



Progress Report October 2022-March 2023

July 2023



Scottish Government
Riaghaltas na h-Alba
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INSPIRING SCOTLAND

CONTENTS

1. OVERVIEW

2. WHOLE FUND DATA

3. PEOPLE AND ACTIVITIES

4. WHOLE FUND IMPACT

5. PARTNERSHIPS & CONNECTIONS

6. SUCCESSES & CHALLENGES

7. ACTIVITY AND IMPACT BY POLICY AREA

- Age Equality

- British Sign Language

- Disability Equality

- Gender Equality

- Human Rights

- LGBTI+ Equality

- Race Equality

8. CONCLUSION

1. OVERVIEW

This is the third progress report of the Scottish Government's Equality and Human Rights fund (E&HR). The fund covers a period of three years, and this report reviews the six-month period of October 2022-March 2023. It provides data on the activities, impact, and contribution to fund outcomes and highlights the key themes and challenges of the 48 E&HR funded organisations.

Summary of activity

During the third reporting period, organisations have continued to build on successful delivery from the first year. Highlights include new initiatives that enhance existing work, or lead to spin-off projects and funding opportunities. After 18 months of delivery we are starting to see tangible evidence of impact on the fund outcomes. There is also evidence of increased collaboration and information sharing among the funded groups, with many taking advantage of portfolio connections to grow their networks and promote their services. A number of groups also report building on the success of their funded activity by responding to requests for input or support from other parts of the UK and internationally.

The cost of living crisis continues to be the main challenge arising from progress reports, and funded groups have continued to collect data and evidence of its impact on the communities they support, who are struggling to manage increased costs of food and fuel. The 'toxic' environment in the media and social media brought about by activities surrounding the Gender Recognition Reform Bill is impacting on organisations and affecting staff wellbeing.



Equality and Human Rights funded organisations and Inspiring Scotland staff at portfolio networking day in May 2023.

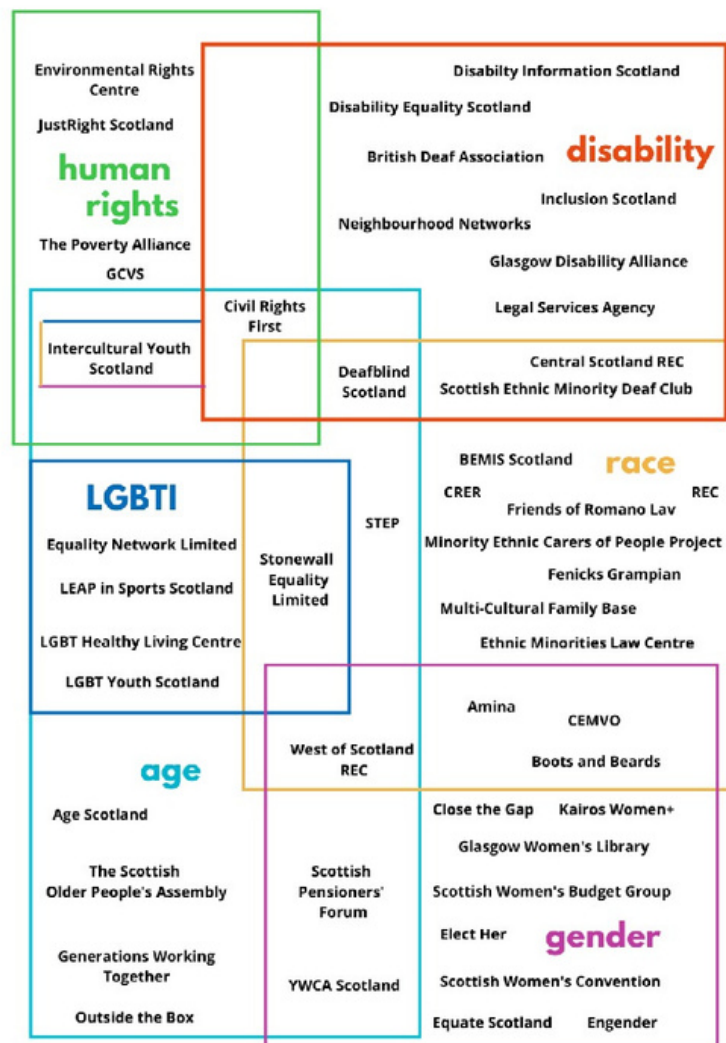
Background

The E&HR fund 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 seven Scottish Government policy areas within the Equality, Inclusion and Human Rights Directorate including: age equality, disability equality, British Sign Language (BSL), gender equality, LGBTI+, race equality 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 funded groups across the policy areas.

Policy Areas



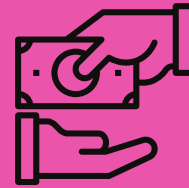
2. WHOLE FUND DATA

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 funding period of October 2022-March 2023 is shown in the diagram below.



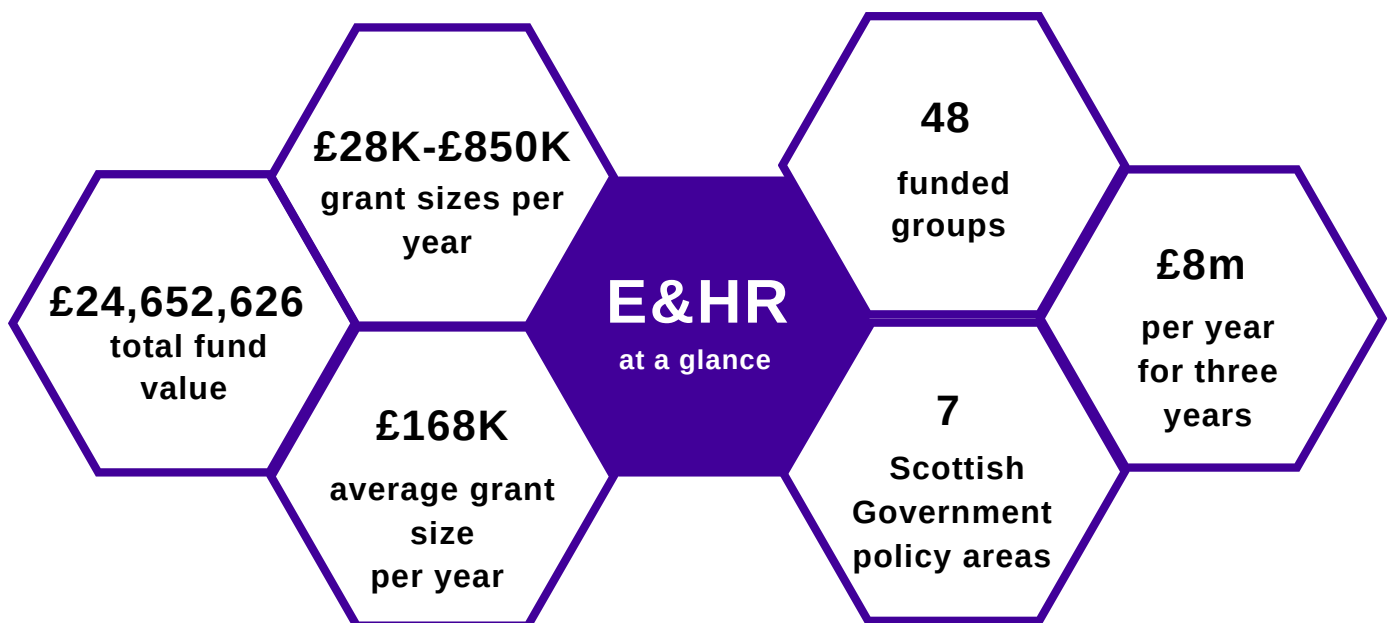
£4,120,052
committed for this period
(Oct 22-Mar 23)



£12,158,535
In total distributed from
fund (Oct 21- Mar 2023)

Equality and Human Rights fund 'at a glance'

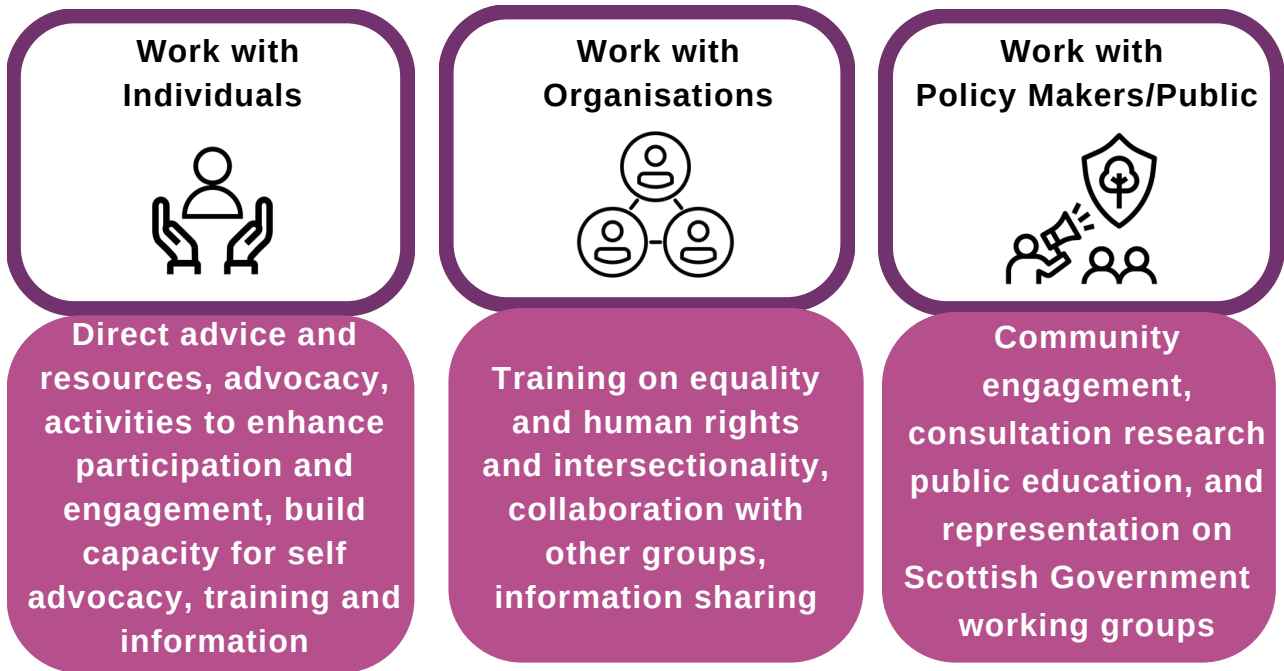
High level information about the the E&HR fund is presented in the image below.



Activity type

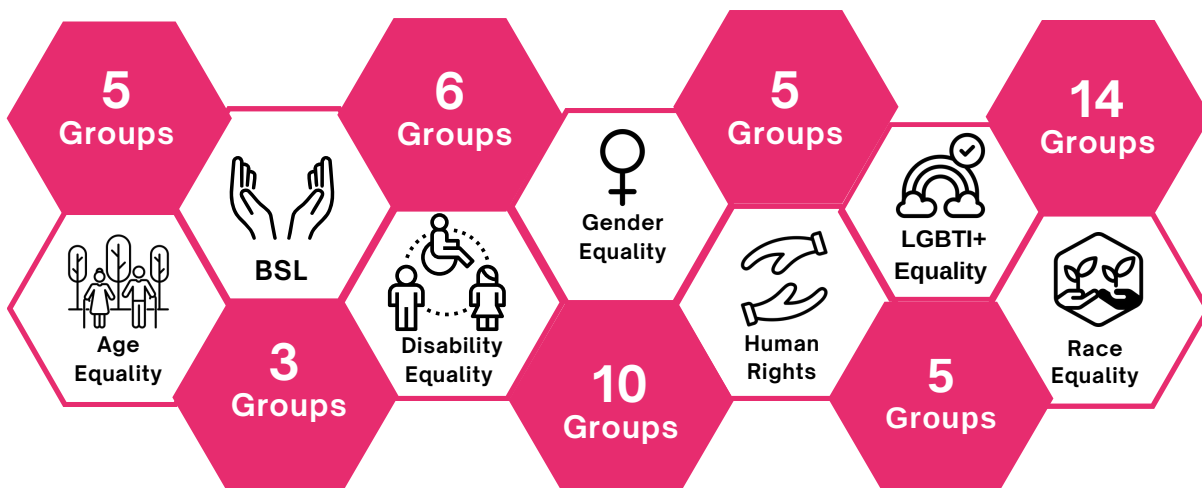
At an early stage in the fund, the Inspiring Scotland team undertook a mapping of all funded activity. The 48 funded organisations deliver a range of activities that can be broadly categorised into three types: direct service delivery to individuals who share protected characteristics, building the capacity of other organisations, and strategic work for local and national policy makers.

The presentation of this report is structured according to these three activity types.



Funded organisations by policy area

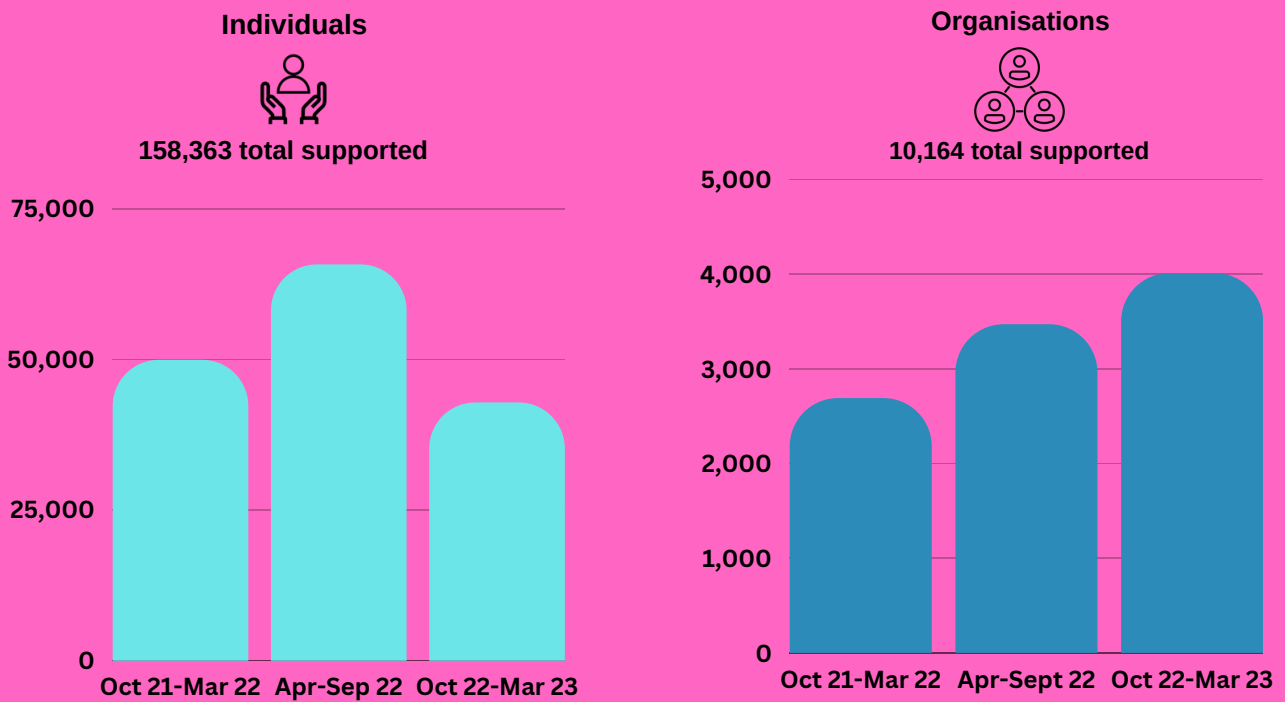
The 48 funded organisations are aligned to seven Scottish Government policy areas as illustrated in the following diagram, according to organisational focus on the relevant protected characteristics. Detail on organisations' activities and impact by policy area is presented in Section 7 of this report.



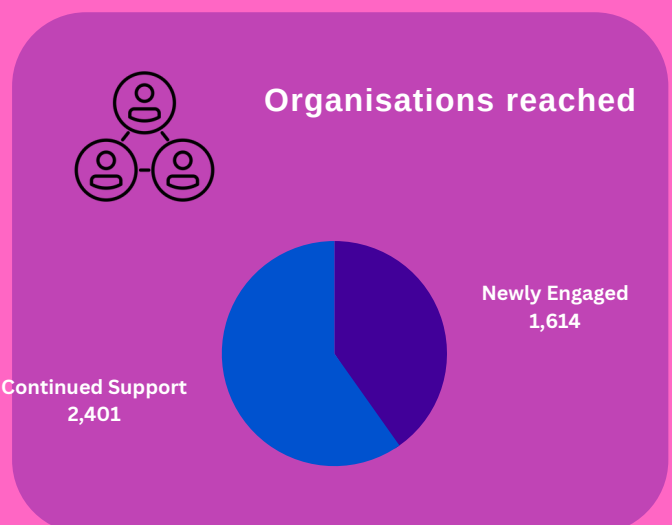
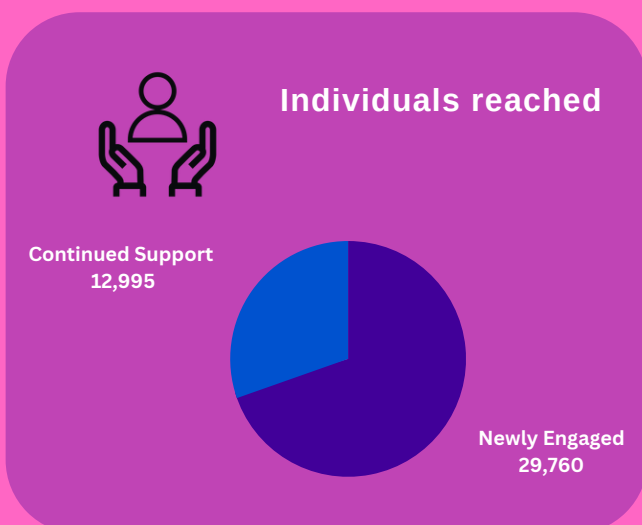
Numbers reached through fund activity

The graphs below show the numbers reached since the start of the E&HR fund. The numbers of individuals and organisations supported has remained fairly steady throughout, with a slight decrease in the last period. This decrease is likely due to refinement of monitoring work, and reduced activity during the winter months

Overall, funded groups supported 42,795 individuals and 4,008 organisations during the reporting period October 22-March 23. Since the start of the fund, a total of 158,363 individuals, and 10,164 organisations have been supported.

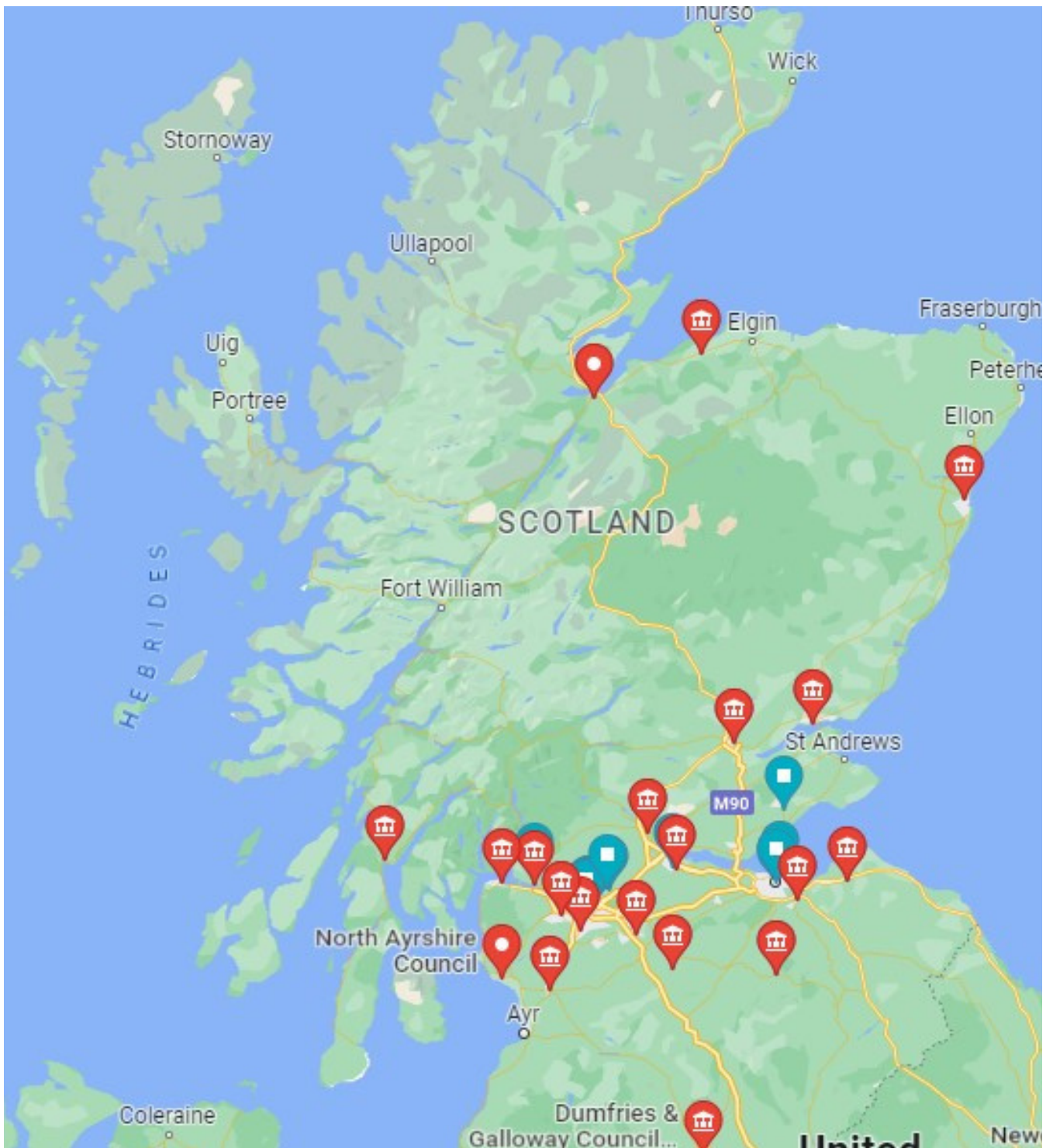


Organisations reported on numbers of new people and organisations reached, and the numbers they continued to support from previous reporting period. This breakdown is shown below.



E&HR activity by local authority

The majority of the E&HR funded groups are national organisations, and 34 delivered national activity over the last six months. In addition, 20 organisations delivered geographically focused work. The map below shows the geographic spread of the funded work during the reporting period.



Inspiring Scotland Support Summary

The Inspiring Scotland team has continued to develop relationships with the 48 partner organisations, providing focused support where needed. We work closely with groups to report on spend, develop self-evaluation systems, discuss delivery, and provide ad-hoc support such as fundraising advice. We met with each organisation at least twice during the reporting period.

Portfolio Events

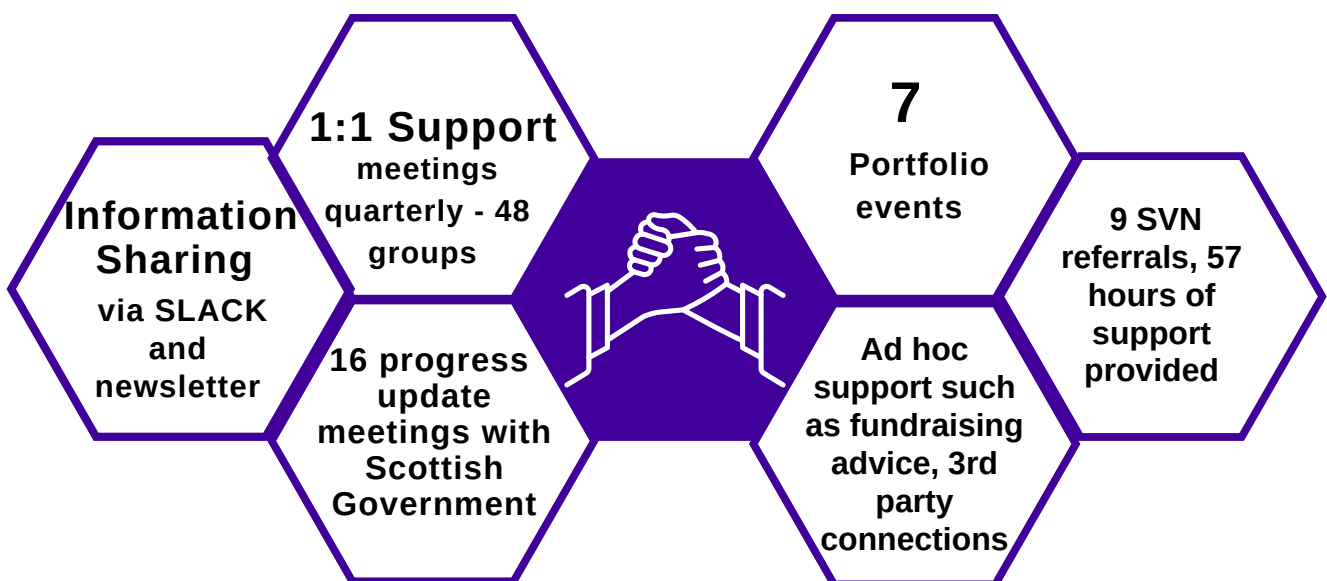
Organisations continue to tell us they want to develop connections with other E&HR fund grant holders, and learn about their work. In response, we facilitated three Spotlight events highlighting E&HR funded activity, which featured the work of Intercultural Youth Scotland, the BSL organisations, and the LGBTI+ portfolio respectively. These were attended by 50 people in total, including Scottish Government colleagues. We also organised a tailored workshop for 30 participants with Evaluation Support Scotland on developing indicators, and an information session on data protection. We also coordinated two Gender Equality portfolio meetings. In total, we held seven portfolio events.

Specialist Volunteer Network (SVN)

SVN is a network of over 500 professional volunteers who provide tailored development support offered to charities within our funds and the wider sector. During the period SVN provided training, HR advice, financial, legal and technological support, and help with strategy development.

Scottish Government

We met regularly with Scottish Government officials, to provide updates on progress and learning. We responded to ad-hoc requests for information and support, including facilitating a visit of the Equalities Minister with a funded group.



3. PEOPLE AND ACTIVITIES

E&HR Portfolio activity

E&HR funded groups delivered a range of activities, which focused on work with individuals, supporting other organisations, and informing and influencing policy.



Boots and Beards

Work with individuals

The provision of direct support to people is a major feature of the fund, and 42 of the 48 organisations undertook some kind of engagement with individuals during this reporting period. An analysis of the support highlights the following:

- 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 (52%) delivered one-to-one sessions, 36% provided group sessions. 28% provided online support via email, text and website. 52% also signposted to other agencies for further support.
- Alleviating the impact of the cost of living crisis (such as benefits advice, access to services, and food poverty) continued to be a major theme. 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 support was also a key feature during the reporting period. Organisations responded to the increased impact on service users' mental wellbeing brought about by cost of living challenges and other events such as the toxic environment surrounding the development of the Gender Recognition Reform Bill. Activities included confidence building support and training, and general health, wellbeing and mental health support.

Work with individuals

The diagram below shows a summary of the support provided to individuals during the reporting period. The numbers supported under 'advice and support' includes eight helplines. 'Information sharing' includes high-volume activity, such as social media, newsletters and website hits. Detailed data on progress during the reporting period is provided in the Policy Section (Section 7) of this report.



'The cost of living and energy crisis is continuing to have a direct impact on our work and the older people we support. During the winter months and the extreme cold snaps there was a concern for the wellbeing of older people, especially as we knew that older people on low and fixed incomes struggled to heat their homes due to the high energy prices. The rising price of essential foods and goods continues to be a challenge even as we enter spring, and we are worried about the growing number of older people facing financial hardship.'

Age Scotland

Work with individuals: examples

Amina Muslim Resource Centre

Amina is has noticed an increased need for intensive one-to-one support in areas such as court visits, reporting incidents to the police, safety planning, supporting clients to get emergency visas, and refuge accommodation. Referrals from statutory agencies has also increased.



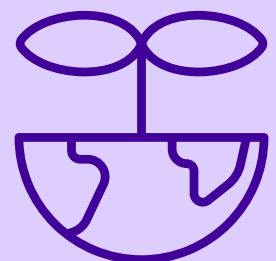
Glasgow Women's Library (GWL)

GWL delivered 48 workshops around Scotland to 1,300 participants. One example is a Story Cafe featuring a memoir on Sikh history and heritage, and how these have affected the lives of Sikh women in Scotland.



Environmental Rights Centre for Scotland

- Provided advice to 34 individuals with protected characteristics
- Provided direct support to 55 people on topics including loss of green space, air pollution, river pollution, nature conservation, planning. Initial advice followed up with advice letters and assistance drafting and submitting appeals
- Delivered six workshops to 143 participants from diverse groups such as young people from the Roma community, members of Ethnic Minority Environmental Network, and The Poverty Alliance



Work with individuals: examples

Disability Information Scotland (DIS)

DIS's National Helpline responded to 1799 enquiries, all within two working days, and the majority on the same day. The most common enquiries were related to Welfare Rights, Transport and Aids and Equipment.



LGBT Health & Wellbeing

LGBT Age Social Project had 237 people attending social events in this period. Events are held in person and via Zoom and are attended by older people from all over Scotland. 683 community members receive a monthly newsletter distributed online and by post.



Scottish Ethnic Minority Deaf Charity (SEMDC)

SEMDC now have Employability and Welfare Rights workers in place in response to the need for bespoke provision on both issues. The Employability Officer has a caseload of 20 (eight seeking employment and five in work), and the Welfare Rights Assistant has a caseload of seven. SEMDC are also working with local partners to explore provision of training and volunteering opportunities to further develop the skills of their clients.

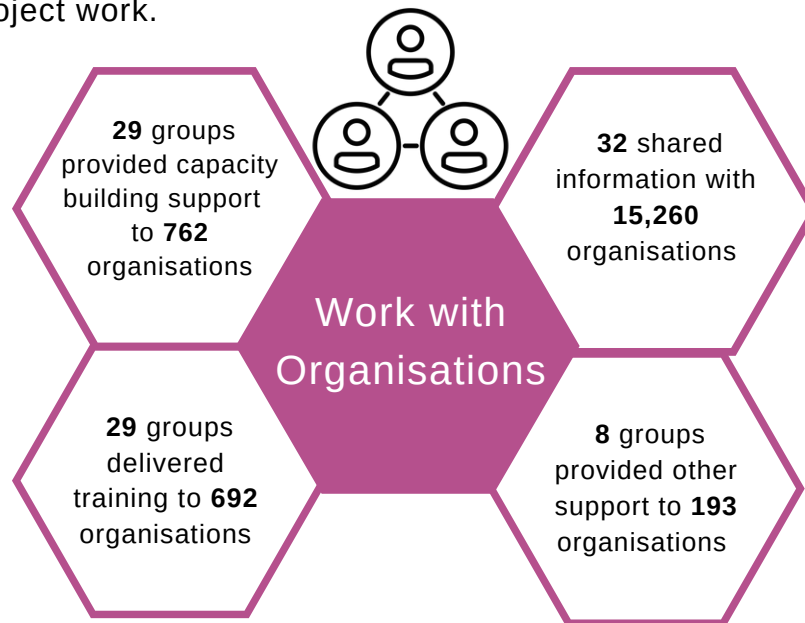
Minority Ethnic Carers of People Project (MECOPP)

MECOPP has worked extensively with site residents and North Ayrshire Council to set up a tenant's association on the Redburn site in Irvine, which was formally constituted and registered at the end of October 2022. Nine community members have been elected to the Committee.



Work with organisations

The graphic below shows the number of organisations funded groups worked with 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

Intercultural Youth Scotland (IYS)

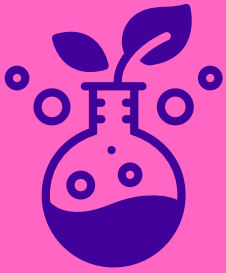
IYS held an event, 'Culturally Informed Anti-Racist Mental Health Care' which brought together 100 people from 42 statutory and third sector mental health and wellbeing services and organisations supporting children and young people of colour in Glasgow. It was highly impactful in defining and spreading a vision of anti-racist mental health care which centres on Black & People of Colour's voices and experiences. It received very positive feedback from stakeholders including youth workers, counsellors, activists and NHS Staff. The event was a starting point for disseminating anti-racist mental health care approaches more broadly.

Leadership Equality and Active Participation in Sports Scotland

In partnership with Pride of the Terraces, LEAP developed their Seen & Heard podcast, which shines a spotlight on different aspects of sporting life in Scotland. This has fostered further partnerships with Scottish Disability Sport, Scottish Women in Sport as well as highlighting sports that don't normally get a lot of attention such as quadball. All episodes are available on their website.



Work with organisations: examples



Equate

Equate is working in partnership with University of Dundee and the Association for Black and Minority Ethnic Engineers Scotland to launch the Engaging Minoritised Beneficiaries in Engineering Diversity Development (EMBEDD) initiative. EMBEDD takes an intersectional approach to supporting and empowering women from Black and Minority Ethnic, disabled, and low socio-economic backgrounds and will encourage inclusivity and diversity in engineering education.

British Deaf Association (BDA)

BDA delivered the following workshops to 36 organisations:

- 'How to Involve Your Deaf Community' for elected members in nine councils
- 'How to Protect and Promote Deaf BSL Users' for BSL leads in 10 local authorities
- 'Knowing Your Rights' workshops to pupils in 15 schools
- 'Knowing Your Deaf Pupils' Rights' to Teachers for the Deaf

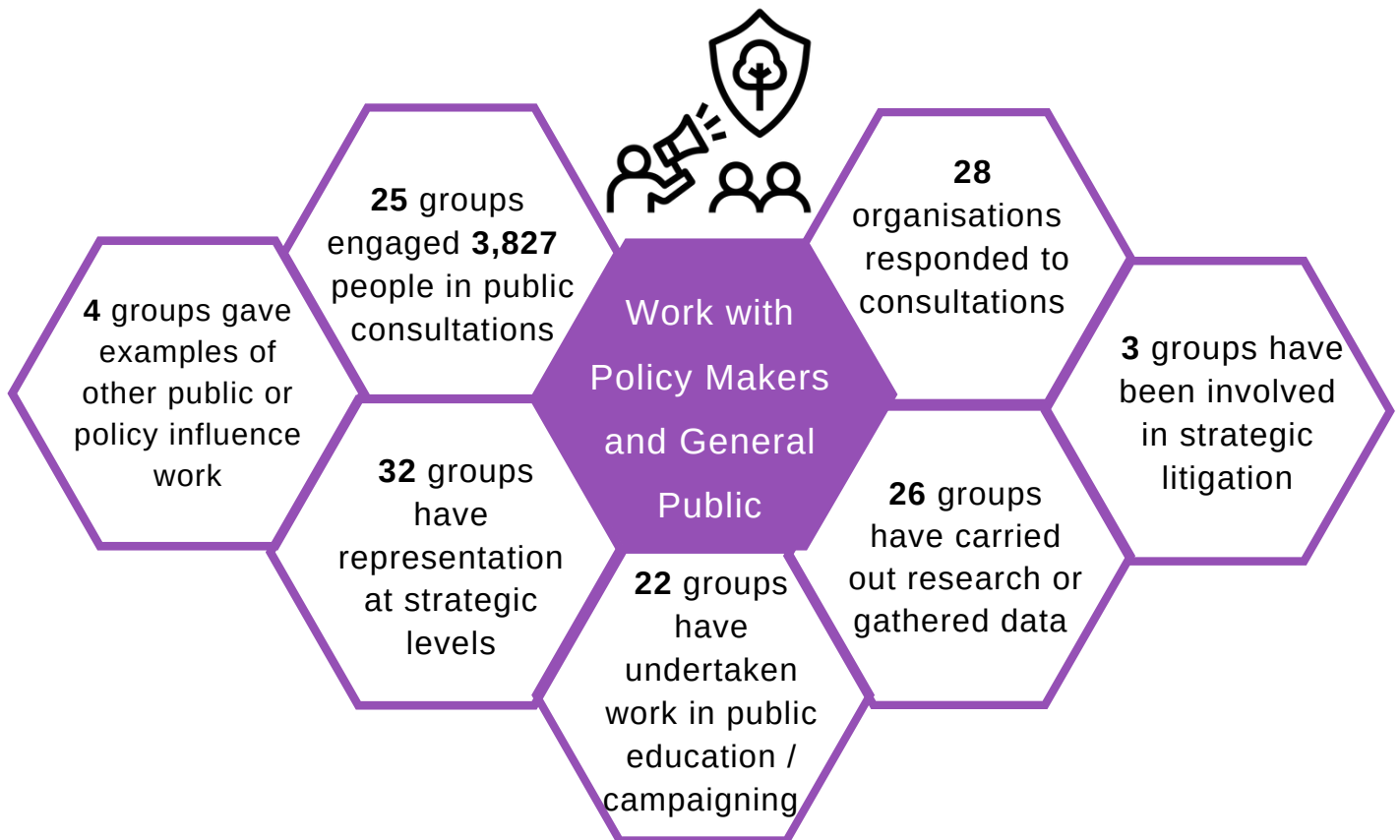
Generations Working Together (GWT)

GWT facilitated training workshops to a total of 63 organisations. This includes an eight week online Intergenerational Certificate in Intergenerational Practice, facilitating five short online courses, piloting a primary school module with two schools, and delivering online bespoke workshops for workplaces. All courses offer a deeper understanding around the purpose, impact and practical application of intergenerational practice, challenging ageism and stereotypes and breaking down barriers to communication between generations.

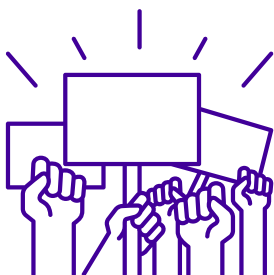


Work with policy makers and general public

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 an organisation joining a UK wide civil society coalition to preserve the Human Rights Act.



Work with policy makers and the general public: examples



Close the Gap

Close the Gap continued to advocate for a gendered approach to anti-poverty work by influencing Scottish Government and anti-poverty organisations. This has involved ongoing advocacy around action by Scottish Government on child poverty and women's poverty; working as part of the End Child Poverty Now coalition to campaign on the Scottish Child Payment; and through participation in Scottish Labour's Commission on Child Poverty.

Work with policy makers and the general public: examples

Coalition for Race Equality and Rights (CRER)

Much of CRER's policy and research work this year has focused on cost of living, given its ongoing impact on minority ethnic families. For example, CRER were represented on the Scottish Government's research advisory group report on the cost of living for families. They also advised on the Local Child Poverty Action Report guidance refresh as requested by Scottish Government's Tackling Child Poverty Strategy Unit. Finally, they published a blog, entitled 'Race and Poverty - Minority Ethnic Children Still on the Margins' where they discussed some of the findings of earlier research on local child poverty action reports, alongside how a lack of data prevents effective anti-poverty actions on high BME poverty levels at both a national and local level.



The Poverty Alliance (TPA)

TPA supported two Rights In Action participants to share learning from the action research project, as well as their own lived experience at the First Minister's anti-poverty summit. One member addressed the summit directly following the First Minister. The summit was attended by Cabinet Secretaries, senior civil servants and leaders of organisations across Scotland.

Inclusion Scotland

Inclusion Scotland's national member's conference 'Stacked Against Us' focused on the theme of disabled people and the cost of living crisis. Inspiring Scotland gathered disabled people's lived experience and worked with members to identify solutions to inform policy makers. The conference included an open dialogue with the Minister for Local Government and Social Security, and an opportunity for members to learn from the Poverty and Inequality Commission.

Inclusion Scotland also published a report on their accessible online cost of living survey carried out in the last reporting period.

Work with policy makers and the general public: examples

LGBT Youth Scotland

LGBT Youth Scotland responded to two formal consultations during stage 2 and 3 of the Gender Recognition Reform Bill. These were based on feedback from the Trans Rights Youth Commission, a workshop for LGBTI+ young people delivered online, and findings from LGBT Youth Scotland's Life in Scotland for LGBT Young People Report. As supporting young people and their wellbeing during this time was essential, and a key part of their approach, LGBT Youth Scotland ran development days to support youth commissioners and held one-to-one support and regular 'check-in' meetings.

Deafblind Scotland (DBS)

DBS supported a member with deafblindness to sit on the National Care Service Lived Experience Panel to develop and promote better understanding of the needs of deafblind people, and raise awareness of barriers in accessing social care services. This panel has highlighted the importance of raising awareness of human rights, and the new Human Rights Bill, among those most vulnerable to having their rights infringed. This individual has attended four sessions Since October 2023 and this work is ongoing.



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
- At least three organisations reported giving evidence to parliamentary committees, with one giving evidence to four different parliamentary committees within the reporting period



Multi-Cultural Family Base

4. FUND IMPACT

We continue to work closely with the funded groups to refine their monitoring and evaluation systems. In March we ran an 'indicator setting' workshop with Evaluation Support Scotland, designed specifically for the E&HR fund outcomes.

Progress towards E&HR fund outcomes

In this third round of progress reporting we are beginning to see tangible contribution to the fund outcomes. The table below shows the percentage of the 48 organisations contributing to each of the eight fund outcomes, compared to the previous reporting period.

Outcome	orgs meeting Apr-Sep 22	orgs meeting Oct- Mar 23
1. People have greater awareness of their human rights and how to access them	68%	64%
2. People with protected characteristics have increased remedy where their rights have not been upheld	43%	58%
3. People with protected characteristics have increased participation in public life	72%	64%
4. People with protected characteristics have increased influence in the decisions that affect them	43%	50%
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics	33%	35%
6. Actors in civil society increasingly use Scotland's domestic and international equality and human rights framework to influence and affect change	22%	27%
7. The experience of people with protected characteristics is increasingly used to inform policy and practice of public bodies	48%	50%
8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions	35%	33%

Examples of impact

The following examples illustrate funded groups demonstrating impact on fund outcomes.

Glasgow Disability Alliance

Around 200 disabled people have taken part in a variety of activities to build confidence, make connections with others and increase participation in their own lives, the lives of their families, communities and wider society. This includes over 50 disabled people who received one-to-one coaching (in five different languages) to build skills, confidence and meet self-identified learning objectives. Specialist advice, equipment and coaching was delivered to three blind /visually impaired people. Each of these individuals were assessed as having digital needs and being at risk of, or already experiencing, social isolation.

- Members of these networks report that these opportunities help them to build confidence, skills and ability to engage and participate in our wider Voices activities.
- 100% of participants reported increased confidence, said they felt less isolated and have made connections with others.

(Fund Outcome 3)



Multi-Cultural Family Base (MCFB)

Of the 38 people MCFB work with, 23 have said that groupwork provides them an opportunity to make new connections and build relationships with their peers - something which is important to them.

I feel privileged to have MCFB - Four Corners project at our school. We have seen an increase with motivation and cooperation in problem solving with peers, particularly in the playground. We have seen an increase in confidence of two, quite introverted personalities. By engaging in this small group model, these children have had the space to build relationships and find their voice more readily. This intervention has had a positive effect across the whole year group

Depute Head teacher, School based group

(Fund Outcome 4)

Kairos Women+

Made 29 onward referrals for support to specialist services and completed 26 direct informal advocacy interventions such as support letters (10), phone calls to report issues to public services (12), form filling (4) and support to report a crime (2).

These interventions provided women+ with access to remedy, often for the first time. For instance, one woman felt unsafe at home as she felt her partner was putting medicine in her food. We supported her to report the crime, sitting with her as she gave the statement. Following on, her partner was asked to leave the property, the locks were changed and we supported her to access Adult Services to get a care package put in place.

(Fund outcome 2)



The Equality Network

Have worked extensively with Scottish National Blood Transfusion Service on the development of their trans policy. EN provided training to 205 staff. The evaluation of these sessions demonstrated the following; staff rated confidence to work with trans people on average 4.5/10 before the session and 6/10 after the session. 85% said their knowledge and awareness of trans people had improved a little or a lot.

As part of this process Equality Network staff also: attended meetings, provided advice and feedback on communication and research and connected Scottish National Blood Transfusion Service with other trans equality organisations.

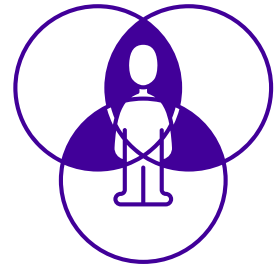
(Fund Outcome 7)

Intersectionality

Intersectionality is a key priority of the fund. We analysed the reports to identify good examples of how funded groups have supported or championed the rights of people experiencing disadvantage due to multiple inequalities, and described the specific interventions to overcome the intersecting barriers.

The examples below relate directly to the three E&HR fund activity types: support to individuals, support to organisations, and policy influencing work.

Intersectionality is the acknowledgement that everyone has their own unique experiences of discrimination and oppression and we must consider everything and anything that can marginalise people, such as gender, race, class, sexual orientation, and physical ability.



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 below provided by Central Scotland Regional Equality Council (CSREC) highlights the disadvantage experienced by community members as a result of intersecting and complex issues.

Central Scotland Regional Equality Council

CSREC supports a service user KK, a single mother of five, victim of domestic abuse, unable to read or write and with very little English language skills. KK requires help with accessing benefits, contact with the school, her GP and her housing association, contact with her solicitors over the ongoing divorce and domestic abuse court cases, managing bills and energy debts and other issues. KK's multiple intersecting needs mean that none of the local services such as the Citizen's Advice Bureau, job centre, or Women's Aid are able to provide the additional support she needs; such as an interpreter, the flexibility to meet her at her home due to childcare issues, time available to go through complex issues in a way she can understand, and the ability to address all the different issues she is facing on a day to day basis. CSREC is uniquely placed to provide the support needed as a direct result of their focus on intersectionality, holistic support for service users and funding for interpreters.

Intersectional approaches to supporting organisations

The following example, provided by Close the Gap, shows the importance of providing ongoing support to other organisations to address the intersecting needs in the workplace. The resources described below were developed in partnership with a range of stakeholders.

Close the Gap

Close the Gap developed a suite of resources for employers on taking an anti-racist approach to gender equality at work. Racially minoritised women face intersecting and compounding inequalities that mean that they face deeply rooted prejudice, racism and sexism in the workplace and in wider society. These are the first resources for employers in Scotland on the action needed to tackle the inequality experienced by racially minoritised women, and include comprehensive guidance on a range of important areas including gathering and using intersectional organisational data; enabling key people to understand their role; taking positive action measures; and creating a tailored action plan.

The resources are informed by research Close the Gap published in 2019 on racially minoritised women's experiences of the labour market in Scotland, *Still Not Visible*. They launched at an online event which featured a keynote from the Minister for Just Transition, Employment and Fair Work, and a panel of women who spoke about their lived experience.

CtG has had a significant level of interest, and received very positive evaluation data. It is also an important piece of work for Close the Gap as they work to increase focus on women from marginalised communities and make more visible their lived experience.



Intersectionality and work with policy makers

The majority of 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.

Scottish Women's Budget Group (SWBG)

SWBG are working with Glasgow Disability Alliance women's group to look at how gender and disability intertwine to cause disadvantages. Recently this has involved working with the group to develop a survey on how the cost of living is impacting on disabled women's lives, exploring with women the additional costs they encounter as a result of their disability and how public policy decisions impact on them. The group is now planning how the results from this survey will be presented to Councillors and the wider public. Their aims in presenting their findings are to raise awareness of the barriers experienced by disabled women and highlight the importance of intersectional gender analysis in budgeting and service review decisions within Glasgow.

Intersectionality was the theme for our recent portfolio networking day. We asked participants to discuss what has, or could, present as barriers to implementing an intersectional approach. Their comments are shown in the wordcloud image below.



5. PARTNERSHIPS AND CONNECTIONS

Collaboration is an important for the E&HR fund. Organisations reported working with public, third, and private sector bodies at national and local levels, to enhance services through referral processes, collaboration on policy influence work, and to reach out to new service users.

Collaboration among funded organisations continues to grow, and networking is a priority. In May this year we held our second E&HR networking event, which was attended by nearly all of the portfolio, and had positive feedback. We also facilitate quarterly meetings of the Gender Equality portfolio (attended by Scottish Government colleagues).

Examples of collaboration

Elect Her

As a relatively new organisation in Scotland, Elect Her has been proactively establishing links with other E&HR organisations:

- *We have been in contact with Elect Her with regards to their Scotland's Women GathHER event at the Scottish Parliament in June... **Amina MRC***
- *BDA Scotland was contacted by Elect Her regarding BSL translation for Deaf women to gain access to the democratic process... **BDA***
- *We are meeting with Elect Her to discuss bringing our GWL exhibition, 'Grit and Diamonds' on women's activism to an event at the Scottish Parliament in June... **Glasgow Women's Library***
- *We work with Engender, Elect Her and others on the Equal Representation Coalition. **Inclusion Scotland***

Environmental Rights Centre for Scotland

Also newly established, ERCS has utilised networking opportunities to build collaborations with other E&HR organisations. For example:

- Members of CEMVO Scotland's Ethnic Minority Environmental Network, has continued to collaborate with ERCS on identifying systemic environmental inequality for ethnic minority people.
- MECOPP worked with ERCS to: raise awareness of environmental rights within the Gypsy/Traveller community; conduct 'environmental audits' on two local authority sites; and, to produce a final report highlighting issues, responsibilities and mitigations.
- ERCS used contacts with other E&HR organisations (such as Friends of Romano Lav and Poverty Alliance) to reach out to marginalised communities including Roma and those living in deprived urban areas.

6. SUCCESSES AND CHALLENGES

We undertook an analysis of the unexpected outcomes and the current challenges reported. Some of the common themes are set out as follows.

High points

- Organisations have continued to build on successful delivery from year one, which is leading to positive outcomes. Examples include new collaborations that have enhanced existing work, or led to spin-off projects and funding opportunities. For example the Legal Services Agency's experience of handling complex cases is leading to the organising of a conference to bring health, social and legal work together to explore working more collaboratively.
- A number of groups also report building on the success of their funded activity by responding to requests for input or support from other parts of the UK and internationally. In some cases this is due to lack of similar services available in England (e.g. helpline support for Muslim women). In other instances it has been due to knowledge and expertise developed in Scotland. For example, the Equality Network chaired the UK Alliance for Global Equality (UKAGE), a network of 14 UK-based NGOs working on international LGBTI+ issues. This coordination supports work around the globe to further decriminalisation and challenge anti-LGBTI+ laws.
- Some groups reported that staff turnover has in has led to bringing in new skills and refreshing perspectives.
- Organisations have reported on the benefits of involving their communities in project design and delivery, including unexpected outcomes such as leading to organisational change, and increasing confidence.

Low points

- The increased demand for support continues to be a theme. This is compounded by increased complexity of cases, or other factors such as loneliness and isolation. Many of the organisations supporting older people report that there is reduction in accessible or affordable community spaces or local groups for older people to meet. There is a trend emerging of many more older people staying at home than was seen pre-pandemic, despite waiting lists and demand for their own services on the rise.
- Some organisations continue to report on challenges of high staff turnover due to low wages and general burnout, although this is somewhat mitigated by bringing in new skills and ideas reported above.



- The issue of the 'toxic' environment promoted through the media/social media in response to activities surrounding the Gender Recognition Reform Bill continues from previous reports, and appears to be affecting more organisations. The LGBTI+ and Gender Equality groups in particular report being attacked and trolled online which has led to staff avoiding social media, or changing their online names to preserve their own mental wellbeing. Some organisations have reviewed their comms strategies and made big decisions for example deleting their Twitter account. The need for policies and initiatives to support staff wellbeing has increased across the portfolio.
- A new theme emerging from this period's progress reports is the impact of public sector budgetary challenges on third sector funding. Groups report last minute cancellation of local authority funding, or uncertainty brought about by delays in confirming Scottish Government funding leading to staff cuts and low morale.

The impact of the cost of living crisis

The cost of living crisis continues to be the most frequent challenge reported. Many organisations collect data and evidence of its impact on the people they support, who are struggling to manage increased costs of food and fuel.

For example mainstream services that are needed more than ever are often not accessible to people with greater support needs (e.g. foodbanks unable to cater for special diets or disabled people not being able to open cans). Energy poverty is of particular concern; disabled people face higher fuel bills due to the necessity to power specialist equipment and older people on low and fixed incomes are particularly impacted by rising the cost of heating.

CRER reports on poverty statistics released by Scottish Government in March 2023 showed that poverty levels for Asian groups in Scotland reached 49% in 2017-22, a 7% rise from 2016-2021 period, whilst levels rose to 48% for the 'Mixed, Black or Black British and Other' ethnic groups, a rise of 4%. On child poverty, minority ethnic families had the highest poverty level of all the groups designated as 'priority families' by the Scottish Government at 39%.

Survey data collected in November 2022 by Friends of Roman Lav showed that;

- 91.5% of Roma people in Govanhill are worse off than 6 months ago
- 86% are afraid of running out of money for food
- 89% are more stressed due to the crisis
- 87% were worried about how they'd cope during winter
- 60% have already had to choose between heating or eating

The cost of living also continued to impact funded organisations in terms of challenges in covering salaries and increased running costs, as well as the stress and trauma of front line staff dealing with distressing issues and the surge in demand.

7. ACTIVITY AND IMPACT BY POLICY AREA

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

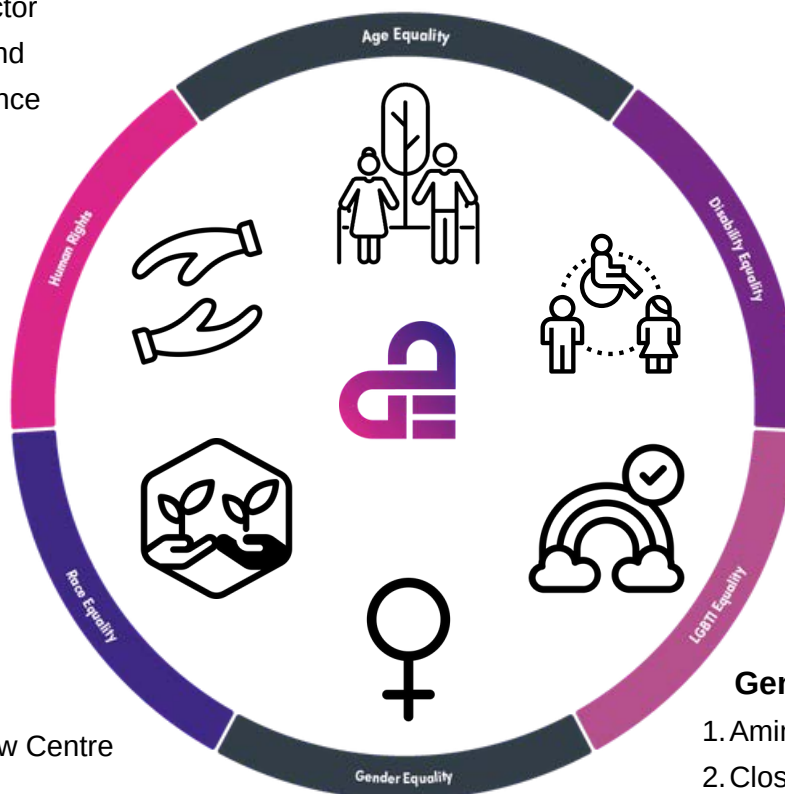
1. BEMIS Scotland
2. Boots and Beards
3. CEMVO Scotland
4. CSREC
5. CRER
6. Ethnic Minorities Law Centre
7. Feniks
8. Friends of Romano Lav
9. GREC
10. Intercultural Youth Scotland
11. MECOPP
12. Multi Cultural Family Base
13. STEP
14. WSREC

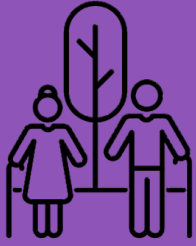
LGBTI+ Equality

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 five funded groups within the Age Equality policy area continue to work in partnership with each other and also with other groups within the wider E&HR portfolio.

Age equality groups worked with 14,770 people during this six months of funding, providing advice, training, and work to enhance participation.

Funded groups also provided training to two organisations and provided capacity building support to four groups.

This continues to be a challenging period for all, due to the cost of living crisis 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



Age Scotland
Generations Working Together
Outside the Box
STUC Scottish Pensioners Forum
Scottish Older People's Assembly



**Generations
Working
Together**



Activity Summary

Activity summary April-September 2022

Activity type	Activity	No. of orgs delivering	No. of people
 work with individuals	Providing advice	1	12,210
	Enhancing participation	3	2,560
	Information sharing	3	926,855
 work with organisations	No. of Orgs		
	Training to organisations	2	65
	Capacity building support	4	352
	Shared knowledge/information	4	13,353
 work with policy makers/ the public	No. of people		
	Facilitated public engagement	4	1,334
	Participation in consultations	3	N/A
	Public education/campaign	2	
	Research	2	
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 95% compared to pre-pandemic levels. They received 12,210 inbound calls from older people, their families and carers to the helpline. These calls resulted in 3,239 outbound calls.

STUC -Scottish Pensioner's Forum (SPF)

As fuel poverty continued to escalate, SPF became more involved with their campaign against Ofgem and the energy suppliers, which began with a highly publicised demonstration at the end of the last funding quarter. The campaign has prompted interest and support from many older people's, and other, organisations and also elicited strong support from the Scottish Government, due to it being a reserved matter which they are unable to legislate on.

Case Study

The Scottish Older People's Assembly

The Scottish Older People's Assembly (SOPA) has been developing Age-friendly Communities (AfC) across Scotland with work starting in earnest in early 2022. SOPA is leading on this work to stimulate local and national action to achieve better outcomes for people in and approaching later life, using the World Health Organisation (WHO) Age-friendly Communities Framework

An AfC truly impacts lives. It is somewhere where local people come together to make life better for the people who live there, particularly as they age. These places make it possible for people to continue to stay living in their homes, participate in the activities that they value, and contribute to their communities, for as long as possible. Being Age-friendly means designing services and facilities with older people, not for them.

In February 2023 South Lanarkshire Council became the first local authority in Scotland to sign a commitment to become an AfC and recently endorsed a formal written commitment to the WHO to make South Lanarkshire 'a great place to grow old'.

South Ayrshire now also plans to sign a commitment to Age-friendly communities with a launch planned in June 2023.

Case Study

Age Scotland

The Scottish LGBTQ+ Older People's Network was established in early 2022 as one of the actions to deliver Diversity & Inclusion commitment by Age Scotland. The aim is to provide a platform for Scottish LGBTQ+ older people to share their experiences and have a collective voice to influence change. The network provides a safe space for members to be themselves and encourage them to become confident advocates for themselves, and their communities. It is a platform for direct consultation and positive engagement in highlighting and meeting the needs of LGBTQ+ older people. Members have been invited to join the network as they understand the issues facing the LGBTQ+ community and have extensive knowledge and lived experiences which they bring to the network.

CONTRIBUTION 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	4	11	15

The Scottish Pensioners' Forum have updated their Dignity and Rights of Older People policy which has directly fed into the Scottish Government's Human Rights Bill Lived Experience panel.

Age Scotland support older people of working age and beyond to plan for their future and improve their financial security.

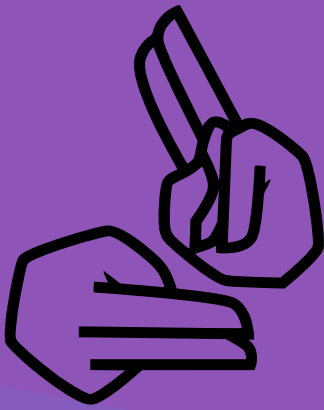
COLLABORATION

Age Scotland collaborated with the wider E&HR portfolio, working with Deafblind Scotland, LGBT Health and Fenicks



Scottish Pensioners Forum and Generations Working Together are working together on a steering group looking at community safety and anti-social behaviour with inter-generational focus.

The funded organisations continue to sit on several Scottish Government boards and cross-party groups, including Older Peoples Strategic Action Forum (OPSAF). Which was set up to ensure that the views of older people, those that support them, and their representative groups are heard.



British Sign Language

The three organisations within the E&HR fund BSL portfolio are all working on discrete projects with different communities at their centre. While they report some similar themes and challenges, some of which are reflected across the whole E&HR Portfolio, the small cohort of BSL projects makes it difficult to talk about them as a collective.

Despite this, it is clear that the organisations continue to enhance the inclusion of deaf people and BSL users through both the provision of direct support and policy influence work. Over the reporting period, these three organisations have directly supported 143 people with information, skills building, a listening ear and empowerment to have their voices heard by policy makers, among many other things. In addition, the portfolio supported 115 other organisations through training and direct support.

BSL Portfolio

British Deaf Association (BDA)

Deafblind Scotland

Scottish Ethnic Minority Deaf Charity (SEMDC)



Activity Summary

Activity type	Activity	No. of orgs delivering	No. of people
 <p>work with individuals</p>	Providing advice	3	66
	Enhancing participation	2	691
	Building confidence	3	213
	Providing training	3	40
	Other work with individuals	3	149
 <p>work with organisations</p>	No. of Orgs		
	Training to organisations	2	40
	Capacity building support	2	75
	Shared knowledge/information	2	234

Activity Examples

Deafblind Scotland continue to facilitate and support the Right to Dream Ambassadors Policy Network who have developed a manifesto of policy priorities.

SEMDC provided 20 ethnic minority deaf people with employability support.

BDA received 36 calls to their helpline and provided callers with access to translation and enhanced the individuals' knowledge of their rights to accessible services.

Outcomes and Impact

Between them, the BSL organisations are working towards Fund Outcomes 1-7. Below are some examples how funded organisations are achieving impact specific to individual Fund Outcomes.

Outcome 1

People have greater awareness of their human rights and how to access them (3 orgs)

Since joining the programme, three members have gone on to claim in-work benefits and Access to Work, meaning that they are financially better off and are able to progress in work to be able to move into higher paid roles. This helps ease financial pressure and the trauma of poverty.

"Someone told me that I could get extra help, but I didn't know who to ask or what to do"

SEMDC

Outcome 4

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

Following 'building bridges' engagement between a Local Authority and the Deaf community, members of the local Deaf Club were invited to attend an Equalities meeting where they could be part of conversations and decisions about their access to Council services.

BDA

Outcome 7

The experience of people with protected characteristics is increasingly used to inform policy and practice (2 orgs)

Ambassadors have engaged with 53 external organisations. Their input is beginning to be reflected in policy including the companion travel card scheme and a sensory literate approach to the NCS development.

Deafblind Scotland

Case Study

Deafblind Scotland

Deafblind Scotland's Right to Dream (R2D) programme involves the provision of human rights training for individuals with sensory loss. This case study provides an example of how this enhances people's awareness of their rights and subsequent ability to seek redress when rights have not been upheld.

One R2D ambassador was refused access to a taxi due to being a guide dog user. In applying learning from the R2D human rights training, they wrote a letter to their local authority quoting legislation (i.e. Equality Act 2010 section 168 & 170 requires taxis to accept the carriage of assistance dogs and to refrain from charging extra from them). This resulted in correspondence being sent to the taxi company and potential disciplinary action as it was established this was not an isolated incident.

This had previously been an ongoing issue for the ambassador, who had experienced similar issues throughout the years, due in some part to them not being fully aware of their human rights.





Disability Equality

The disability equality organisations have continued to enhance inclusion of disabled people through both the provision of direct support and extensive strategic work.

Over the reporting period, these six organisations have supported 4,323 people with information, skills building, a listening ear and empowerment to have their voices heard by policy makers, among many other things. In addition, the portfolio supported 85 other organisations through training and direct support.



Disability Equality Portfolio

Disability Equality Scotland

Disability Information Scotland

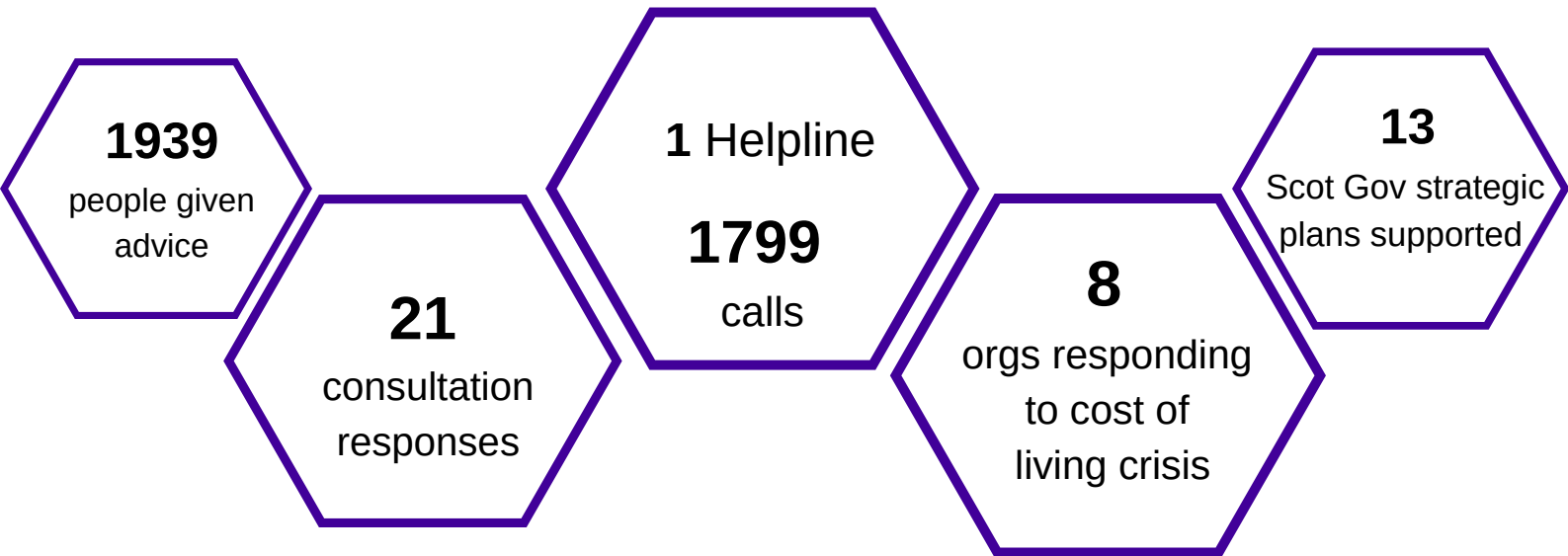
Glasgow Disability Alliance

Inclusion Scotland

Legal Services Agency

Neighbourhood Networks

Activity Summary



Individuals Supported



Total to date
13,920

Activity type	Activity	No. of orgs delivering	No. of people
<p>work with individuals</p>	Providing advice	5	1939
	Enhancing participation	4	1769
	Building confidence	3	355
	Providing training	3	107
	Advocacy / Case work	3	116
	Information sharing	5	23,667
<p>work with organisations</p>	Training to organisations	5	28
	Capacity building support	3	55
	Shared knowledge/information	4	681
	Other work with organisations	2	2

Between them, the Disability Equality organisations are working towards all eight of the Fund Outcomes. Below are some examples how funded organisations are achieving impact specific to individual Fund Outcomes.

Outcome 2

People with protected characteristics have increased remedy where their rights have not been upheld (5 orgs)

Clients feel listened to and have a better understanding of their rights and how the law applies to their particular situation. They are able to instruct LSA to seek recourse where their rights have not been upheld.

Legal Services Agency

Outcome 3

People with protected characteristics have increased participation in public life (5 orgs)

100% of participants reported increased confidence, said they felt less isolated and have made connections with others.

I loved the GDA walking group today. I'm so glad of the fresh air and cold and frosty weather, as it was quite invigorating. So it's thanks to you that I have managed to venture out at all, and I must admit it was difficult, having been so isolated and not getting out the house for three years. I now feel better for it and met some lovely people to keep in touch with. I couldn't have done it without your support!

Glasgow Disability Alliance

Outcome 7

The experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies (3 orgs)

The concerns of disabled people are increasingly reflected in policy and legislation. IS's contribution to Scottish Parliament's Inquiry into Stigma has been cited three times and disabled people's experiences of stigma is reported 16 times.

Inclusion Scotland

Unexpected Outcome

Several organisations have found that a lack of capacity in a particular area has led to successful partnership working when external support was sought.

Case Study

Glasgow Disability Alliance

This case study highlights how Glasgow Disability Alliance (GDA) meets the needs of individual disabled people through the provision of a range of direct support, as well as providing opportunities to inform strategic work.

A told a member of GDA staff they were dreading Christmas, due to a recent bereavement, struggling to pay electricity costs and being unable to sleep worrying about this.

"I don't put my heating or lighting on until it gets dark and I only put the TV on for a few hours at night. We can't afford to make a hot meal every night so usually just have sandwiches and boil a kettle to make cup-a-soups."

A was encouraged to attend GDA's 'Coping with Christmas' event where they and other project participants were supported to share experiences of how they managed the stress of this emotionally charged time of year. Staff encouraged participants to explore realistic expectations of themselves and to create personalised coping plans. *A* also reconnected with other members who suggested they re-join Drivers for Change (DfC) when they feel able to.

A was referred to GDA Wellbeing for mental health support and to a GDA Welfare Rights Officer for financial inclusion support. They kept in touch with other members over the festive period and came along to a DfC event in the Spring.

"I surprised myself at how freely I felt able to chat in the Surviving Christmas session and offload some of my concerns about how difficult I find managing my mental health at this time of year. I got so much support and reassurance from other members, got practical support from the staff, and now feel able to get involved in DfC again."

***A*, following GDA support**

Contribution to Policies & 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
A Connected Scotland: Social Isolation & Loneliness	3	11	14
A Fairer Scotland for Disabled People	5	6	11
Keys to Life	1	-	1

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
- Hate Crime Strategy

Organisations remain focused on contributing to the development of the **National Care Service Bill**.

Collaboration

Disability Equality organisations were asked to tell us about collaboration with other groups - both within the E&HR portfolio and externally. These numbers have increased since the previous reporting periods. Below are some examples of successful partnership working.



Disability Equality organisations reported collaborating with 9 other E&HR groups during the reporting period.

Disability Equality organisations reported collaborating with at least 40 other external groups during the reporting period.



Neighbourhood Networks are continuing to work with Home Energy Scotland (HES); a partnership which was developed in response to the cost of living crisis. HES deliver sessions to enhance the knowledge of members and have opened up referral pathways to fuel poverty organisations that can provide financial assistance.

Inclusion Scotland has started to work with the Trussell Trust to research the use of Food Banks by disabled people.

Intersectionality

Glasgow Disability Alliance are working with a range of partners in relation to public realm development across Glasgow, including New Practice, a women and LGBTQ+ led architecture practice, who use inclusive methods to support communities to engage in decision making process about their local communities.



Gender Equality

The 10 funded Gender Equality focused organisations continued to 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. The groups feed back that they find great value in participating this group. *"It can be comforting to know that others organisations are facing the same challenges and great to explore possible solutions together."*

3,950 individuals have engaged through either direct support, consultations, workshops or training and 587 organisations have engaged.

There continues to be a major focus on the cost of living crisis and how this affects women in Scotland and the toxic environment of social media continues to be a challenge.

Gender Equality Portfolio



- Amina
- Close the Gap
- Equate Scotland
- Elect Her
- Engender
- Glasgow Women's Library
- Kairos Women+
- Scottish Women's Budget Group
- Scottish Women's Convention
- YWCA Scotland



ACTIVITY SUMMARY

Activity summary April-September 2022

Activity type	Activity	No. of orgs delivering	No. of people
 Work with individuals	Providing advice	2	1378
	Enhancing participation	9	603
	Building confidence	5	1,129
	Providing training	4	175
	IDirect Advocacy or Case Work	2	665
 Work with organisations	No. of Orgs		
	Training to organisations	5	74
	Organisational Support	6	70
	Shared knowledge/information	7	443
 Work with policy makers/ the public	No. of people		
	Facilitated public engagement	4	1,433
	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

- Equate's career clinic delivered one to one support to 26 women providing career guidance and support with job seeking strategies, interview techniques and coaching/mentoring.
- Amina have been providing more one-to-one support in areas such as court visits, police reporting, safety planning and help with emergency visa's.

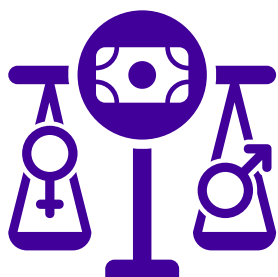
Elect Her

Elect Her held an event in Scottish Parliament for the 16 Women of Colour currently in elected office. It was an opportunity for them all to meet each other and begin a conversation about the support that they need as racialised women in politics and how Elect Her can best support the next generation of women.

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	3
3. People with protected characteristics have increased participation in public life	5
4. People with protected characteristics have increased influence in the decisions that affect them	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	5
8. Public services increasingly embed equality and human rights in their strategic planning and day-to-day functions	3

Impact examples



Engender

Engender's evidence on Gender Recognition Reform Bill process cited by Maggie Chapman MSP during the Stage 2 debate on 15th Nov 2022.

Young Women's Movement

The toolkit created by the Fife cohort of Young Women Lead has been shared in Youth Link Scotland's Intersectionality Workshops and RespectMe's digital resource for anti-bullying.

Kairos Women+

Kairos made 29 onward referrals for support to public services and specialist third sector services and completed 26 direct informal advocacy interventions.

Case Study

AMINA

We used the case study below as it shows clear examples of ongoing support and relationship building as well as working with other organisations.

HM - is the mother of an 'honour-based' violence victim. HM was grieving her daughter's death, and feeling vulnerable. The Amina caseworker approached the situation with sensitivity so she was able to support HM fully.

They engaged in weekly calls over a year, which gave the mother an outlet to feel heard and understood. To show further support, the caseworker held a vigil for HM's daughter at the place of her death. HM was thankful for the consistent support and the efforts made by Amina to unite to highlight the importance of seeking justice and to raise awareness of the impact of abuse and how it leads to women being murdered.

Amina liaised with other organisations such as Million Women Rise and Karma Nirvana. HM was grateful for the support, and said, *"My daughter would have loved to know that she still has a voice from beyond the grave...it will make a difference – with all these organisations, including Amina uniting, it will make change happen"*. HM also said, *"I have felt understood, felt acknowledged and [the Amina Case Worker] has empathised with me"*.

HM continues to receive support with her mental health and moving forward whilst keeping her daughters' legacy alive.

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	10	1	11
National Advisory Council on Women & Girls 2019	10	1	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 Budget Group are continuing to raise awareness and understanding of gender budget analysis which contributes to the National Advisory Council on Women and Girls recommendations.



Scottish Women's Convention ensures that when they are attending other organisations' events, the work that they do and the experiences that women share with them is heard at the highest level of policy and decision making.

COLLABORATION EXAMPLES

Young Women's Movement have been providing survey creation training for Kairos Women+'s Equalities Collective which is the organisations campaigning group consisting of 41 women from multiple backgrounds.

Elect Her, Engender and Scottish Women's Budget Group Worked together to produce a joint letter to the Deputy First Minister to advocate for gender budget analysis in the emergency budget review, and other budgetary processes.

Glasgow Women's Library partnered with Amina MRC on the "Izzat Aye" project, to design and deliver a series of intergenerational trauma workshops to community groups in Scotland. The project culminated in a showcase event held at Glasgow City Chambers hosted by Councillor Dr. Soryia Siddique.

Elect Her have been engaging with Engender, The Young Women's Movement and organisations in the wider E&HR portfolio regarding these organisations being a part of the GATHER event at parliament in June.

The following case study provided by Young Women Lead illustrates how someone facing multiple barriers was able to feel included and empowered.

Young Women Lead

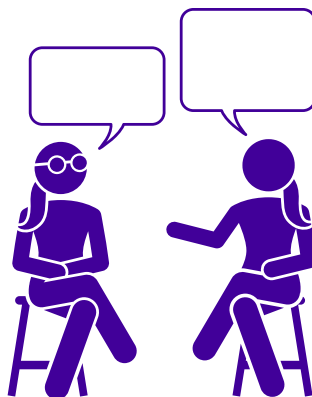
Isabelle (24, she/they) describes their experience of being part of Young Women Lead.

I remember coming back from our first meeting, I felt so alive and invigorated. It was nice to get involved in something that was a local issue, and for us to be designing and creating a project that was for people like us. It was clear there wasn't another agenda from someone high up saying we needed to focus on certain issues that fit their narrative, we truly had the space to design this together, and it was refreshing to know this was a space where we were the ones making the change. It was also just so much fun! I loved every session.

Being so passionate - I can be dominant in a conversation, which doesn't give others the chance to share, the programme helped me to see how my ideas were taking up space. For the next session I could reflect, and I refined my ideas and I knew that other people's ideas were going to be just as useful. It helped me re-look at the ways that listening was just as important as contributing.

Having a safe space was important to me, I was really comforted knowing that I'd be meeting other young women and non-binary people. It's been so refreshing, when it comes to accessibility, it's clear that The Young Women's Movement understands various issues that people with accessibility needs have, making it easy for me to attend as a wheelchair user, it's difficult to find wheelchair taxis which would usually limit my ability to take part.

It was extremely amazing to not feel any different from anyone else, being in a wheelchair is of course difficult, but no one sees me differently or treats me differently.





Human Rights

This period has shown year one work begin to come to fruition. Those organisations who provide legal advice and representation are receiving more referrals than previously, and whilst this is welcome it can represent a challenge in terms of capacity. The uptake in online resources has seen a huge increase in this period, showing that awareness raising work during year 1 was successful.

The cost of living crisis continues to be a major challenge both in terms of increased workload and challenges in engaging with small organisations and organisations have been flexible in their delivery in light of this.

Organisations have seen interest in their work from beyond Scotland with one being invited to speak at international events and the other seeing international interest in training with 28 of the 246 organisations receiving training being from outside Scotland.

Human Rights Portfolio

Civil Rights First
Environmental Rights Centre for Scotland
Glasgow Council for the Voluntary Sector
Just Right Scotland
The Poverty Alliance



ACTIVITY SUMMARY



The Poverty Alliance

have facilitated five action learning set meetings during the period. Areas of focus: ensuring effective participation of young people, community cohesion, responding to regressions in the right to food, expanding service provision in the face of the cost of living crisis and associated human rights crisis, representation and democratic structures in community ownership. Concrete actions have been identified and taken by all set members.

THRE

have developed a suite of resources and guides specifically for third sector organisations including;

- Governance - a human rights & equalities first approach
- PANEL - what does it mean?
- Funding & Fundraising - a human rights & equalities first approach
- Explainer series: Scottish Human Rights Bill
- Challenging misconceptions about human rights & equalities
- Applying human rights & equalities to the cost of living crisis
- What is a Human Rights & Equalities First Approach?

OUTCOMES AND IMPACT

outcome

1

ERCS are focused on raising awareness of environmental rights. During the period the blogs, factsheets and FAQs produced have led to 5,899 unique website visits and 808 unique downloads.

94% of respondents felt they had a better understanding of human rights after attending a THRE course. *'Hoping to run a mini session for colleagues on using a human rights based approach', 'I intend to support our volunteer members to recognise and have agency regarding their rights'*

outcome

2

CRF client feedback - *'As a direct result of CRF involvement , social services stepped up to provide proper assistance and use their powers to begin the process of solving the issues completely'*

By translating legal jargon of proposed reforms to accessing funding for further education JustRight Scotland have supported a group to submit their own consultation response advocating for their rights

outcome

4

ERCS hosted a parliamentary event attended by 50 people, including 15 advice clients. As a result 12 people have come together to form the Environmental Justice Network supported by ERCS.

The Poverty Alliance supported group members to directly influence through speaking at First Minister's anti-poverty summit and Get Heard Scotland. Both the First Minister and the Cabinet Secretary referenced the impact in closing remarks. Members shared learning directly with Local Authority Improvement Service and Scottish Poverty & Inequality Research Unit.

outcome

6

The THRE connectors network brings together people with an interest in human rights and upskills them to be leaders in the human rights and equalities first approach within their organisation. Connectors have access to events, a dedicated newsletter, resources and access to support from the THRE team. The connectors network has 43 members.

Case Study

JustRight Scotland

This case study demonstrates the knock-on effect strategic litigation can create for positive change, as well as highlighting that individuals can make a difference in the face of systematic barriers.

JustRight Scotland represented an individual in a case against the Student Awards Agency Scotland (SAAS). At the high court SAAS regulations were found to be in breach of the right to education and the right not to be discriminated against.

Following this decision JustRight Scotland have undertaken a programme of work to ensure the impact of this piece of strategic litigation.

Awareness raising for those affected by the change, those who may represent on similar cases and the wider public were all necessary. JRS created a template response letter and an access to education factsheet to allow those affected to advocate for themselves. They also hosted events in partnership with Maryhill Integration Network and JustCitizens to discuss the case and the ruling. JRS published an article for the law Society of Scotland exploring the legalities. They also supported the client in her media exposure.

This work was followed by the announcement from SAAS that whilst they rethought their eligibility criteria, they had set up and were encouraging individuals to apply to the SAAS Payment Scheme. JRS published a blog explaining this development.

JRS met with the Minister for Further Education, Higher Education and Science to discuss the proposed changes to the SAAS Regulations, and input directly to the Minister prior to the consultation coming out. When the public consultation opened, JRS provided their own response along with supporting those with lived experience to respond.

Consultation results are expected to be published in June. JRS spoke at the Universities for Sanctuary event earlier this year, and continued to run Access to Education sessions for lived-experience groups. JRS plan to continue this work when the consultation response is published, to update individuals with the revised legislation.

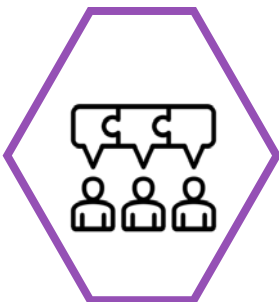
COLLABORATION

We asked the human rights organisations to tell us about collaboration with other groups - both within the E&HR portfolio and externally. Below are examples of collaboration during this reporting period.



The Poverty Alliance and ERCS partnered to deliver a session on environmental rights and why they matter to Poverty Alliance groups. Along with other third sector organisations they submitted a joint report to the UN committee on Economic, Social and Cultural Rights

The Poverty Alliance co-designed and delivered an introduction to Human Rights Workshop with Romano Lav. This is now being delivered to other youth groups in Edinburgh and Glasgow



Just Right Scotland ran outreach sessions for people of migrant backgrounds by connecting with organisations with relationships in those communities. The session provided practical information following the change to guidelines for accessing education.



LGBTI+ Equality

The LGBTI+ organisations continue to work closely together and have delivered partnership work during this period.

This period covers the winter months when less direct engagement work takes place and there has been a focus on analysis and improvement of programmes planned for the summer months. This period organisations have undertaken strategic work particularly in the areas of education, health and sport and supporting and advising mainstream organisations on LGBTI+ inclusive policy and practice.

Despite this interest from mainstream organisations and positive outcomes of work all organisations continue to see the negative media attitude to, in particular the trans community, as a major challenge. This has led the organisations to work together to put in place further strategies to protect staff including removing staff bios from websites and in the case of one organisation closing their Twitter account.



LGBTI+ Equality Portfolio

Equality Network Ltd
LEAP Sports Scotland
LGBT Healthy Living Centre
LGBT Youth Scotland
Stonewall Equality Ltd



ACTIVITY SUMMARY

Activity summary October 2022 - March 2023

Activity type	Activity	No. of orgs delivering	No. of people
 Work with individuals	Providing advice	3	1488
	Enhancing participation	5	384
	Building confidence	3	210
	Information sharing	3	82218
 Work with organisations	No. of Orgs		
	Training to organisations	4	88
	Capacity building support	4	103
 Work with policy makers/ the public	Facilitated direct engagement	4	N/A
	Participation in consultations	4	
	Public education/campaign	2	
	Research	2	
	Representation at strategic levels	5	

LGBT Health & Wellbeing co-hosted a session on LGBTI+ people's homelessness experiences, attended by 200 people.

LGBT Youth Scotland have provided LGBT awareness training to 545 professionals from 14 organisations. Training is provided only to charter clients meaning the focus is on support for cultural change rather than one off training.

Stonewall Scotland ran a leadership programme for future LGBTQ+ leaders attended by 28 young people. The programme was designed to empower LGBTQ+ people from across Scotland to develop their understanding of how their identities shape experiences and how future leaders can create inclusive environments where all LGBTQ+ people can thrive.

LEAP Sports spent time during the first year of funding to establish the Equality in Sport Network, aimed at supporting sports bodies. The Network has had 17 contacts with 11 formal inputs during this period.

OUTCOMES AND IMPACT

Below are a selection of examples showing how LGBTI+ organisations are contributing to the outcomes of this fund.

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

Equality Network ran a session on equality law for Queer Spoonies disabled group. Members fed back that they are better informed and feel more empowered to defend their rights.

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

Stonewell's leadership programme 96% of participants strongly agreed or agreed that the programme had developed their understanding of the role leaders play in creating inclusive environments and 89% strongly agree or agree that the programme developed understanding of how to demonstrate inclusive leadership.

LGBT Health & Wellbeing's, LGBT Age group designed and conducted a housing survey *"I'm glad we have risen to the challenge set by the Scottish Government official, who asked us whether there was a want for LGBT+ Housing for older folk. The survey has given me a real sense of purpose and I am reenergised by working with members of the group"* . The survey has been completed by 230 people.

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

LEAP Sports convened a Trans Women in Sport group. The group have created a good practice guide and worked in collaboration with a leisure facility to ensure understanding and access for trans people.

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

LGBT Health & Wellbeing were invited to write a blog for Scot Gov website entitled 'How the National Care Service can best meet the needs of LGBTI people'

LGBT Youth Scotland facilitated 13 meetings with MSPs (including 7 meeting directly with young people). Meetings covered a range of topics including Gender Recognition Reform, the Freedom of Information Reform Bill, and LGBTQ+ young people's experiences of health outcomes and health care. This is also an example of outcome 4.

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

LGBT Health & Wellbeing hosted a session bringing together counsellors and development workers with Scottish Government on the topic of self harm, this allowed for sharing of thematic lived experience without putting community members at risk

LEAP Sports hosted a conference attended by 110 people. Feedback from sports governing bodies included "I will be more confident in discussing trans inclusion in sport" and when asked about the most enjoyable part of the conference: "Hearing the stories of people from the LGBT community as well as the opportunity to listen to their responses when being asked questions which contained some valuable take away notes that I will bring into my future work"

Case Study

LGBT Youth Scotland

This case study highlights fund outcomes 3 and 4. It shows clearly how people can be supported to participate in public life and how, in doing so can have a direct impact on decisions that impact their life.

A young trans man who has joined the youth commission said, "I'd been trying to engage on my own to keep up to date with trans rights but it ends up being a lot of negativity that you are consuming as a bystander and it becomes a weight. But the youth commission feels like a really empowering thing to be a part of."

Dan felt his experience of giving evidence to the Equalities, Human Rights and Civil Justice committee was a highlight saying, *"The meeting with the committee was great- listening to each other's points was really emotional, you felt the strength of what everyone was bringing. That felt the most empowering of the things that I've been a part of."*

When asked to reflect on the impact the youth commission had on him overall Dan said, *"I was excited to join the youth commission as I didn't see any other way to have my voice heard. It came along at the right time and filled a gap that I needed."*

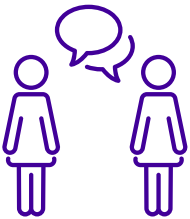
CONTRIBUTION TO POLICIES AND STRATEGIES

Examples of contributions to Scottish Government policies and strategies during the reporting period are provided below.

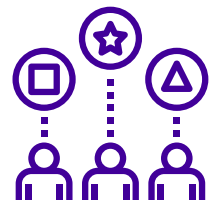
LGBT Health & Wellbeing used lived experience gathered from their dementia project to inform a response to the Dementia Strategy consultation. The policy officer sits on the advisory board and has provided one to one support to Scottish Government officials.



Equality Network and LGBT Health & Wellbeing are represented on the Scottish Government Mental Health Directorate's Equality & Human Rights Forum. Via this forum they have fed into the design of the self harm strategy consultation, suicide prevention strategy consultation and development of 'Time Space Compassion' guidance. Both organisations hosted roundtable discussion groups on intersectionality attended by Scottish Government officials, NHS staff, counsellors, nurses and public authority staff.



The Equality Network are members of the Hate Crime Strategic Partnership Group and have focused on ensuring that the new Hate Crime Strategy delivers for LGBT+ people. This included developing intersectional understanding around marginalised people's historical treatment and relationships with police, and speaking at the launch event.



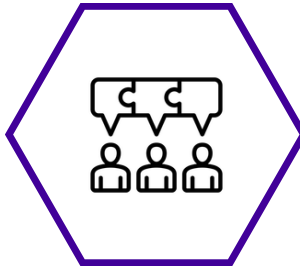
COLLABORATION

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



The five funded organisations worked together in various ways to contribute to the following activity;

- the Gender Recognition Reform Bill
- ministerial briefings
- consultation responses to, and engagement with, the Mental Health Directorate
- feeding in to the National Care Service Strategic Leadership Group
- Police Scotland's relationship with LGBTI+ communities
- events related to the cost of living crisis
- sharing understanding of the intersectionality of the LGBTI+ community with multiple Scottish Government teams.



The funded organisations have also worked with a variety of public and third sector organisations;

LGBT Health & Wellbeing and Equality Network partnered with University of Stirling to bring research findings of LGBT+ experiences of benefits / poverty in Scotland to a wider audience, including Edinburgh Council and Scottish Government. The event allowed for community members to comment on research, provide feedback and to share their own experiences.



LGBT Youth Scotland worked with the General Teaching Council to produce a guide to LGBT inclusion. Blogs and newsletter articles to support dissemination and use were provided by LGBT Youth Scotland.



LEAP Sports worked with Tennis Scotland and Lawn Tennis Association to develop joint Tennis Rally Allies programme. LEAP Sports facilitated development meetings, provided guidance and delivered training





Race Equality

The race equality portfolio of 14 organisations continued to deliver a range of activities over the reporting period. We are starting to see positive evidence of impact and the difference made through monitoring and evaluation systems, and also evidence of increased collaboration work among organisations within the E&HR portfolio.

The biggest issue affecting service delivery during the reporting period continues to be the impact of the cost of living crisis on Minority Ethnic communities. Responses to high poverty levels is made challenging by the lack of disaggregated data. The cost of living crisis has continued to impact both the demand for advice and support, and on staff within the funded organisations, where funding levels to support salaries have remained stagnant.


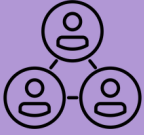

Some organisations have expressed concern about current challenges facing public sector partners, including the impact of budget cuts on third sector funding and delays in confirming funding.

Overall, the race equality organisations have provided support to 17,189 people, and 587 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		

MECOPP

MECOPP worked with site residents and North Ayrshire Council to set up a tenant's association on the Redburn site, Irvine, which was formally constituted at the end of October 2022. Nine community members have been elected to the Committee and the Women's Voices Officer continues to provide support.

The following quote from an Association member illustrates this positive outcome, *"This is a great way for us to have a voice and for our community to be heard."*

This work will also feature in the North Ayrshire Local Housing Strategy 2023 - 2028, currently in draft form with publication expected later this year.

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	6
2. People with protected characteristics have increased remedy where their rights have not been upheld	9
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	5
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics	2
6. Actors in civil society increasingly use Scotland's domestic and international equality & Human Rights framework to influence and affect change	1
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	5

Impact Examples

BEMIS

The Cost of Living Crisis has had a serious impact on vulnerable ethnic minority families. BEMIS responded to a Scottish Government request to help support these families, by facilitating a small grant scheme to 9 local groups across Scotland. These groups in turn provided financial assistance to cover food, energy, clothing, and mental health support to 189 families across 8 local authority areas. Evaluation showed that this intervention was needed and welcome, but that much more needs to be done to alleviate the significant challenges experienced by marginalised ethnic minority families.

West of Scotland Regional Equality Council

WSREC provided practical and emotional support to Mr X, an asylum seeker from Kuwait. They helped him to navigate the complexities of the healthcare system and to understand the language used in the paperwork. Through WSREC's support, Mr X developed the tools and understanding necessary for him to become independent and self-sufficient in navigating the complexities of the healthcare system.

Case Study

Friends Of Romano Lav

The following case study from Friends of Romano Lav (FoRL) illustrates the importance of community engagement for individuals in UK.

FoRL's Community Catalyst programme immerses Roma young people in rights-based training through a human rights lens. This is the story of Lena.

Lena comes from a disadvantaged background and is doing well in school, with her family is supportive of her education. She was very shy at the start of the programme, but as she progressed through the sessions, she gradually developed confidence. When initially asked to give a speech at International Roma Day, she shook her head vigorously and said she wouldn't be able to speak 'in front of all those people'. However, as her confidence grew, she changed her mind - and many people praised her moving speech.

Another time, FoRL took some of the catalysts to an anti-racism march in Glasgow. They were proud to represent their community and wave the Romani flag. Despite never having attended a big march before, they took to it quickly, getting caught up in the different chants, such as 'Say it loud, Say it clear, Refugees are welcome here!'. Lena decided it was important to add a Roma focused chant, but when asked if she'd like to start one off, she shook her head. The project coordinator borrowed a megaphone and started the chant, 'Love Roma! Hate Racism!' then passed the megaphone to Lena. Lena told us afterwards that she felt amazing leading the chant, and she was so glad she did it. It was an important moment as it took what Roma Young People had been learning in the classroom out onto the street and feeling confident to make their voices heard and to stand up for the rights of others.

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
Hate Crime Strategy	5
Race Equality IPP	3
Universal Periodic Review of Human Rights - UK 2017	3

Additional strategy contributions

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

- Inter Governance Group on Anti-racism
- National Youth Work Strategy
- Fair Work Strategy
- Improving the Lives of Gypsy Travellers
- A Connected Scotland: Tackling social isolation & loneliness

CEMVO

The Minister of Equalities and Older People sent invitations to people who took part in Hate Crime Strategy consultation events organised by CEMVO to attend the launch of the new strategy. At the launch, two lived experience attendees were invited feedback their views on the strategy to the Assistant Chief Constable, Government Minister & COSLA spokesperson. Following the launch, one participant commented, *Thanks for the great opportunity, it was very inspiring to hear about all the great work as well as the great possibilities for better collaboration and extending support for remote communities like SHIMCA.*

COLLABORATION

We asked the Race Equality organisations to tell us about collaboration with other groups - both within the E&HR portfolio and externally. They have collaborated with **20** Equality organisations and **76** organisation out with the E&HR fund portfolio.

STEP, Romano Lav and MECOPP came together to develop a powerful presentation to mark Gypsy Roma & Traveller History Month.

MECOPP's work is receiving attention in other parts of the UK. They were asked to share practice in Northern Ireland and England and are receiving requests for support from community members in England.



Feniks is part of the Third Sector Interface Operational Group, which is led by Volunteer Edinburgh and Edinburgh Voluntary Organisations' Council. The group aims to coordinate the third sector's response to the Ukrainian crisis in the city and influence the Scottish Government's response. Other members of the group include the Ukrainian Association of the UK, Survivors of Human Trafficking in Scotland (SOHTIS), Edinburgh Community Food, Fresh Start, North Edinburgh Arts, Cyrenians, and Barnardo's.

8. CONCLUSION

This report marks the mid-point of the 3-year Scottish Government's Equality and Human Rights fund. Organisations have continued to build on successful delivery from the first year. Highlights include new initiatives that enhance existing work, or lead to spin-off projects and funding opportunities. After 18 months of delivery we are starting to see tangible evidence of impact on the fund outcomes. There is also evidence of increased collaboration and information sharing among the funded groups, with many taking advantage of portfolio connections to grow their networks and promote their services. A number of groups also report building on the success of their funded activity by responding to requests for input or support from other parts of the UK and internationally.

The cost of living crisis continues to be the main challenge arising from progress reports, and funded groups have continued to collect data and evidence of its impact on the communities they support, who are struggling to manage increased costs of food and fuel. The 'toxic' environment in the media and social media brought about by activities surrounding the Gender Recognition Reform Bill is impacting on organisations and affecting staff wellbeing.

The Equality and Human Rights fund team have developed good working partnerships with the portfolio. We have applied Inspiring Scotland's ethos of helping organisations to succeed, focusing on impact, and taking a collaborative approach to bringing together organisations to support and learn from each other. During the reporting period we facilitated three 'spotlight sessions' delivered by funded groups, two gender equality portfolio meetings, and a bespoke monitoring and evaluation workshop focused with a focus on developing indicators.

Over the next 18 months we will continue to build on these positive working relationships, and encourage collaboration and partnerships, and gather evidence of the impact and reach of the 48 funded organisations.

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

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