

The logo for Inspiring Scotland, featuring the word "INSPIRING" in white capital letters on a teal rectangular background.

SCOTLAND

Dear Anna Ritchie Allan,

**Delivering Equally Safe - multi-year funding award**

We are delighted to confirm funding for 1 April 2026 to 31 March 2028 as detailed below:

**Total funded amount: £381,136.00**

- 2026-27 – DES Year 5: £190,568.00
- 2027-28 – DES Year 6: £190,568.00

Please note that the 2027-28 award is indicative only at this stage and is subject to annual Parliamentary approval of the Scottish budget.

The following is a summary of the service/activity which funding will contribute to:

Expanding the reach of Close the Gap's Equally Safe at Work employer accreditation programme across the public and third sectors, supporting employers to advance gender equality at work and prevent VAWG by developing gender and VAWG-sensitive employment practice.

Providing tailored support to employers working towards accreditation.

Designing and delivering peer-learning events and meetings to additional employers engaged in the Equally Safe at Work Community of Practice  
Developing resources that will be used to build capacity so that women are better supported in the workplace.

Sharing findings of research on gender and occupational health and use the findings to inform the development of employer guidance.

Your organisation will be working towards the following outcomes:

- Employers have improved gender and VAWG-sensitive employment policies and practice.
- Intersectional data is gathered from workforces, and there is greater understanding of women workers' experiences of gender equality and VAWG.
- Employers engage in shared learning opportunities, and as a result are better equipped to identify solutions and address challenges.

To accept the grant offer, please complete the online grant agreement using the link below. The form, along with this email, serves as your grant agreement with Inspiring Scotland and explains the terms and conditions of your funding. You are required to include an active email address when you complete the grant agreement, so please ensure this is accurate, as you will be sent a copy of the grant agreement for your records to that email address. If you are unable to complete the form online or need any help with it, please contact [DESenquiries@inspiringScotland.org.uk](mailto:DESenquiries@inspiringScotland.org.uk).

**Grant Offer Terms and Conditions:** [Award offer terms](#)

There will be eight quarterly payments of the grant starting from April 2026.

You will be required to report on your expenditure every quarter and service delivery every six months. Funds will be released subject to the submission of the required reporting and satisfactory progress against outcomes.

We look forward to continuing to work with you.

Yours sincerely

[redacted - s38(1)(b) personal information]

**Programme Manager, Delivering Equally Safe  
Inspiring Scotland**

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