



**Progress Report
to
Scottish Government
October 21-March 22**

JULY 2022



Scottish Government
Riaghaltas na h-Alba
gov.scot

INSPIRING

SCOTLAND

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1. OVERVIEW

This is the first progress report of the Scottish Government's Equality and Human Rights Fund (E&HR). The fund is for a period of 3 years, and this report covers the first six months of activity from October 2021-March 2022. It provides data on the activities, impact, and contribution to fund outcomes and highlights the key themes and challenges of the 48 E&HR funded organisations. The first sections provide fund-wide data and analysis. From Section 8 we provide more detailed accounts of progress, success and challenges by policy area. This report represents one of the three Scottish Government reporting outputs we will produce. Quarterly finance reports and annual equality data capture are provided to Scottish Government separately.

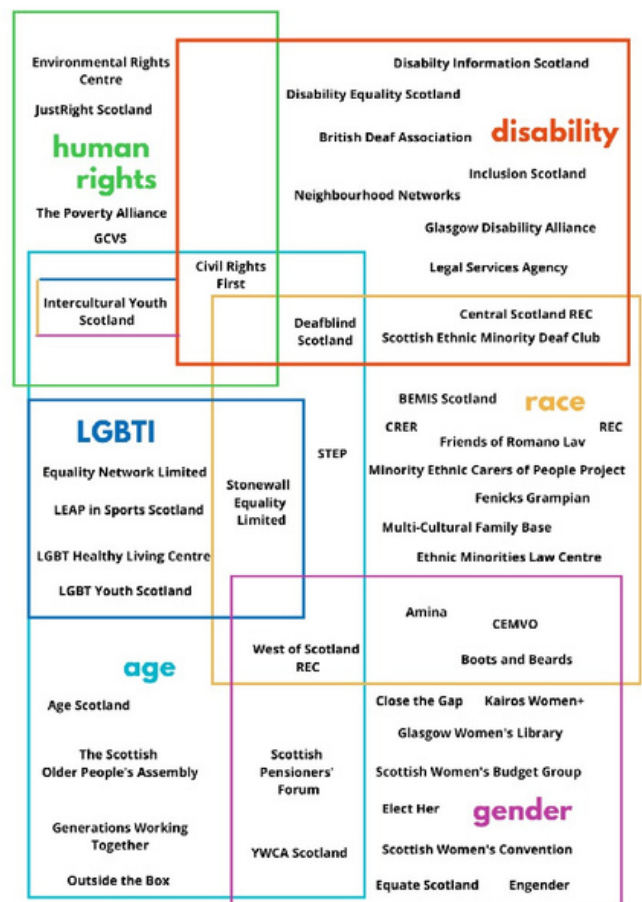
During the first six months of funding, organisations have focused on project set-up, staff recruitment, and developing monitoring and evaluation plans. During this first reporting period the Fund Management team at Inspiring Scotland has been developing our knowledge and understanding of funded work, and supporting the groups with monitoring and evaluation plans. We have also established relationships with the six Scottish Government teams involved with this fund.

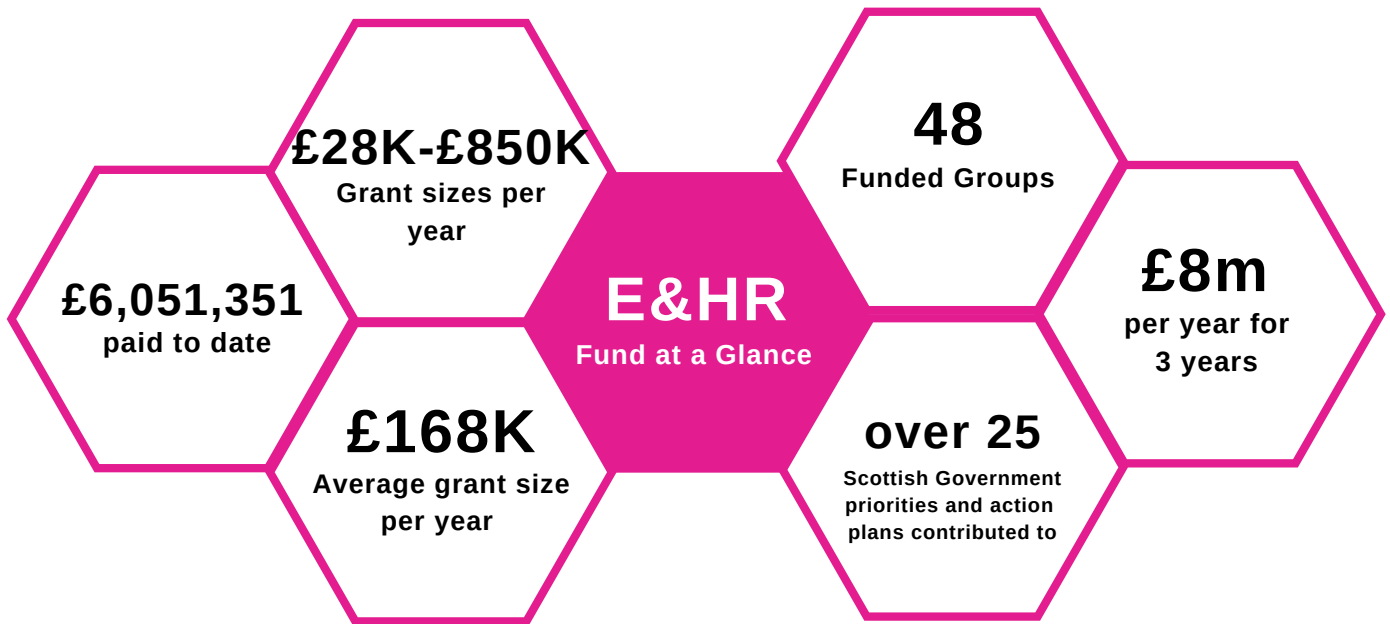
Background

The Equality and Human Rights Fund ran an open application process between 22 February and 14 May 2021. Notifications of funding were made at the end of July, and the first payments were made in October. Pre-application support and information was offered throughout the application process.

48 organisations are funded through E&HR, aligning to six Scottish Government policy areas within the Equality, Inclusion and Human Rights Directorate, including Age, Disability, Gender, LGBTI, Race and Human Rights. Intersectionality is an important priority for the Fund, and many groups have demonstrated how they support and champion the rights of people facing disadvantage due to multiple and interconnected inequalities. The diagram shows all funded groups, and maps their work across the 6 policy areas.

Policy Areas





Activity Type

The 48 funded organisations deliver a mixture of direct work tackling inequality and discrimination, infrastructure support and policy work that advances equality and the realisation of human rights in Scotland. The Fund covers a broad range of activity, including direct service delivery to individuals who share protected characteristics, building the capacity of other organisations, and strategic work for local and national policy makers. At an early stage, the Inspiring Scotland team undertook a mapping of all funded activity. Broadly speaking, the work falls into three activity types:

Work with Individuals

Work with Organisations

Work with Policy Makers/Public

Including direct advice and resources, advocacy, activities to enhance participation and engagement, and build capacity for self advocacy

Including training on equality and human rights and intersectionality, collaboration with other groups, information sharing

Including facilitating community engagement, consultation responses, research, data gathering, public education, campaigning

Inspiring Scotland Support Summary

Inspiring Scotland is a Scottish charity, founded in 2008. We fund and support organisations based on strong evidence of need, and work with them to make the best use of resources. Inspiring Scotland is the Fund Manager for the Equality and Human Rights Fund, and has been involved with the E&HR Fund since November 2020.

The first six months of the E&HR Fund management has seen a focus on building relationships with the 48 funded organisations and developing an understanding of their work. This has included portfolio welcome sessions, meeting with each group at least twice, supporting the development of activity, monitoring and evaluation plans, and organising specialist training. We also supported referrals to Inspiring Scotland's Specialist Volunteer Network (SVN), which is a network of over 500 professional volunteers who can provide tailored development support offered to charities within our funds and the wider sector. A more detailed update on Inspiring Scotland's work with the 48 funded organisations during the reporting period is provided later in this report, and a short summary is shown below.



2. FUND STRATEGIC FRAMEWORK



Fund Aim

The Equality and Human Rights Fund's aim is to *Support Civil Society organisations and partners to develop, embed and mainstream equality and human rights within policy and practice in Scotland in line with the ambitions of the National Performance Framework and relevant Scottish Government Strategies.*

Fund Outcomes

1. People have greater awareness of their human rights and how to access them
2. People with protected characteristics have increased remedy where their rights have not been upheld.
3. People with protected characteristics have increased participation in public life
4. People with protected characteristics have increased influence in the decisions that affect them
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics
6. Actors in civil society increasingly use Scotland's domestic and international equality & Human Rights framework to influence and affect change
7. The experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies
8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions

Fund Priorities

Support individuals and groups with protected characteristics where they face barriers to equality or realising their human rights

Understand and address intersectionality and take a holistic view of the needs, challenges and barriers for people

Develop our learning and understanding about the ways to support individuals and communities to realise their human rights

Respond to the unequal impact and magnified inequality that has resulted from COVID-19 pandemic

Fund Theory of Change

Given the size and complexity of the E&HR portfolio, developing a cohesive reporting framework presented challenges. There is significant variation in size, capacity and experience among the 48 funded groups. The portfolio spans six Scottish Government policy areas, and contributes to a broad range of strategies and action plans. Some aspects of the funded work are more difficult to measure impact, such as policy influence activities. Finally, there was broad range of monitoring and evaluation methods in place. All this necessitated the development of a more streamlined approach.

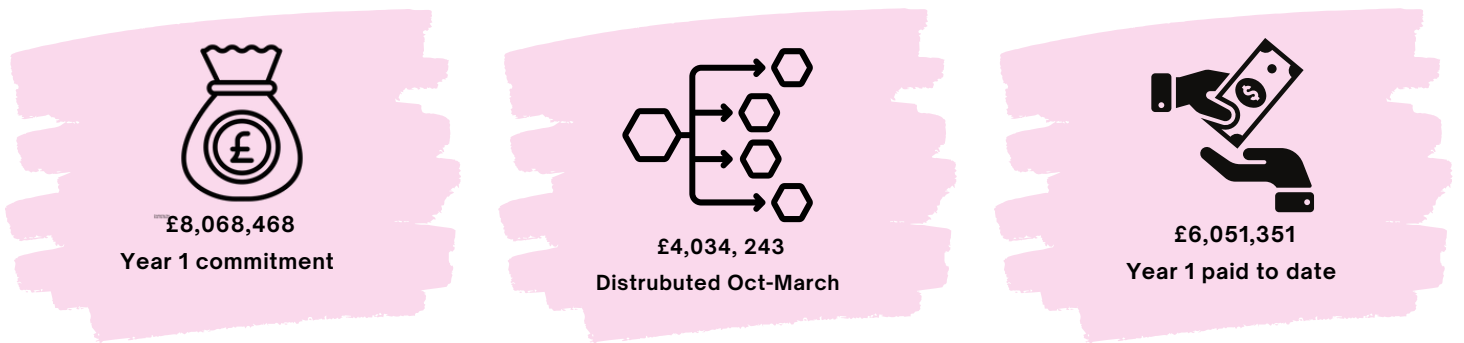
The team at Inspiring Scotland worked with Evaluation Support Scotland to build a Fund logic model. The more detailed 'Theory of Change' introduces 11 standard 'Direct Outcomes' to enable organisations to better demonstrate progress from the activities to impacting on the eight Fund Outcomes. The team has been supporting organisations to develop their monitoring and evaluation plans using the framework below.

Activities	Direct outcomes	Fund outcomes
 <p>work with individuals</p>	A. people know more about their rights	1 2 6
	B. people are more confident to ask for what they deserve from public services	1 2 4
	C. people have better access to public services	4
	D. people are more involved in things that are important to them	3
	E. people feel less isolated/ more connected	3
	F. people have reduced negative impacts of their situation	2
 <p>work with organisations</p>	G. mainstream orgs are more confident to engage with marginalised groups	3 6 7 8
	H. orgs better understand how to integrate equality & human rights into their work	6 8
	I. communities are more likely to participate, be empowered & contribute	3 4 5 7
 <p>work with policy makers/ the public</p>	J. policy makers are better connected with marginalised people and voices are heard	3 5 8
	K. policy makers know more about the issues and incorporate that knowledge into their policies and plans	4 5 7 8

3. WHOLE FUND DATA

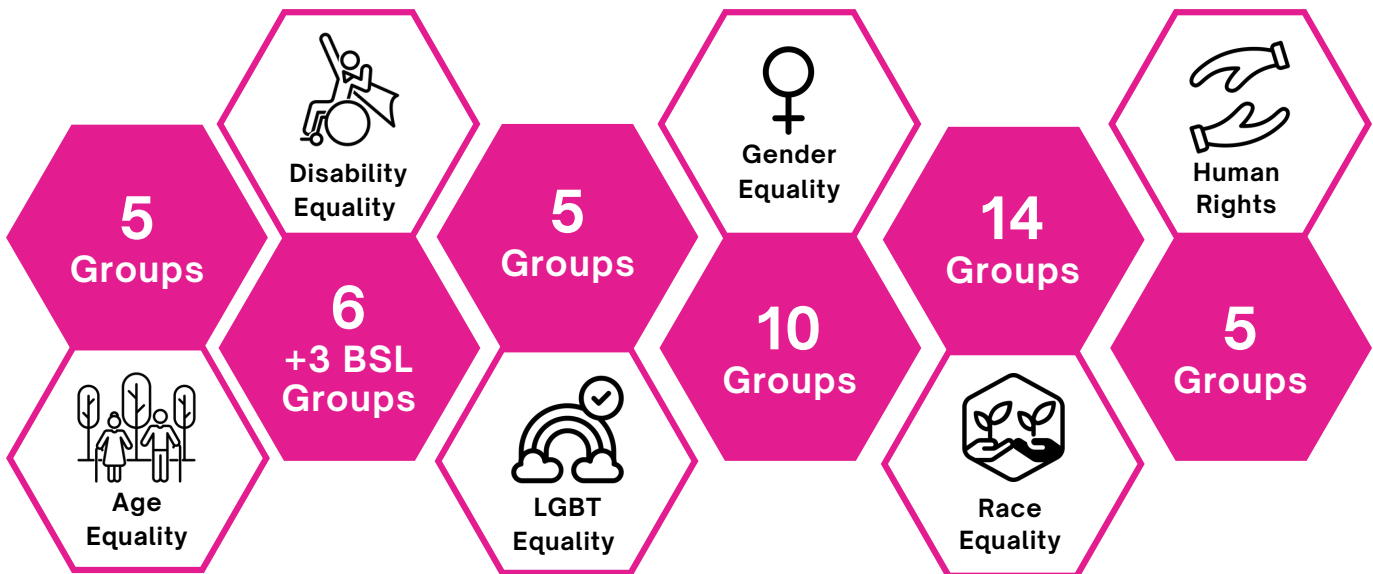
Funds Distributed

Organisations are paid quarterly following submission of finance forms showing expenditure for the payment period and forecast expenditure for project year. A breakdown of funds distributed over the current grant year is shown in the diagram below. The Scottish Government has committed a total of just over £8 million for Year 1 of E&HR Fund (October 2021-September 2022). The total funds distributed during the reporting period is just over £4 million. To date (June 2022), there have been three quarterly payments totalling just over £6 million.



Funded organisations by policy area

The 48 funded organisations are grouped by the six Scottish Government policy areas as illustrated in the following diagram, according to organisational focus on the relevant protected characteristics. Section 8 provides detail on organisations' activities and impact by policy area.



Headline Activity Delivered-October 2021 - March 2022

The graphic below provides a snapshot of activity delivered during the reporting period. More detail on numbers of people reached is given in sections below

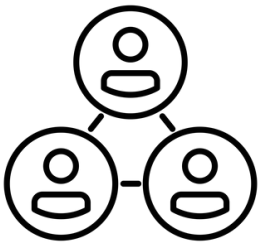
Work with Individuals

- 23 Organisations provided advice to individuals
- 31 Organisations enhanced peoples' participation
- 15 Organisations ran activities to build confidence
- 15 Organisations provided training to individuals
- 9 Organisations provided advocacy/casework



Work with Organisations

- 28 Organisations provided training to other groups
- 23 Organisations provided capacity building support
- 26 Organisations shared knowledge and information with other groups



Work with Policy Makers / Public

- 23 Organisations facilitated public engagement with policy makers
- 12 Organisations participated in consultations
- 5 Organisations undertook strategic litigation
- 20 Organisations carried out research activities
- 14 Organisations delivered public education/campaigning
- 29 Organisations engaged in direct policy influence work



Total numbers reached

The net total of people and organisations supported during the reporting period are as follows:

49,868

individuals
supported

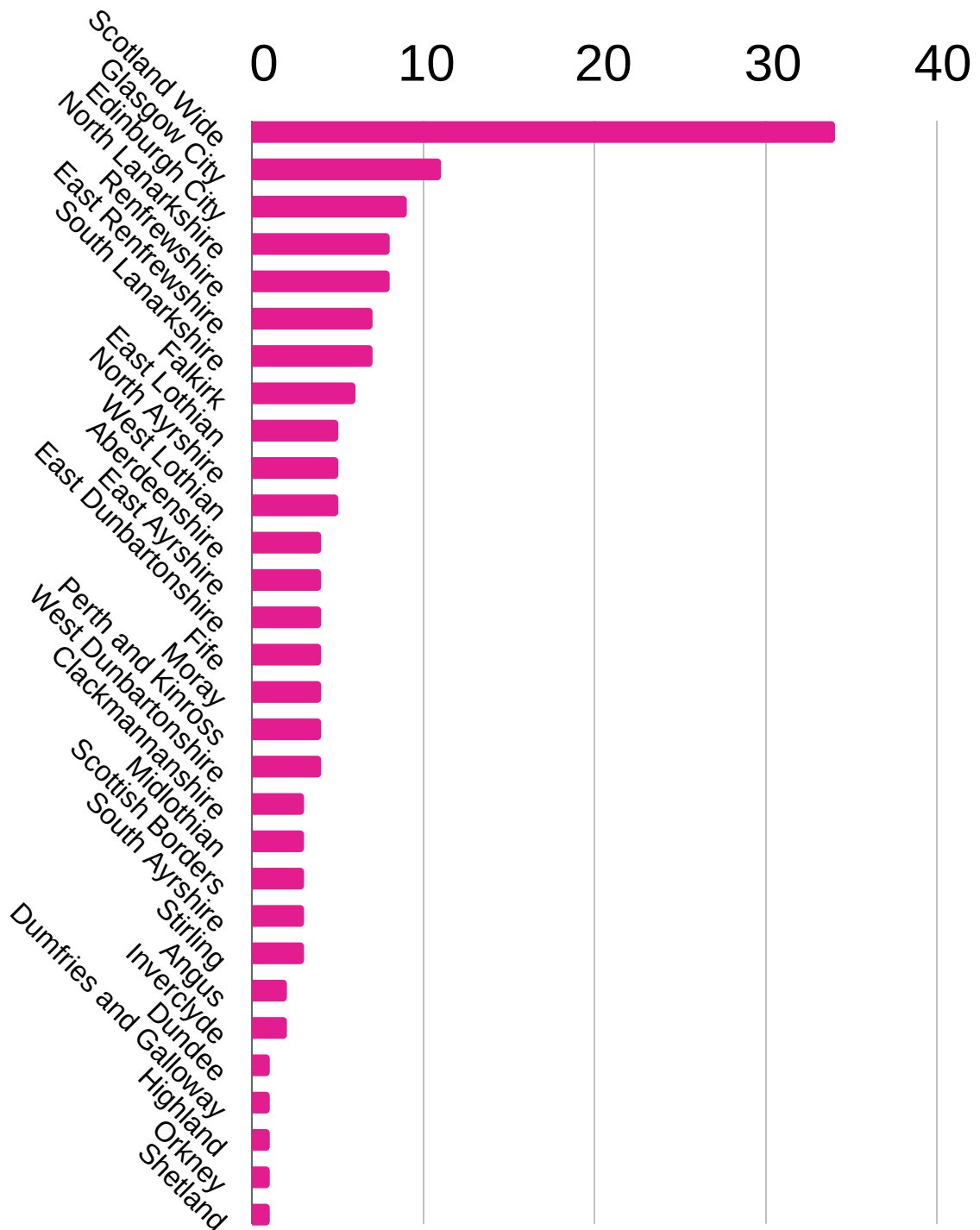
2,688

organisations
supported

E&HR activity by local authority

As part of reporting, we asked organisations where they delivered their activity over the last 6 months.

The majority of the E&HR Funded groups are national organisations, and 34 delivered activity that was Scotland wide during the reporting period. In addition, 20 organisations delivered geographically focused work. The chart below shows the geographic spread of the funded work during the reporting period.



4. PEOPLE AND ACTIVITIES

Activity delivered

During the reporting period, the E&HR funded groups delivered a range of activities which worked with individuals who share protected characteristics, built the capacity of other organisations, and informed and influenced policy. The tables below show the level and range of activities across the fund.

Work with individuals



The table below shows the number of people supported during the reporting period. The numbers supported under 'advice and support' includes four helplines. 'Other support to individuals' includes some high volume activity, such as information dissemination via newsletters and websites.

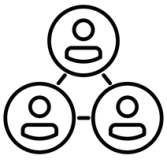
Type of Support	Number of groups delivering	Total number of People
Advice, support & helplines	23	38,622
Enhance participation & engagement	31	3,220
Building self-confidence	17	1,651
Training	15	1,651
Advocacy or casework	15	867
Other support	9	26,813

Age Scotland's helpline received 10,361 inbound calls from older people & families looking for information and advice. As a result 180 benefit checks were carried out, identifying £213,250 of client financial gain that would have otherwise remained unclaimed.

Of the young people engaged with LGBT Youth, 82% are empowered to make positive decisions about health and wellbeing, 71% increased confidence at school, and 70% are more optimistic about their future.

Elect Her supported 54 women to stand in council elections in May, with 27 being elected, including new women councillors in the Western Isles—a hard-to-reach region.

Work with organisations



The table below shows the number of organisations supported during the reporting period. 'Information sharing' includes high volume activity such as social media work, and disseminating newsletters. 'Other' activities includes collaboration with other organisation on equality and human rights issues.

Just Right Scotland launched a free, confidential Second Tier Discrimination Advice Line, aimed at advisors or other front line workers directly supporting members of the public.

Close the Gap saw an increase in take-up of the 'Close Your Pay Gap' tool, which helps large employers develop an action plan to help close the gender pay gap. It has had 1,665 users, 91% of whom are new users.

CEMVO delivered race equality and human rights support to 11 public and 3rd sector organisations. These organisations are seeking support around the key themes of ethnic minority recruitment, support, and retention practices, ethnic minority data collection, training and leadership / governance.

Disability Equality Scotland worked with Police Scotland to design and develop disability hate crime training, to help raise awareness of the impact incidents have on disabled people. The training package also covers general disability awareness and etiquette. This will be rolled out to train staff at public, private and third sector organisations.

Type of Support	Number of groups delivering	Number of orgs supported
Training	28	960
Organisational support	23	976
Information sharing	26	20,059
Other work with organisations	5	447

Work with policy makers and general public



The table below shows the range of strategic activity undertaken to engage and inform policy and the public. The 1 million figure under 'Public education/campaigning' numbers relates to the official viewing figures for televised information sharing by Inclusion Scotland.

Type of Support	Number of groups delivering	Number of people involved (if applicable)
Facilitating engagement of people with protected characteristics	23	4,235
Consultation	12	8,827
Strategic litigation	5	7
Research / data gathering	20	3,340
Public education / campaigning	14	1,010,691
Policy influencing	29	6,109
Other work with policy makers / public	3	2,611

Inclusion Scotland has been working to highlight that disabled Scots stand to be hit hard by climate change, but are often excluded by actions to address it. They held an event in the blue zone at COP26 in Glasgow—an international first for disabled people.

The Equality Network supported non-binary people to participate in the Scottish Government's working group for non-binary people's equality.

The Poverty Alliance completed a literature review of the level of awareness of human rights within Scotland and particularly within marginalised communities. This will be used to inform their community-led action research project going forward.

Engender and Close the Gap produced a joint briefing on the impact of Covid-19 on young women focused on the impacts of Covid-19 on young women's employment, financial security, and mental health in Scotland.

Key Trends and Learning

The first six months has seen a focus on set up and development of activities for a proportion of the portfolio. This has included recruiting to new roles, developing detailed activity plans, and setting up monitoring and evaluation frameworks to track progress against the Fund Outcomes. An analysis of the activity delivered across the portfolio shows the following trends:

- While the majority of direct advice to individuals was delivered via 1:1 sessions, a number of funded organisations provided online support via email, text and website. Some advice included signposting to other organisations.
- Advocacy work included a combination of casework, informal advocacy, such as emails, letters and phone calls, and signposting.
- The majority of support across the portfolio focused on housing, health/wellbeing and social isolation, benefits advice, human rights, and interpreter services.
- Most organisational support was provided to public and third sectors, although some support was also provided to the private sector.
- Support to organisations focused on equality and inclusion of people who share protected characteristics.
- Nearly half of the funded organisations participate on government working or advisory groups covering over 70 different thematic areas, including National Care services, Tackling Child Poverty, and data.
- Over half of the funded organisations facilitated community responses to, or directly responded to public sector consultations.

5. FUND IMPACT

The E&HR Fund introduced a new strategic framework for funding. The funded groups, even those with established activity, spent time during the reporting period developing or refining their monitoring and evaluation systems against the strategic framework. Gathering evidence to demonstrate impact is a work in progress, and as this is the first 6 months of the fund, information may be more limited. However, progress has been made towards contributing to the the Fund outcomes during the reporting period.

Progress towards E&HR Fund Outcomes

The table below shows the percentage of the 48 organisations contributing to each Fund Outcome. Fund Outcomes 1 and 3 show the highest level, with over half the groups demonstrating impact. This may be because Fund Outcomes 6-8 are longer term, and possibly more difficult to demonstrate impact in the early stages of funded activity. On average each organisation contributed towards 4 Fund Outcomes.

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



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



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



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



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



6. Actors in civil society increasingly use Scotland's domestic and international equality & Human Rights framework to influence and affect change



7. The experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies



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



Measuring Impact: Examples

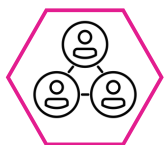
This section illustrates how funded organisations are measuring the impact of their work. The examples provided below show the logical modelling linking activity to outcomes for individuals, organisations, and policy makers.



Multicultural Family Base - 4 Corners

MCFB has continued to provide direct support for vulnerable and disadvantaged Minority Ethnic families, and promote participation and engagement. Feedback from parents/families suggests that parents are not only having positive experiences with support, but now feel they are able to think about 'the future' and not solely focus on the pandemic.

Fund Outcome	Direct Outcome	Indicators	Evidence
4. People with protected characteristics have increased influence over the decisions that affect them	B. People are more confident & enabled to ask for what they deserve from public services	<p>53% of service users receiving group support reported being more confident to ask for what they deserve from public services.</p> <p>63% of service users receiving home based support reported being more confident to ask for what they deserve from public services.</p>	<p>Initial assessments and evaluation forms, at various stages of intervention--100% response rate.</p> <p>Self-assessment questionnaires, completed with both parents/carers and children/young-people --87% response rate.</p>



LGBT Youth - Scotland's National Programmes

LGBT Youth delivered the LGBT Charter Programme, with 32 new schools signing up and 11 receiving an award exceeding their targets. As a result:

- Educators' knowledge relating to LGBT identities and language and their knowledge regarding LGBT young peoples' experiences, increased.
- Educators' confidence to support and include LGBT young people increased

Fund Outcome	Direct Outcome	Indicators	Evidence
8. Public services increasingly embed equality & human rights into their day-to-day functions	G. Mainstream organisations are more confident to engage with marginalised groups	<p>Number of organisations engaged in the LGBT Charter programme</p> <p>Evaluations from LGBT Charter clients and charter client portfolios</p>	<p>Baseline evaluation both on commencing the programme and before undertaking LGBT Awareness training.</p> <p>Evaluation undertaken at the end of the Programme or training session to evaluate the impact of the work.</p>



YWCA - Young Women Lead

Young Women Lead participants designed a project exploring feminist town planning in Glasgow, with a focus on women and non-binary people's experiences of Glasgow's parks and buses. The outcome was a report highlighting the issues facing women in Glasgow and recommendations for change which has been presented to Glasgow City Council. Since its release, the report has garnered much media attention as it provided important context to the issues arising around town planning in Glasgow that resulted from COP26. Project participants were interviewed for various news outlets, including Reporting Scotland.

Fund Outcome	Direct Outcome	Indicators	Evidence
7. The experience of people with protected characteristics is increasingly used to inform policy and practice of public bodies	K. Policy makers know more about the issues and incorporate that knowledge into their policies and plans	<p>Participants feel...they can make a difference in their communities</p> <p>We identify gaps in evidence and respond to these strategically...</p> <p>We maintain strong links and relationships with public bodies...to ensure joined up approach in tackling women's inequalities</p>	<p>Monitoring information provides evidence of confidence levels before and after participation.</p> <p>One to one conversations... identify if they feel empowered to make a difference</p> <p>Press, outreach and campaign monitoring.</p>

Impact on E&HR Fund priorities

All funded groups demonstrated at application stage how their work meets one or more of the four fund priorities. We are at the early stages of understanding how to measure progress of these priorities, and what success looks like. We will develop a deeper understanding of the impact of the funded work on the four E&HR Fund Priorities over the life of the fund. However, some early analysis and examples of impact are provided below.

Priority 1: Support individuals and groups with protected characteristics where they face barriers to equality or realising human rights

Analysis of portfolio activity suggests that approximately 23 organisations deliver direct 1:1 support, and 9 provide advocacy/casework support for individuals to address barriers to equality or human rights. The most common areas of intervention are advice on housing, benefits, access to other services and interpreter support. For example, West of Scotland Regional Equality Council (WSREC) provided support and advice to 94 people with protected characteristics, and 106 individuals from Central and Eastern European Communities on housing, welfare benefits, and EU settlement.

Priority 2: Understand and address intersectionality and take a holistic view of the needs, challenges and barriers for people.

Good Practice Example: Glasgow Disability Alliance Triple Whammy Report

In March this year GDA produced its 'Triple Whammy' report on disabled women's lived experiences of Covid-19. The report is based on 16 engagement events involving 131 diverse disabled women held between February 2020 and February 2022. The aim was to ensure that disabled people did not fall through the gaps as services were reduced or removed due to the pandemic, and to shape GDA's ongoing Covid-19 emergency response. GDA took an intersectional approach, recognising and empowering women who face multiple oppressions and intersecting barriers, to participate. The report identified a range of barriers and inequalities faced by disabled women, and made three headline recommendations, that were shared with partners and stakeholders.

Priority 3: Develop our learning and understanding about the ways to support individuals and communities to realising their human rights

Human Rights underpins much of the funded work in a range of ways, for example organisations taking a human rights based approach to their work, raising aware of rights among service users, and protecting and defending people's rights.

An example of the latter is JustRight Scotland, who is supporting the "Our Grades, Not Our Visas" campaign. This aims to raise awareness of how migration status limits the opportunities of young people in Scotland to pursue further and higher education due to barriers in accessing student funding on equal terms to non-migrant young people. JRS has helped with a survey to understand the scope of the problem in Scotland, and to identify case studies to take forward for strategic litigation.

Over the three years of E&HR funding, we will work with the portfolio to explore emerging learning around this dynamic and varied priority topic, and provide further insights in future.

Priority 4: Respond to the inequal impact and magnified inequality that has resulted from COVID-19 pandemic

Work with individuals: 24 organisations provided health and wellbeing support, including COVID support. For example WSREC provided over 25 individuals mental health support on issues that have been directly associated with the pandemic.

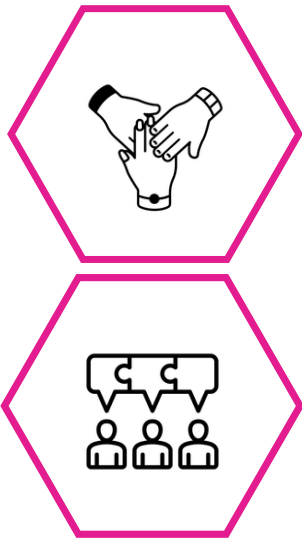
Work with Policy Makers: A number of E&HR funded groups joined a total of 28 organisations to respond to the Scottish Government's call for views on the initial Terms of Reference of the COVID 19 enquiry, organised by the Human Rights Consortium Scotland. Coalition for Racial Equality and Rights (CRER), one of the contributors, was able to highlight relevant evidence and put forward views on areas the enquiry should cover related to race.

As part of the Ethnic Minority National Resilience Network's African Caribbean Vaccination Subgroup, BEMIS Scotland commissioned and facilitated a focused piece of research in partnership with the University of Glasgow, aimed at informing Scottish Government and the NHS about experiences of these communities regarding vaccinations and race equality.

6. PARTNERSHIP WORKING AND CONNECTIONS

Collaboration is an important aspect of the E&HR fund. We asked the funded groups to tell us about collaboration with other organisations - both within the E&HR portfolio and other external organisations.

Collaboration took many different forms, as the examples below illustrate. Organisations reported working with a broad range of public, third, and private sector bodies at national and local levels. This included partnering with other organisations to complement services, and working with other equality and E&HR funded organisations. The numbers below show the total of E&HR funded groups listed in all reports, and the total of external organisations worked with. The funded groups already have some established relationships with other E&HR funded organisations, although they have told us they are keen to develop more. Inspiring Scotland will provide networking opportunities, starting with a face-to-face portfolio meeting in September.



Organisations reported collaborating with 73 other E&HR groups during the reporting period.

Organisations reported collaborating with 478 other external groups during the reporting period.

Examples of collaboration

The Equality Network supported Trans Pride Scotland to prepare for the organisation and delivery of their Trans Pride Scotland event held in May 2022 in Paisley.

Age Scotland has taken an intersectional approach by engaging with LGBTQ+ older people, starting with mapping all LGBTQ+ organisations, community groups and individuals including the Pride network across Scotland. It has learned that the use of social media platforms, such as a dedicated Facebook page has proven a particularly effective form of communication for this community. Many people have been in contact directly to express how they feel about ageing and the types of discrimination they still experience as LGBTQ+ older people. A key development of this work has been the establishment of a Scotland-wide LGBTQ+ older people's network.

7. KEY THEMES AND CHALLENGES ACROSS THE PORTFOLIO

Some of the common challenges and themes experienced by organisations across the portfolio are set out as follows.

Themes

- There is strong evidence of collaborative working within the policy areas, particularly LGBTI, Age equality and gender equality organisations. There is also a good level of collaboration among the E&HR funded organisations, and some of this is new.
- Progress reports show strong examples of intersectional working (as seen in examples given in next section)
- The increased use of online networking has had some benefits to communities who share protected characteristics, particularly older people and people with disabilities. However, online working has also limited access to networking opportunities due to digital exclusion.

Challenges

- Organisations are under pressure due to increasing demand for services, as often the demand for services outweighs the capacity. There is evidence of waiting lists for legal support/advice.
- Recruitment and retention of staff has been a common issue across the portfolio. This is having a knock-on effect on activity getting started. Groups reported particular challenges recruiting people with skills and experience in policy and in human rights
- Within the E&HR fund there are numerous requests on national organisations' time to input on areas of policy development. This can be a challenge to respond to when organisations are under pressure.
- COVID-19 is continuing to impact organisations and service users in many ways, from mental wellbeing to disruption or reduction of service provision.
- Progress reports provide evidence of social media hostility towards some groups, particularly LGBTI and Gender equality groups. This has impacted on staff wellbeing.
- Funded organisations are reporting that external factors, such as the Ukraine war, Brexit, and the cost of living crisis are having a negative impact on vulnerable communities.
- Because other equality groups are under pressure to deliver frontline services, they often lack 'head space' to engage or collaborate on human rights focused topics. This has been challenging for some of the human rights portfolio, whose initial work depends on building partnerships.

8. ACTIVITY AND IMPACT BY POLICY AREA

This next section provides more detail on the progress of the E&HR funded organisations by policy area to which they align. The following pages provide a breakdown of activity and numbers reached, progress towards fund outcomes, and information on organisations' contributions to Scottish Government strategies and action plans. The activity examples and case studies help to illustrate progress throughout.

Human Rights Portfolio

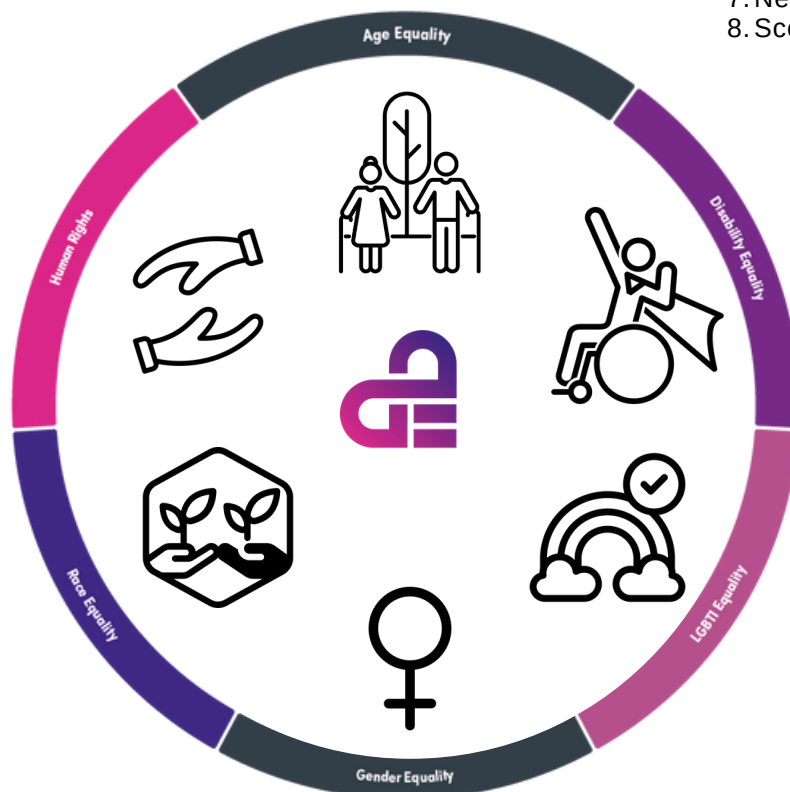
1. Civil Rights First
2. Environmental Rights Centre for Scotland
3. Glasgow Council for the Voluntary Sector
4. Just Right Scotland
5. The Poverty Alliance

Age Equality Portfolio

1. Age Scotland
2. Generations Working Together
3. Outside the Box
4. STUC Scottish Pensioners Forum
5. Scottish Older People's Assembly

Disability Equality Portfolio

1. British Deaf Association (BSL)
2. Deafblind Scotland (BSL)
3. Disability Information Scotland
4. Glasgow Disability Alliance
5. Inclusion Scotland
6. Legal Services Agency
7. Neighbourhood Networks
8. Scottish EM Deaf Club (BSL)



Race Equality Portfolio

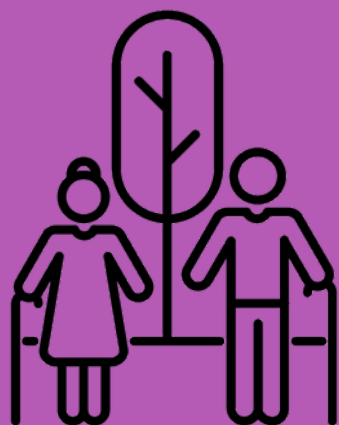
1. BEMIS Scotland
2. Boots and Beards
3. CEMVO Scotland
4. CSREC
5. CRER
6. Ethnic Minorities Law Centre
7. Feniks
8. Friends of Romano Law
9. GREC
10. Intercultural Youth Scotland
11. MECOPP
12. Multi Cultural Family Base
13. STEP
14. WSREC

Gender Equality Portfolio

1. Amina
2. Close the Gap
3. Equate Scotland
4. Elect Her
5. Engender
6. Glasgow Women's Library
7. Kairos Women+
8. Scottish Women's Budget Group
9. Scottish Women's Convention
10. YWCA Scotland

LGBTI Equality Portfolio

1. Equality Network Ltd
2. LEAP Sports Scotland
3. LGBT Healthy Living Centre
4. LGBT Youth Scotland
5. Stonewall Equality Ltd



Age Equality

The funded groups within the Age Equality policy area have all been working in partnership together, and with other groups within the wider E&HR portfolio. There is a growing number of examples of intersectional working. Age equality groups worked with 31,462 people during the first six months of funding, providing advice, training, and work to enhance participation.

Funded groups also worked with 11,565 organisations (some of this includes high volume activity such as information dissemination, for example newsletters, to a broad set of stakeholders). This has been a challenging period for all due to older people still being very hesitant to attend face to face events, however online networking sessions have allowed participants to support each other.



Age Equality Portfolio

Age Scotland

Generations Working Together

Outside the Box

STUC Scottish Pensioners Forum

Scottish Older People's Assembly



Activity Summary

Activity type	Activity	No. of orgs delivering	No. of people
 work with individuals	Providing advice	1	30,934
	Enhancing participation	3	522
	Providing training	1	6
 work with organisations	No. of Orgs		
	Training to organisations	2	134
	Capacity building support	2	70
	Shared knowledge/information	5	11,565
 work with policy makers/ the public	No. of people		
	Facilitated public engagement	4	1,780
	Participation in consultations	3	153
	Public education/campaign	2	10,030
	Research	2	52
	Direct Policy influence work	4	187

Activity Example

An example of work with individuals is Age Scotland, who runs a helpline providing advice and support to older people on a range of issues, including money advice, housing, and support with mental wellbeing. During the reporting period, Age Scotland worked with 14,075 people via their helpline, and sent information guides to 1,592 people. In addition 15,267 people accessed the information pages of the AGE Scotland website.

Unplanned Activity - Scottish Pensioners Forum

We asked organisations to tell us about unplanned work they undertook during the reporting period. An example of this from the Age portfolio is Scottish Pensioners Forum. They have been extensively involved in the People's Assembly rallies on the cost-of-living crisis, speaking as the main voice for older people on the many issues they face as pensioner poverty becomes more prevalent.

Outcomes and Impact

Fund Outcome	No. of Age orgs contributing
1. People have greater awareness of their human rights and how to access them	3
2. People with protected characteristics have increased remedy where their rights have not been upheld.	2
3. People with protected characteristics have increased participation in public life	3
4. People with protected characteristics have increased influence in the decisions that affect them	2
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics	3
6. Actors in civil society increasingly use Scotland's domestic and international equality & Human Rights framework to influence and affect change	1
7. The experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies	1
8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions	1

Impact Examples

Age Scotland's recent friendship line survey showed 76% of people felt more happy/content, 71% felt there was someone there to listen, 68% felt they had someone to turn to, 68% felt they know where to go for information and 77% felt less alone.

The STUC has served on 7 Scottish Government policy groups. They also meet with representatives of older people's organisations to ensure older people are always at the heart of their contributions.

Scottish Older People's Assembly Trustee John White lobbied his local Council and made a deputation at a Council meeting in an effort to gain support to appoint an Older People's Champion. After much persistence by John, Dumfries and Galloway Council agreed and an appointment was made.

Case Study

AGE Scotland

This case study exemplifies how Age Scotland's 'Friendship Line', which is part of their helpline, is helping to tackle loneliness and isolation among older people in Scotland.

'Mr Smith', 70, is retired and found himself living alone after his wife died. After accessing their friendship services he said:

"I lost my wife last year and found it really hard. I wasn't even able to visit her in hospital because of Covid-19 which made things much worse. All of a sudden the house was a lot quieter. I still miss her every day.

I was shielding for some of last year, so that meant I wasn't able to get out and go anywhere. At least I had my dog for companionship, and I'm lucky living in the country. I don't have many friends here, and I don't see my son very much.'

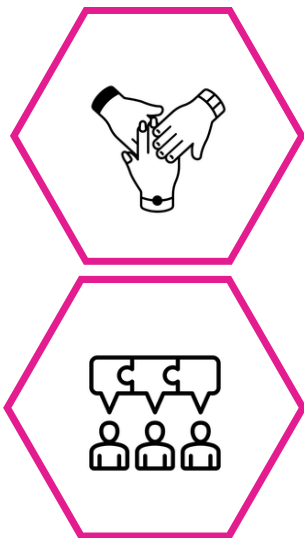
I called the Friendship Line as I thought it would be nice to chat to somebody. I think it's a really good thing – you can talk about anything and get to know volunteers from all over Scotland. It really makes a difference and I enjoy getting their calls."

Contribution to Policies & Strategies

We asked organisations to tell us which Scottish Government policies and strategies their work contributed to during the reporting period. The table below shows the strategies the Age Equality portfolio organisations reported their work most strongly aligned to during this period. We have also shown the number of E&HR funded organisations outwith the Age Equality Portfolio who reported contributing to these strategies. In total, ten organisations contributed to A Fairer Scotland for Older People, and 11 organisations contributed to A Connected Scotland strategy.

Strategy	Number of age equality organisations contributing	Number of other E&HR funded orgs contributing	Total
A Fairer Scotland for Older People	5	5	10
A Connected Scotland	2	9	11

Collaboration



Age equality organisations reported collaborating with 73 other E&HR groups during reporting period.

Age equality organisations reported collaborating with 59 other external groups during the reporting period.

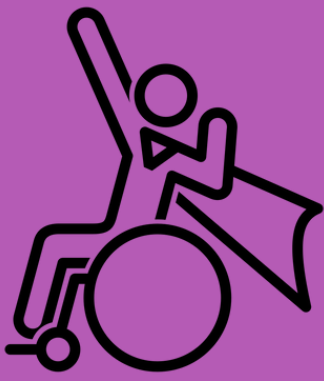
Collaboration Examples

SOPA has worked closely with Age Scotland on the Older People's Champions Campaign and Gatherings.

Scottish Pensioners Forum have been working closely with the STUC Youth Committee, in particular, on intergenerational fairness and a reduction in the age limit for auto enrolment pensions.

Intersectionality

GWT have partnered with LGBT Health and Wellbeing to develop resources as part of their LGBT Refugee Project.



Disability Equality

The first six months have seen the disability equality organisations focus on establishing their activities and monitoring systems and building relationships with both Inspiring Scotland and other organisations within the E&HR portfolio. The disability equality organisations running direct services and helplines have continued to see a high demand, which has not decreased following the easing of Covid restrictions. This has placed demands on small teams delivering a range of activities within the E&HR funded work.

The funded work has encompassed a wide range of services supporting 4,836 people and 2,683 organisations along with more strategic work responding to consultations and contributing to the BSL National plan and A Fairer Scotland for Disabled People.



DEAFBLIND
SCOTLAND




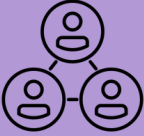

Our voices ■ Our choices



Disability Equality portfolio

- British Deaf Association (BSL)
- Deafblind Scotland (BSL)
- Disability Equality Scotland
- Disability Information Scotland
- Glasgow Disability Alliance
- Inclusion Scotland
- Legal Services Agency
- Neighbourhood Networks
- Scottish EM Deaf Club (BSL)

Activity Summary

Activity type	Activity	No. of orgs delivering	No. of people
 work with individuals	Providing advice	6	3,426
	Enhancing participation	7	569
	Building confidence	5	266
	Providing training	4	369
	Advocacy / Case work	4	157
	Other work with individuals	2	22
 work with organisations	No. of Orgs		
	Training to organisations	8	556
	Capacity building support	4	616
	Shared knowledge/information	4	1,108
 work with policy makers/ the public	No. of people		
	Facilitated public engagement	4	378
	Participation in consultations	6	3,131
	Strategic Litigation	2	
	Public education/campaign	4	1,884
	Research	5	341
	Direct Policy influence work	3	1,000,350

Activity Example

An example of an activity to support individuals is Disability Information Scotland, who delivered a national helpline supporting disabled people, carers, their family and professionals in the sector. They supported 1,963 people with issues spanning a wide spectrum of disability related topics. On page 31 there is a case study illustrating the impact of this work.

Unplanned work example -British Deaf Association

We asked organisations to tell us about unplanned work they undertook during the reporting period. British Deaf Association were asked to collate and provide 10 case studies to the BSL Justice Advisory Group (BSL JAG) in relation to Deaf BSL users' access to the judicial system and recommendations on how to improve Deaf BSL users' access to Scotland's courts.

Outcomes and Impact

Fund Outcome	No. of disability orgs contributing
1. People have greater awareness of their human rights and how to access them	8
2. People with protected characteristics have increased remedy where their rights have not been upheld.	5
3. People with protected characteristics have increased participation in public life	5
4. People with protected characteristics have increased influence in the decisions that affect them	5
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics	3
6. Actors in civil society increasingly use Scotland's domestic and international equality & Human Rights framework to influence and affect change	2
7. The experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies	5
8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions	4

Impact Examples

Following British Deaf Association's human rights training, a group of female school pupils asked for specific training on women's rights.

Disability Equality Scotland members attended the Webinar on Covid Recovery Bill, and their views were incorporated into subsequent news releases, impact assessments and other relevant information.

3 Neighbourhood Networks members developed independent friendships their own age and are no longer isolated, and 3 new members are now actively meeting with friends, participating in activities and learning new skills such as independent travel.

Case Study

Disability Information Scotland

The following case study illustrates how direct advice can empower an individual to realise their rights. It also exemplifies cross-portfolio collaboration (JustRight Scotland is also supported through the E&HR fund).

Rosie is deaf and uses hearing aids in both ears which makes it difficult to use the telephone. She relies on text and emails to communicate.

She tried to book an appointment with her GP and discovered a new booking process which meant she had to telephone a dedicated number. When she asked to book via text or email she was refused. Rosie was frustrated and confused, despite explaining her difficulties there was no flexibility. They had changed her way to contact them without any thought to how it would affect her. They were not listening to her needs.

The staff attitude and inflexible process prevented Rosie from accessing her GP services. Rosie reached out to Disability Information Scotland for guidance.

Her circumstances were understood and it was suggested she contact the Practice Manager and explain that she needed reasonable adjustments based on her disability. An escalation route and guidance on how to raise a formal complaint was offered with an alternative legal route through a Just Right Scotland referral where she would be supported.

Armed with the knowledge and information that she had a right to ask for reasonable adjustments which the surgery had a duty to consider, Rosie approached the practice. They agreed to work through a process which would resolve the situation. They were now hearing and listening to her needs.

Contribution to Policies & Strategies

The table below shows which strategies aligned to the disability policy area the disability equality organisations contributed to during the reporting period. We have also shown the number of disability equality strategies that other E&HR funded organisations also reported making a contribution to during the reporting period.

Policy/strategy	Number of disability organisations contributing	Number of other E&HR organisations contributing	Total
BSL National Plan	2	1	3
A Fairer Scotland for Disabled People	6	4	10
Keys to Life	1	-	1

Other strategy contributions reported

The disability equality organisations have demonstrated contribution to a range of other Scottish Government Strategies. These include:

- National Taskforce/Human Rights Leadership
- A Fairer Scotland for Older People
- A Connected Scotland
- National Advisory Council on Women and Girls 2018 & 2019



Within the BSL National Plan, British Deaf Association focuses on public services and health and mental health and wellbeing by providing support to local authorities and NHS Boards with their local BSL plans and engagement with the BSL community.

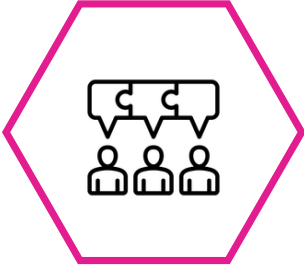


Glasgow Disability Alliance (GDA) co-chairs with the Scottish Government a short life working group to refresh the Disability Employment Action Plan. GDA also report that they contribute to 6 other strategies or plans.

Collaboration



Disability equality organisations reported collaborating with 19 other E&HR groups during the reporting period.



Disability equality organisations reported collaborating with 165 other external groups during the reporting period.

Collaboration Examples

Glasgow Disability Alliance collaborates with Glasgow Science Centre to engage disabled people in Climate Justice work. This has involved a range of new partners working in this field, e.g. Sustrans, Bike for Good, SCDC, Glasgow and Scottish Government colleagues. GDA amplifies disabled people's voices in a space that's often intimidating and not particularly inclusive. As a result of this, they have been invited to present disabled people's issues to a Scotland-wide meeting of Sustrans Embedded Officers who are attached to every local authority in Scotland.

Neighbourhood Networks worked with Outside the Box and Legal Services Agency to develop specific training packages for their staff and members and also to deliver sessions as part of their virtual conference in March 2022.

Intersectionality

CRER sat on Inclusion Scotland's steering group for the development of a shadow report for the UN Committee on the Rights of Disabled People. This provided additional intersectional perspectives on disability and ethnicity which is reflected in the report.



LGBTI Equality

The five funded LGBTI focused organisations have been working closely together over the period to ensure voices are heard and work is not duplicated. Throughout the reporting period, the LGBTI organisations have kept their focus on pride and positive messaging to counteract an often difficult environment for LGBTI people.

Overall, there has been a focus on strategic influencing, in particular on Trans equality. Strategic influencing work is also taking place in; education, health, local and national government.

The organisations have provided direct support to 13,793 LGBTI people and supported 542 organisations to raise awareness and improve their practice.



LGBTI Equality Portfolio

Equality Network Ltd

LEAP Sports Scotland

LGBT Healthy Living Centre

LGBT Youth Scotland

Stonewall Equality Ltd

Activity Summary

Activity type	Activity	No. of orgs delivering	No. of people
 work with individuals	Providing advice	3	1,737
	Enhancing participation	4	165
	Building confidence	1	17
	Providing training	0	0
	Other work with individuals	1	10,000
 work with organisations	No. of Orgs		
	Training to organisations	4	119
	Capacity building support	4	196
	Shared knowledge/information	3	227
 work with policy makers/ the public	No. of people		
	Facilitated public engagement	3	92
	Participation in consultations	2	1,287
	Public education/campaign	1	100
	Research	3	326
	Direct Policy influence work	3	100

Activity Examples

Examples of 'providing advice' and 'participation in consultations' are LGBT Healthy Living Centre and LGBT Youth Scotland respectively.

- LGBT Healthy Living Centre's helpline responded to 1,296 requests for support. The helpline is staffed by 20 volunteers, volunteering from home.
- LGBT Youth Scotland exceeded their target for responses to their Life in Scotland survey with 1,279 useable responses from young people.

Unplanned work example - LEAP Sports Scotland

New guidance published by the national sports councils represents a backwards step for trans equality in sport. LEAP Sports Scotland worked with partners to fully analyse and respond to the guidance and to set out calls to action for its re-examination.

Outcomes and Impact

Fund Outcome	No. of LGBTI orgs contributing
1. People have greater awareness of their human rights and how to access them	3
2. People with protected characteristics have increased remedy where their rights have not been upheld.	3
3. People with protected characteristics have increased participation in public life	4
4. People with protected characteristics have increased influence in the decisions that affect them	4
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics	2
6. Actors in civil society increasingly use Scotland's domestic and international equality & Human Rights framework to influence and affect change	-
7. The experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies	3
8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions	2

Impact Examples

During the 6 month period, 11 schools have received the award for completion of the LGBT Charter Programme run by LGBT Youth Scotland. 6 organisations which are not schools received the award.

16 older LGBT people active in making their voices heard were supported by LGBT Health's Age Action Group.

"I have experienced discrimination in the past and now I want to do my bit to make sure that other people don't."

The Equality Network engaged with Scottish Government on the Mental Health Transition & Recovery Strategy. Their input led to an overhaul of the approach to engagement with voluntary sector groups which now considers intersectional marginalisation.

Case Study

The Equality Network

This case study from the Equality Network illustrates how support and confidence building provided to individuals can help increase representation, and contribute to E&HR Fund Outcome 7, *The experience of people with protected characteristics is increasingly used to inform policy.*

Richy submitted a response to a survey published by Equality Network on the experiences of conversion practices in Scotland. With our support, Richy went on to provide oral evidence on his lived experiences at the Scottish Parliament. This evidence informed the Equalities, Human Rights and Civil Justice Committee's report and recommendations. Richy's words were also used in parliamentary briefings and in parliamentary debate. Richy was then invited to be an expert on the Scottish Government's Expert Advisory Group on ending conversion practices.

Richy says:

"A year ago, I was struggling with the heightened attention conversion therapy was getting across the press and parliaments. My experience of – and lifelong aftershocks caused by - this abhorrent practice was something I never imagined I'd ever be able to deal with, having lived my life with often debilitating shame. That all changed when I answered a survey from the Equality Network. To say the support I have received from them has been life-changing is an understatement. They have supported me when I needed it most, including through Parliamentary Committee processes and evidence sessions and I was recently invited to be part of the Scottish Government's Expert Advisory Group on Ending Conversion Practices. I'd never have been able to do this without them and I feel empowered to continue to speak out. They are there for me, day or night. I have now finally found a purpose in my pain."

Contribution to Policies & Strategies

We asked organisations to tell us which Scottish Government policies and strategies their work contributed to during the reporting period. The table below shows which strategies the LGBTI equality organisations reported their work most strongly aligned to during the reporting period. We have also shown the number of E&HR funded organisations outwith the LGBTI Equality portfolio who also reported contributing to these strategies.

Policy/strategy	Number of LGBTI organisations contributing	Number of other E&HR organisations contributing	Total
National Taskforce for Human Rights Leadership	2	5	7
A Connected Scotland	3	8	11

Other strategy contribution reported

The LGBTI equality organisations have demonstrated contribution to a range of other Scottish Government Strategies. These include:

- Mental Health Strategy
- Non-binary Working Group
- Sport for Life
- Active Scotland Delivery Plans
- Civil Society Working Group
- Human Rights Bill Advisory Group



All five funded organisations have given oral evidence to the panel on Gender Recognition Reform. Between them they represented the intersectional identities of trans people as; young people, older people and sports people. The organisations have encouraged positive, public and 3rd sector engagement with the process.



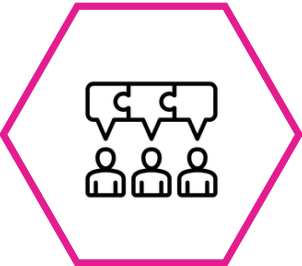
LGBT Youth Scotland have set up a Trans Rights Youth Commission. These 11 young people have met directly with the Cabinet Secretary and have written public letters on the EHRC engagement with the Gender Recognition Reform process and to express their views on the draft bill.

Collaboration

We asked the LGBTI organisations to tell us about collaboration with other organisations -- both within the E&HR portfolio and externally. The numbers below show the sum total of E&HR funded groups and the sum total of external organisations worked with across all five LGBTI equality groups.



LGBTI equality organisations reported collaborating with 12 other E&HR groups during the reporting period.



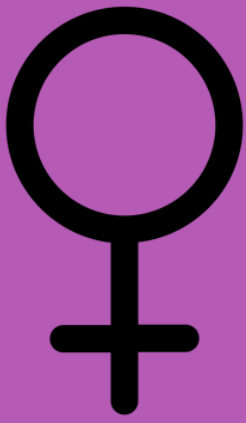
LGBTI equality organisations reported collaborating with 165 other external groups during the reporting period.

Equality Network, LGBT Youth Scotland and Stonewall have worked together to develop and launch 'Communicating Trans Rights' project, a suite of public campaigning resources aimed at raising the awareness of Trans Rights in Scotland.

LEAP Sports worked in partnership with national and international sports bodies to apply pressure to FIFA regarding the treatment of LGBT people at the upcoming football world cup. LEAP was called to represent the influencing group at a meeting with the Qatari supreme council in Germany.

Intersectionality

LGBT Youth Scotland are working with Intercultural Youth Scotland to develop reciprocal training in the areas of anti-racism and LGBTI+ inclusion that are informed by the experiences of both organisations in working with young people who hold multiple characteristics.



Gender Equality

The 10 funded Gender Equality focused organisations have both created and maintained strong partnership working over the 6 month period. There has been a focus on strategic influencing, including contributions to the publication of Baroness Helena Kennedy's report on misogyny whilst aiming to promote the ambitions and identify opportunities for delivery of NACWG recommendations.

Organisations have reported increased interest in gender budgeting among their communities.

7,183 individuals have engaged through either direct support, consultations, workshops or training and 242 organisations have engaged.



Gender Equality Portfolio

Amina

Close the Gap

Equate Scotland

Elect Her

Engender

Glasgow Women's Library

Kairos Women+

Scottish Women's Budget Group

Scottish Women's Convention

YWCA Scotland

Activity Summary

Activity type	Activity	No. of orgs delivering	No. of people
 work with individuals	Providing advice	2	1,378
	Enhancing participation	7	509
	Building confidence	3	277
	Providing training	2	61
	Other work with individuals	2	15,350
			No. of Orgs
 work with organisations	Training to organisations	4	15
	Capacity building support	4	17
	Shared knowledge/information	6	402
			No. of people
 work with policy makers/ the public	Facilitated public engagement	4	1,586
	Participation in consultations	3	593
	Research	4	982
	Direct Policy influence work	5	740

Activity Examples

The following two examples illustrate work with individuals by gender equality organisations

- Kairos Women+ reached 21 women+ via informal advocacy and different one-to-one support sessions.
- Amina took 1,468 calls from 1,278 BME & Muslim Women through the Amina Helpline.

Unplanned Work Example - Scottish Women's Convention

SWC undertook the following work outwith their planned activities:

- Mental Health Equalities and Human Rights Forum (MHEHRF) Scottish Government.
- Deep Dives with relation to Violence Against Women and Girls in 4 topics for Scottish Government.
- Two round table events to get views on the Programme for Government and a booklet made from these views and submissions.

Outcomes and Impact

Fund Outcome	No. of gender equality orgs contributing
1. People have greater awareness of their human rights and how to access them	3
2. People with protected characteristics have increased remedy where their rights have not been upheld	3
3. People with protected characteristics have increased participation in public life	4
4. People with protected characteristics have increased influence in the decisions that affect them	4
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics	2
6. Actors in civil society increasingly use Scotland's domestic and international equality & Human Rights framework to influence and affect change	-
7. The experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies	3
8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions	2

Impact Examples

Equate's WIDS programmes (Women into Data Science) are consistently oversubscribed and indicate a market for women to have these safe learning environments with other women.

Close the Gap's online tool has had 1,665 users, 91% of whom are new users. The pay gap information calculators have been used 797 times, and the toolkit 672 times. Resources have been downloaded 113 times.

Engender have successfully built on advocacy for women's equality and rights and have been delighted to see significant developments in relation to two key areas that they have campaigned on for many years: Misogyny and a Gender Audit of the Scottish Parliament.

Contribution to Policies & Strategies

We asked organisations to tell us which Scottish Government policies and strategies their work contributed to during the reporting period. The table below shows which strategies the gender equality organisations reported their work most strongly aligned to during the reporting period. We have also shown the number of E&HR funded organisations outwith the Gender Equality portfolio who also reported contributing to these strategies.

Policy strategy	Number of gender equality organisations contributing	Number of other E&HR organisations contributing	Total
National Advisory Council on Women & Girls 2018	6	1	7
National Advisory Council on Women & Girls 2019	7	3	10

The gender equality organisations demonstrated how their work also contributed to National Taskforce for Human Rights Leadership, A Fairer Scotland for Older People, A Connected Scotland, the Race Equality Framework Scotland, The Race Equality Immediate Priorities Plan, Improving the Lives of Gypsy Travellers, and A Fairer Scotland for Disabled People



Young Women Lead - YWCA provides a safe space for up to 100 young women to explore gender equality and develop new and innovative ways to lead change as one of Scottish Government non-legislative actions to deliver recommendation 2 of the NACWG 2018 report.



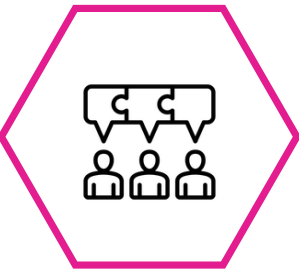
Engender is an active member of National Advisory on Council Women & Girls (NACWG). In all of their work in policy, advocacy and public engagement they aim to promote the ambitions and identify opportunities for delivery of NACWG recommendations in its policy analysis, briefings and reports.

Collaboration

We asked the gender equality organisations to tell us about collaboration with other groups - both within the E&HR portfolio and externally. The numbers below show the sum total of E&HR funded groups and the sum total of external organisations worked with across all nine gender equality groups.



Gender equality organisations reported collaborating with 20 other E&HR groups during the reporting period.



Gender equality organisations reported collaborating with 122 other external groups during the reporting period.

Scottish Women's convention have been involved in stakeholder calls and shared the experiences and comments of the women who speak to them. These groups include Engender, Women's Aid, Rape Crisis Scotland, Zero Tolerance, Amina, and Close the Gap.

YWCA are working with Kairos Women+ to complete a piece of consultancy work. They will be delivering 3-4 sessions to support Kairos's participatory research and sharing their skills around creative consultancy. Additionally, Kairos did a recent social media takeover with the YWCA to share their new space and promote their work, including the Visible Women+ project.

Intersectionality Example

Close the Gap have worked with Coalition on Racial Equality and Rights to develop joint advocacy. This resulted in a joint submission to Scottish Government on common concerns around the proposed changes to the duties which was signed by 20 equality and other third sector organisations.



Race Equality

The race equality portfolio of 14 organisations delivered a comprehensive set of initiatives over the reporting period. Service delivery has focused on Covid-19 related health and wellbeing, advice and support navigating immigration status, and raising awareness of anti-racism through a human rights lens.

Many of the groups report that external events such as the Ukraine war, Brexit, and the cost of living crisis, have adversely affected the communities they work with. The race equality organisations have also been active in the policy influencing space through consultation responses and research.

Overall, the race equality organisations have provided support to 5,548 people, and 6,848 organisations to raise awareness and improve their practice.



Race Equality Portfolio

BEMIS Scotland
Boots and Beards
CEMVO Scotland

CSREC
CRER

Ethnic Minorities Law Centre

Feniks

Friends of Romano Lav

GREC

Intercultural Youth Scotland

MECOPP

Multi Cultural Family Base

STEP

WSREC



Activity Summary

Activity type	Activity	No. of orgs delivering	No. of people
 work with individuals	Providing advice	6	934
	Enhancing participation	9	1,497
	Building confidence	7	412
	Providing training	2	1,118
	Advocacy / Casework	7	630
 work with organisations	No. of Orgs		
	Training to organisations	8	116
	Capacity building support	7	54
 work with policy makers/ the public	No. of people		
	Shared knowledge/information	5	6,678
	Facilitated public engagement	4	379
	Participation in consultations	4	163
	Research	5	140
	Direct Policy influence work	9	275

Activity Example

Intercultural Youth Scotland provided 27 Black & People of Colour young people racially aware counselling support. 10 young people received additional support with additional access. IYS received referrals from Northwest Edinburgh collective, BWell, NHS Lothian CAMHS Unscheduled Care Team, Shakti, and Pennywell All Care.

Unplanned work example

A group of 100 men seeking asylum arrived in a hotel in Aberdeen in late November 2021. Aberdeen is not a dispersal area, so their arrival was unplanned, and it took both local authorities and the 3rd sector by surprise, highlighting the unsuitability of the policies in place. Grampian Regional Equality Council has been actively working to better understand the asylum process and address the needs of this group. GREC hopes to generate a policy position document in this area to complement engagement with policy makers.

Outcomes and Impact

Fund Outcome	No. of race equality orgs contributing
1. People have greater awareness of their human rights and how to access them	8
2. People with protected characteristics have increased remedy where their rights have not been upheld	8
3. People with protected characteristics have increased participation in public life	8
4. People with protected characteristics have increased influence in the decisions that affect them	7
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics	8
6. Actors in civil society increasingly use Scotland's domestic and international equality & Human Rights framework to influence and affect change	-
7. The experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies	4
8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions	8

Impact Examples

Feniks provided support to a homeless woman, who spoke little English. They supported her to learn to use a laptop, to apply for council tax discount and pay bills, find details of her housing association and liaise with them about repairing her flat and seeking financial assistance to pay rent.

CEMVO is tracking the impact of their consultancy support to organisations, which provides a safe space to have exploratory conversations in a non-judgemental setting. This indicates the beginnings of commitment to developing actions to address racial inequalities, and bring about change.

The establishment of Ethnic Minority National Resilience Network's African Caribbean Subgroup (supported by BEMIS Scotland) to address Vaccination Hesitancy and experiences among the ACB communities reflects a proactive support structure feeding into policy development and responding to needs of respective community.

Contribution to Policies & Strategies

We asked organisations to tell us which Scottish Government policies and strategies their work contributed to. The table below shows the strategies the race equality organisations reported their work most strongly aligned to during the reporting period. We have also shown the number of E&HR funded organisations outwith the Race Equality portfolio who reported contributing to these strategies.

Policy/strategy	Number of race equality organisations contributing	Number of other E&HR organisations contributing	Total
Race Equality Framework	6	4	10
Race Equality IPP	4	2	6
Improving the Lives of Gypsy Travellers	3	1	4
Universal Periodic Review of Human Rights	5	4	9



STEP disseminated Starter Kits to four local authorities and supported staff to implement the programme of outreach activities to engage families. This was to address barriers to Gypsy/Traveller uptake of early learning and childcare, with a view to increasing uptake of the enhanced funded entitlement of 1,140 hours



Boots and Beards offers increased access to activities which help the community to improve their health, both physical and mental. This is supported by their monitoring data, which shows that in only a short time, 89% of participants reported improved physical health and 79% had improved mental health.

Other strategy contributions

The race equality organisations demonstrated contribution to a range of other Scottish Government Strategies/Action Plans. These include:

- National Taskforce/Human Rights Leadership
- A Culture Strategy for Scotland 2020
- Mental Health Law Review
- Race Equality and Anti-Racist Education Programme (REAREP)

Collaboration

We asked the race equality organisations to tell us about collaboration with other groups - both within the E&HR portfolio and externally. The numbers below show the sum total of E&HR funded groups and the sum total of external organisations worked with across all 14 race equality groups.



Race equality organisations reported collaborating with 8 other E&HR groups during the reporting period.



Race equality organisations reported collaborating with 81 other external groups during the reporting period.

Friends of Romano Lav participated in Edinburgh Interfaith Association's Holocaust Memorial Day commemorations in January 2022. The event featured a wide range of speeches and performances from organisations and individuals. FoRL worked with a small team of filmmakers to film a musical performance at the Roma Genocide memorial in Queens Park, and the project co-coordinator delivered a moving speech.

Central Scotland Regional Equality Council hosted students from the University of Stirling: 2 law students, to support casework provision through placement schemes for them to gain experience, and a masters student in Human Rights to study the level of prejudiced-based bullying reporting in Forth Valley schools.

Intersectionality Example

CRER led on the development of a joint response to the Scottish Government's PSED review. This was co-signed by 26 organisations across Scotland, including race, gender, LGBTI and disability equality organisations. This joint voice highlighted cross cutting issues of agreement relating to policy development and to the direction of travel within the proposals.



Human Rights

The five organisations designated as the human rights portfolio represent a range of organisations working on diverse issues within the framework of Human Rights in Scotland. There was strong focus in this first 6 months on building relationships with other organisations, establishing activity, raising awareness of the work, and building internal knowledge of human rights.

Many of the other 43 funded groups are undertaking human rights focused work, albeit with specific protected characteristic communities. Increasing access to justice is a key theme, either at an individual or strategic influencing level. Increasing awareness of Human Rights, in all their forms, for the general public and the voluntary sector also forms a significant proportion of the work.

The organisations listed have supported 2,683 individuals and 119 organisations, to raise their awareness of, or claim, their human rights.

Human Rights Portfolio



Glasgow
Council
for the
Voluntary
Sector

Civil Rights First

Environmental Rights Centre Scotland

GCVS

JustRight Scotland

The Poverty Alliance



WORKING TOGETHER TO COMBAT POVERTY

Activity Summary

Activity type	Activity	No. of orgs delivering	No. of people
 work with individuals	Providing advice	3	148
	Advocacy	2	72
	Other work with individuals	1	1,405
 work with organisations	No. of Orgs		
	Training to organisations	2	18
	Capacity building support	2	23
	Shared knowledge/information	2	49
	Other work with organisations	1	29
 work with policy makers/ the public	No. of people		
	Facilitated public engagement	1	1
	Participation in consultations	1	1
	Research	1	56
	Direct Policy influence work	1	1,000

Third Sector Human Rights & Equalities (a partnership led by GCVS) conducted research resulting in the production of an asset map and paper on Human Rights resource provision. Findings showed that entry level human rights training is needed as well as there being limited provision outside the major cities.

Environmental Rights Centre Scotland have focused on awareness raising of the right to a healthy environment by producing leaflets and how to guides, appearing on podcasts, guest blogging and targeted outreach to marginalised groups.

Unplanned work - JustRight Scotland

JustRight supported the 'our grades, not our visa' campaign raising awareness of how migration status limits the opportunities of young people to pursue further and higher education due to barriers in accessing student funding on equal terms with non-migrant young people.

Outcomes and Impact

Fund Outcome	No. of human rights orgs contributing
1. People have greater awareness of their human rights and how to access them	3
2. People with protected characteristics have increased remedy where their rights have not been upheld	3
3. People with protected characteristics have increased participation in public life	1
4. People with protected characteristics have increased influence in the decisions that affect them	1
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics	-
6. Actors in civil society increasingly use Scotland's domestic and international equality & Human Rights framework to influence and affect change	2
7. The experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies	1
8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions	8

Impact Examples

The Environmental Rights Centre for Scotland received, and advised on, 56 calls to their helpline. Their advocacy manifesto calling for an enforceable right to a healthy environment has 1,000 individuals and 51 organisations signed up.

The Poverty Alliance are facilitating several action learning sets, following an action learning model to allow people to make decisions about which rights they want to fight to claim. They report increased confidence and skills of participants.

Civil Rights First have closed 10 cases during the period with financial gains and positive outcomes for all clients. 72 people represented during period.

Contribution to Policies & Strategies

We asked organisations to tell us which Scottish Government policies and strategies their work contributed to. The table below shows the strategies the human rights organisations reported their work most strongly aligned to during the reporting period. We have also shown the number other E&HR funded organisations outwith the Human Rights portfolio who also reported contributing to these strategies.

Policy/strategy	Number of human rights organisations contributing	Number of other E&HR organisations contributing	Total
National Taskforce for Human Rights Leadership	2	6	8
A Fairer Scotland for Disabled People	1	8	9



JustRight Scotland led a joint consultation response with the Scottish Association of Law Centres on reforms of the Scottish courts and tribunals fee charging system. They aim to influence the process to make access to justice more accessible.



The Environmental Rights Centre Scotland is the only environmental organisation on the Human Rights Bill Advisory Board. They have met directly with the cabinet secretary and Bill team for Environmental Strategy and Courts & Tribunals to move forward recommendations made by the National Taskforce.



Funded organisations are very active members of the Human Rights Consortium Scotland and contribute to consultations as part of this collective.

Collaboration

We asked the human rights organisations to tell us about collaboration with other groups - both within the E&HR portfolio and externally. The numbers below show the sum total of E&HR funded groups and the sum total of external organisations worked with across all five human rights groups.



Human rights organisations reported collaborating with 17 other E&HR groups during the reporting period.



Human rights organisations reported collaborating with 37 other external groups during the reporting period.

Civil Rights First are working with large organisations Enable Scotland and SDS Scotland. This allows information on claiming rights to be delivered to groups and increase the reach of the work.

JustRight Scotland is working with the Equality Network and Scottish Trans to support access to justice for trans people in a setting where their identity is fully understood and respected.

Intersectionality

The Environmental Rights Centre for Scotland are working with BEMIS on joint consultation sessions looking at the intersection between race equality, poverty and the right to a healthy environment.

10. CONCLUSION

The first six months of the Equality and Human Rights Fund has seen a focus on set-up activities such as recruitment and developing monitoring and evaluation plans. Although there was a slow start in some areas due to recruitment challenges, overall there has been a high level of output during the reporting period. Delivery has included support provision to individuals experiencing discrimination, developing the capacity of other organisations, and enabling people who share protected characteristics to collectively influence policy and practice.

Organisations have had to deal with uncertainties brought about by ongoing impact of the pandemic, as well as respond to new challenges experienced by their communities, such as the Ukraine war, and the cost of living crisis. There has been a high level of collaboration with a broad range of other national and local organisations to enhance delivery, and to share information and knowledge. Some of this collaboration has been with other E&HR funded organisations, and there is a desire to enhance the networking activity across the portfolio. There will be an increased focus on evaluation and impact, cross portfolio learning, and interectionalty over the life of the fund.

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