are marginalised in multiple ways.

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

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- 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

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- 6. Actors in civil society increasingly use Scotland's people with protected domestic and international characteristics is equality and human rights framework to influence and inform the policy and effect change - **7. The experience of increasingly used to influence and inform the policy and practice of public bodies**

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- 8. Public services increasingly embed equality and human rights in their strategic planning and their day-to-day functions

Updated budget. Please attach your updated budget template here

Updated budget

Revised budget - Equality Network 18.8.21.xlsx

File List (Protected)

Revised budget - Equality Network 18.8.21.xlsx (81Kb.):

<https://www.tfaforms.com/uploads/get/c00f717453b8b8db510c093f414298f1-Revisedbudget-EqualityNetwork18.8.21.xlsx>