



Progress Report April-September 2022

FEBRUARY 2023



Scottish Government
Riaghaltas na h-Alba
gov.scot

INSPIRING SCOTLAND

CONTENTS

1. OVERVIEW

2. WHOLE FUND DATA

3. PEOPLE AND ACTIVITIES

4. WHOLE FUND IMPACT

5. PARTNERSHIP WORKING

6. THEMES & CHALLENGES

7. ACTIVITY AND IMPACT BY POLICY AREA

- Age Equality

- Disability Equality

- LGBTI+ Equality

- Gender Equality

- Race Equality

- Human Rights

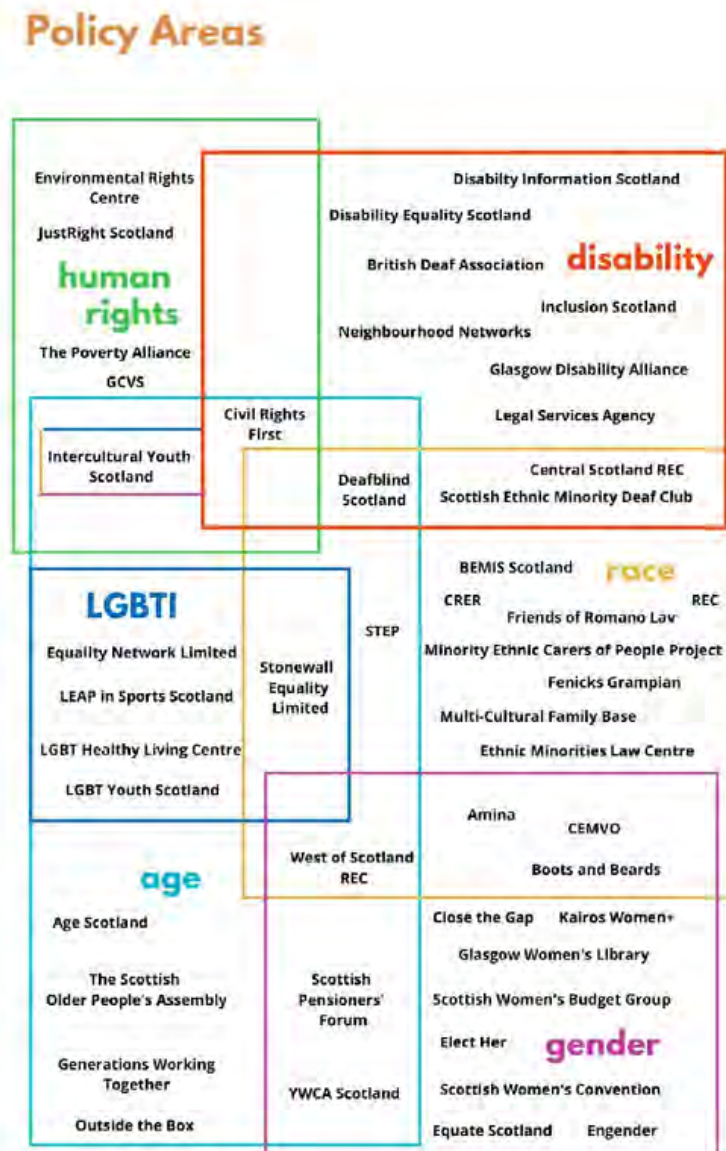
8. CONCLUSION

Background

The E&HR 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.

48 organisations are supported through the E&HR fund, aligning to six Scottish Government policy areas within the equality, inclusion and human rights directorate, including age, disability/British Sign Language (BSL), gender, LGBTI+, race and human rights. Intersectionality is a priority for the fund, and many groups continue to demonstrate how they support and champion the rights of people facing disadvantage due to multiple and interconnected inequalities.

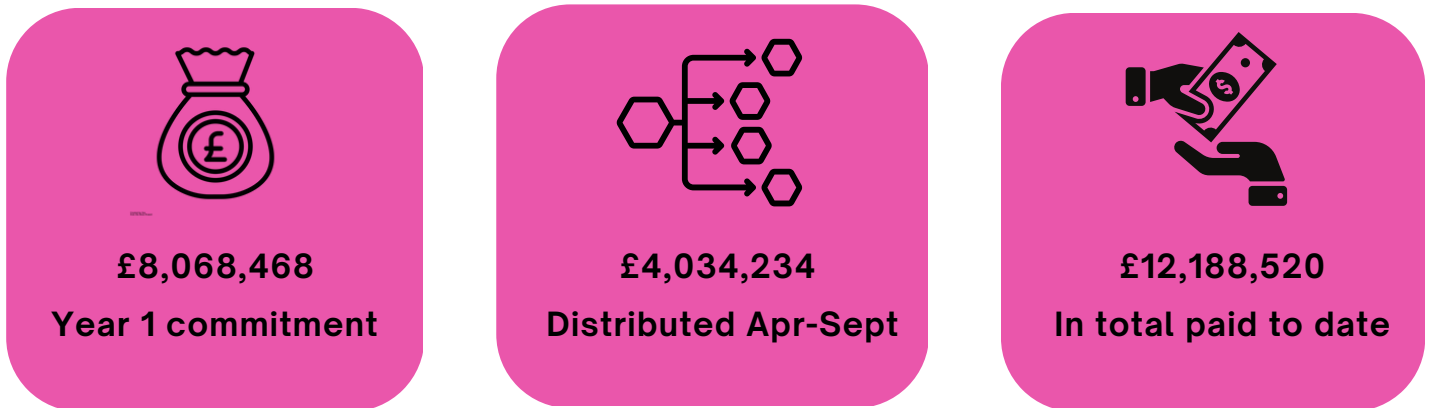
Further examples of intersectional work are presented in Section 4 of this report. The diagram below maps the work of all funded groups across the six policy areas.



2. WHOLE FUND DATA

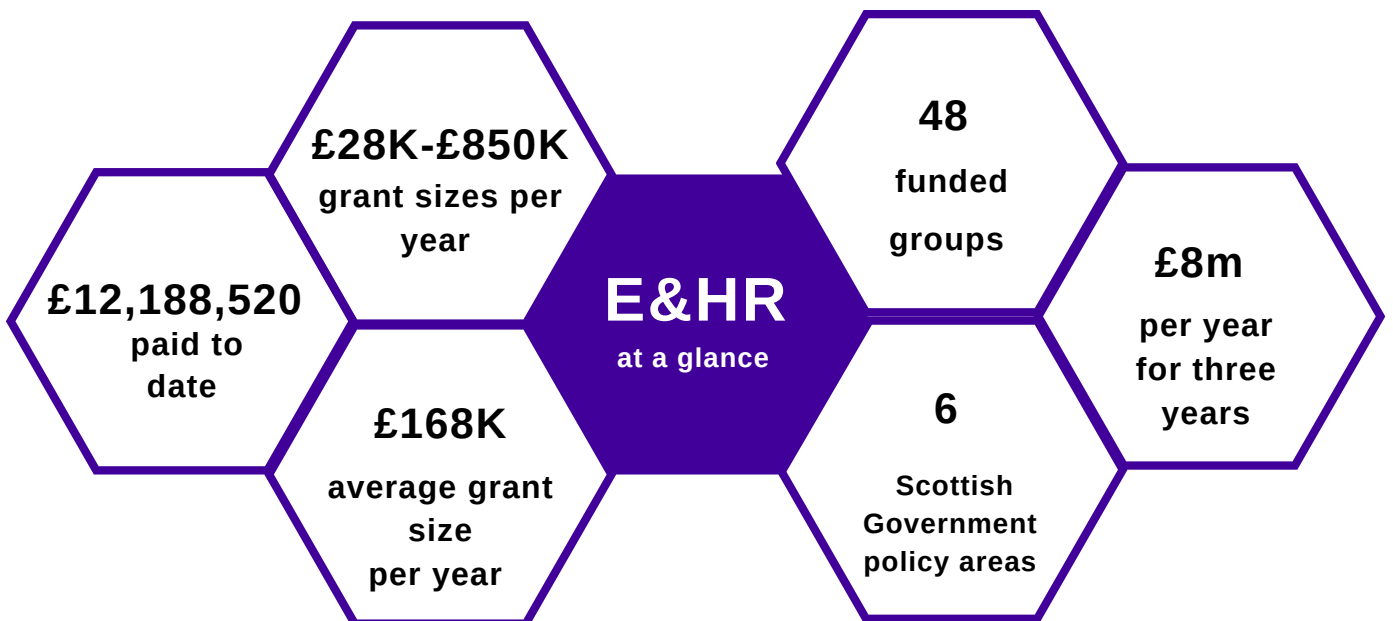
Funds distributed

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.



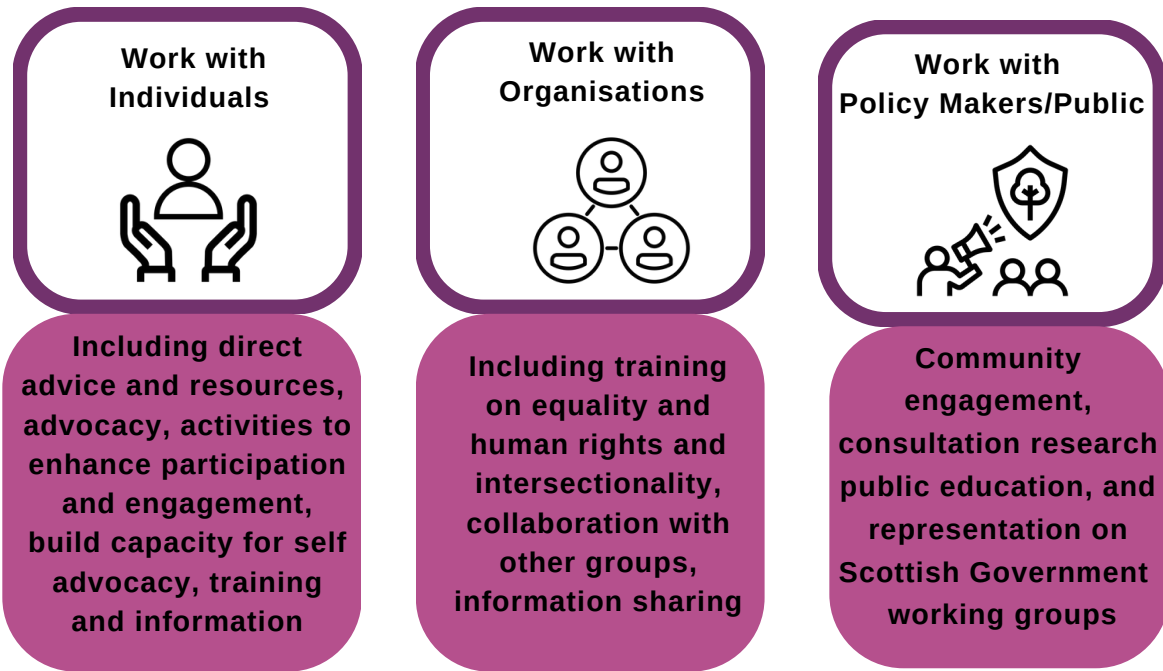
Equality and Human Rights fund 'at a glance'

The image below shows the E&HR fund key features



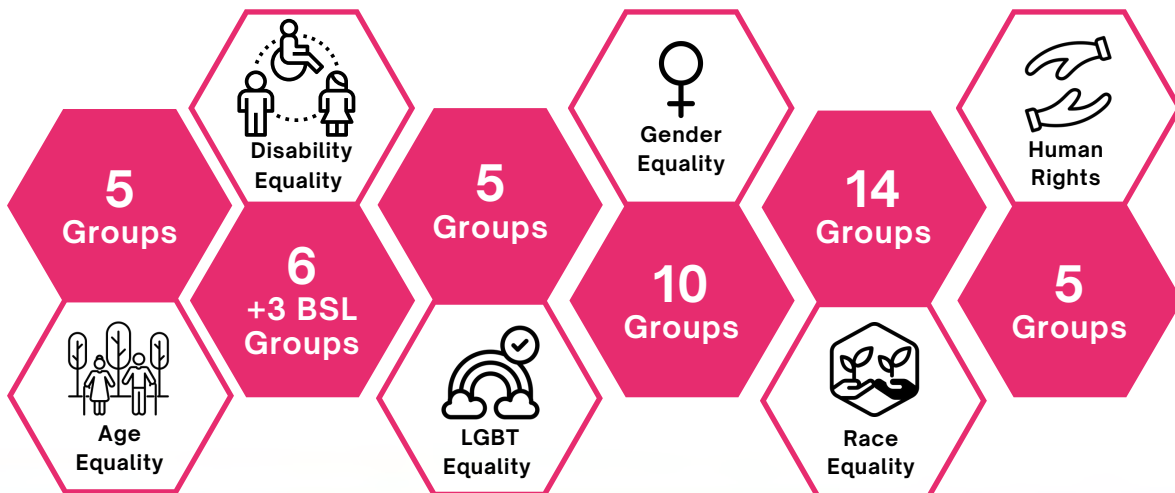
Activity type

The 48 funded organisations deliver 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, 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, and work with policy makers/public. This report is structured according to these three activity types.



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 7 provides detail on organisations' activities and impact by policy area.



Numbers reached through fund activity

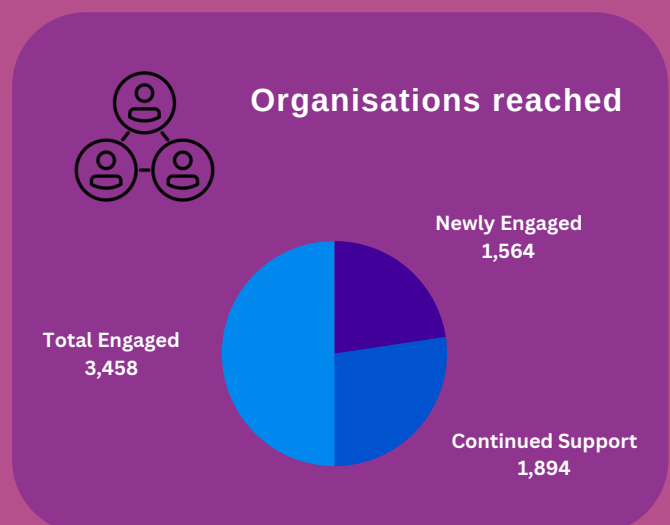
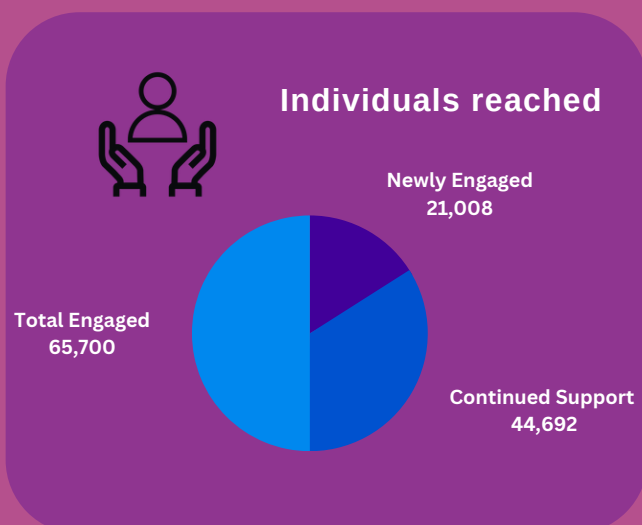
The table below shows the numbers reached over the first year of E&HR. Funded organisations supported more individuals and organisations during the second half of the year as most had completed the 'set up' phase, and were delivering at full capacity.

Organisations also reported responding to an increased demand for services as a result of external environment, such as the cost of living crisis.

Overall, funded groups supported 115,568 individuals and 6,146 organisations during the first year of E&HR fund activity.

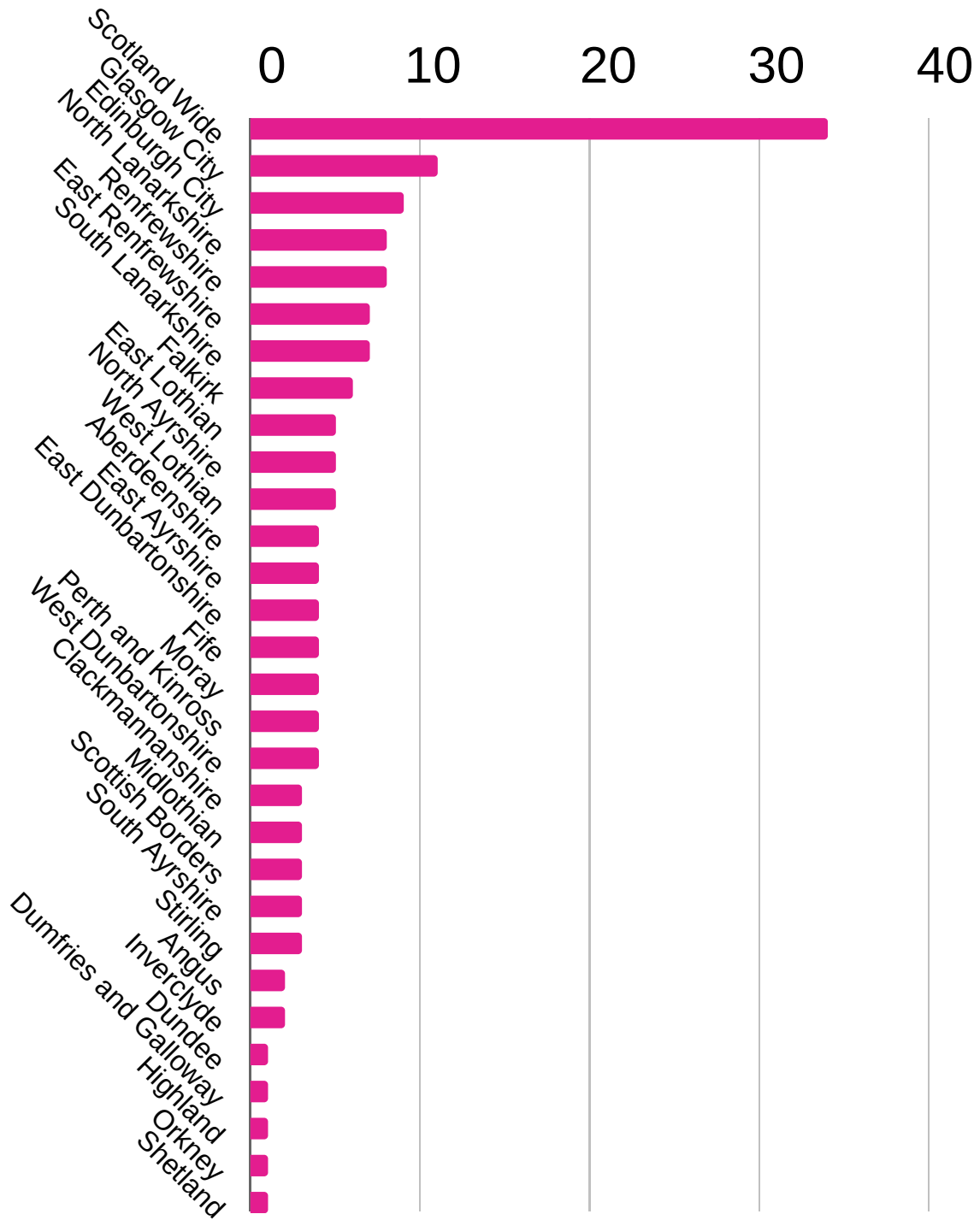
	Oct 21-Mar 22	Apr-Sept 22	Y1 TOTAL
Individuals	49,868	65,700	115,568
	Oct 21-Mar 22	Apr-Sept 22	Y1 TOTAL
Organisations	2,688	3,468	6,146

Organisations reported the number of new people and organisations they worked with during the reporting period, and the numbers they also continued to support from before this reporting period.



E&HR activity by local authority

The majority of the E&HR funded groups are national organisations, 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.



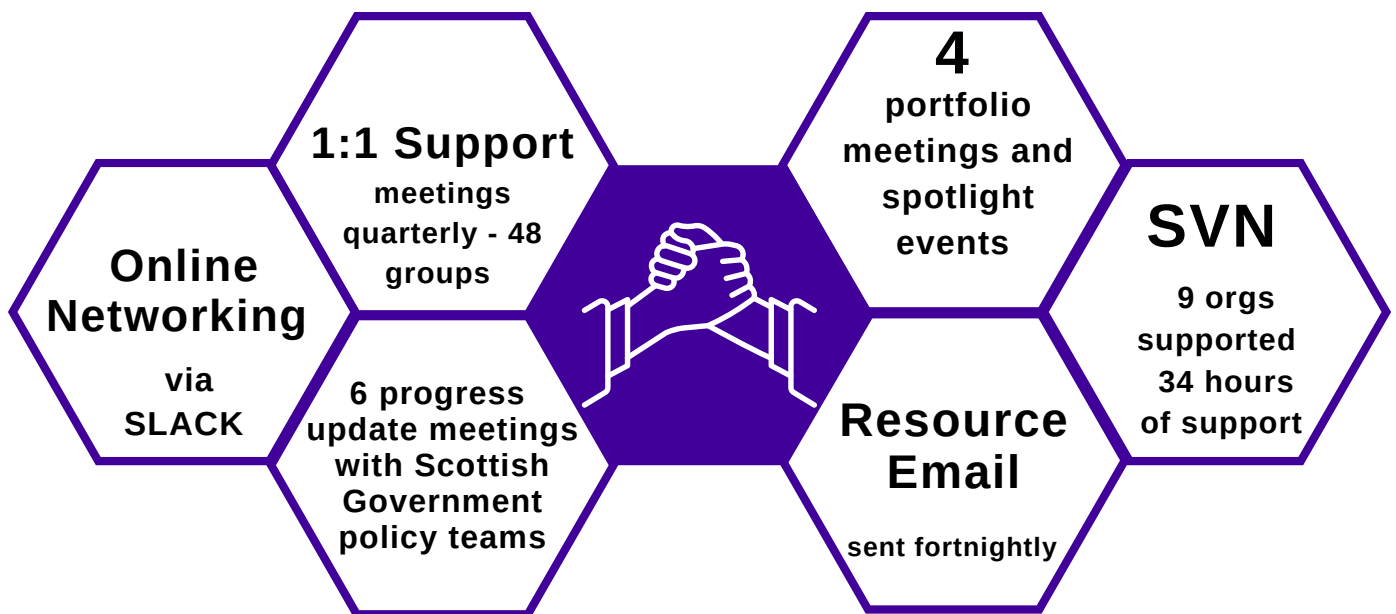
Inspiring Scotland Support Summary

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 has been the fund manager for E&HR since November 2020.

During the second six months of the E&HR fund management, the Inspiring Scotland team has continued to develop relationships with the 48 organisations, and to provide more focused support where relevant. The team has worked closely with many groups to manage and report on spend, develop or tailor self-evaluation systems to report on fund outcomes, or to support with the progress reporting. We met with each organisation at least twice, including in-person meetings where practical, and organised four portfolio sessions, including two in-person events. 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.

We also met with each of the six Scottish Government policy teams to provide an update on progress and learning from the second six months of E&HR fund activities.



3. PEOPLE AND ACTIVITIES

E&HR Portfolio activity delivered

During the reporting period, the E&HR funded groups delivered a range of activities, which focused on work with individuals who share protected characteristics, building the capacity of other organisations, and informing and influencing policy.

Work with individuals

The image below shows the number of people supported during Year 1 through various activities undertaken by the funded organisations to support individuals. The numbers supported under 'advice and support' includes eight helplines.

'Information sharing' includes high volume activity, such as social media, newsletters and website hits. 'Other support to individuals' includes writing a chapter in a book, and attending other organisations' events. Detailed data on progress during the reporting period is provided in the Policy Section (Section 7) of this report.



Work with individuals: key trends

This reporting period has seen a notable scaling up of delivery, as organisations move beyond the set up phase. This is evident in the higher numbers of beneficiaries reported in Section 2. An analysis of the activity delivered across the portfolio shows the following trends:

- Eight organisations across five policy areas delivered direct advice to service users via helplines.
- Organisations worked flexibly to respond to the needs of service users. So while the majority (83%) delivered one-to-one sessions, 64% provided group sessions. 64% provided online support via email, text and website. 86% also signposted to other agencies for further support, and just under half (45%) developed and provided additional resources.
- The majority of individual support, across the portfolio, focused on support to alleviate the cost of living crisis (including benefits advice, access to services, and food poverty). Other areas covered include support to address discrimination, equality and inclusion, skills development (such as English language support), and human rights knowledge.
- Mental health/wellbeing was also a key feature during the reporting period. Organisations responded to the increased impact on service users' mental wellbeing brought about by the cost of living challenges and other events such as the toxic environment surrounding the development of key legislation such as the Gender Recognition Reform. Activities included confidence building support and training, general health, wellbeing and mental health support.
- Most organisational support was provided to public and third sectors organisations, although some support was also provided to private sector organisations.
- Support to organisations focused on equality and inclusion of people who share protected characteristics.

"The biggest challenge has been the extreme rise in cost of living and the increased poverty and trauma that is now hand in hand with it. This has been the biggest rise in a very long period and cost of energy and fuel is just far too much for our service users. We are trying our best to deal with these issues. The circumstances are now beginning to affect staff and management has seen an increase in vicarious trauma when staff are dealing with telephone and face to face appointments. We are currently very conscious of the well being of our staff and in instances like this, offer a safe space for them to feel better. Many of the project staff are from diverse minority ethnic backgrounds and are facing the same challenges."

WSREC

Work with individuals: examples

Civil Rights First (CRF)

CRF had 80 new enquiries and have taken on 60 complex cases, using fully digital, secure methods to provide person-centred services. During the period, clients' financial gain totaled just over £1 million.



Age Scotland

Age Scotland received 10,484 inbound calls from older people, their families and carers to the helpline. These resulted in 3,199 outbound calls. They have seen greater than predicted levels of safeguarding calls, as a potential result of the ever-changing circumstances following the pandemic and the cost of living crisis.



The Poverty Alliance

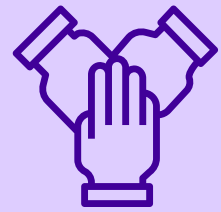
TPA delivered 12 'Know Your Rights' workshops to 112 people, exceeding their initial target of three. The workshops aim to shift the narrative of poverty as a personal failure to a failure of the state.



Work with individuals: examples

Neighbourhood Networks

In response to the cost of living crisis, Neighbourhood Networks identified members most at risk and have worked with partners such as Home Energy Scotland to train and advise staff and members in addressing fuel poverty.



YWCA

YWCA has reached a number of young women and girls experiencing a variety of circumstances and sharing a range of protected characteristics.

The programme have empowered and supported women and girls to build connections, skills and confidence to fulfil their potential. YWCA has supported women to become changemakers in their local communities, thereby strengthening their sense of civic engagement, and provided an opportunity to create innovative solutions to inequality and lead the change they want to see, on their own terms.



LGBT Health and Wellbeing

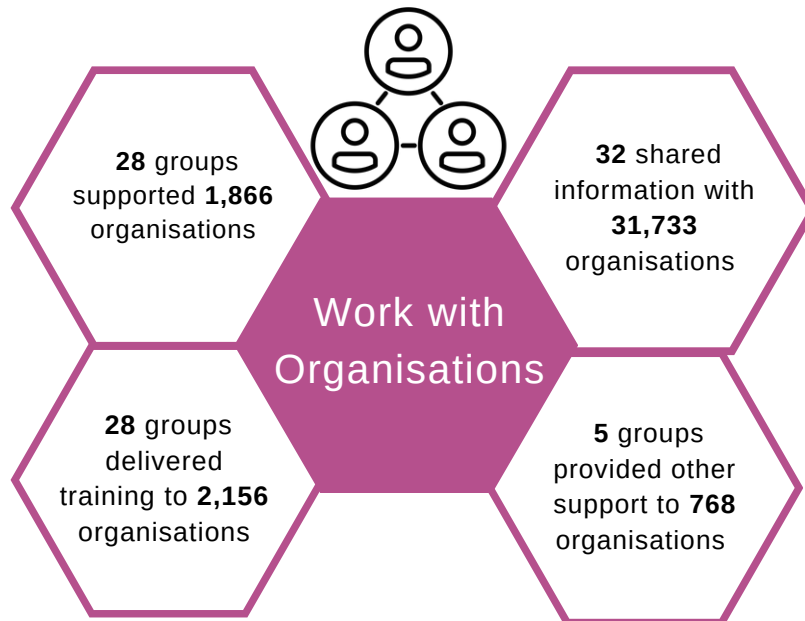
LGBT Health's helpline responded to 1,431 requests for support, 66% were by phone, 25% were live chat, and 9% were by email.

Intercultural Youth Scotland

The IYS Mental Health Service continued the delivery of free, tailored support to Black and PoC young people aged 12-25. Counsellors bring new lived experience, counselling and experience and language skills. 18 young people received one-to-one talking therapy through E&HR funding.

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 to organisations. 'Other' activities includes collaboration or research with with other organisations on discrete project work.



Work with organisations: examples

CEMVO Scotland

CEMVO supported a manager who was tasked by her employer to draft an equality strategy for the organisation, something that she had no had experience with. The manager attended all CEMVO training and consultancy sessions, and involved other senior colleagues throughout the process. CEMVO provided guidance in drafting the equalities strategy, and involved the senior management team and board. The equality strategy has been well received and, as a result, the organisation has recognised the need for a full-time equality officer role, which has now been implemented.

LBGT Youth

During April-September 2022, 32 new organisations (including 23 schools) signed up to the LGBT Charter, and 20 organisations (including 13 schools) were awarded an LGBT Charter.

Work with organisations: examples

Close the Gap (CTG)

CTG continued to develop their research project on disabled women's experiences of the labour market, which has involved engaging with disabled peoples' organisations, and other experts on disability equality.

They have gathered information on good practice around co-production, participation and research with disabled women and as a result have increased organisational capacity to deliver this work in line with good practice principles.

Disability Equality Scotland (DES)

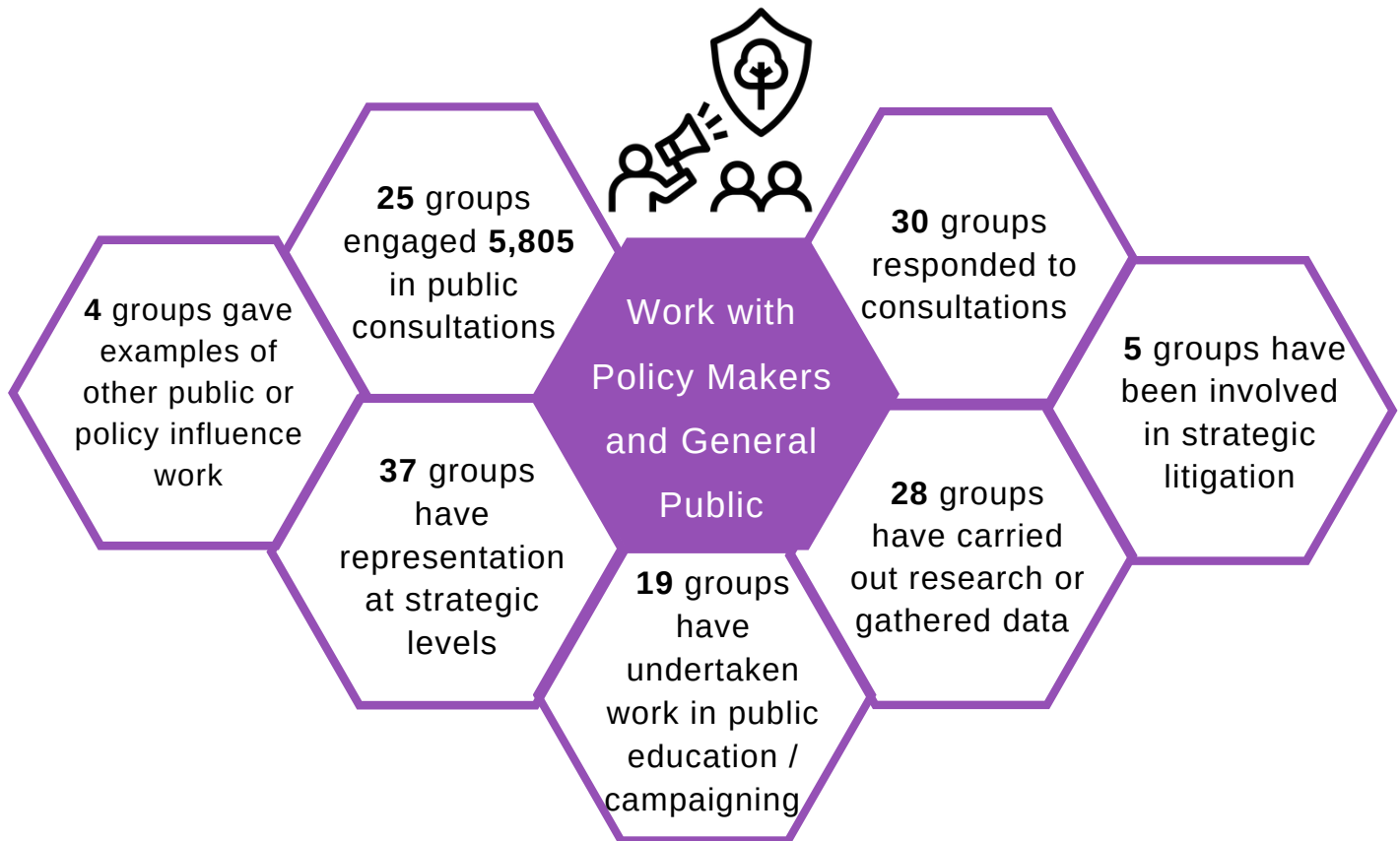
DES worked with Police Scotland to develop a hate crime training package. The training contains testimonial videos, and aims to help raise awareness of the impact incidents have on disabled people. It also covers general disability awareness and etiquette. The training will be rolled out to public, private and third sector organisations in 2023.

Generations Working Together (GWT)

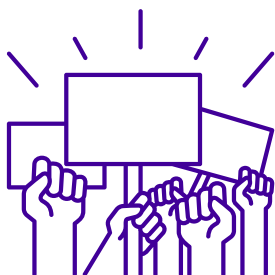
GWT hosted 14 thematic network/information sessions on topics addressing ageism, housing places and spaces, academic and evidence based research, care home, and food. These were well attended with new ideas being shared and links and collaborations formed, through which they continued to challenge ageism and stereotypes, breaking down social isolation and loneliness.

Work with policy makers and general public

The image below illustrates the strategic activity undertaken by the portfolio to engage and inform policy and the public. Organisations reported on the total numbers of people engaged through facilitation only, as this figure is the most consistent and meaningful for this area of work. 'Other' activity includes drawing up an intersectional framework for policy work, and (successfully) challenging the Scottish Government's Covid-19 Enquiry terms of reference.



Work with policy makers and the general public: examples



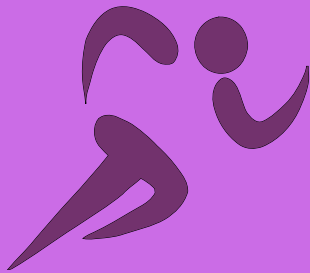
CRER

Two years following the murder of George Floyd, CRER launched an investigative piece on organisational responses to Black Lives Matter. This research aims to follow up the public statements made by Scottish institutions in May 2020, and to understand work carried out to tackle structural racism since then. This included gathering additional perspectives from BME workers.

Work with policy makers and the general public: examples

Inclusion Scotland

Inclusion Scotland continued to promote 'It's Our Planet Too' message amongst members and decision makers. They also continued to produce and submit evidence-based briefings and submissions for parliamentarians, highlighting disabled people's lived experience and priorities for change. For example, they produced one briefing for MSP debates, one MP briefing, four submissions for committees, six oral evidence sessions for committees, and 12 consultation responses.



LEAP in Sports Scotland

Gave evidence on violence and discrimination against LGBTI+ women in sport to a rapporteur group preparing a report on women's sport for the Parliamentary Assembly of the Council of Europe.

Engender

Engender produced an initial report on the cost of living crisis, 'Women and the cost of living: a crisis of deepening inequality', which set out the wide ranging and intersectional ways in which women are disproportionately impacted. Engender also briefed parliamentarians on the crisis and submitted evidence to the Finance Committee's pre-budget scrutiny.

Work with policy makers and the general public: examples

CEMVO Scotland

As part of Scotland's National Action Plan for Human Rights (SNAP) Leadership Panel, CEMVO has been actively involved with reviewing the SNAP 2 actions. A particular focus has been the right to housing, to ensure that the barriers that minority ethnic communities face in realising this right are reflected in the action.

Civil Rights First (CRF)

CRF uses human rights language when supporting service users, and reminds local authorities of their duties and powers and relevant statutes in initial communications with them. The organisation has found that using a human rights framework is often an effective way to open a constructive dialogue between public authorities and service users.



Strategic reach

We analysed the range and breadth of the policy influence work undertaken across the portfolio. The results of this analysis are represented below. This includes policy influence work and representation at strategic levels, such as government working groups, steering groups and programme boards.

- 37 of the 48 funded organisations reported regularly participating in a working/advisory group
- Organisations participate in an estimated 135 different working/advisory groups across local and national government
- There is contribution to at least 16 different cross-party groups
- Seven organisations are represented on the Scottish Government's Human Rights Bill Advisory Board
- Two organisations are represented on the First Minister's National Advisory Council on Women and Girls

The diversity of topics covered by funded groups made it challenging to identify common trends. However, the topics with the greatest level of organisational contribution are represented below.

Gender

8 organisations



Race equality

12 organisations



Poverty/child poverty

14 organisations



Disability

12 organisations



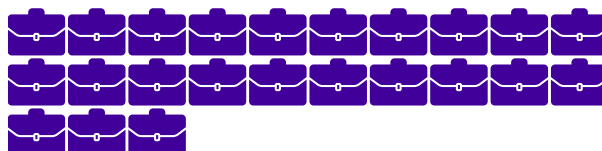
Human rights

13 organisations



Cross-party groups

23 organisations



4. FUND IMPACT

The funded groups, even those with established activity, continued to develop and refine their monitoring and evaluation systems to demonstrate impact towards the fund strategic framework. We continue to work closely with funded groups to develop and improve their Monitoring & Evaluation systems. As part of this, we are running an 'indicator setting' workshop for the portfolio in March 2023.

Progress towards E&HR fund outcomes

The image below shows the percentage of the 48 organisations contributing to each of the eight fund outcome. Outcomes 1 and 3 are the most commonly used, with over half the groups demonstrating progress. This may be because these outcomes are more related to direct work with individuals, and are more straightforward to measure. Fund outcomes 6-8 are longer term, and possibly more difficult to demonstrate impact in the early stages of funded activity. On average, organisations contributed towards four 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 and human rights framework to influence and affect change



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



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



Impact of the cost of living crisis

The E&HR funded organisations support and champion the rights of some of Scotland's most isolated and vulnerable communities. During the current cost of living crisis organisations have responded to the needs of service users, in many cases quickly adapting their activities to help alleviate the impact. We undertook an analysis of the most recent progress reports covering April-September 2022, in order to understand the range of support being provided. We also surveyed the funded groups, asking for examples of direct support, and details of data gathering activity to better understand the impact of the cost of living crisis on their service users and stakeholders.

Cost of living crisis: support to individuals



Analysis of progress reports and survey results reveal that at least 23 of the 48 E&HR funded organisations provide direct support to individuals to address the impact of the cost of living crisis with E&HR funding. Key features of this support include:

- The provision of helplines, providing one-to-one advice sessions, small group activities, and support via text, email and interactive web platforms.
- Areas of support range from benefits advice, actions to address food poverty, and housing advice.
- The provision of advice on home energy and heating has increased dramatically over the last six months.
- Support with mental health and wellbeing continues to be a dominant feature among the funded organisations.
- A number of groups use their E&HR funding to leverage other funds to undertake direct service provision to alleviate the impact of the cost of living crisis.

108,209 (approx.) individuals were provided with advice and support to help alleviate the impacts of cost of living between April - October 2022.

British Deaf Association

"Lots of information about cost of living is available in English only, so deaf people face barriers to access this in BSL format.

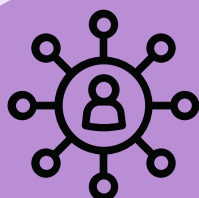
"A recent example to our helpline was of a deaf couple who wants to set up smart meters in their home to control their gas and electricity usage. They have no access to BSL resources and information as most of the information is in English only, which is unsuitable for deaf whose first language is BSL.

"Also there are no specialist social workers to support deaf clients to access benefits information"

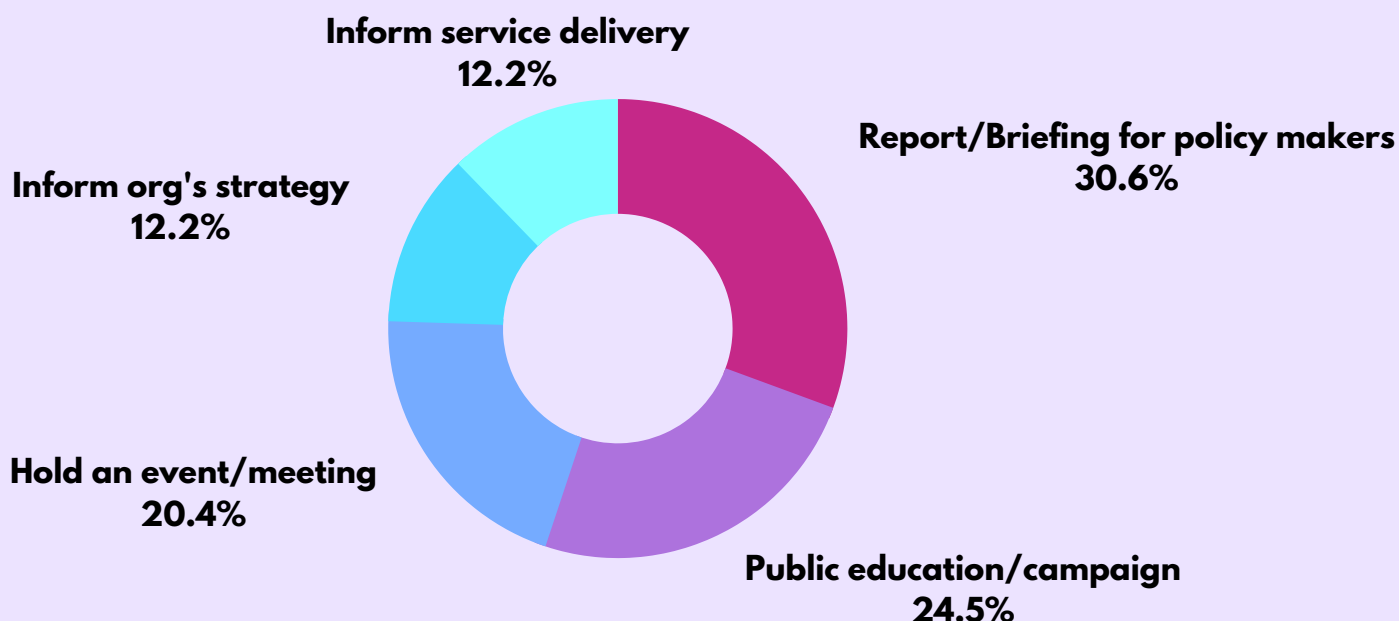
Cost of living crisis: data and evidence

As a strategic fund, E&HR is well placed to use knowledge and intelligence to inform policy makers of the impact of the current crisis on some of the most vulnerable communities in Scotland. We asked E&HR funded organisations to share the information they are gathering (via surveys, consultation events, interviews, etc) on how the cost of living crisis is impacting on their service-users and communities.

- Just over half of the portfolio (25 organisations) told us that they have recently, or plan to, gather evidence on the impact of the cost of living crisis.
- 12 of these organisations provide front-line services as well as informing and influencing policy.
- A number of groups use their E&HR funding to leverage other funds to undertake further engagement and research work.



The chart below shows how the funded organisations intend to use the data and insights they have gathered.



Inclusion Scotland

"We have conducted a survey about the impact of the cost of living on disabled people. A report is pending. The analysis of survey findings has enabled us to identify and develop asks of decision-makers and to position these e.g. Parliamentary Briefing. We have delivered mainstream press work e.g. BBC Reporting Scotland."

Intersectionality

Intersectionality is a key priority of the fund. We analysed the progress reports to better understand how organisations incorporate intersectionality into their work. Many of the responses highlighted the complexity of intersectionality, and how sharing multiple protected characteristics increases an individual's likelihood of experiencing disadvantage, relating particularly to poverty, homelessness, and health.

The examples below, on how funded groups have supported and championed the rights of people experiencing disadvantage due to multiple inequalities, relate directly to the three E&HR fund activity types: support to individuals, support to organisations, and policy influencing work.

44% of examples relate to work with individuals, and 2% of groups provided examples of intersectional support to organisations. The majority of examples provided (51%) relate to policy influence work, which reinforces the important role the funded organisations play in championing the rights of people and communities with policy makers.

Intersectional approaches to supporting individuals

Funded groups described taking a person-centred approach in supporting individuals, recognising the multiple barriers faced by many of their service users. They have highlighted the need to provide additional support, and to collaborate with other services, where relevant, to ensure that interrelated needs and barriers are addressed in a planned and systematic way. The example provided by Leadership Equality and Active Participation (LEAP) in Sports Scotland articulates this approach.

The disadvantage that G is experiencing is complex and multifaceted and does not stop and start with him being a gay man, nor as a black person, as an asylum seeker, or as a person experiencing poverty. The way we work with G needs to take this into account and be able to flex and respond to his experience and needs as his need for sport and physical activity is a need for a community, a need for worth and belonging, a need for status and value, and an opportunity for him to make his contribution to society. Our approach therefore shifts between empowering him to pursue opportunities, advocating on his behalf to ensure that we overcome barriers to those, and to ensure he is being supported well where necessary.

LEAP in Sports Scotland

The following example from Kairos Women+ also illustrates how multiple and intersecting inequality can amplify disadvantage and lead to further isolation. This projects illustrates how positive outcomes of taking a person-centred approach can also lead to civic engagement.

Kairos Women+

We are supporting a disabled, non-binary person who identifies as LGBTI+. They experience multiple disadvantage and are unable to work due to their disability, which leaves them on a low income. They were supported by us to report a hate crime perpetrated by a group of men, which they experienced while on a Scotrail train. This incident prevented them from going out due to increased anxiety and fear. The police report increased their confidence on public transport, and the project worker made them aware of equality and diversity support at the main train stations, which offered reassurance if incidents re-occurred. They were then supported to increase their access to healthcare. This involved developing a deeper understanding of their human rights in relation to access to services. They worked with the project worker to create an action plan, which outlined the questions they needed to ask their GP to ensure they were referred to the relevant specialist team for treatment. They told us that the intervention has increased their confidence as they have new skills to effectively respond to challenges. They are also a member of our Equalities Collective, participating in the film-making sessions, and creating intersectional characters to showcase the diverse needs within communities. Their participation in the wider project ensures they are able to use their lived experience, as a disabled non-binary person, to advocate for the human rights of women and non-binary people across Renfrewshire.

Intersectional approaches to supporting organisations

The following example, provided by BEMIS Scotland, shows the importance of strengthening grassroots community organisations to be led by people who share multiple inequalities, enabling them to have a collective voice.

BEMIS Scotland

We provided support to the Ethnic Minority LGBTI+ community represented by LGBT Unity Glasgow. The organisation was experiencing a range of issues and were at risk of closure. Our support included:

- Securing funding to enable the group to support their members.
- Ensuring the group was able to participate in engagement, research and consultation activities.
- Supporting and enabling their representation at forums.
- Helping develop links to other stakeholders to enable closer collaboration.

The group has reported increased membership, improved sustainability, an ability to engage in policy work as a result of the support provided.

Intersectionality and work with policy makers

The majority of the intersectionality examples provided by the funded organisations relate to their policy influence work and, in particular, highlight the increased impact of multiple inequalities on disadvantage in Scotland. Engender's research and intersectional analysis of the impact of the cost of living crisis on women is a powerful example of the E&HR portfolio's influencing work.

Engender

We briefed parliamentarians on the crisis from a gender perspective and recommended the need to embed an intersectional approach [to policy making]. We highlighted that women in Scotland will be disproportionately impacted by the cost of living crisis, with acute ramifications in terms of economic and physical security, health and wellbeing. Black women and women from certain ethnic minority communities, disabled women, young women, lone parents, unpaid carers and women with insecure immigration status face particular disadvantage. This is the result of existing economic inequality that repeatedly sees women, and especially minoritised groups of women, at the sharp end of economic and other crises. Gendered data gaps are pronounced, but it is likely that older women, LGBTI+ women and others facing multiple forms of discrimination will also experience disproportionate impacts.

Analysis

The examples provided in the reports demonstrate how multiple and intersecting identities can amplify inequality, and the importance of systematic interventions. A broad range of intersecting characteristics were cited in the examples, such as of gender/disability, although the highest proportion of intersections involved ethnic minority communities. Poverty was also a common thread throughout this section, which reinforces how multiple disadvantage exacerbates structural inequality. The examples provided by Engender above and CRER below highlight the need for better intersectional data.

Coalition for Racial Equality and Rights

CRER completed research on ethnicity and homelessness in Scotland, addressing a gap in contemporary research into Ethnic Minority (EM) people's experiences of homelessness, and analysis of the rates and causes of homelessness. A notable contributor to EM homelessness was found to be relationship breakdown and domestic abuse. 25% of Asian, Asian Scottish or Asian British applicants gave violent disputes within the household as their reason for homelessness, and over 80% of these came from female applicants. CRER conducted further research and are planning to reach out to relevant organisations to see if there is potential for collaboration. Recommendations include the need for investigation into the high proportion of women from Asian, Scottish or Asian British backgrounds becoming homeless due to domestic abuse. There is also a need to address the stigma in EM communities on reporting domestic abuse and to hold targeted campaigns to make more people aware of what abusive behaviour is.

Human Rights activity

The use of the language and framework of human rights for achieving positive outcomes is increasing in the third sector. Funded organisations are taking a human rights based approach, promoting awareness with service users as a means to advocate for communities and influence change.

We analysed the funded work to establish where human rights are being used as a delivery tool and in what way. There is evidence of its use across the breadth of funded work.

Three of the E&HR fund outcomes refer directly to human rights. We analysed the number of instances where organisations demonstrated progress against these three outcomes. The number of evaluated reports attributed to the three human rights outcomes is provided below, as well as an example for each.

43

reports of

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

This includes raising awareness of the rights, for example, to adequate housing, along with confidence building enabling a person to advocate for themselves and achieve a positive outcome.



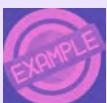
Amina MRC - following support from Amina, a client was able to speak to her housing officer about infestation and a collapsed kitchen ceiling which were causing immense anxiety and stress and move into safer, supported housing.

21

reports of

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

This includes using a combination of international human rights conventions and domestic law to provide representation and remedy



Ethnic Minority Law Centre - a young boy, who came to Scotland as a refugee, was working in child labour. Through legal support and representation, the child accessed education and went onto higher education

10

reports of

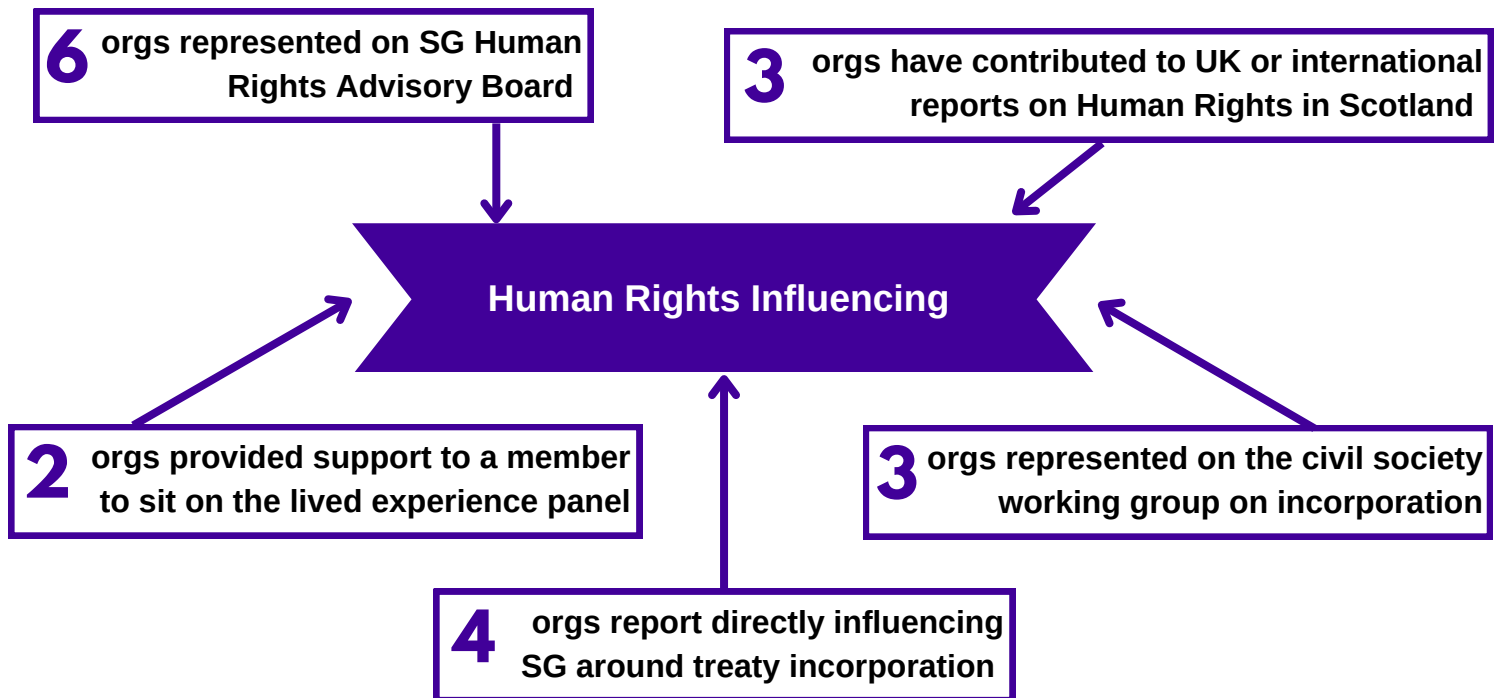
outcome 6 - Actors in civil society increasingly use Scotland's domestic and international equality & human rights framework to influence and effect change

This includes using a recognised set of principles as a framework to support organisations to increase the knowledge and confidence in Human Rights for public sector leaders.



CEMVO - a human rights workshop was delivered to public sector leaders through the Scottish Government Fair Work Directorate, of 22 participants, 60% increased their knowledge and understanding of using PANEL principles in data collection 50% increased their confidence in talking about race equality and human rights-based approach, 60% increased confidence in applying human rights-based approach to their work.

Organisations were asked to report where their funded work had made a contribution to human rights policy and strategy. 13 organisations identified a link to the National Taskforce for Human Rights and six to the Universal Periodic Review of Human Rights. They were asked to identify how they have contributed and an aggregated analysis of the answers is given in the diagram below.



Challenges to delivering Human Rights work: the lightbulb moment

One organisation who delivers support around environmental rights described the first stage of their work as 'the lightbulb moment'. That is, the realisation that Human Rights are for us all and can be used to help us ensure we have what we need, and are entitled to, in our every day lives; that Human Rights are not legalities only to be used in international courts.

Engagement at this initial stage can be a challenge. Immediate pressures, such as the cost of living crisis and the continuing impact of the COVID-19 pandemic, present barriers for individuals in engaging in a wider conversation and the capacity of small delivery organisations is also effected by the need to support communities in crisis. So while learning about the language and framework of human rights could present opportunities to remedy immediate crises it is a challenge to find the time and space to do so.

However, funded organisations are experienced and agile; individuals and organisations are learning, sharing and are using Human Rights to achieve outcomes. A short case study is given below.

Kairos Women+

A campaigning group, Equalities Collective, have undertaken learning and development around the theme of human rights. They have produced 4 short films, in an accessible format, aimed at increasing the awareness of others. This has lead to the members becoming aware and confident to use the language of human rights to advocate for themselves. One woman+ experienced difficulty with child contact with Children's Services, and supported self advocacy led to increased contact with her son and a new social worker being allocated.

5. PARTNERSHIPS AND CONNECTIONS

Collaboration is an important aspect of the E&HR fund. Analysis of collaboration both within the portfolio and externally found that it took on many different forms, as the examples below illustrate. Organisations reported working with public, third, and private sector bodies at national and local levels. This included working with other organisations to enhance services through referral processes, strengthening strategic and policy influence work, and to reach out to new service users.

Overall, there was an increased number of connections and collaborations within the E&HR funded cohort, with a total of 118 connections made overall. Organisations reported connecting with others within the portfolio in order to share best practice (BSL organisations), to reach service users (Legal Services Agency), and to collaborate with other equality groups on a particular topic, such as Elect Her's Equal Representation Coalition.

In September last year Inspiring Scotland held a networking event for the funded organisations to meet and make connections. This event was well attended and organisations told us it was a useful session. We will continue to facilitate collaborations and connections.

Examples of collaboration

Close the Gap

Close the Gap worked closely with other anti-poverty organisations as part of the End Child Poverty Coalition to influence the development of the Child Poverty Delivery Plan. The group also successfully campaigned for a doubling of the Scottish Child Payment. Close the Gap's advocacy focus has been on influencing a gendered approach to child poverty so that action on women's poverty is central to child poverty.

Friends of Romano Lav

Friends of Romano Lav reported that strong partnership working was essential to success. For example collaboration with Street Level Photoworks culminated in two exhibitions of the young people's work. They also worked with Living Rent to communicate with community members in their languages about their housing rights. They worked with Govanhill Baths through the Culture Collective programme to produce a short film with five of their community catalysts, and then worked with Glasgow Artist Moving Image Studios (GAMIS) to be able to host the premiere.

6. SUCCESSES AND CHALLENGES ACROSS THE PORTFOLIO

We undertook an analysis of the unexpected outcomes (positive and negative) and the current challenges funded organisations are experiencing. Some of the common themes are set out as follows.

Successes

- A high proportion of organisations have built on successful delivery over the first year, which has stimulated exciting new collaborations and partnerships.
- Groups have also reported that full delivery of funded work has increased the number new members and participants supported.
- Many have also reported seeing the difference made through their increased links with local and national government.

Challenges

- By far the biggest issue reported has been the cost of living crisis. This has had a huge impact on already disadvantaged communities who are struggling to manage increased costs of food and fuel. It has also impacted on funded organisation in terms of staff salaries, as well as the increased stress and trauma of front line staff who are dealing with distressing issues on a daily basis, and a surge in demand.
- Another major challenge across the portfolio has been around staffing. Many have had difficulties with absences due to ill health and stress. Recruitment and retention have also been ongoing issues.
- Groups have also reported on how changes to UK policy and practices, such as the changes to immigration law and proposed reforms to the Human Rights Act have impacted on waiting times for advice and support.
- Another challenge has been the difficulties in accessing social care and other statutory services for people who share multiple protected characteristics.
- The long term impact of Covid-19 is still very much a live issue, particularly among older and disabled people. Some individuals have struggled with isolation and loneliness, which has taken a toll on mental health. Some groups have reported wanting to increase in-person contact and events, but many community venues are no longer available. The demand for hybrid delivery of events has continued, but the costs and coordination of these present ongoing challenges.
- Another key issue highlighted is the socio-cultural climate where anti-LGBTI+ sentiment in daily life and on social media is taking its toll on marginalised communities. This has been reported across the portfolio.

7. ACTIVITY AND IMPACT BY POLICY AREA

This next section provides more detail on the progress of the E&HR funded organisations by the 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

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

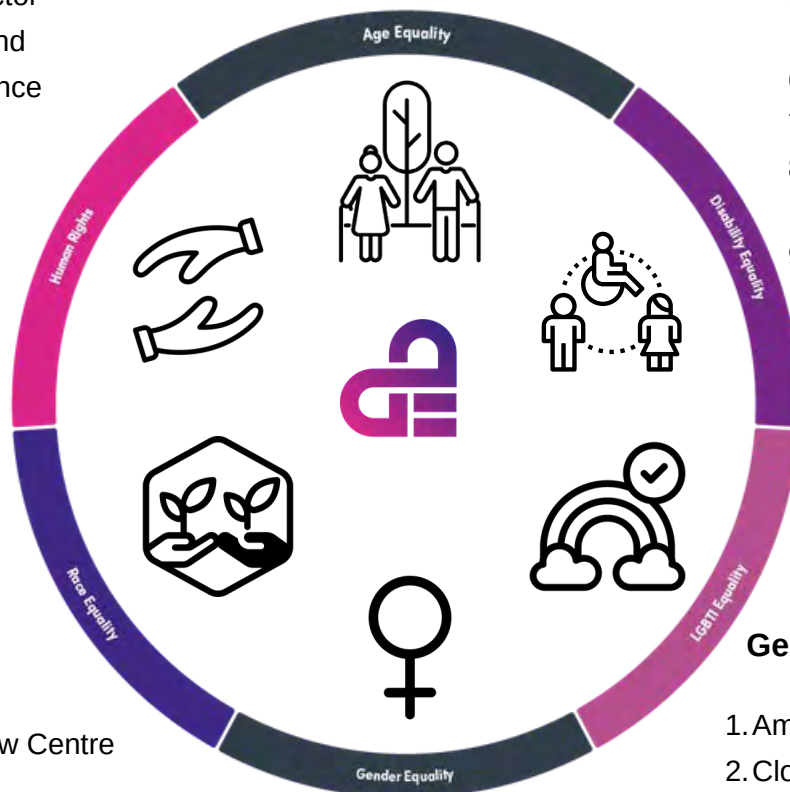
1. Age Scotland
2. Generations Working Together
3. Outside the Box
4. STUC Scottish Pensioners Forum
5. Scottish Older People's Assembly

Disability Equality

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

Race Equality

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

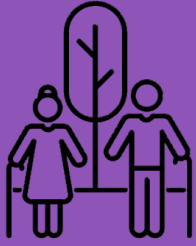


LGBTI+ Equality

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

Gender Equality

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



Age Equality

The funded groups within the Age Equality policy area continue to work very much in partnership with each other 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 14,144 people during the second six months of funding, providing advice, training, and work to enhance participation.


Funded groups also worked with 7,782 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 the cost of living crisis along with rising energy costs, which is having a major impact on older people. These factors are also causing community venues to close their doors or reduce access which will directly result in isolation and loneliness.

Age Equality Portfolio



Activity Summary

Activity summary April-September 2022

Activity type	Activity	No. of orgs delivering	No. of people
 work with individuals	Providing advice	2	30,934
	Enhancing participation	3	2,323
	Information sharing	4	240
 work with organisations	No. of Orgs		
	Training to organisations	1	85
	Capacity building support	3	374
	Shared knowledge/information	4	7,156
 work with policy makers/ the public	No. of people		
	Facilitated public engagement	4	1,056
	Participation in consultations	4	N/A
	Public education/campaign	2	
	Research	3	
Direct Policy influence work	4		

Age Scotland

As a result of the cost of living and energy crisis, calls to Age Scotland's helpline have increased by 63% compared to pre-pandemic levels. They received 10,484 inbound calls from older people, their families and carers to the helpline. These calls resulted in 3,199 outbound calls.

Unplanned Activity - Outside the Box (OTB)

In Moray OTB engaged with 250 older people via a survey and an awareness raising event around fuel poverty and adequate housing. A further 400 older people were reached via an energy event in partnership with Zero Carbon Moray- this led to a steering group being set up locally to continue to look at and find solutions to the challenges local people are currently facing.

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	1
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	2
8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions	1

Impact examples

The Scottish Pensioners Forum

Scottish Pensioners Forum recently represented older people in Scotland in a discussion with the UK Government on the metrics of the state pension age.

Scottish Older Peoples Assembly

As part of the Rethinking Later Life event David Paterson, Chair of SOPA's Health and Wellbeing Group, presented findings from a survey undertaken by SOPA. This event engaged 125 older people, many of whom provided additional experiences of difficulties accessing primary care during the pandemic.

Case Study

AGE Scotland

This case study exemplifies Age Scotland's intersectional approach to supporting older people.

An important part of the project has been to research and identify community organisations working with ethnic minority older people around Scotland, to gain a better understanding of their activities/services, the needs of their members/service users and the challenges they experience. We also invite organisations we connect with to join Age Scotland's network of older people's groups and organisations and to offer Age Scotland support.

Age Scotland's community development officer has worked with the African and Caribbean Elders in Scotland (ACES). This network was established in 2019, six months prior to the Covid-19 lockdown. ACES has approximately 30 members. ACES asked Age Scotland for help bringing their members together for their first in-person meeting since the health pandemic.

In June 2022, Age Scotland helped ACES to hold their first in-person network meeting of their members in Glasgow with 19 members participating. The venue, catering and travel costs were funded by Age Scotland. It was quite an emotional day for ACES members. There was time for members to speak with each other and to discuss the challenges they face as an older person of colour in Scotland. Age Scotland's community development officer gave a presentation about the training, services and support available to ACES members. Jambo! Radio also attended.

Age Scotland is continuing to work alongside ACES and Jambo! Radio, to create more awareness of their needs to the wider social and health welfare organisations and to have the voices of the older African and Caribbean communities be heard.

COLLABORATION TO POLICIES AND STRATEGY

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.

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	3	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

STUC and Generations Working Together (GWT) are in talks to work on a project focusing on literacy for younger people in the Perth and wider areas.



Outside the box worked with Grampian Regional Equalities Council - sharing learning around intersectional approaches to joined-up working.

Age Scotland have taken positive actions to support the Scottish Ethnic Minority Older People's Forum and established the first Scottish LGBTI+ Older People's Network for them to have a collective voice and be able to influence change, so that their needs are not overlooked.



Disability Equality

The Disability Equality funded organisations have continued to work to enhance inclusion of disabled people through both the provision of direct support and extensive strategic work. Covid-19 caused a significant increase in demand for their services, which has yet to return to previous levels. This has been compounded by the vulnerability of the disabled community to the cost of living crisis. Most of the portfolio organisations are seeing their members and communities impacted disproportionately and are therefore pivoting to ensure they are addressing this need where they can. In addition, the organisations are being impacted themselves by increases in costs and several have chosen to use underspends to contribute to supporting staff with payments or salary uplifts.


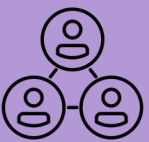

In total, these nine organisations have supported 5,982 people over the six months, with information, skills building, a listening ear and empowerment to have their voices heard by policy makers, among many other things.

Disability Equality portfolio



ACTIVITY SUMMARY

Activity summary April-September 2022

Activity type	Activity	No. of orgs delivering	No. of people
 Work with individuals	Providing advice	7	2,152
	Enhancing participation	6	1,362
	Building confidence	6	1,782
	Providing training	8	509
	Advocacy / Case work	3	68
	Other work with individuals	-	-
 Work with organisations	No. of orgs		
	Training to organisations	7	105
	Capacity building support	4	126
	Shared knowledge/information	7	3005
 Work with policy makers/ the public	No. of people		
	Facilitated public engagement	5	2,247
	Participation in consultations	7	n/a
	Strategic Litigation	2	n/a
	Public education/campaign	5	n/a
	Research	4	n/a
	Direct Policy influence work	5	n/a

Glasgow Disability Alliance (GDA)

GDA's digital inclusion support team continued to support disabled people who are digitally excluded to provide equipment and build skills and confidence to use technology to connect to their families, friends and services. Support begins with an in-depth digital needs assessments, followed by provision of the necessary equipment (such as devices, wheelchair clamp, stylus, accessible software etc). During the period 30 devices were issued. 50+ people received one-to-one coaching (in four different languages) to build skills, confidence and meet self-identified learning objectives. The team also provided a helpline to support 200 disabled people access GDA learning, events, and services. The digital team made multiple referrals on to wider GDA supports and external services to meet other identified needs.

OUTCOMES AND IMPACT

Below are a selection of examples showing how Disability Equality organisations are contributing to the outcomes of this fund. The number of organisations meeting the outcome is given in brackets.

1. People have greater awareness of their human rights and how to access them (8)

Deafblind Scotland

Human Rights training means disabled people know more about their rights.
"I now know that I have the right to be treated the same as everyone else."

2. People with protected characteristics have increased remedy where their rights have not been upheld (7)

Legal Service Agency Ltd

125 disabled people have accessed legal advice, increasing awareness of their rights and giving them greater influence over decisions that affect them.

3. People with protected characteristics have increased participation in public life (7)

Glasgow Disability Alliance

Disability Equality and Employer-ability training is resulting in employers making changes to their recruitment and HR practices to enhance accessibility and inclusion.

Disability Equality Scotland

"The Hate Crime Charter has allowed disabled people to feel more comfortable and safe in public spaces."

7. The experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies (5)

Inclusion Scotland

The concerns of disabled people are increasingly reflected in policy and legislation.

British Deaf Association

Public bodies attended Empowerment Training and 100% said they felt more confident in engaging with deaf BSL users.

Case Study

Legal Services Agency Ltd

The following case study illustrates how the provision of direct support has enabled an individual's access to their rights. It also shows how collaboration amongst services and the recognition of an intersectional experience can enhance positive outcomes.

Our client, originally from West Africa, sought asylum in the UK and was recognised as a refugee. He had experienced mental health issues for some time and was diagnosed with personality disorder whilst serving a prison sentence.

On liberation, our client was offered a tenancy. He suffered from extreme anxiety and disengaged with services and appears to have slipped through the cracks with no support in place to assist him in sustaining his tenancy. He accumulated significant rent arrears and evictions proceedings were raised against him, which could have resulted in him facing homelessness and being exposed to circumstances which could result in reoffending.

Social work became involved and referred the client to the project for assistance. We represented our client in court, recognising the multiple barriers he faced, together with an understanding of circumstances that he will have experienced prior to fleeing West Africa. A collaborative approach with social work resulted in our client being supported to access benefits which improved our client's financial circumstances and put him in a position to make contributions towards rent arrears and continued payment towards rent.

We continued to represent our client in court, lodging defences and preventing homelessness and further hardship. This stability and support has enabled our client to access services to address his needs.

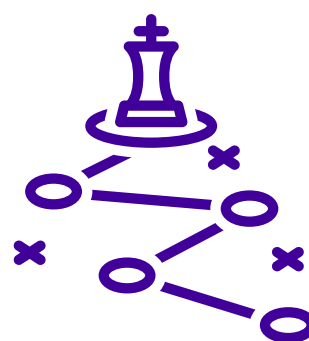
CONTRIBUTION TO POLICIES AND STRATEGIES

The Disability Equality organisations reported on supporting the achievements of numerous and wide ranging strategic plans, policies and groups.

Policy/strategy	Number of disability organisations contributing	Number of other E&HR organisations contributing	Total
BSL National Plan	3	-	3
A Fairer Scotland for Disabled People	6	2	8
Keys to Life	1	1	2

Others strategic contributions include...

- A Connected Scotland: tackling social isolation & loneliness
- A Fairer Scotland for Older People
- National Advisory Council Women and Girls
- National Taskforce/Human Rights Leadership
- Universal Periodic Review of Human Rights
- Disability Employment Action Plan
- Mental Health Strategy
- Social Security Scotland - Adult Disability Payment
- Cross Party Group on Disability
- Cross Party Group on Deafness
- Cross Party Group on Sustainable Transport
- Transport Scotland Accessible Travel Steering Group
- Scottish Courts and Tribunal Service Equality Advisory Group
- Care Inspectorate Reference Group
- Disabled Children & Young People Advisory Group
- Social Isolation & Loneliness Advisory Group
- Suicide Prevention Strategy



Several organisations are involved in the preliminary **National Care Service** work and are anticipating that this will require a lot of capacity over the coming months.



LGBTI+ Equality

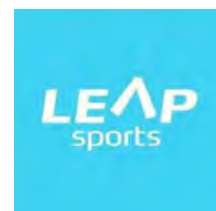
The funded organisations continue to work together at a strategic level and have delivered work in partnership.

This reporting period covers the time when evidence was submitted in the Gender Recognition Reform Bill process and this required the dedication of resource from all organisations. As well as direct interaction with the process this time period has also required increased support to community members and staff and the need to deal with large volumes of media requests.

This period saw an increase in face to face delivery of services and a return of large in person conferences and events such as Pride, feedback for which is extremely positive. However several of the organisations have noted the importance of continuing online delivery to allow the engagement of those who experience barriers to in person participation. This identified need has resulted in increased outputs and capacity requirements.




Reporting shows that the organisations are considered experts in their specific fields and provide support, training and guidance to a huge variety of other organisations. The funded organisations are well represented in UK and international forums as well as being leaders in Scotland.

LGBTI+ Equality Portfolio



ACTIVITY SUMMARY

Activity summary April-September 2022

Activity type	Activity	No. of orgs delivering	No. of people
 Work with individuals	Providing advice	3	2,179
	Enhancing participation	4	519
	Building confidence	1	242
	Information sharing	3	60,683
 Work with organisations	No. of Orgs		
	Training to organisations	3	92
	Capacity building support	4	242
 Work with policy makers/ the public	Facilitated direct engagement	3	N/A
	Participation in consultations	2	
	Public education/campaign	1	
	Research	3	
	Representation at strategic levels	4	

Equality Network hosted an in person conference for trans people and allies attended by 75 people. The conference covered a range of topics including improving gender identity services, trans history and engaging with MSPs.

LGBT Health & Wellbeing hosted in person meet ups for older LGBTI+ people, there have been 153 attendees during the reporting period. Due to high demand now trialling daytime meetups at a variety of venues.

Stonewall Scotland delivered a trans allies course for workplaces which was attended by 34 and a LGBTI+ leadership programme attended by 30. Both courses exceeded target numbers.

LGBT Youth Scotland's youth workers used asset-based coaching model to respond to 466 live chats and emails, providing goal setting support, information to allow informed decisions and signposting.

OUTCOMES AND IMPACT

Below are a selection of examples showing how LGBTII+ organisations are contributing to the outcomes of this fund. The number of organisations meeting the outcome is given in brackets.

1. People have greater awareness of their human rights and how to access them (4)

'As a result of contacting the helpline I've self-referred to other organisations for advocacy and support in dealing with statutory services' - caller to LGBT Health & Wellbeing's helpline

3. People with protected characteristics have increased participation in public life (4)

90% of delegates on Stonewall Scotland's inclusive leaders programme said the course had a positive impact on their confidence and understanding of how identity shapes experiences in the workplace

4. People with protected characteristics have increased influence in the decisions that affect them (2)

LEAP sports successfully lobbied a sports governing body to reopen their consultation on trans participation and supported them to ensure trans voices are really heard in the consultation.

LGBT Youth Scotland supported a Trans Rights Youth Commission consisting of 11 young people to engage in five meetings with policy makers on the topics of Gender Recognition Reform and trans health care. Members of the committee commented on the quality of the young people's evidence. Young people met with MSPs prior to the vote and presented compelling evidence to support the lowering of the age limit for obtaining a GRC.

5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics (3)

Equality Network supported trans people to engage with the Gender Recognition Reform (GRR) Bill process and report that as a result the Parliament's Equalities, Human Rights and Civil Justice Committee's stage 1 report on the Gender Recognition Reform Bill includes throughout references to where the voices of trans people have shaped the recommendations included in the report. For example: "Witnesses from the trans community broadly considered the Bill an important step in representing recognition and validation. However, the consequence of the barriers in place meant that many people who would like to apply for a GRC do not do so and consequently face practical challenges as they go through their lives."

7. The experience of people with protected characteristics is increasingly used to inform policy and practice of public bodies (5)

Endpoint surveys of **LGBT Youth Scotland's** charter programme has shown that 97% of schools say the charter has changed the culture/ethos of the school in terms of LGBTI+ inclusion. *"Our school is undoubtedly changing for the better as a result of our commitment and efforts to become more LGBTI+ inclusive. Several families are placing requests to our school and have cited the school's inclusive ethos as a reason for their decision to come to the school. We have learned from their views and experiences and worked with them to co-produce our curriculum and anti-bullying approaches. I have no doubt that this is largely due to the impact of our LGBT Charter work and the fact that the whole school community has embraced the journey so positively".* - Teacher: training evaluation response

LEAP Scotland track interactions as a result of published material. As a result of their report in response to sports council guidance on trans inclusion six sports governing bodies contacted LEAP to request support and training. Feedback has shown that awareness and understanding is reported at a higher level when people with lived experience are directly involved in training delivery.

8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions (4)

Stonewall Scotland ran an inclusive service delivery programme for local authority employees working in children and young people's services. Before the programme when asked to plot their knowledge on a scale in response to the statement *'I understand the barriers for LGBTI+ young people in accessing services from the local authority'* 40% neither agreed or disagreed and 20% disagreed with the statement. After the programme 100% indicated they did understand the barriers.

Focus on intersectionality



For this reporting period funded organisations were asked to give an example of where taking an intersectional approach has been a key factor in delivery. Examples highlighted how important it is to take an intersectional approach when working with individuals, organisations and in the policy influencing sphere.

LGBT Youth Scotland

As a response to the fact that 71% of respondents to our annual survey self-reported a disability or long term health condition we ran a series of workshops focused on rights of LGBTI+ disabled people. We delivered informational inputs on rent deposit scheme and disability benefits as well creating an informal space for peer support and the sharing of self advocacy tips.

Other rights based inputs included the right to free bus travel (input delivered by MSYP, a youth parliament member) and rights to sexual health services (in partnership with Terrance Higgins Trust).

Stonewall Scotland

A thoughtful and targeted recruitment campaign aimed at underrepresented groups meant that the self reported diversity of participants in the LGBTI+ leadership programme was as follows; 22% non-binary, 25% disabled people, 31% identify as non-white.

LGBT Health & Wellbeing

Hosted a Queering the Signs event and produced a Queering the Signs Report which offers queer deaf perspectives on how interpreters can be more LGBTI+ friendly. The information generated has also been distributed to organisations who engage with the deaf community.

Case Study

Equality Network

This case study highlights how Equality Network ensured that intersectional identities were fully considered as part of the work of a policy advisory group.

As part of our work with the Expert Advisory Group on ending conversion practices, we developed stakeholder engagement and an in-depth report on the specific experiences of conversion practices within minority ethnic faith communities and communities of colour. We worked with Sarbat LGBTI+ Sikhs, Shakti Women's Aid, House of Rainbow, the Naz and Matt Foundation, Circular 3, and Keshet.

This work directly influenced the development of the wider Expert Advisory Group report to government on ending conversion practices. Our report was published as a standalone document alongside the main group report. This work clearly highlighted that there are distinct and major considerations that need to be addressed around the effects of conversion practices, and of banning them, within these communities.

Whilst developing the report and related stakeholder engagement we worked alongside multiple advocates from organisations representing LGBTI+ people of colour and of different faiths, to recognise the diverse experiences of conversion practices. The aim was to ensure that legislation to address conversion practices will work for everyone, and will not have unintended negative consequences within some communities or create further risk for LGBTI+ people within them.

"The Equality Network were able to reach out across Scotland and more widely across the United Kingdom, to get an understanding of the issues, challenges and unique perspectives from minority groups. It is a difficult subject to engage people with, particularly within ethnic minority and religious minority groups, but the Equality Network were able to accommodate the needs of these groups/communities, which resulted in a separate appendix report for these communities and specific recommendation within the main report of the Expert Advisory Group to the Scottish Government. Working with Equality Network empowered me and motivated me to raise and amplify the voices of people and communities who are often forgotten." - Pritpal Bhullar, Sarbat LGBT+ Sikhs

CONTRIBUTION TO POLICIES AND STRATEGIES

An analysis of contribution to Scottish Government policies and strategies during the reporting period is provided below.

All five funded organisations have continued to contribute to the Gender Recognition Reform Bill process. This included; supporting community members to engage with the process, providing evidence directly, responding to the large increase in media enquiries and ensuring thoughtful, positive external communication.

A joint response was submitted by the LGBTI+ sector to the consultation on the Mental Health and Wellbeing strategy. **LGBT Health & Wellbeing** and **Equality Network** submitted a joint response to the Suicide Prevention strategy. Equality Network sit as a representative on the Mental Health Directorate Equality and Human Rights forum, and shared evidence and research on LGBTI+ people's experience of mental health.

LGBT Health & Wellbeing connected 20 community members with the Minister for Mental Health *"We all agreed it was a fantastic session....there was a broad range of people there, we heard and learned a lot that will be really important for us when we start drafting the [Mental Health and Wellbeing] strategy."* - Nadia Abu-Hussain Scottish Government official for Kevin Stewart Minister for Mental Health

Equality Network participated in meetings of the NHS review of the Gender Reassignment Protocol, including chairing and attending a range of subgroups. They participated in meetings of the NHS Gender Identity Healthcare Reference Group, to contribute to the oversight of the NHS Gender Identity Services strategic action framework.

COLLABORATION

We analysed LGBTI+ portfolio collaboration with other organisations - both within the E&HR portfolio and externally.



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 worked in partnership to deliver the Communicating Trans Rights project, the findings of which were presented to stakeholders from across the public and third sectors. The outcome of this partnership project is a deeper understanding of communications and a coordinated communication plan.

LEAP sports have formed a coalition with a group of global partners on the topic of LGBTI+ human rights in sport.

LGBT Health & Wellbeing & Equality Network worked together to deliver 'Pride For All' which provides accessible spaces at Pride events.

LEAP Sports are working in partnership with Making Rights Real to support a newly established group of trans women, looking to explore their rights in sport.

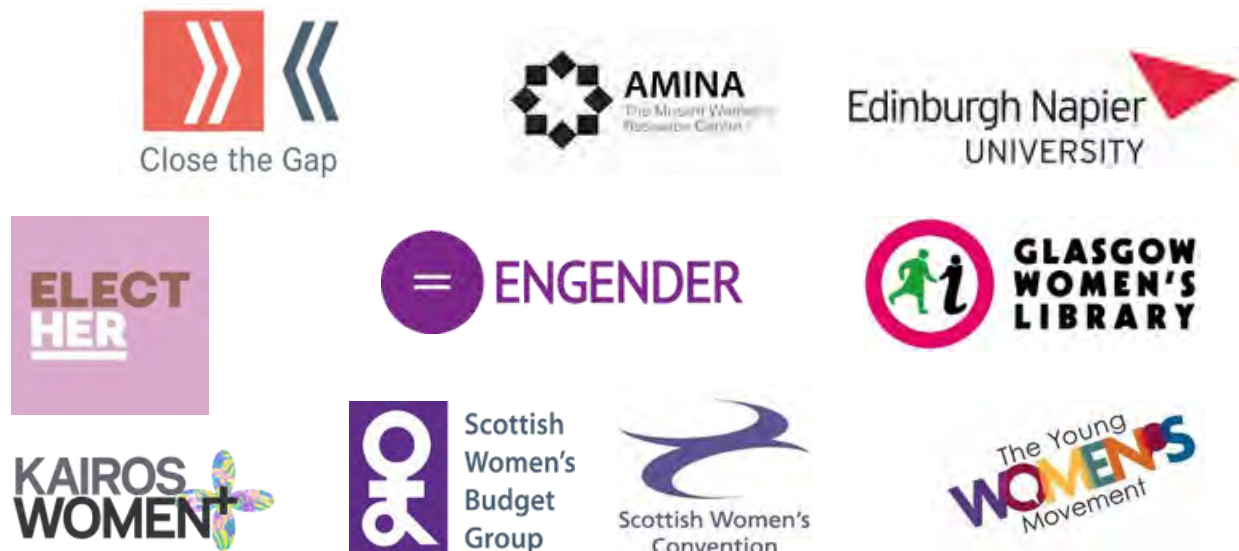
Gender Equality

The 10 funded Gender Equality focused organisations have continued to both create and maintain strong partnership working over the six month period with clear examples of collaboration. They met twice in this period as part of the gender portfolio group which includes Scottish Government colleagues, and have reported that they find great value in participating this group.

There has been a major focus on the cost of living crisis and how this affects women in Scotland with both Engender and Scottish Women's Budget Group producing and co-producing reports relating to this. There are clear examples of some organisations directly supporting women who are struggling in the current financial climate.

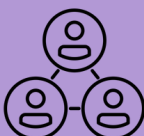
Recruitment continues to be an issue for organisations and posts are taking longer to fill than in the past. 14,144 individuals have engaged through either direct support, consultations, workshops or training and 459 organisations have engaged.

Gender Equality Portfolio



ACTIVITY SUMMARY

Activity summary April-September 2022

Activity type	Activity	No. of orgs delivering	No. of people
 Work with individuals	Providing advice	2	1,277
	Enhancing participation	9	2,812
	Building confidence	6	1,121
	Providing training	7	465
	Information Sharing	1	79,020
 Work with organisations	No. of Orgs		
	Training to organisations	7	634
	Organisational Support	4	65
	Shared knowledge/information	6	348
 Work with policy makers/ the public	No. of people		
	Facilitated public engagement	3	1,010
	Participation in consultations	6	N/A
	Research	8	
	Representation at strategic levels	6	
Public Education / Campaigning	6		

Activity examples

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

- YWCA - Young Women Lead equip young women with the skills required to feel confident to make their voices heard in safe space to discuss the issues important to them.
- Amina took 1,060 calls and provided support to 470 women as well as receiving referrals from 35 partner organisations.

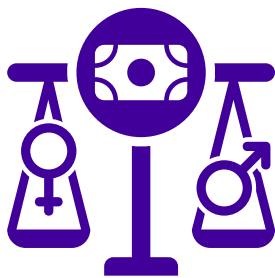
Unplanned work example - Scottish Women's Budget Group

SWBG noticed a demand for gender budgeting training from Scottish Government officials who were seeking to book on to training sessions. To accommodate this SWBG offered to run sessions for Scottish Government officials via the Equality Unit. These were two small sessions with 13 participants attending.

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	7
2. People with protected characteristics have increased remedy where their rights have not been upheld	1
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	4
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics	4
6. Actors in civil society increasingly use Scotland's domestic and international equality & Human Rights framework to influence and affect change	3
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	3

Impact examples



Close the Gap

The promotion of the 'Close Your Pay Gap' tool has raised awareness of the resource to large employers reporting their pay gap. During the reporting period, the tool has had 2,163 users, 99% of whom are new users.

Elect Her

Elect Her supported 57 women in Scotland at the local elections, 27 of these women were elected, which is 2% of the total councillors in Scotland.

Engender

Engender has had success in advocating for split payments of Universal Credit which will give economic protection to women.

Case Study

YWCA

We used the case study below as it shows clear examples of intersectionality and how someone facing so many barriers has become empowered and feels confident to face their challenges.

We share Obo's story, which encapsulates the power of Empowering Pathways for Women programme in our community in Glasgow. Obo is seeking asylum in Glasgow, she was referred to us by Mears housing earlier this year. In Obo's home country of Nigeria, she had been a teacher. Arriving in Scotland with poor mental health and low self-esteem, she joined our Empowering Pathways programme in April 2022, to feel more herself and improve her mental health for herself and her daughter.

"Joining YWCA marked my very first social and educational journey in Scotland. The course was truly empowering. I met new people with a wealth of experiences to share from different parts of the world. We learnt about women who had shaped the world and Glasgow, their journeys, their struggles, challenges and changes they made to pave the way for generations to come including people like me. Their support is beyond the programme. This programme is a lifesaver for me. The courage to face issues and enthusiasm about the future is very high because I believe this is equipping for what lies ahead in Scotland. This is learning and growing at no cost to me. I benefit in every way. I still have my challenges, but I am growing and I am happy."

Obo now feels confident enough to speak with others in different group settings and has progressed onto further courses.

CONTRIBUTION TO POLICIES AND 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	7	1	8
National Advisory Council on Women & Girls 2019	8	3	11

The Gender Equality organisations demonstrated how their work also contributed to the 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



Scottish Women's Convention ensure the experiences that women share with them is heard at the highest level of policy and decision making.



Engender is an active member of National Advisory Council on Women and Girls (NACWG). In their policy, advocacy and public engagement work they promote the delivery of NACWG recommendations. Through policy analysis, briefings and reports they highlight best practice in embedding intersectional gender competence and use participatory methods drawing on lived experience in policy making.

COLLABORATION

The numbers below show the total number of E&HR funded groups and the number of external organisations worked with across all nine Gender Equality groups.



Gender Equality organisations reported collaborating with 24 other E&HR groups during the reporting period.



Gender Equality organisations reported collaborating with 189 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 supporting Kairos Women+ with research through the delivery of training to their Equalities Collective and ongoing consultancy for the project worker. They are supporting at key junctures of the research including training at the start, support with data analysis and how to share the data effectively.

Equate Scotland held their annual conference online. The theme of the conference was 'STEM through an intersectional lens' and the three day event focused on exploring issues of intersecting inequality and collaborating on how to improve them in the Scottish STEM sectors. Our conference brought together students, women STEM professionals, employers, and members of the government. What brought these participants to the event was an overwhelming desire to really understand what intersectionality actually means, and how it relates to Scotland's STEM landscape.



Race Equality

The race equality portfolio of 14 organisations delivered a range of activities and a comprehensive set of initiatives over the reporting period. By far the biggest issue affecting service delivery during the reporting period has been the cost of living crisis. This has impacted both the demand for advice and support, and on staff within the funded organisations, where funding levels to support salaries have remained stagnant. Vicarious trauma experienced by front line support staff has also been raised as an issue. Funded organisations have highlighted the fact that disproportionate rates of poverty among minority ethnic families mean that these households are likely to be among the hardest hit by the current crisis.


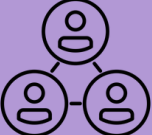

Organisations also expressed frustration that the public policy response appears to have moved focus away from equality issues and is lighter on detail regarding initiatives for specific groups.

Overall, the race equality organisations have provided support to 11,138 people, and 1,093 organisations.

Race Equality Portfolio



ACTIVITY SUMMARY

Activity type	Activity	No. of orgs delivering	No. of people
 Work with individuals	Providing advice	5	1,297
	Enhancing participation	10	1,205
	Building confidence	6	106
	Providing training	0	0
	Advocacy / Casework	7	533
	Information Sharing to individuals	6	7,387
	Other support to individuals	2	610
 Work with organisations	No. of Orgs		
	Training to organisations	8	165
	Capacity building support	10	89
	Shared knowledge/information	11	5,713
Other work with organisations	1	6	
 Work with policy makers/ the public	No. of people		
	Facilitated Direct Engagement	8	1,093
	Consultations	7	Not Applicable
	Strategic Litigation	1	
	Research / Data gathering	6	
	Public Education / Campaigning	2	
	Organisation Rep at Strategic Levels	8	
Other work with policy makers	1		

FENIKS

Soon after the war broke out in Ukraine, Feniks created a Ukrainian Community Development Worker post. The worker, in post since June, has worked consistently to create strong links with the Ukrainian Association in the UK. Her role is to identify the long-term needs of the refugees as well as to establish Feniks as an organisation that can provide mental health support to Ukrainian refugees. That would be achieved by developing positive, supportive relationships with the established Ukrainian community in Edinburgh and the newly arrived refugees.

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	10
3. People with protected characteristics have increased participation in public life	13
4. People with protected characteristics have increased influence in the decisions that affect them	8
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics	4
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	6
8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions	6

STEP

Through STEP's transitions toolkit programme young people and teachers came together to produce videos sharing young people's experiences. Young people reported that they have learned new things about choices for their future and what is possible. The toolkit development has also impacted on participating teachers who developed new understandings of issues around children's rights when there are pressures from within the community. One staff member said, *"We, as professionals, have to increase this awareness and act on behalf of the child. This toolkit gives us a chance to help change attitudes and show that there are lots of choices for everyone. I did see a bit of a shift in the young people - particularly for vocational jobs."*

Boots & Beards

Boots and Beards and Water Safety Scotland produced an information leaflet in Urdu and Arabic. These were produced and distributed to help communities avoid the tragic incidents of the past at Loch Lomond. Boots and Beards was the only BME organisation at the Water Safety event in Falkirk in July 22 where they made connections for partnership working.

Case Study

Ethnic Minority Law Centre EMLC

The following case study from EMLC illustrates the importance of legal help for individuals in UK.

An individual from Gambia came to the UK on a visit visa to see family. She is a lesbian and a Muslim who had been living a closeted life in Gambia, even marrying and having children to deflect suspicion about her sexuality. While visiting the UK she became aware of the lives that LGBTI+ people were able to lead in the UK, free from the threats and violence that they would have faced in The Gambia. She chose to disclose her sexuality to the family members she was staying with. They reacted in anger and threw her out. At the point she contacted EMLC she was homeless. She had received threats from family in Africa. She had been told by her husband that he would keep the children there and not let her see them again.

We were able to signpost her to organisations who could help with mental health, accommodation and local LGBTI+ resources. Meanwhile, we began the process of applying for asylum for her. We assisted her with her preparation for interviews, she had considerable difficulty in discussing her sexuality and articulating the details of her sexual relationships. We spent some time with her assisting her to put into words her complex feelings and life history.

We assisted with the preliminary questionnaire, but also in respect of responding to the statement of evidence form following her asylum interview as this contained some errors and also glossed over some important aspects of her life.

Through this, we not only protected her rights but empowered her to overcome the cultural obstacles she had faced in her life up until that point.

CONTRIBUTION TO POLICIES AND 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.

Policy/strategy	Number of race equality organisations contributing
Race Equality Framework	7
Race Equality IPP	6
Improving the Lives of Gypsy Travellers	2

Additional strategy contributions

The Race Equality organisations demonstrated contribution to a range of other Scottish Government strategies, action plans and relevant activity. These include:

- Human Rights Bill Governance and Engagement Advisory Board
- Mental Health Strategy
- A Fairer Scotland for Older People
- Race Equality and Anti-Racist Education Programme (REAREP)
- Mainstreaming Strategy

Intercultural Youth Scotland

IYS's newly-recruited five member Youth Panel critically engages with the AIGG process as part of an overarching effort to build meaningful and community-driven accountability for anti-racist work in Scotland through an Anti-Racist Observatory. This has also provided a successful model for how spaces can genuinely and safely involve Black and PoC young people.

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 25 other E&HR groups during the reporting period.



Race Equality organisations reported collaborating with 126 other external groups during the reporting period.

CSREC worked closely with the Friends of Scottish Settlers (FOSS) to deliver several events for asylum seekers housed in initial accommodation in Falkirk: ESOL provision, access to solicitor support, casework provision, volunteer support between organisations, provision of clothing including winter clothing, provision of bicycles and everyday items.

Feniks facilitated the recruitment to the following research projects: -'Vaccine journey' by Ipos Mori on behalf of the Scottish Government - 'Covid-19 vaccine research' by University of Edinburgh and Napier University. 'Mental health stigma and immigration' by Oxford University and 'Mental health stigma survey' by The lines between on behalf of See Me.

Friends of Romano Lav's community catalysts overwhelmingly voted the intersectionality section as the most informative and impactful session. This output has followed through from the young women not knowing what intersectionality was, to learning how it applied to them and affected their daily lives, to applying their new found knowledge in creative ways, to presenting a film to their own community as well as the wider community that tackles the issue of discrimination looked at through an intersectional lens.



Human Rights

More detail is given here about the five organisations whose work is specifically focused on Human Rights, however data and insight into the human rights work of the whole fund is given beginning on page 26.

There continues to be a focus on raising awareness of human rights within third and public sector organisations as well as with the general public. This awareness raising element is also shown strongly in the whole fund analysis.

Providing remedy via representation where human rights have not been upheld is a major element of funded work for three organisations. Cases, once concluded, are used as concrete examples of where human rights language and legislation is making a difference and thus helping to bring to life the learning they deliver through their engagement work.

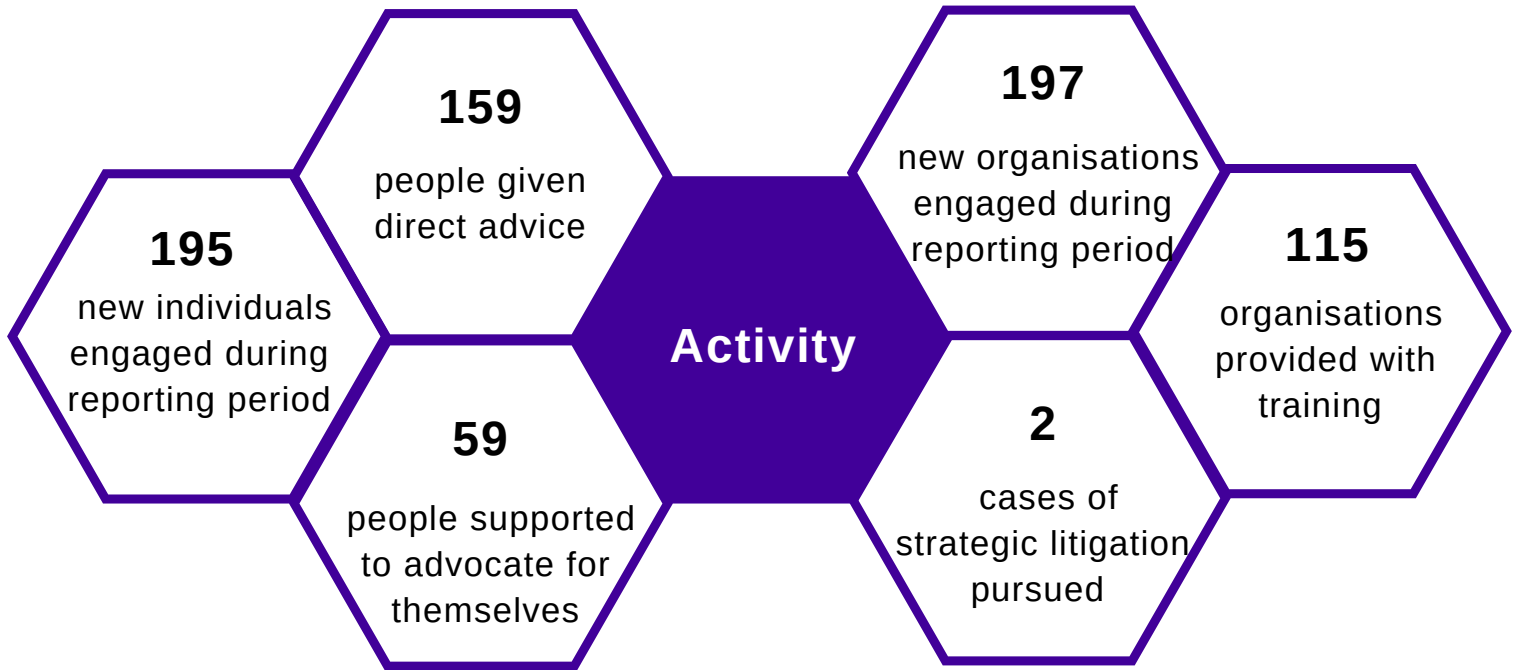
The other two Human Rights projects are focused on learning, with one bringing an action learning based approach to organisations and individuals where poverty intersects with protected characteristics and the other developing a human rights based approach for organisational development in the wider third sector.

The organisations have supported 241 individuals and 228 organisations during the reporting period.

Human Rights Portfolio



ACTIVITY SUMMARY



Environmental Rights Centre for Scotland

ERCS have presented on the topic of environmental rights in a variety of forums, including to the Human Rights Consortium Scotland, Human Rights Bill Advisory Board and Disability Network Scotland. Also met one-to-one with 23 organisations to discuss intersections of work.

THRE

The THRE project run in partnership by Glasgow, Edinburgh and Highland TSIs connected with 43 TSIs and met one-to-one with 30 of them to raise awareness and gather data on learning needs in terms of human rights and equalities learning. Also scoped sector to map what is currently available meeting with 11 national intermediaries and 19 other equalities focused organisations.

JustRight Scotland

JRS have provided direct legal advice to 25 individuals who are facing discrimination. Legal advice was provided to 10 civil society organisations specifically on issues of discrimination.

OUTCOMES AND IMPACT

In this first year, the work of the five organisations has focused particularly on increasing awareness of human rights (fund outcome 1) and providing advice, support and representation where those rights have not been upheld (fund outcome 2). There is also evidence of the organisations using human rights language and frameworks to influence and affect change (fund outcome 6).

outcome

1

"The support and advice gave me confidence and made it possible for me to keep on keeping on as a foster carer, advocating for my foster daughter."

"Finally I have the appropriate support to challenge public services"
- Civil Rights First (CRF) clients

Poverty Alliance workshop evaluation shows that before the workshop 50% of participants were unaware of ICESCR while afterwards 93% said they would be confident to use human rights in their work.

outcome

2

ERCS has provided legal advice, assistance and representation to 37 enquiries.

CRF included quotes from 14 clients who felt that advice and representation provided was essential in securing the positive outcomes they achieved. *"Excellent service...high levels of empathy with a holistic view. I feel without this support and service I would not have been awarded SDS in the areas I chose."*

outcome

6

The Poverty Alliance have been providing a human rights drop in where people doing high level policy work and those working at a grassroots level can come together to share expertise and insight. *"There's so much knowledge in the room and it's good to share as a group."*

Making use of the international framework for human rights ERCS continue to campaign for the enforceable right to a healthy environment. The Scottish Government's decision to remove court fees for Aarhus cases in the court of session represented a positive step due in part to ERCS's influencing work.

Focus on intersectionality

For this reporting period, funded organisations reported on an example of where taking an intersectional approach has been a key factor in delivery. Examples highlighted how important it is to take an intersectional approach when working with individuals, organisations and in the policy influencing sphere.

Intersectional approaches when working with individuals

The Poverty Alliance

TPA are working with asylum seekers and refugees to build their capacity to conduct research into the human rights issues impacting their communities. This work supports individuals to directly frame the issues they face using human rights, ensuring that the impacts of race, socio-economic status and other forms of disadvantage are fully considered. A variety of avenues to engagement are provided including auto ethnography, photography, mini interviews and creating models and imagery documenting human rights concerns.

Civil Rights First

CRF advocated for a family whose request to use self-directed support payments to enable their disabled child to attend social activities outside of school had been refused by the local authority. CRF submitted that direct payment may be considered when community based services form part of a jointly planned package and that under the 2013 Act NHS professionals can arrange for transfer of funding from the NHS Board to the local authority in order to fund the relevant health outcomes within the person's joint plan. It was important in this case that the social development of this child be considered as much as the services required to support their specific disability.

JustRight Scotland

JRS took a case regarding access to education involving a young person who was both a migrant and care-experienced. JRS were able to successfully advocate for a lawful resolution based on expertise in both discrimination law and community care/child law, but this was a complex and lengthy piece of work. The challenges involved in finding a resolution to this case is a good example of how multiple and intersecting inequality can amplify disadvantage.

Case Study

Environmental Rights Centre for Scotland

This case study illustrates how dedicated resources and specialist legal advice has taken forward a case where a local community have been fighting to be listened to and acknowledged for more than 10 years.

In Scotland, there has been growing concern over the use of sewage sludge, the lack of regulation and enforcement, and the need for an updated review of potential environmental and human health hazards.

Two members of Avonbridge and Standburn Community Council (ASCC) began looking into the use of sewage sludge in 2009 when a local resident complained of excessive odours. The ASCC uncovered issues and concerns including: spreading and stockpiling near water bodies with the potential for water pollution, poor regulation of sewage sludge transportation operators resulting in odours, spillages and hostile confrontations, breaching recommended volumes and frequency of spreading leading to potential soil contamination, an outdated 2008 assessment of potential impacts on human health

The members worked tirelessly to hold public bodies accountable. In 2016 a review known as the Sludge Review was published containing 21 recommendations. None of these have been fully implemented. In 2018 a health risk assessment of sewage sludge was produced but not made public.

ERCS assisted in a freedom of information request to gain access to the final report. This was initially refused and disclosed after appeal. The report made a number of recommendations to mitigate risks to human health including odours, but none of these had been implemented. With this information, ERCS contacted MSPs to ask parliamentary questions, including when the recommended actions would be implemented. Following a letter to the Minister for the Environment and Land Reform, ERCS was informed that a consultation paper on the recommendations from the 2016 Sludge Review would be published by October 2022. This was subsequently delayed to January 2023. Given this delay, in November 2022, ERCS submitted a representation to Environmental Standards Scotland regarding the failure to implement the recommendations of the Sludge Review; ERCS hopes that they will use their powers to intervene.

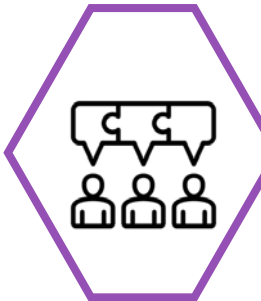
Full blog can be found [here](#)

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 organisations.



Human rights organisations reported collaborating with **20** E&HR funded organisations during the reporting period.



Human rights organisations reported collaborating with **43** other external groups during the reporting period.

JustRight Scotland have worked with Equality Network, providing legal advice regarding international best practice in terms of Gender Recognition Reform.

THRE have worked hard to ensure their offer of a suite of courses, which take an equalities and human rights first approach to third sector functions, have been developed in partnership with experts. Content development partnerships have been formed with; Interfaith Scotland, Getting on Board, Volunteer Glasgow and Volunteer Edinburgh.

8. CONCLUSION

The second half of Year 1 has seen a focus on consolidating delivery, with most funded groups working at full capacity. Overall, there has been a high level of output during the reporting period, with a total of 65,700 individuals and 3,458 organisations supported. This makes a Year 1 total of 115,568 individuals, and 6,146 organisations supported. A very high number of organisations reported building on their successful delivery over the year, and developed exciting new collaborations and partnerships. Over half of the funded groups are regularly engaged with policy influence work through participation on an advisory board or working group, or undertaking research and consultation to help inform policy development.

There is also evidence of groups increasing their collaboration with other E&HR funded organisations, with examples provided in the report.

By far the greatest challenge has been the cost of living crisis, and addressing the impact of this has become a key focus of most groups' work. This has had a huge impact on already multi-disadvantaged communities who are struggling to manage the spiralling costs of food and fuel. It has also impacted on the organisations themselves in terms of staff salaries as well as the stress and trauma experienced by front line staff who are dealing with distressing situations on a daily basis, and coping with surge in demand for support. Groups have also continued to experience staffing issues, such as long term sickness, and recruitment and retention of key staff.

The team at Inspiring Scotland has continued to develop positive working relationships with the organisations, and also with the relevant policy teams.

About Inspiring Scotland

Inspiring Scotland is a registered Scottish charity with a mission is to inspire people, communities, organisations and government to work together to drive social change and transform lives. Our vision is that every person in Scotland can enjoy a happy, healthy life free from poverty or disadvantage.

We do this by raising funding from private individuals, trusts and foundations, Scottish Government and local authorities and investing in social funds addressing our strategic themes. These include improving the life chances for children and young people and supporting people who face barriers to inclusion because of discrimination and disadvantage to live flourishing lives.

Our aim is to amplify and strengthen the impact of organisations across civic society by helping them build their strength, resilience and reach

INSPIRING SCOTLAND

© Copyright Inspiring Scotland 2022

**Registered Office:
Suite 2, 14 New Mart Road
Edinburgh EH14 1RL
tel: 0131 442 8760**

**email: enquiries@inspiringscotland.org.uk
www.inspiringscotland.org.uk**

**A company limited by guarantee registered in Scotland, No. SC342436,
and a registered Scottish charity, No. SC039605.**

