

[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

Edinburgh Napier University- Equate Scotland

2026/2027 Grant Amount

355626.00

Information drafted by your PIA

Summary of your funded activity

To enable women working in STEM sectors by supporting their recruitment, retention, and progression, so that they can contribute equally to advancements in science, engineering and technology and have fair access to jobs in future.

Workstreams (based on 2025-2026 workplans)

Outcome 1 - Women demonstrate an increase in awareness of their rights within the STEM labour market Outcome 2 - STEM students demonstrate an increase in confidence and self-development in relation to progressing further in studies/careers Outcome 3 - STEM employers have increased EDI awareness and can effectively support the workforce Outcome 4 - Women within the STEM labour market have improved access to career development and progression

opportunities. Outcome 5 - Scotland's STEM labour market becomes more responsive to embedding EDI principles in practice

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)

To enable women working in STEM sectors by supporting their recruitment, retention, and progression, so that they can contribute equally to advancements in science, engineering and technology and have fair access to jobs in future.

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

Outcome 1 - Women demonstrate an increase in awareness of their rights within the STEM labour market Outcome 2 - STEM students demonstrate an increase in confidence and self-development in relation to progressing further in studies/careers Outcome 3 - STEM employers have increased EDI awareness and can effectively support the workforce Outcome 4 - Women within the STEM labour market have improved access to career development and progression opportunities. Outcome 5 - Scotland's STEM labour market becomes more responsive to embedding EDI principles in practice

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

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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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- 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

Equate EHR 26-27 Budget.xlsx

Name of person completing form

Carol Telford

Email address (for receipt of form)

C.Telford@napier.ac.uk

File List (Protected)

Equate EHR 26-27 Budget.xlsx (68Kb.):

<https://inspiringscotland.tfaforms.net/uploads/get/b1475b992a1Oee780fc806f7043c7f49-EquateEHR26-27Budget.xlsx>