



Equality  
and Human  
Rights Fund

**Progress Report 6**  
**April - September 2024**

**2025**



Scottish Government  
Riaghaltas na h-Alba  
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INSPIRING SCOTLAND

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# 1. OVERVIEW

This is the sixth progress report of the Scottish Government's Equality and Human Rights (E&HR) fund. The fund covers a period of three and a half years from October 2021 to March 2025, and this report reviews the six-month period of April-September 2024. It provides data on activities and impact, and highlights the key themes and challenges of the 48 E&HR funded organisations.



**Equality and Human Rights Fund networking day  
11 September, 2024**

## Summary of activity

During the 6th reporting period, organisations continued to build on successful delivery. A total of 31,028 individuals were engaged directly through the provision of support, information and advice. 3,529 organisations were also supported via capacity building and information sharing.

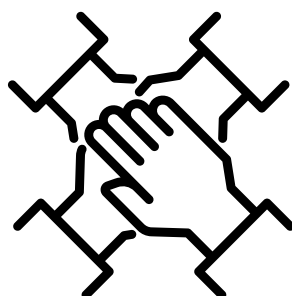
Organisations continue to perform very well despite the challenging environment due to the cost-of-living and the strain this puts on resources. Groups continue to build on the strong collaboration seeded in our regular portfolio networking events. Many groups have reach across government and contribute to policy development in diverse areas such as health, education, and housing. For example in this period, 8 groups contributed to the Expert Legislative Advisory group for the National Care Service, and 16 organisations (in differing ways) were involved in supporting and implementing the Hate Crime Act. Organisations also report an interest in their work and approach from other parts of the UK.

The financial challenges faced by the organisations continue to escalate. Following several years of inflation being keenly felt by both the organisations and the individuals they support, the impact continues to build. This comes at a time when the organisations report that the 'asks' and pace around policy work has increased. This increased demand is also not matched by an increase in funding and therefore affects the capacity of the organisations to respond. Added to this, is the frustration when policy initiatives are later dropped or parked.

These ongoing challenges are beginning to take their toll. In the past six months we have seen an uptick in the serious and high risk situations that the organisations are having to deal with; both internally and externally. Inspiring Scotland has supported the organisations with a range of issues that are seemingly unconnected but do indicate the challenges felt by the sector over several years are being felt in a range of complex ways and is further testing the resilience of the organisations.

## Background

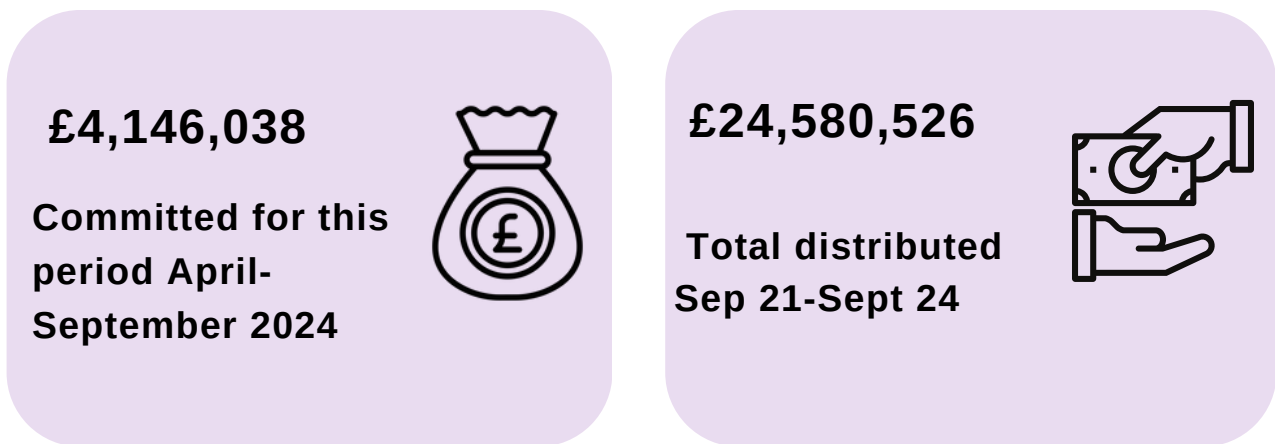
The E&HR fund's aim is to support civil society organisations and partners to develop, embed and mainstream equality and human rights within policy and practice in Scotland, in line with the ambitions of the National Performance Framework and relevant Scottish Government strategies. 48 organisations are supported through the E&HR fund, aligning to seven Scottish Government policy areas within the Equality, Inclusion and Human Rights Directorate - age equality, disability equality, British Sign Language (BSL), gender equality, LGBTQI+, 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.



## 2. WHOLE FUND DATA

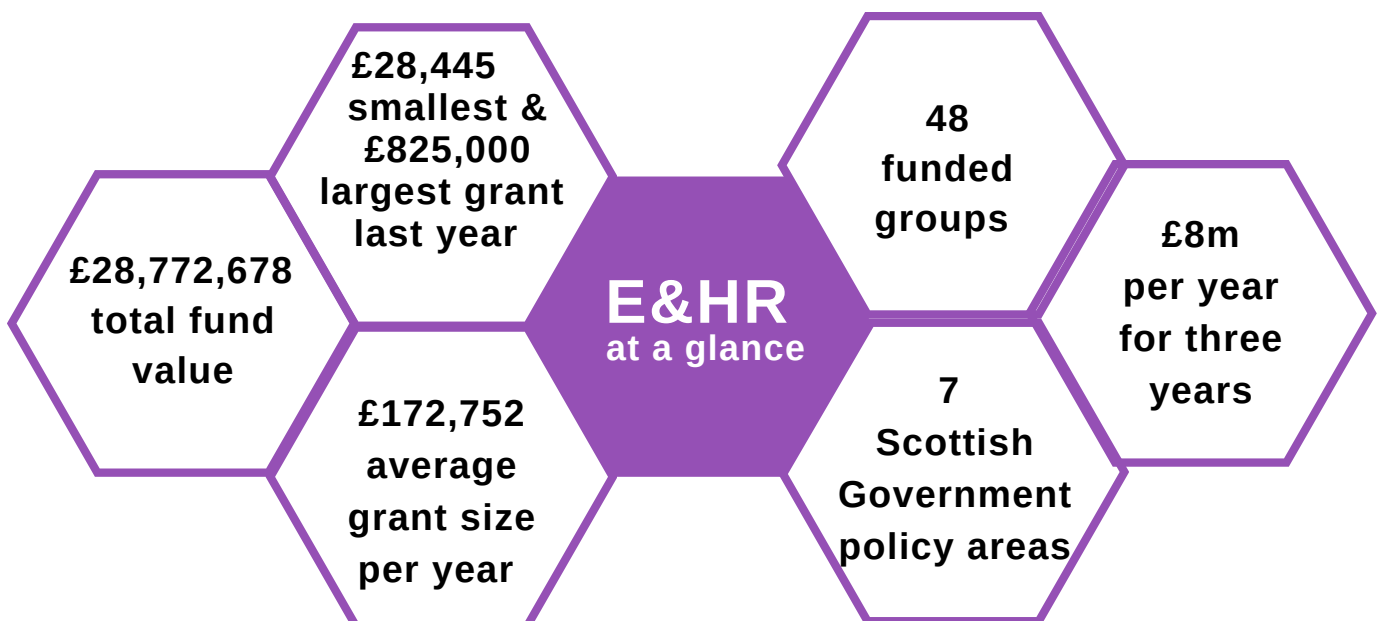
### Funds distributed

The total value of the E&HR fund for the period of October 2021-March 2025 is £28,772,678. 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 April-September 2024 is shown in the diagram below:



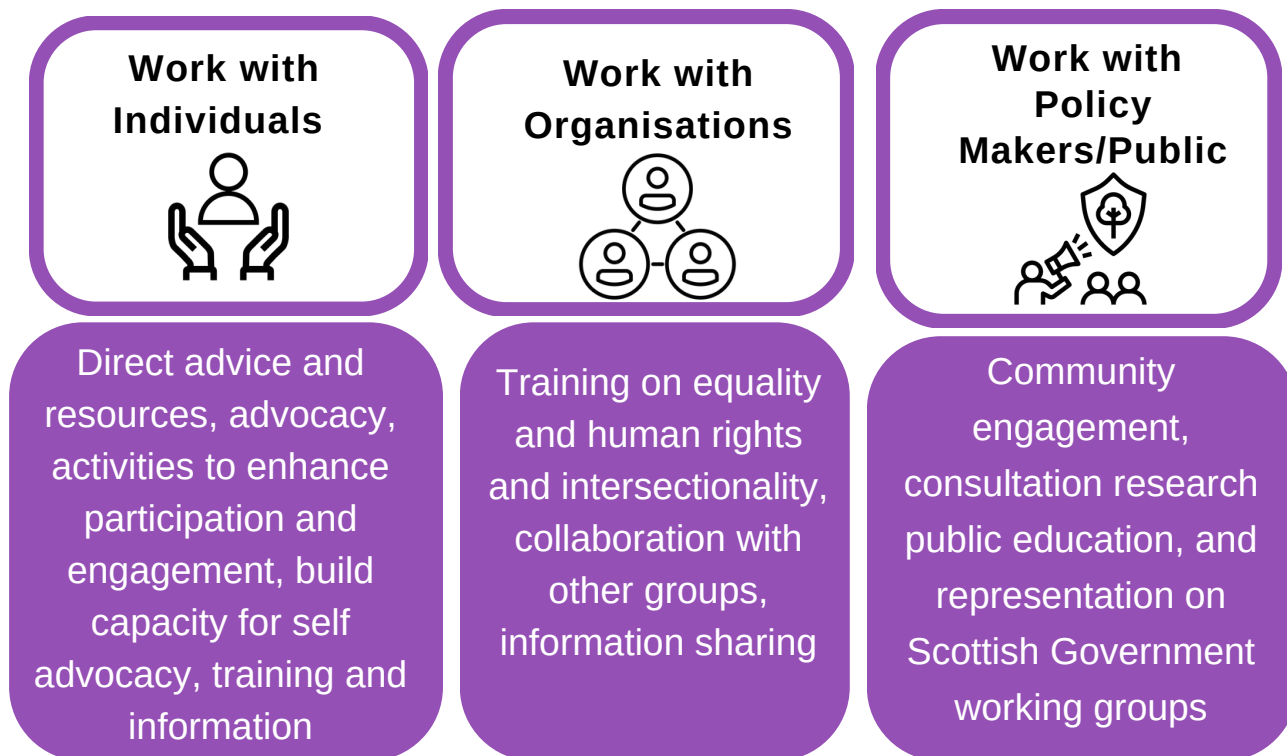
### Equality and Human Rights fund 'at a glance'

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



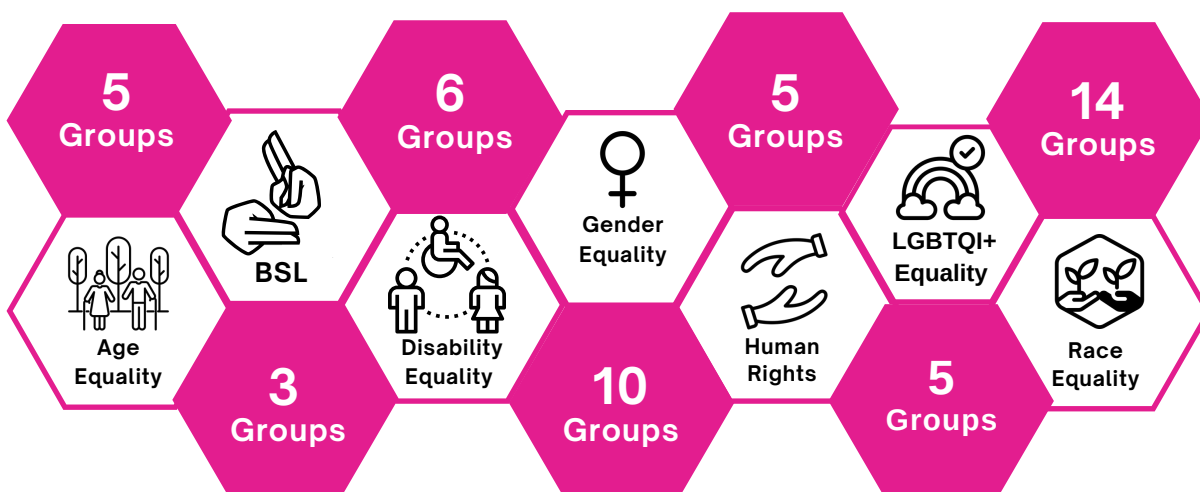
## Activity type

At an early stage in the fund, the Inspiring Scotland team undertook a mapping exercise of all funded work. The 48 organisations deliver 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 with local and national policy makers. This report is structured according to these three activity types.



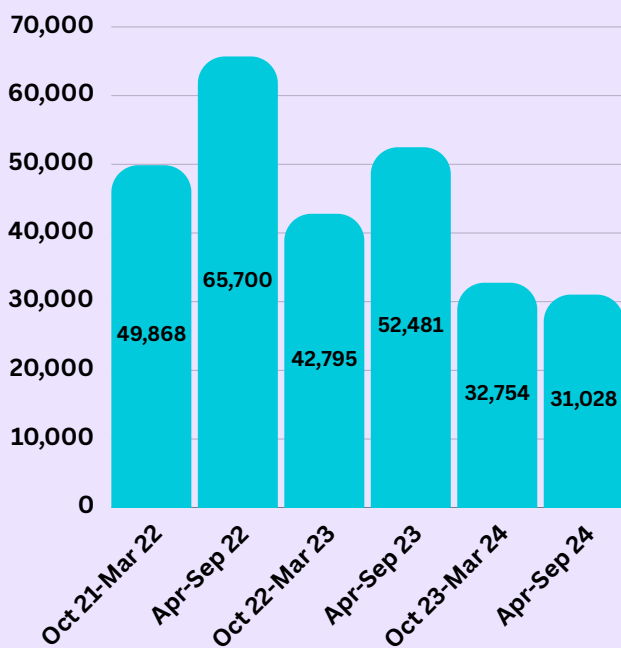
## Funded organisations by policy area

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

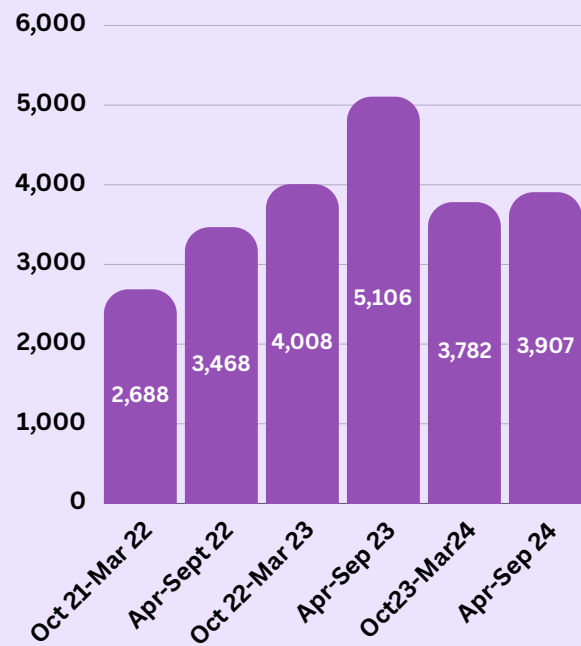


## Numbers reached through fund activity

The charts below illustrate the numbers reached since the establishment of the E&HR fund. In general, the number of individuals and organisations supported has remained stable, with some fluctuation between periods. During the April to September 2024 reporting period, funded groups provided support to **31,028** individuals and **3,907** organisations. These figures do not include 'information sharing,' which includes high-volume activity such as social media and website hits, leading to inflated numbers. Since the fund's inception, an estimated total of **129,221** individuals and **12,086** organisations have received support.



Support to Individuals



Support to Organisations

Organisations also report on the net number of new individuals and groups reached, as well as the number of people they continued to support from a previous reporting period.

### Individuals reached

Continued support  
6,847

No data to di..

Newly engaged  
24,176

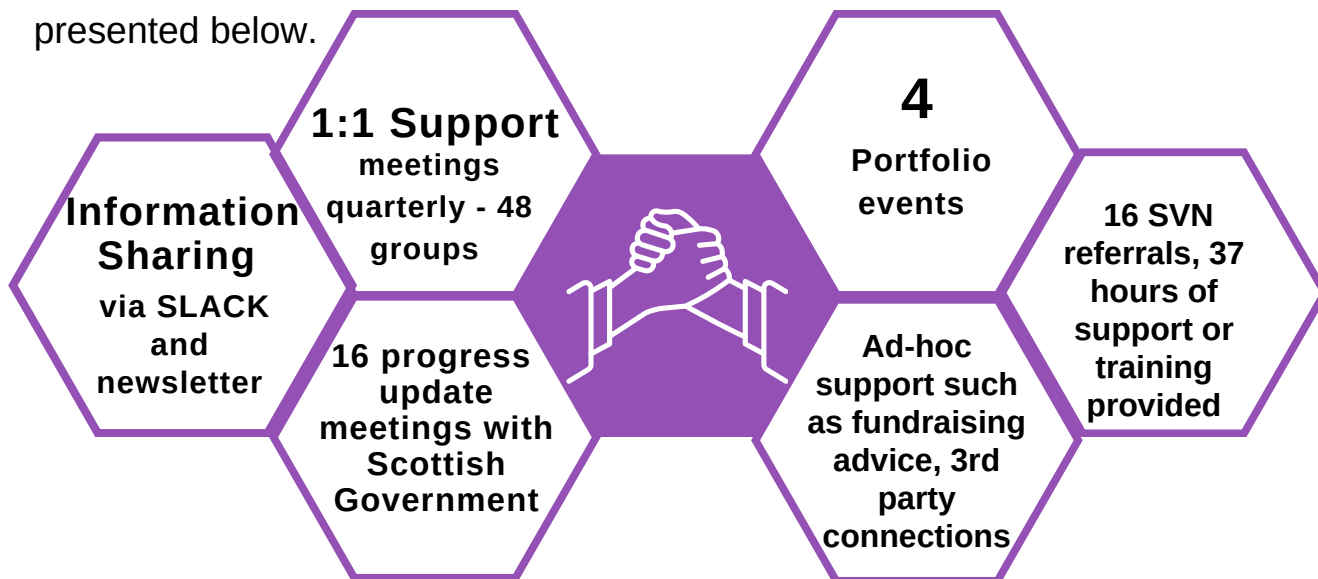
### Organisations reached

Newly engaged  
1,490

Continued support  
2,425

## Inspiring Scotland support summary

A summary of the range of support provided to funded organisations is presented below.



### 1:1 Support

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

### Portfolio Events

We held four portfolio events during the reporting period.

We facilitated one spotlight session, jointly delivered by the three regional Equality Forums and Amina Muslim Women's Resource Centre (MWRC) on extended family abuse, attended by 29 participants from the E&HR portfolio and Scottish Government. The evaluation generated positive feedback and reflected the learning, as exemplified by the two comments below.

*The [Regional Equality Council Spotlight session] made me think about how to be more inclusive when hosting events.*

*I learned more about intersectional assessment for planning*



## Portfolio Events (cont)

We also held networking sessions for policy-specific portfolios. The 10 Gender Equality organisations met in September with Scottish Government policy colleagues, to provide updates. The Race Equality Network Group (RENG) held an in-person event in April, where the 14 organisations showcased their work with members of the Scottish Government's Strategic Team for Anti-Racism team, and got an update on race equality policy.

In September we held our third annual portfolio networking event. The theme was 'legacy and learning' from three years of continuous E&HR funding. This was our best-attended event so far, and activities were highly interactive. **The event report can be found [here](#).**



**E&HR networking day participants add their organisational achievements to a timeline spanning the three years of E&HR funding**

## The Specialist Volunteer Network (SVN)

SVN is a network of over 500 professional volunteers facilitated by Inspiring Scotland who offer customised development support. During the reporting period a total of 37 hours of SVN support was provided to 16 groups.

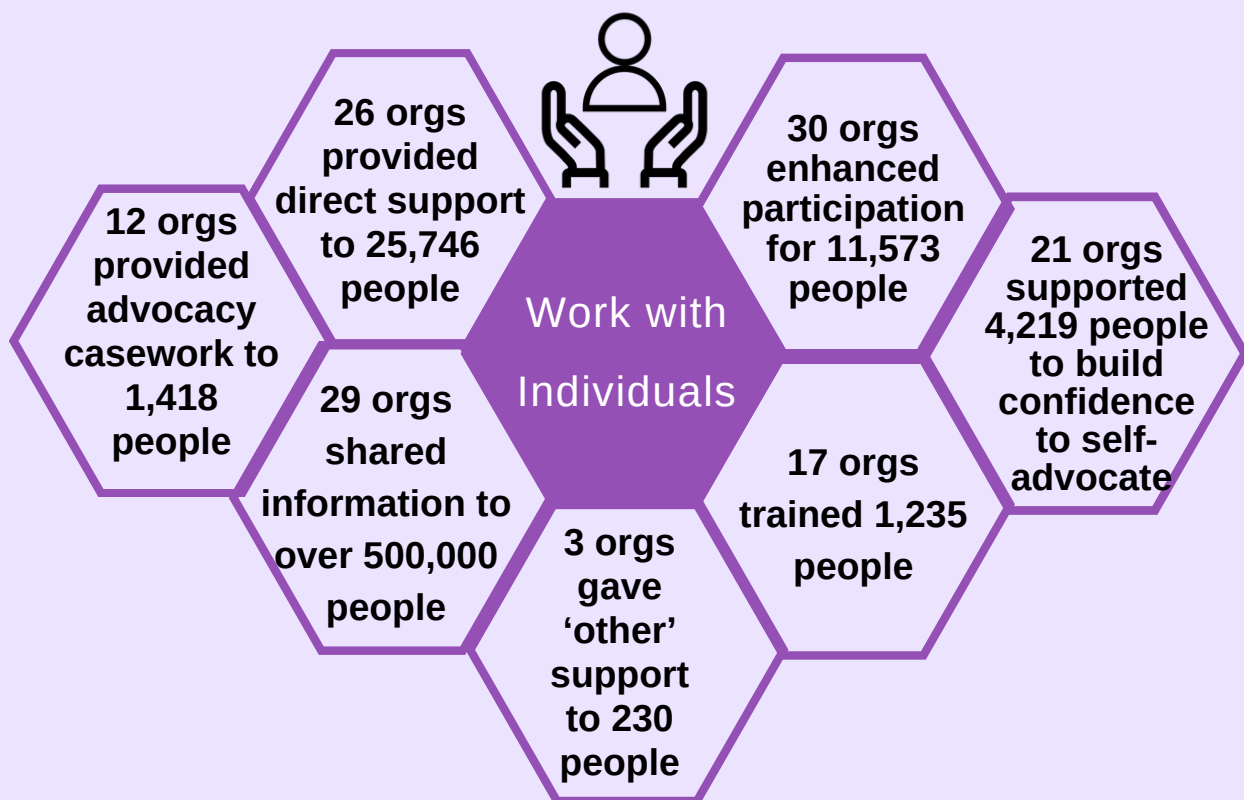
## Work with Scottish Government

The team regularly engaged with Scottish Government officials, updating them on progress, sharing findings, and providing information, data analysis, and support as required.

## 3. PEOPLE AND ACTIVITIES

### Work with individuals

The image below shows a summary of the support provided to individuals during the reporting period. 'Information sharing' includes social media, newsletters and website downloads. 'Other' activities included wellbeing workshops.



Most common types of support, advice, training and casework for individuals were:

- enabling access to **mainstream services**
- providing **health and wellbeing** support
- helping people realise specific **human rights** and **tackle discrimination**
- helping people access **benefits**, tackle **housing** issues and other measures to **address poverty**
- 8 organisations ran helplines
- People were also helped to increase participation in social activities such as education, physical fitness and be active their local communities.

## Work with organisations

The image below shows the support provided to other organisations during the reporting period. Tailored support involves working with a single organisation (sometimes over several sessions) to embed an aspect of equality and human rights into their work. 'Information sharing' includes high-volume activity such as social media and disseminating newsletters.



**23 organisations supported third sector, 16 supported public sector bodies, and 6 supported private sector organisations.**

## Work with policy makers and general public

The image below highlights the range of activity by funded organisations to inform policy.



The word cloud below shows the **cross-cutting** policy work organisations were involved in this period, over and above policy work specific to a protected characteristic (policy chapters have that). The larger the words, the more organisations worked in this policy area.



## Cross-cutting policy work

Below are examples of cross-cutting policy work. Unfortunately a number of key policies have been paused, limiting the impact of organisations' hard work - at least for now. Nevertheless, organisations can evidence policy impact. Examples specific to protected characteristics follow later.

### Human Rights Bill

22 orgs contributed advice, evidence and lived experience to the Human Rights Bill development. 11 orgs participated in the Governance & Engagement Advisory board.

### National Care Service

In this period, 8 orgs contributed to the Expert Legislative Advisory group. CEMVO also ran co-design events that were well-received by SG officials.

16 orgs were involved in range of different ways supporting and implementing the Hate Crime Act.

5 orgs participated in the Hate Crime Strategic Partnership group

14 Scottish organisations sign cross-sector letter in support of new hate crime legislation

*"This legislation protects everyone, and stopping hate crime in Scotland is in everyone's best interests"*

Equality Network Scottish Trans



**CSREC**  
Central Scotland Regional Equality Council

Do you have the correct photo ID required to vote in the Upcoming Election on Thursday 4th July?

Find out which forms of photo ID are accepted here:  
<https://www.electoralcommission.org.uk/voting-and-elections/voter-id/accepted-forms-photo-id>

If you would like help to apply for a **Voter Authority Certificate**, please contact [admin@csrec.org.uk](mailto:admin@csrec.org.uk) to book an appointment with a member of our team!

### Work with the wider public

7 orgs encouraged and supported people to vote in elections - in particular explaining the requirements around voter ID. They did this through guidance, talks and social media campaigns

## 4. FUND IMPACT

### Progress towards E&HR fund outcomes

Organisations evaluate their impact in line with outcomes that directly flow from their activities. Example evidence is in the policy chapters.

The (mostly) broader / longer term fund outcomes are below with the % of organisations that contributed to them this period. Rates are similar to previous periods. Most commonly, funded organisations enabled people to get involved in public life, to understand and access their rights; and to have their experience reflected in public policy.

Outcome	% orgs meeting Apr-Sep 24	% orgs meeting Oct 23-Mar 24
1. People have greater awareness of their human rights and how to access them	51%	50%
2. People with protected characteristics have increased remedy where their rights have not been upheld	26%	35%
3. People with protected characteristics have increased participation in public life	60%	54%
4. People with protected characteristics have increased influence in the decisions that affect them	26%	33%
5. Scottish Government has better access to data and depth of information about experiences of people with protected characteristics	45%	44%
6. Actors in civil society increasingly use Scotland's domestic and international equality and human rights framework to influence and affect change	26%	21%
7. The experience of people with protected characteristics is increasingly used to inform policy and practice of public bodies	51%	54%
8. Public services increasingly embed equality & human rights in their strategic planning and day-to-day functions	36%	27%

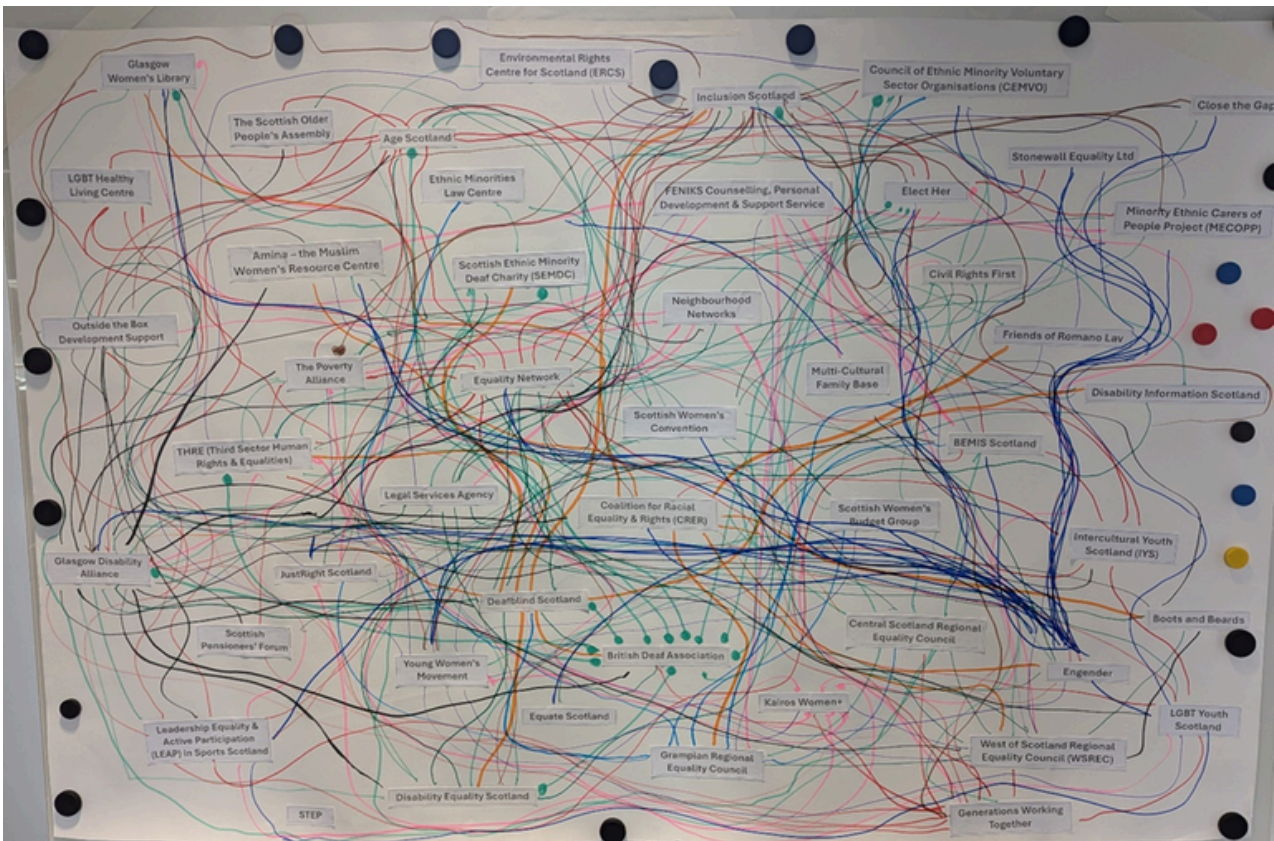
## 5. PARTNERSHIPS AND CONNECTIONS

As usual, there was significant partnership work among funded organisations and with others. At Inspiring Scotland's networking event in September 2024 (image below), participants created a partnership map to illustrate this collaboration. Examples include working together on **funding bids, joint research, policy influencing, providing services to vulnerable people, and offering joint training and resources** to improve mainstream practices.



### Joint working example

After meeting at the Inspiring Scotland networking day, CRER and BDA teamed up to deliver a BSL tour of Glasgow's colonial past.



## 6. THEMES AND CHALLENGES

The significant level of activity and impact by the 48 funded organisations is highlighted throughout this report. **The groups have articulated to us the benefits that three years of continuous E&HR funding** has brought, enabling them to develop their work and build on their evaluation and learning. The launch of THRE's interactive e-learning course on the foundations of human rights and equalities first approach is an example of this. Many organisations report being in a position to review their theories of change and to plan the next iteration of their funded work.

There continues to be a **recognition of E&HR funded work beyond Scotland**. The New Zealand Ministry for Women acknowledged Close the Gap's 'Close your Paygap' online tool as good practice. Collaboration among portfolio organisations continues to develop, with new examples of partnership work emerging regularly. This includes working together on funding bids, joint research and policy influence work and joint provision of services to vulnerable people leading to enhanced outcomes and efficiency within referral pathways

The **challenges caused by external operating environment** has been documented in previous reports. The toxic culture generated through social media continues to plague LGBTQI+ and Gender Equality organisations, and many have developed strategies to cope. However, the race riots in August had a profound impact on many of race equality organisations, with some removing their signage and introducing measures to protect their staff. Organisations report an increase in racist comments directed at service users. All of this indicates a rise in intolerance more generally.

The **financial challenges faced by the organisations continue to escalate**. Following several years of inflation being keenly felt by both the organisations and the individuals they support, the impact continues to build. The increase in Employers National Insurance, coupled with no increase in funding, and in many cases, a removal of other sources of funding entirely, is a complex and stressful situation for the organisations to manage.



## 6. THEMES AND CHALLENGES

This comes at a time when the organisations report that **the 'asks' and pace around policy work has increased**. Less consideration seems to be given the impact on people with lived experience including the risk of 're-traumatisation' from being repeatedly asked to share their experiences. This increased demand is also not matched by an increase in funding and therefore affects the capacity of the organisations to respond. Added to this is the frustration when policy initiatives, such as the Human Rights Bill and the National Care Service are later dropped or parked. This risks jeopardizing the 'good will' of stakeholders who ultimately will not see their efforts leading to improved outcomes.

These ongoing challenges are starting to take their toll. In the past six months, there has been an increase in serious and high-risk situations that the organisations must handle, both internally and externally. Inspiring Scotland has supported the organisations with a range of seemingly unconnected issues, indicating that the challenges felt by the sector over several years are manifesting in complex ways and further testing the organisations' resilience.



**Young Women's Movement's Young Women Lead programme held a session in Scottish Parliament exploring the voice of women in decision making**

## 7. ACTIVITY AND IMPACT BY POLICY AREA

This 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. Disability Equality Scotland
2. Disability Information Scotland
3. Glasgow Disability Alliance
4. Inclusion Scotland
5. Legal Services Agency
6. Neighbourhood Networks

### BSL

1. British Deaf Association
2. Scottish Ethnic Minority Deaf Charity
3. Deafblind Scotland

### Race Equality

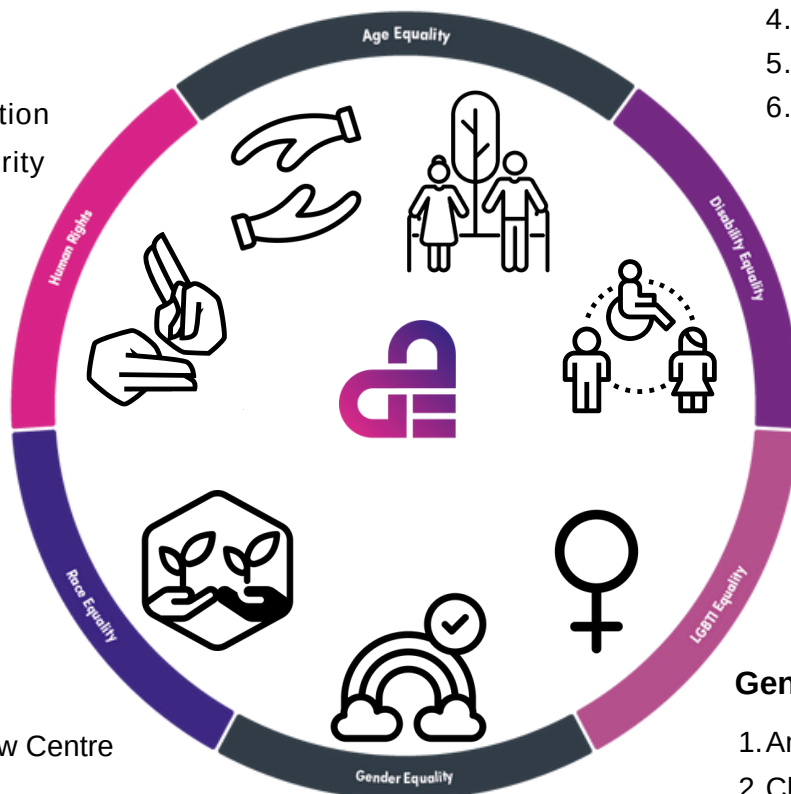
1. BEMIS Scotland
2. Boots and Beards
3. CEMVO Scotland
4. CSREC
5. CRER
6. Ethnic Minorities Law Centre
7. Feniks
8. Friends of Romano Lav
9. GREC
10. Intercultural Youth Scotland
11. MECOPP
12. Multi Cultural Family Base
13. STEP
14. WSREC

### LGBTQI+ 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 Age Equality Portfolio are an increasingly well-connected group of organisations that report on achievements, both in terms of supporting older people and facilitating advocacy for older people at policy level. During the reporting period, a total of 16,087 individuals have been helped directly with the provision of support and advice.

This is in spite of the range of challenges the organisations face alongside the rest of the E&HRF Portfolio, including several years the effects of inflation have been strongly and noticeably experienced by the organisations and the individuals they support.

## Age Equality Portfolio




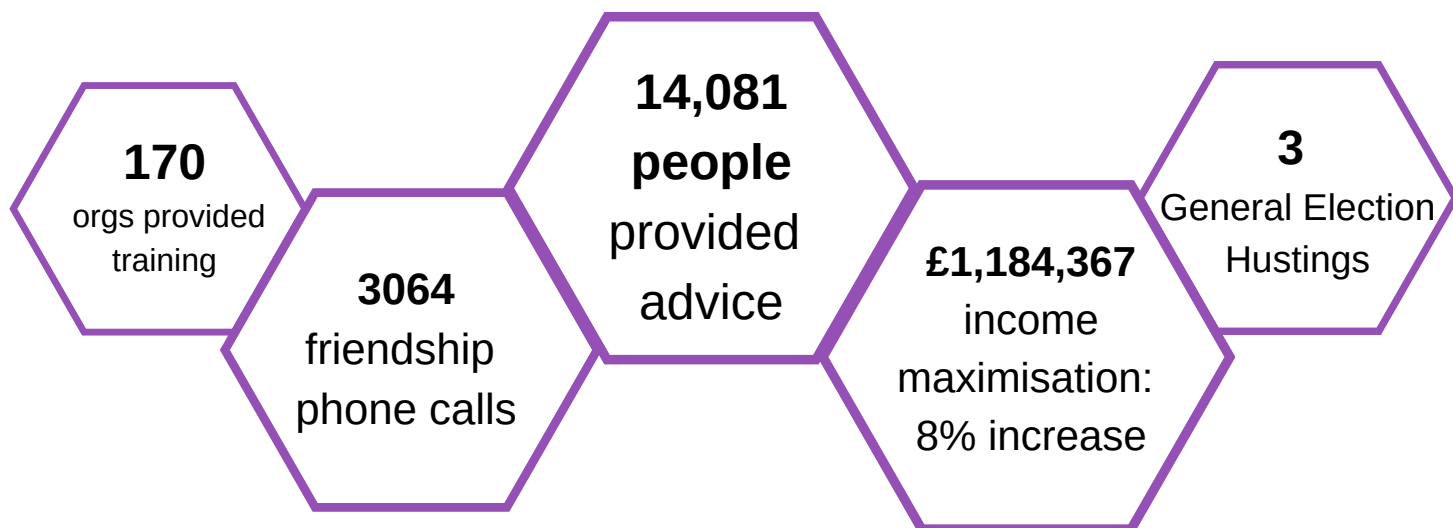
**Age Scotland**  
**Generations Working Together**  
**Outside the Box**  
**STUC Scottish Pensioners Forum**  
**Scottish Older People's Assembly**



## Activity Summary

The Age Equality organisations continue to undertake a wide range of activities that both support older people and ensure the collective voice of older people shapes the policy that most affects them.

Activity type	Activity	Orgs delivering	People
 <b>work with individuals</b>	Providing advice	1	14,081
	Enhancing participation	3	1,505
	Building confidence	1	482
	Providing training	1	20
	Information sharing	2	28,422
 <b>work with organisations</b>	Training to organisations	3	170
	Organisational support	4	67
	Shared knowledge/information	3	28,422
	Other work with organisations	2	-



### Key policy contributions include:

- Assisted Dying Bill
- UK General Election
- Scottish Covid Inquiry
- Fuel Poverty
- National Care Service

Overall, the Age Equality organisations are working towards six of the Fund Outcomes. Below are some examples of how funded organisations are achieving impact specific to individual Fund Outcomes.

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

**Outside the Box** received a range of feedback which showed that their community development work enhanced older people's understanding of their rights.

- *"I feel like I understand more about human rights and what my rights are."*

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

**Age Scotland** received 9,989 calls to their Helpline. One caller to the Helpline was supplied with information and support to apply for a range of benefits. This led to an increase in weekly income of £211.60, with a further potential gain of £179.17 yet to be decided. The caller expressed that he felt **empowered and confident** to follow up on the advice, knowing that Age Scotland is there to guide him in the right direction.

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

**Outside the Box** worked with older people in a range of ways to enhance **involvement in their communities** in different ways. Below is some feedback they received the impact this had on individuals.

- *"It was good to have our say about what will be good for the town and I enjoyed listening to what everyone else had to say."*
- *"I didn't know I needed ID, but now I'll make sure to remember to take my bus pass when I vote!"*

## Case Study Age Scotland

*This case study provides an example of an intervention which addressed social isolation and loneliness. The change highlighted demonstrates achievement of Fund Outcome 3: People with protected characteristics have increased participation in public life*

*“I really don’t like being alone”.* With this thought, Jane called Age Scotland’s Helpline for support. Since her husband moved into a care home, she said she felt lonely and that she missed her husband’s company after 58 years of them living together.

Age Scotland’s Helpline was able to help by referring Jane to Age Scotland’s Community Connecting service. Jane described the volunteer she was paired with as friendly, and she was very grateful to receive the encouragement she needed to join the groups she had thought about joining. The volunteer was very helpful, ‘He’d done a lot of research. I admired him for that. He offered so many ideas.’

Jane joined three groups as a result of the Community Connecting Service. She became a member of a mahjong group, a pickleball group and a community group, two of these being groups run by the University of the Third Age (U3A). Jane was very thankful for Age Scotland and the volunteer’s support. The help was described as ‘It couldn’t have been better, there’s nothing else I would have wanted, it was just perfect’.

## Collaboration

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

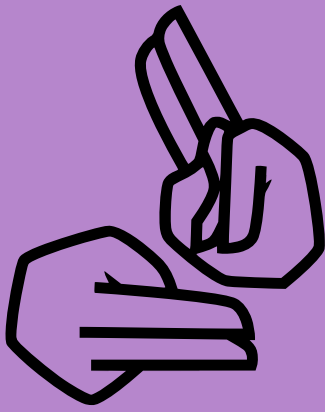


The five organisations worked in partnership with a range of organisations across different fields. They also continue to work closely together as part of the Older People's Strategic Action Forum and more widely.

**Generations Working Together** are part of an international network. Global Intergenerational Week's campaign looked to change the narrative from intergenerational work from being 'nice to have' to being essential. 2024 has been the biggest and most successful campaign to date, with GWT's members learning from 14 other countries through 18 live webinars plus hundreds of local events hosted across the planet.

**Outside The Box** continued to work with THRE, delivering a presentation on supporting community-based action on human rights and equalities at their Hub event in Paisley. During this period, the case study resource THRE & OTB jointly developed had 113 downloads.

**Age Scotland** has worked closely with Council of Ethnic Minority Voluntary Sector Organisations with signposting volunteer-led organisations who need specific capacity building support. With the rollout of the Ethnic Minority Community Development Fund in February 2024, six ethnic minority groups which Age Scotland supports were awarded funding.



# British Sign Language

The BSL Portfolio continue to be a well-connected group of organisations with links to public bodies across a range of policy platforms. They report on many achievements despite the challenging environment they, and their service users, currently face. During the reporting period, a total of 1,506 individuals have been helped directly with the provision of support, information and advice. 315 organisations have also been supported via capacity building and information sharing.



DEAFBLIND  
SCOTLAND


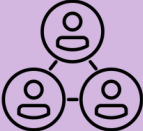
## BSL Portfolio

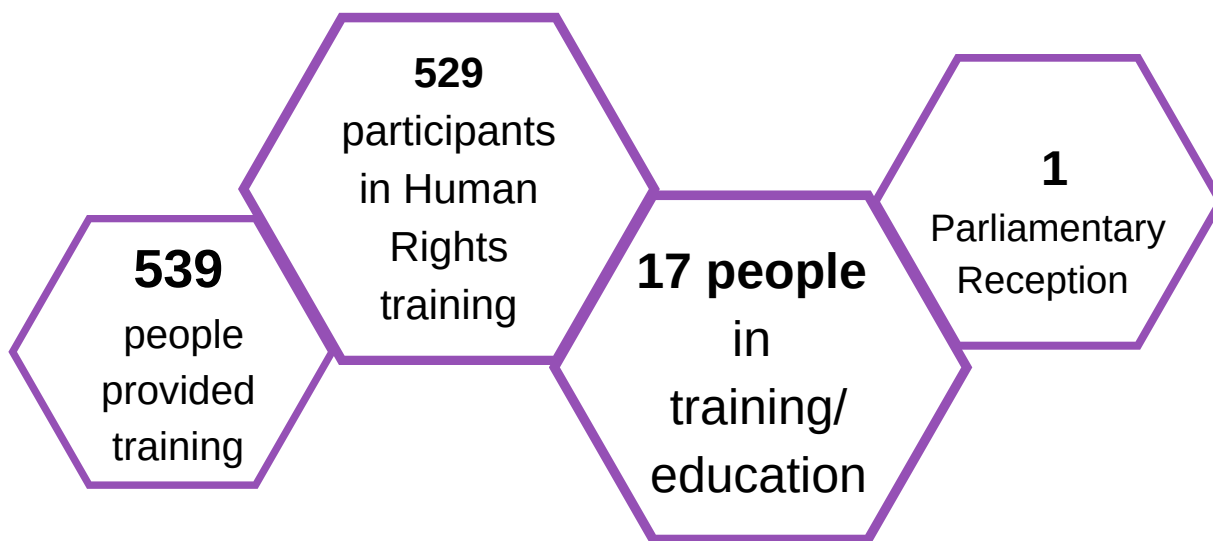
**British Deaf Association**  
**Deafblind Scotland**  
**Scottish Ethnic Minority Charity**





# Activity Summary

Activity type	Activity	Orgs delivering	People
 <b>work with individuals</b>	Providing advice	3	377
	Enhancing participation	2	103
	Building confidence	-	-
	Providing training	3	539
	Other	-	-
			<b>Orgs</b>
 <b>work with organisations</b>	Training to organisations	2	22
	Organisational support	1	40
	Shared knowledge/information	2	253



## Key policy contributions include:

- National Care Service
- A legal definition of Deafblindness
- BSL Plans - Local and National
- See Hear Strategy

While these policy areas show little change to Report 5, these are long term areas of focus for the organisations and will continue to be where their expertise is most required and best utilised.

Between them, the BSL organisations have worked towards Fund Outcomes 1, 2, 3, 5, 6, 7 & 8 during the reporting period. Below are some examples of how funded organisations are achieving impact specific to individual Fund Outcomes.

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

**Deafblind Scotland** received a range of feedback which showed the way their sensory literate human rights training enhances people's understanding of their rights.

*"I feel better informed about my human rights":*

Average statement score was 8.9 following training, up from 5.1 before.

DbS has also observed a notable increase in peer-to-peer support, with members actively **advising one another about their rights** and sharing information on available services and organisations for additional support.

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

As a result of attending **Scottish Ethnic Minority Deaf Charity's** Skills Workshops, four members have entered voluntary work which has **increased their confidence** and contributed to them **being more socially included**.

10 people have recorded **feeling less socially isolated** and four have participated in other activities outwith the workshops, such as the Walking Group and the bi-weekly Club.

Four members have received their National Entitlement Card, allowing them to travel independently across the city to connect with their friends. Two members have library cards for them to access the internet and **connect** with their families outside the UK.

## Case Study

### Legal Services Agency Ltd and Scottish Ethnic Minority Deaf Charity

*This case study provides an example of impactful collaboration brought about by Inspiring Scotland's overview of the work of the E&HR Portfolio. The change highlighted demonstrates achievement of Fund Outcome 7: the experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies.*

As detailed in previous reporting, the E&HR fund team connected Scottish Ethnic Minority Deaf Charity (SEMDC) with Legal Services Agency Ltd (LSA) after seeing the potential for collaboration to address issues with driving theory tests that had been reported by SEMDC members. During this reporting period, the two organisations have continued to work together to understand the issues in booking theory tests and lack of provision of deaf relay interpreters. They wrote to DVSA to raise these issues and the importance of their obligations under the Public Sector Equality Duty.

This has led to important strategic outcomes. The response from DVSA has been positive and they have committed to review their learning materials and update their language usage. They also confirmed that their staff undergo regular training on reasonable adjustments and that they will explore alternative options for covering interpreter costs for candidates facing financial difficulties. SEMDC have also been invited as a stakeholder in their end-to-end user group. These changes will result in positive outcomes not only for SEMDC members but wider communities.

This collaboration has also resulted in an increased general knowledge amongst partners, which will inform future approaches to achieving strategic changes.



# Disability Equality

The Disability Equality Portfolio are an increasingly well-connected group of organisations that report on achievements both in terms of supporting disabled people and facilitating advocacy for disabled people at policy level.

Against the backdrop of an increasingly challenging landscape, the organisations continue to have a wide reach and are experts in facilitating the voices of disabled people. At this point in their delivery, they are refreshing their approaches and priorities to ensure that the needs of their communities are met most effectively and efficiently.

Disability organisations consistently report being at a disadvantage in terms of the perceived 'value for money' of their services, given the cost of implementing accessibility measures. They are anxious that, as their costs increase and delivery potentially shrinks as a result, this issue will become more significant and impact on their ability to access funding in the future.



disability  
information  
scotland

LSA Legal Services Agency  
Doing the Right Thing,  
the Right Way




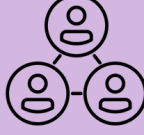
## Disability Portfolio

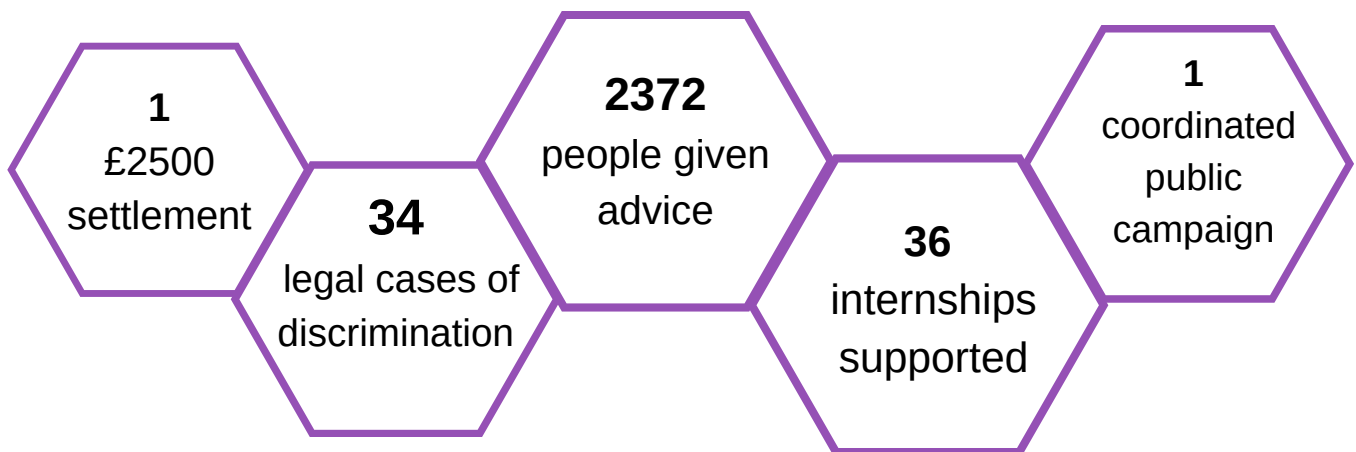
Disability Equality Scotland  
Disability Information Scotland  
Glasgow Disability Alliance  
Inclusion Scotland  
Legal Services Agency  
Neighbourhood Networks



## Activity Summary

The Disability Equality portfolio delivers a wide range of activities including the provision of information, carrying out in depth research and working directly with disabled individuals to enhance their access to mainstream services.

Activity type	Activity	Orgs delivering	People
 work with individuals	Providing advice	5	2,372
	Enhancing participation	3	291
	Building confidence	3	204
	Providing training	1	40
	Info sharing	4	71,630
 work with organisations	<b>Orgs</b>		
	Training to organisations	5	92
	Organisational support	3	54
	Shared knowledge/information	5	425



### Key strategic contributions include:

- UK General Election
- Human Rights Bill
- Cost of Living
- SG Disability Equality Strategy
- Assisted Dying Bill
- National Care Service
- Disability Commissioner

This cohort of organisations have a **wide reach in terms of policy influencing** and are **experts in facilitating the voice of disabled people**.

The organisations report that the requests for their involvement across public bodies is higher than ever. It is reported that this often comes without regard for the challenges facing the organisations and often results in very little impact, leading to a reassessment of resource allocation.

## Outcomes and impact

Across the Portfolio, the Disability Equality organisations are contributing to all eight of the Equality and Human Rights Fund Outcomes. Below are some examples.

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

**Disability Information Scotland** received a range of feedback which showed the way interactions with their Helpline left the service user more informed and able to take action.

- *"Thanks so much. I've been on the phone most of the day and you're the only person who actually took the time and gave me some useful contacts".*
- *"Thank you you've been an amazing help. I understand it now!"*

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

MC gained a place at college and was supported by the **Neighbourhood Networks** to do a practice run travelling by bus to college. This helped with her anxiety and prepared her for starting college. MC felt confident making this journey independently. When MC started college, she struggled with the course work and the network manager encouraged her to create a work schedule and speak with student support which helped greatly. MC says, *"I probably would not have stuck out college as long as I have if I hadn't received this support and encouragement from Neighbourhood Networks."*

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

**Disability Equality Scotland** share their research findings widely, including within Parliament via their President, Monica Lennon, MSP. DES are aware that she values this information and has shared it with colleagues and other policy makers, meaning it is reaching a range of decision makers.

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

*"These policies affect us every day – why shouldn't we get involved and have our say? Only GDA seems to be supporting us to do this by making this all accessible to us."*

**Glasgow Disability Alliance** receive feedback that highlights their expertise in elevating the voice of disabled people and what this means to individuals.

## Case Study

### Neighbourhood Networks

*This reflection from a member of Neighbourhood Networks gives an example of how the community-based and peer support they facilitate leads to individuals with a learning disability becoming more involved in public life and experiencing the range of benefits that this can bring. Fund Outcome 3: People with protected characteristics have increased participation in public life*

“I suffer from poor mental health and have the developmental co-ordination disorder dyspraxia. I was extremely isolated, lonely and depressed.

I really struggled with my mental health at weekends as I am very isolated, and the network started health walks at weekends which gave me a reason to leave the house and supported my mental health.

I feel like I built a good relationship with one of the members of the network and really enjoyed our chats and meeting up.

I am now attending college part-time in the evenings, volunteer in a local nursery and have time to enjoy myself with the network- My life is a lot busier and I feel safer knowing there are people around. I feel happy and content.

Although I still struggle with my mental health and college work can be challenging, I am feeling supported with managing this, and I am determined to complete my college course. I would like to work in a nursery in the future and would like to have a bigger friendship group. I would like a life filled with fun and I am finally taking the steps to achieving this.

I have felt very cared for and supported by Neighbourhood Networks. I don't feel so alone. They have reminded me that I can have fun!”

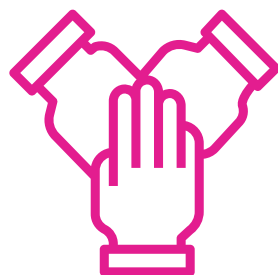
## Collaboration

Disability Equality organisations were asked to tell us about collaboration with other groups - both within the E&HR fund portfolio and externally. They are continuing to build on existing partnerships and develop new ones. Below are some examples of successful partnership working.

**Legal Services Agency Ltd** have worked with **Scottish Ethnic Minority Deaf Charity** on an ongoing basis to ensure that the work to enhance the accessibility of DVSA services continues to have wide reaching outcomes. *“The true power of collaboration has been felt and seen through the work we have done with SEMDC and others. Building relationships and coordinating information takes time, and whilst it has taken some time to ensure we understood the issues correctly, undertook independent research and put forward submissions to DVSA on their Public Sector Equality Duty, we note that this has increased general knowledge amongst partners and the team of the approach to achieve strategic changes outwith litigation.”*

**Disability Equality Scotland, Glasgow Disability Alliance** and **Inclusion Scotland** have remained long term partners and are particularly focused on working together on the #DisabledPeopleDeserveJustice campaign, which aims to highlight the requirement for more robust policy making and action from SG.

**Inclusion Scotland** has started working with Equality Network on the delivery of a toolkit for service providers and public bodies on LGBTQI+ disabled people’s specific barriers and requirements in health and social care services.







# Gender Equality

The gender portfolio delivers a broad range of activity, including provision of vital support, or building skills and confidence to engage with public life, and undertaking engagement or research to inform policy and practice. Women's health, particularly reproductive health, continues to be a focus for the organisations, with issues arising concerning women's experiences of birth and pregnancy, and accessing health services.

Following three years successful delivery some groups are redeveloping their wider strategic aims and direction of travel.

Gender Equality organisations continued to experience challenges with the uncertain funding environment. This has resulted in delays to planning and recruitment, further impacting delivery. Public sector funding cuts have also impacted local services, leading to increased demand for support.

The last 6 months has seen increased collaboration and partnership working across the E&HR portfolio, and international recognition of best practice.

## 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**

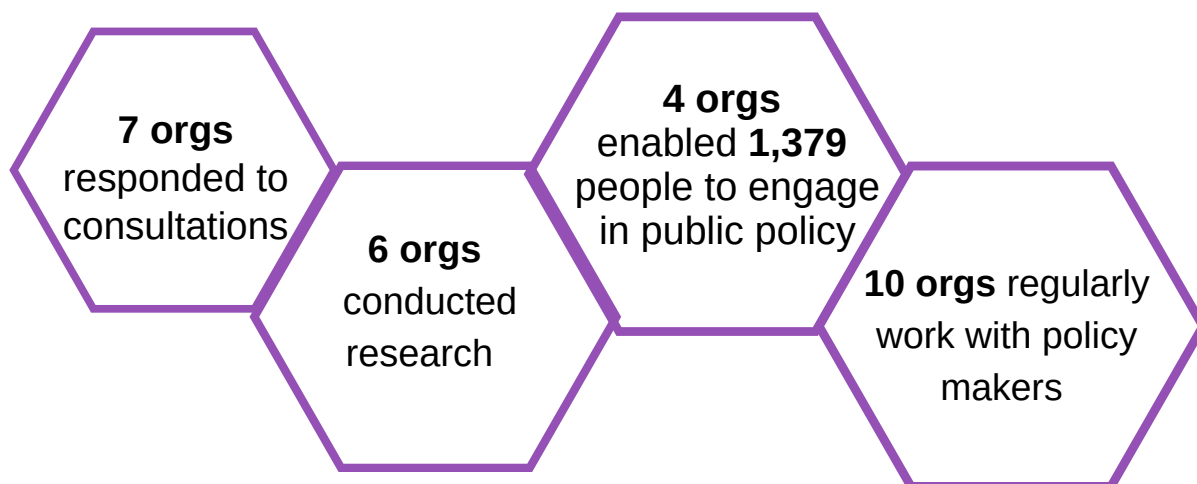


# Activity Summary

## Activity summary April-September 2024

Activity type	Activity	No. of orgs delivering	No. of people
 <p>Work with individuals</p>	Providing advice	4	5,738
	Enhancing participation	8	2,706
	Building confidence	4	2,947
	Providing training	6	278
	Advocacy & casework	2	227
	Information sharing to individuals	8	345,720
	Other support to individuals	0	0
 <p>Work with organisations</p>	Training to organisations	6	44
	Capacity building support	6	219
	Shared knowledge/information	6	869

**10,567 individuals and 679 organisations supported during the period**



### Key policy contributions include:

- Women’s Health (including mental health)
- Scotland abortion law reform
- PSED
- Women in employment (including Fair Work, EDI)
- Parliamentary Committee pre-budget scrutiny
- Scotland COVID Inquiry
- Housing (Scotland) Bill
- NPF and Nat’l Outcomes reform
- Climate change policy
- Cross Party Groups (various)

## Outcomes and Impact

Between them, the Gender Equality organisations are working towards all eight of the Fund Outcomes. Below are some examples how funded are impacting on individuals.

### Outcome 3

People with protected characteristics have increased participation in public life

**Equate** delivered an experiential learning event, ConstructED, which provided an opportunity for women studying construction and manufacturing to gain skills and confidence in a practical project. One of the programme mentors was a former participant, who reported that she used the experiences gained from participating in ConStructEd to successfully obtain two summer placements and is now in a graduate role at Jacobs. She feels that the experience with the programme helped her stand out from other candidates, and having onsite experience made it less intimidating.

### Outcome 6

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

**Close the Gap's** promotion of Close Your Pay Gap tool has raised awareness of the resource to large employers reporting their pay gap. The tool had an increase of new users, with more employers using the pay calculators and downloading resources compared with the same period last year. The topic with the most engagements was pay and reward.

### Outcome 8

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

**Scottish Women's Budget Group** reported the following comments demonstrating the impact of their gender budgeting workshops with councillors:

- *We need to think about intersectionality more, tell story of impacts better and consider cumulative impact*
- *We need to: utilise the data we have access to, have the right people in place to do this, and clearly detail consequences of all decisions/recommendations*
- *We will take training from today to planning away days which are coming up. Continue to speak out and challenge as the most senior woman in the organisation*

## Case Study Kairos Women+

The following records the personal experiences of a community member involved with Kairos Women's Equalities Collective, and demonstrates the impact of supporting local activism. Kairos plan to use the learning from this work to influence their future activity.

A 24-year-old woman+ living in a small town in Renfrewshire:

*Before joining the Equalities Collective, I had little experience or interest in this subject. My perception was that it was only large organisations or governments that done this sort of work, rather than something communities or individuals could participate in. I never imagined myself being passionate about it. However, after being a part of this group, I have not only gained valuable experience, but I have also developed a strong passion for campaigning and advocacy.*

*Because of my lack of experience, I was nervous as I didn't think I had anything useful to say. However, the group has been incredibly welcoming, and I have learned so much from each member. They have shown me that everyone's ideas and perspectives are valuable, and I have gained confidence in contributing to the group's discussions. It has introduced me to a new way of thinking and encouraged me to step outside my comfort zone by discussing different social issues with family or friends, asking questions, and understanding different viewpoints.*

*The E.C. has really opened my eyes to human rights issues. Being part of discussions where we explore various topics has helped me see the connections between different forms of inequality and the importance of advocating for everyone's rights. I've learned how crucial it is to listen to diverse voices. This awareness has inspired me to think about social justice and the role I can play in promoting equality and fairness in our society."*

Feedback from a **Scottish Women's Library's** Regular 'Story Café' participant: *I didn't realise how much I needed this today, thank you. Life hasn't been easy lately, but I feel so much better than when I arrived.*

## Collaboration

Gender Equality organisations were asked to tell us about collaboration with other groups - both within the E&HR fund portfolio and externally. They are continuing to build on existing partnerships and develop new ones. Below are some examples of successful partnership working.

**Young Women's Movement** worked with **Scottish Youth Parliament** as part of the Young Women Lead programme, supporting 5 MSYPs to take part. SYP also supported the session in Parliament on participatory democracy and shared their work on the importance of valuing youth voice. **Elect Her** also supported the delivery of the participatory democracy session, sharing their understanding and insights on the importance of having young women in Parliament.

**Glasgow Women's Library** and **AMINA Muslim Women's Resource Centre** continued their creative collaboration on 'Never Allowed' (a project on Extended Family Abuse in Muslim and BME Communities in Scotland) and on Honour Based Violence (HBV). This involved engaging with women to develop exhibitions, spoken word, short stories, monologues, poems and discussions to mark the lives of those affected by honour crimes and extended family abuse. Agencies such as the Police Scotland attended the events and listened to the poignant testimonies

**Engender** submitted a written response to the UN Special Rapporteur on Violence Against Women and Girls' call for evidence earlier in the year. They followed this up with a meeting, alongside **Amina** and **Scottish Women's Aid**.

**Engender** also collaborated with **The Scottish Human Rights Consortium** on a webinar that focused specifically on CEDAW incorporation into Scots Law.



# Human Rights

This reporting period the organisations focused specifically on Human Rights have reported the need to re-frame and pivot in their work in light of the pause on the introduction of a Human Rights Bill for Scotland.

Those organisations who provide advice and representation have continued to see a rising demand for their services; a demand they cannot meet.

As a collective, the organisations continue to promote, support and facilitate the move towards a rights based approach to policy and service delivery

During the period the funded organisations worked directly with a total of 437 individuals and 109 organisations.

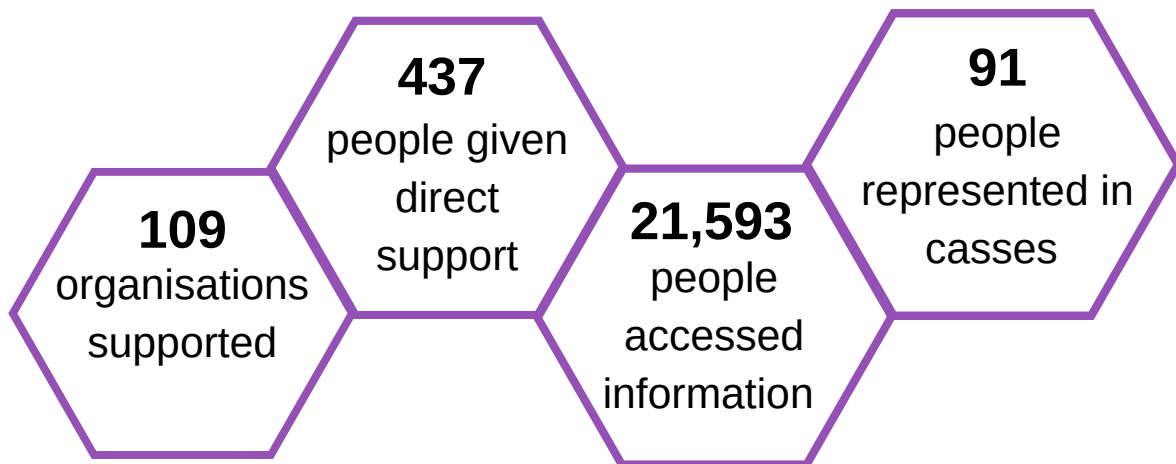
## Human Rights Portfolio



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



## Activity Summary



**Environmental Rights Centre for Scotland** provided free legal advice, assistance and representation to 92 enquirers in this period from a range of community organisations, and on a range of topics including air pollution, contaminated land, statutory nuisance, loss of greenspace and general queries on environmental standards and legislation

**The Poverty Alliance** worked with 89 people and 122 orgs, with a particular focus on engagement with rural communities. The project engaged with 60 new organisations during the period

**Civil Rights First** continue to provide real world scenario based training to organisations particularly in the social care sector. The organisation was invited to present their Human Rights based model at Mi Casa, an international conference bringing together social care providers and policy makers from Scotland and Spain.

3 of the 5 organisations who are highlighted in this chapter provide representation to individuals in cases of discrimination and human rights infringements. These cases take a significant amount of time and usually stretch longer than one reporting period. Outcomes of cases, when reported, are the result of activity over many months, and sometimes years.

### Outcome Spotlight

Outcome 6 of the E&HR fund states “Actors in civil society increasingly use Scotland’s domestic and international equality & human rights framework to influence and effect change”. The following highlights different approaches to achieving this outcome.

#### Grant holders directly challenging infringements

**JustRight Scotland** representing a Gypsy Traveller client seeking to challenge planning permission granted for the construction of a Brewery next to the permanent residential site where she and other Gypsy Travellers reside, raising concerns about anti-social behaviour and discrimination, as well as irreversible damage to ancient woodland. We raised a Judicial Review in the Court of Session and were successful in persuading the Council that it had erred in law. The decision to grant planning permission was quashed, by agreement, and the Council will now have to revisit the proposal. If planning permission is granted again we will advise our client of the possibility of a further legal challenge. This client was referred by the Environmental Rights Centre Scotland, a co-recipient of the E&HR Fund.

**Environmental Rights Centre for Scotland** supported Sheriffhall Overarching Objectors (ShOO) to oppose the development of the Sheriffhall roundabout. ERCS assisted ShOO with their inquiry statement to ensure it covered everything they wanted. ERCS also provided legal advice to questions about the development and whether there were any potential breaches of statutory duties under the Climate Change (Scotland) Act 2009. Because ERCS’s advice service is part-time, they were unable to represent ShOO. ShOO had to present their case at the public enquiry themselves. With support from ERCS they questioned if the potential carbon emissions of this project are contrary to national carbon targets and in contravention of the Climate Change (Scotland) Act 2019 and the Climate Change Plan 2018-2032; and whether the proposed development complies with the duties under the Equalities Act 2010, because the project does not provide a comprehensive transport solution for disadvantaged residents who are unable to use cars.



## Grant holders supporting Scotland's third sector to move towards a rights based approach - influencing service delivery

**Poverty Alliance** - feedback from attendees shows that organisations, through taking part in action learning sets, are integrating human rights and equality into their work.

"After today's session I understand how human rights could be used as an anti-poverty tool"

"we have all gone away and begun to really rethink how we frame our work around human rights!"

**Civil Rights First** - training session for practitioners on SDS budgets; using real world scenario based rights focused approach. All respondents agreed that they are better equipped to deliver accurate information / support on issues relating to funding for support. 100% of respondents agreed that they feel more able to support people to question or challenge decisions about budget allocation. Participants said they would; "Be prepared with appropriate legislation and key phrases relating to relevant Act" "Use more legal basis for challenging decisions/supporting people" "be more confident when challenging decisions".

Feedback received by **THRE** "[we will be sharing] information on Human Rights approach with the people we support to encourage them to use this to advocate for their needs."

"I hope to be able to use a human rights based approach when communicating about housing issues with different stakeholders and be able to empower the volunteers and groups we work with."

"[I will be] changing the language I use when talking to individuals to empower them to think about their own rights and what they can do when not fulfilled." Many examples were given of how people have gone on to use PANEL, including in the development of policies, new services, resources and in making funding applications.

## Outcomes Case Study JustRight Scotland

Through taking a people centered, human rights based approach JustRight Scotland are challenging infringements. Regardless of the outcome of these legal cases there will be outcomes for a marginalised community and Scotland's human rights framework. **Outcomes 2,6**

JustRight Scotland are representing a family of Travelling Showpeople resisting eviction from their home, where they have resided for over 40 years. The eviction is being defended on the basis of Article 8 of the European Convention on Human Rights, the right to respect for the home, as well as the prohibition against discrimination in Article 14.

The defense also includes acting for the child in this family on the basis of rights in the United Nations Convention on the Rights of the Child. In addition to substantive rights affected by the threat of eviction, UNCRC gives children in Scotland an enforceable right to be heard in relation to decisions that affect them, including in court proceedings. It also requires that the child's best interests be taken as a primary consideration in reaching any decision affecting them. This will be the first time the Scottish courts have applied these new protections and therefore any decision will provide very important guidance as to how the courts will approach these new requirements.

JRS have raised a connected Judicial Review (JR) action, challenging housing legislation as being incompatible with human rights by providing security of tenure for local authority tenants who rent houses, but failing to provide equivalent protections to Showpeople and Gypsy Travellers. People who rent land from local authorities, on which they site their own caravans, live under constant threat of no fault eviction, whereas other residential tenants of LAs can only be evicted on very limited grounds, with robust procedural safeguards. The JR also relies on the Equality Act, arguing the failure to provide equivalent protections to Gypsy Travellers amounts to unlawful discrimination on the basis of the protected characteristic of race.

## Collaboration

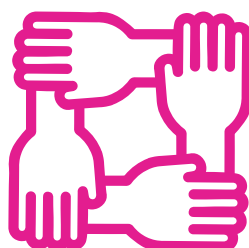
We asked the human rights organisations to tell us about collaboration with other groups - both within the E&HR portfolio and externally. The Human Rights portfolio in particular have taken the opportunity to partner with others within the E&HR portfolio to deliver meaningful co-produced work.

**ERCS** - Research has begun a five-year research study on 'Disability Inclusive Climate Adaptation', hosted by Exeter University and working alongside Inclusion Scotland and Glasgow Disability Alliance.

**Poverty Alliance** undertook participatory action research in partnership with Friends of Romano Lav exploring the right to housing for the Roma community in Govanhill. This included a session delivered by the Environmental Rights Centre for Scotland on environmental rights. Poverty Alliance supported the community researchers to engage with Shelter Scotland's Anti-racism and Housing Network to share the findings

**THRE** worked to produce three case studies with expert organisations:

- Care-experience: Impacts, barriers and adjustments – produced with IRISS
- Intersectionality in Accessibility and Communication – produced with Scottish Ethnic Minority Deaf Charity
- Poverty and Participation in the Third Sector - produced with Poverty Alliance





# LGBTQI+ Equality

The organisations in the sector continue to work very closely, particularly in the policy landscape, thus increasing efficiency and amplifying the voice of the community. There are also numerous examples of high quality intersectional partnership work, with other organisations within the E&HR portfolio. Organisations have enabled people to influence policy and practice and have their voice heard; as well as successfully enabled mainstream organisations to improve their understanding of LGBTI+ communities.

The ongoing media and political focus on trans equality means resources are diverted into providing support and information to anxious trans people and their families as well as decision makers. New engagement with mainstream organisations is more difficult due to the negative connotations about the organisations perpetuated in the press. More directly, there have been incidents of direct anti-LGBTQ+ protests outside events, meaning active safeguarding risks have to be managed.

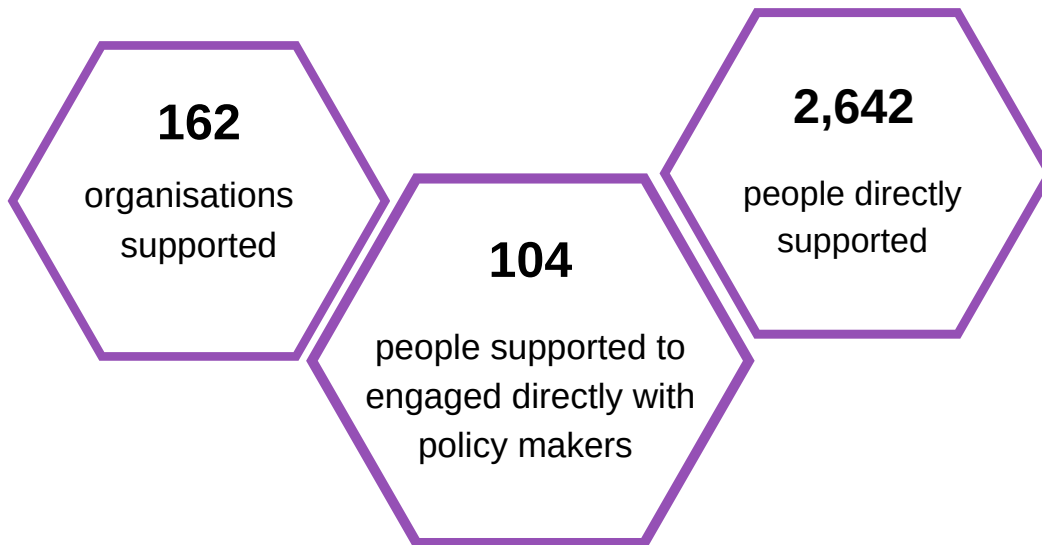


## LGBTQI+ Equality Portfolio

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



## Activity Summary



**LEAP Sports** facilitated Dr Blair Hamilton to present at a webinar for the Scottish sport sector, following publication of her research on the strength, power and aerobic capacity of transgender athletes. The webinar was attended by 110 people.

**LGBT Health & Wellbeing** supported 376 older LGBTI+ people through social events, a significant increase since the last reporting period.

**LGBT Youth Scotland** have seen a 77% increase in young people actively engaging on a regular basis with Pride & Pixels server.

**Equality Network** published an accessible “What’s happening with trans healthcare in Scotland” guide addressing the Scottish Government’s NHS gender identity services: strategic action framework. [Find the guide here](#)



## Outcomes and impact

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

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

**LEAP** hosted an event with the Minister for Sport, Maree Todd. She met with past and future athletes from LGBTIQ+ Team Scotland. The team is made up of those who have gone from being inactive, to taking part in international tournaments in a variety of different sports and representing Team Scotland as a result. The event showcased the impact that taking part has on individuals in the short, medium and longer term and showed that it goes way beyond participation into health outcomes, reducing social isolation, and bringing together communities. The minister was very moved and gave an impromptu speech to the attendees. The video created for the event ([link here](#)) shows; personal impact, team impact and international impact as LGBTIQ+ people are empowered to be ambassadors for Scotland on the world stage.

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

**LGBT Health & Wellbeing** engaged directly with the Self-harm team and the DBI team at Scottish government, providing feedback on work and offering expertise r.e. risk mitigation and services. As a result they have been invited to deliver a training session to the Mental Health Directorate on LGBTI+ mental health inequalities.

The Chief Medical Officer, Professor Sir Gregor Smith wrote to the Convenor of the Health, Social Care and Sport Committee in detail about the implications for Scotland of the Cass Review. He explicitly referred to **LGBT Youth Scotland's** (LGBT YS) Trans Report's outcomes (that 19% trans young people leave school early compared to 6% cis young people). This is evidence of how LGBT YS research provides relevant data for Scottish Government decision making.

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

A Glasgow based third-party reporting centre had extremely negative experiences during intense public debate around the implementation of the Hate Crime and Public Order (Scotland) Act 2021. **Equality Network (EN)** provided support to their staff and facilitated in person meeting with Police Scotland and Glasgow City Council. EN engaged with the Cabinet Secretary for Justice and Home Affairs, the Minister for Equalities and the Minister for Victims and Community Safety, to highlight this issue and received responses from the latter two. The centre was offered weekly local police visits, are now directly in touch with appropriate Police Scotland officials for ongoing support, have had urgent response applied to their premises, and have been supported by Police Scotland LGBTI Police Association and Glasgow City Council. Their experiences have also fed into the development of new approaches to Third Party Reporting Centres being undertaken by Police Scotland.

Since Publication of the Suicide Prevention Strategy **LGBT Health & Wellbeing** have worked closely with the team at Scottish Government and COSLA to ensure that the approach taken will tackle inequality experienced by LGBT+ people. This has involved: providing both verbal and written feedback, guidance re: intersectional approaches, hosting roundtables, working closely with those at Mental Health Directorate to ensure tackling suicide within the LGBT+ community is actioned. There has been a recent commitment to getting it right for marginalised groups, and many events from Scottish government and COSLA which focus on inequality.

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

**LGBT Youth Scotland** have reviewed their LGBT Charter and now seek midpoint evaluation as well as baseline and end point. They have also introduced a survey for young people in addition to teachers and other professionals, which provides a full complement of evaluation data. In the last period 1,231 teachers and other professionals provided feedback which showing an average of 2.4 point increase in knowledge and confidence to support LGBTI+ young people.

## Outcomes Case Study LEAP Sports

This case study highlights one example of a trend being reported by all the LGBTI+ organisations, which is an increase in transphobia and homophobia. It highlights the work needed to prevent a reduction in participation by LGBTI+ people in sport, and to support them to seek a remedy. It also exemplifies the importance of raising awareness of, and promoting allyship and action from the wider public in response act of hate **Outcomes 2,3,6**

LEAP were notified of an anti-gender group attending a local sports facility staging a protest against trans women participating in women's sport. They shared pictures of teams playing on social media, inciting hatred and transphobia against these individuals. The facility is being used by an inclusive football league set up by LGBTIQ+ football teams in the Glasgow Southside. This league was set up as a breakaway league in order to specifically be inclusive of all marginalised genders and pride themselves in being an open and safe environment for people to participate in physical activity. Participants are often playing in this league because they don't have anywhere else they feel safe to be themselves and participate in physical activity.

Following the protest, LEAP provided individual support to affected players, and provided advocacy support to the league. LEAP hosted meetings with all clubs, 12 in total, and supported the formulation of a letter to the facility as well as a statement in response to the protestors.

LEAP have engaged in dialogue with the facility to improve their response and awareness and have delivered training to local facility staff and referees. Further work is continuing to improve reporting mechanisms for all types of discrimination at this facility.



### Gender Identity Services

- All five organisations worked together to send two joint letters and hold a meeting with the Minister for Public Health and Women's Health on gender identity services.
- Organisations collectively hold membership of SG's National Gender Identity Health Care Reference Group; NHS Scotland's National Gender Identity Clinical Network for Scotland (NGICNS)
- Equality Network provided briefings to MSPs on the Cass review and new national service standards and children and young people's gender identity services
- LGBT Youth Scotland supported the Trans Youth Commission to meet with the Minister to act as a conduit between the Minister and young people with first-hand experience
- Young people also met with NHS Education Scotland seeking information on the then-recently announced Standards and offering further input on developing a young people's annex

### Organisations report challenges facing their policy work specifically



Rollbacks and delays in policy and legislation present challenges to the delivery of current workplans and the strategic planning of future work. Examples include; conversion practices ban, Human Rights Bill, National Care Service and PfG



Fatigue within the LGBT+ community related to lived experience engagement, and lack of completion of feedback loops and tangible change



The acute mental health and wellbeing needs of the community contribute to the struggle to engage LGBT+ people with consultation exercises.



Intense media scrutiny and the publishing of misinformation creates a barrier to effective delivery of policy work

## Collaboration

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



The five organisations all report working closely together. Staff meet weekly to collaborate on policy positions and joint influencing work as well as provide a valuable support network.

**Equality Network** worked with CEMVO Scotland, to submit a funding application to the Independent Human Rights Fund for Scotland administered by the Corra Foundation for a new, intersectional project to support rights-holders who are both LGBTI and an ethnic minority

**LGBT Health & Wellbeing** have worked with Engender, The Young Women's Movement and Glasgow Disability Alliance to ensure inclusive approaches to a research project focusing on bi+ women's experiences.

**LEAP** applied to the independent Scottish Human Rights fund in partnership with Engender. The relationship with Engender was developed through the Equal Media and Culture Centre as a result of coming together through Inspiring Scotland portfolio events in the first year of this fund. While the application was ultimately not successful, it has helped LEAP to take the relationship further and they are looking for ways to develop a partnership with EMCC around sport.



# Race Equality

## Summary of organisations' successes

- People got **remedy** for discrimination or human rights violations.
- People **accessed services** they could not otherwise afford or navigate.
- People's **voices were heard** through influencing policy and practice and leading research.
- **Mainstream organisations** improved their understanding of equalities.
- Most grantholders were involved in some way in providing evidence to the **Committee on Elimination of Racial Discrimination**.

Overall race equality grantholders assisted **5,682** people and **745** orgs.

## Race Equality Portfolio



BEMIS Scotland  
Boots & Beards



CEMVO  
CRER  
CSREC

Ethnic Minorities Law Centre



Feniks  
GREC

Intercultural Youth Scotland



MECOPP

Multi-Cultural Family Base

Romano Lav



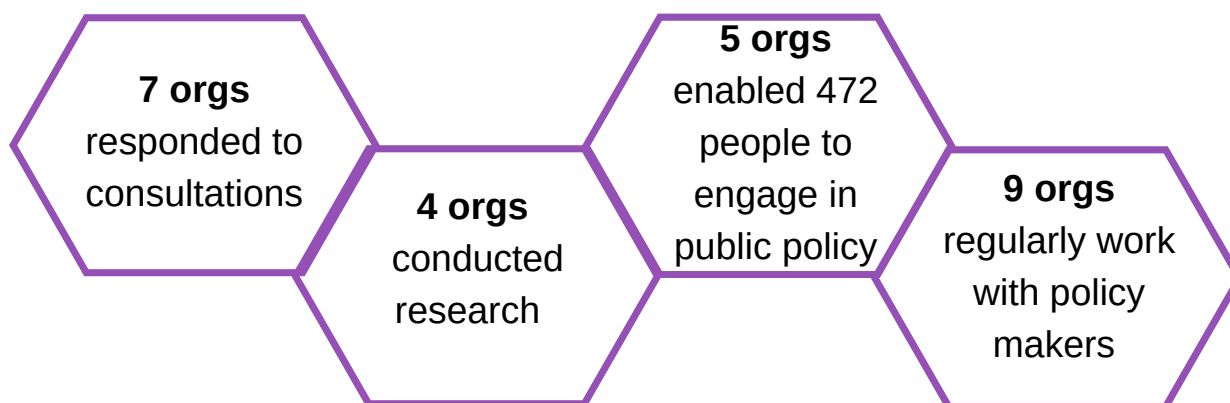
STEP

WSREC



## Activity Summary

Activity type	Activity	No. of orgs	No. of people
 <b>Work with individuals</b>	Providing advice	7	1,310
	Enhancing participation	9	1,467
	Building confidence	6	228
	Providing training	1	188
	Advocacy / Casework	5	955
	Information Sharing to individuals	10	28,246
	Other support to individuals	1	30
 <b>Work with organisations</b>	Training to organisations	5	85
	Capacity building support	4	210
	Sharing knowledge/information	11	3,247



### Key policy contributions include:

- Gypsy Traveller Action Plan
- Anti-Racism in Education programme
- Democracy Matters
- UK COVID Inquiry
- Scotland COVID Inquiry
- National Care Service

## Outcomes and Impact

Between them, the race equality organisations contributed towards all 8 Fund Outcomes. Below are some examples:

### Outcome 2: People with protected characteristics have increased remedy where their rights have not been upheld

**Ethnic Minorities Law Centre** brought 68 cases to a satisfactory conclusion. For example, AS experienced racial harassment in her supermarket job. She reported it to management but no action was taken. AS was affected to the extent that she had to give up her job. EMLC lodged a discrimination claim and eventually AS was awarded £35k+. Her health has recovered.

### Outcome 3: People with protected characteristics have increased participation in public life

**Boots and Beards** supported 61 people to participate for free in the Great Scottish Run. This responded to Glasgow Life's need to encourage greater participation from ethnic minorities.



**West of Scotland Regional Equality Council's** weekly ESOL classes with digital skills led to 74% of women able to make own appointments to health and other services. 68% of their employability service users applied for more than one employment position. 69% of participants in the health and wellbeing strand said activities help them feel more confident and one said *'this is the first time in 6 months that I have felt alive and not thought about my problems'* .

**Multi-Cultural Family Base's** "new bards" (a group of 7 young teenagers) created a collection of powerful poems that the young people performed at the Fringe and MCFB's AGM. None of the young people had experience of writing or performance and overcame significant anxiety to achieve this. (example on the next page)

I walked to school, tears in my eyes.. I hate my hair-- not because I think it's bad, but because I know they'll laugh. But my mum tried so hard, she thought I looked cute-- she was so happy. I walked into the class, laughter ringing in my ears, I looked down. I heard their footsteps, my heart started beating-- is it because I'm different, is it because I'm black?

I try to not let their words get to me, but it's all too much. I know they don't mean wrong, I know It's because I'm different. But I'm not a petting zoo, I'm not okay when you touch my hair, I'm not okay when you make references. I shout, I scream and I just don't want to be here anymore. Why, why is it me-- is it because I'm different, is it because I'm black?

I enter my house; my mum with a big smile on her face asked, "Well, what did they say? Did they like it?"

I force a smile on my face, "Yes," I said. "They loved it".

One of the  
New Bard's  
poems

#### Outcome 4: People with protected characteristics have increased influence in decisions that affect them

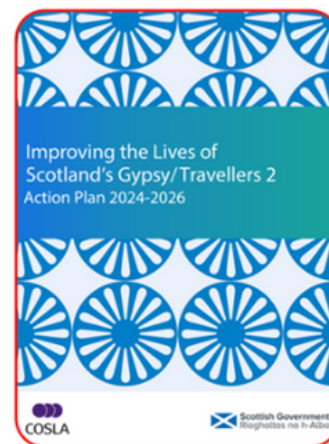
After 10 years of planning and hard work **Romano Lav** opened the Roma Cultural Centre - a social space run by and for the Roma community that, evidence shows, is already bringing people together, supporting wellbeing and breaking down inter-community barriers. There are exhibitions championing Roma culture and an archive curated by the community.



excerpt of mural that hangs in centre made in collaboration with young Roma people and artist Ursula Lam Cheung - the mural captures what the centre is all about; a safe space for Roma people to learn, create, thrive and find their joy

**Outcome 5: Scottish Government has better access to data and depth of information about the experiences of people with protected characteristics**

**MECOPP** led on 12 national listening exercises with 150 people for the creation of the Scottish Government and COSLA action plan 'Improving the lives of Scotland's Gypsy/Travellers 2'. COSLA said *"the strong supportive relationships MECOPP has developed with Gypsy/Traveller communities across Scotland ... ensured Gypsy/Traveller voices are the centre of the Scottish Government and COSLA action"*



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

Four pilot schools have begun to implement **STEP's** School Pledge - a commitment to improve access and outcomes in education for Gypsy Traveller communities. 95% of professionals attending broader STEP training reported increased knowledge as a result of the training. Overall, STEP has also seen far fewer cases of parents wanting to remove children because of school practices and concerns over curriculum content.

**Outcome 8: Public services increasingly embed equality and human rights in their strategic planning and day to day functions**

**The Coalition for Racial Equality and Rights'** work on analysing Census data made it more useable by other organisations. One said: *"I was really impressed with your presentation of the results of the recent Scotland census, ... this has been really helpful when thinking about our work and the diversity of our organisation"*, and another: *"the work you do is extremely helpful to grassroots organisations to access the vital information"*

**Grampian Regional Equality Council** facilitated a strategic group on unaccompanied asylum seeker children and young people comprising Aberdeen City Council, the college and third sector. After a year, improvements include implementation of a second cohort for a pilot part-time ESOL course for 18 young people seeking asylum with vocational input; a new council team with 3 dedicated staff members; and a dedicated teacher for children and young people seeking asylum.

The **Race Equality Networking Group (RENG)** brings together E&HR Fund race equality grant holders to share knowledge and good practice.

The group met in Nov 2024 to share learning about the impact of summer riots on their staff and the people they support. We shared a longer report with Scottish Government but in brief summary organisations:

- took steps to keep themselves and their communities safe
- cancelled sessions, closed offices and ran client sessions on Zoom (challenging as people are already digitally excluded)
- took down office signs and removed names from some public listings.

Some organisations are still running events with security guards and are avoiding lone working. All of this has significant cost and time consequences.

Organisations noted that their experiences reinforced the need for more funding and support for prevention and community cohesion work, for education to combat misinformation and stereotypes and for allyship work.



Photos from the June meeting of the Race Equality and Human Rights Network. The network is led by BEMIS and this meeting was hosted by GREC.



## 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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