

[Equality and Human Rights Fund – 2026/2027 Reprofile Form](#)

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Following the communication from Scottish Ministers regarding your Equality and Human Rights grant for 2026-27, you have the opportunity to review and update your activity plans to reflect any changed context and learning from your work, and the flat funding levels. Please use this form to provide an update, and upload your 2026-27 budget. The information will be used to populate your Grant Offer Letter from Scottish Government.

We have already populated the sections below with a brief updated summary of your funded activity, workstreams, and the fund outcomes your work most closely meets. We have based this information on the information you provided in your 2025-26 reprofile information (summary of your funded activity, workstreams and outcomes).

Please update these sections where appropriate in light of the 2026-27 grant offer. Please submit this form and uploaded budget by Friday 27th February 2026. If you have questions, please contact your Performance Impact Advisor.

Organisation Name

Close the Gap (SCIO)

2026/2027 Grant Amount

226540.00

Information drafted by your PIA

Summary of your funded activity

Close the Gap will deliver a range of policy advocacy work including policy analysis, reports and briefings, research and analysis, capacity building, guidance and tools. We will work strategically to influence key stakeholders to women's labour market equality including Scottish Government, delivery agencies, parliamentarians, employers and unions. The work will enable action that tackles the gender pay gap, and as a result, the barriers women face in entering and progressing in employment will be reduced.

Workstreams (based on 2025-2026 workplans)

The grant will fund the delivery of the following areas of work: • Employers have an improved understanding of the barriers to gender equality in the workplace,

and as a result develop policies and activity to improve women's experiences of employment • Stakeholders to gender equality at work have an improved awareness of women's position in the labour market • Policy, programmes and services are designed to meet the needs of different groups of women

If you are happy with the wording of your summary and workstreams sections above, please cut and paste these into the boxes below. Otherwise update where appropriate in light of the 2025-2026 grant offer. If you have any questions, please discuss with your Performance and Impact Advisor.

Summary of funded activity (100 words max)

Close the Gap will deliver a range of policy advocacy work including policy analysis, reports and briefings, research and analysis, capacity building, guidance and tools. We will work strategically to influence key stakeholders to women's labour market equality including Scottish Government, delivery agencies, parliamentarians, employers and unions. The work will enable action that tackles the gender pay gap, and as a result, the barriers women face in entering and progressing in employment will be reduced.

Proposed workstreams for 2026-2027 (to form the basis of your detailed workplan)(150 words max)

The grant will fund the delivery of the following areas of work: • Employers have an improved understanding of the barriers to gender equality in the workplace, and as a result develop policies and activity to improve women's experiences of employment • Stakeholders to gender equality at work have an improved awareness of women's position in the labour market • Policy, programmes and services are designed to meet the needs of different groups of women

Fund Outcomes

We have indicated the fund outcomes which most closely relate to your funded activity in 2025/2026 based on the indicators and evidence you provided in your progress reports. Please update as appropriate but remember that the more outcomes you pick the more reporting you have to do so please do not tick them all We will work with you to develop your monitoring and evaluation plan for any revised outcomes. Please note that the outcomes in your Grant Offer Letter can be changed at any time in discussion with your PIA.

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

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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 here, using the template provided.

Updated budget

EHR Fund Finance Form - Close the Gap - April 2026 to March 2027.xlsx

Name of person completing form

Lindsey Millen

Email address (for receipt of form)

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

File List (Protected)

EHR Fund Finance Form - Close the Gap - April 2026 to March 2027.xlsx (69Kb.):

<https://inspiringscotland.tfaforms.net/uploads/get/77a8dd9b237b83089ede7f219d52d0e5-EHRFundFinanceForm-ClosetheGap-April2026toMarch2027.xlsx>