

## THE WORKPLACE EQUALITY FUND

### Funded Organisations – Round 1

#### Age Scotland

**Project Name** – Age Inclusion Matrix

**Funded Amount** - £29,937

**Project Summary** - Age Scotland's Human Resources specialists will work with four corporate partners, helping them become age-inclusive and bringing cultural change so older staff can truly flourish at work. The Age Inclusion Matrix (AIM) enables older workers to use their skills and experience, it creates a culture where constructive challenge is encouraged as a prompt for personal growth and progression, giving staff a greater sense of purpose, autonomy and job-satisfaction.

#### Family Friendly Working Scotland

**Project Name** - Breaking down barriers to employment and inequalities in hard to reach sectors via a flexible, family friendly working approach

**Funded Amount** - £49,925

**Project Summary** - The project will build on the organisation's current work with employers to develop a more flexible, family friendly approach to working, which benefits people, business and the Scottish economy. It will address employment barriers, inequality and lack of progression in the workplace. Support will be given to four businesses; one large and three SMEs from the construction, STEM, finance and furnishing sectors. The project will impact most on women and older workers and aims to directly reach 2435 employees and 16 managers.

## **Fife Employment Access Trust (FEAT)**

**Project Name** - Equalities Toolkit

**Funded Amount** - £24,492

**Project Summary** – Working with a national construction company (and their supply chain), FEAT will provide a series of short informal training sessions focused on mental health in the workplace leading to opportunities for service users (those with mild, moderate and severe & enduring mental health conditions) gaining work experience placements, work trials and paid employment, where possible. In addition, the employer will work with FEAT service users to provide information on working with them. By combining the mental health training with service user involvement, the project aims to add deeper understanding of inclusion in the workplace for people with mental health conditions.

## **GenAnalytics**

**Project Name** - Driving Diversity in Construction - Supporting Supply Chains to Embrace Diversity

**Funded Amount** - £9,941

**Project Summary** – The main purpose of the project will be to raise awareness levels amongst SME construction companies of the business value of having a diverse workforce. There will be support to the construction supply chain to recruit, train and employ more women, more ethnic minorities and more individuals with a disability in their workforce. The project aims to reduce entry barriers to the construction industry for these key groups, and address skills gaps in the Scottish construction sector. This project will be based in West Central Scotland and be delivered through working with a local construction company's supply chain of approximately 140 companies.

## **MacKenzie Construction Limited**

**Project Name** - Development and Deployment of our Ageing Workforce

**Funded Amount** - £39,498

**Project Summary** – The aim of this project is to provide training and mentoring to address the challenges of an ageing workforce. MacKenzie Construction has 150 site workers, and with over 60 aged 50+ years, the company are looking to invest and develop this group of staff. Areas to be covered in the project include alternative roles for existing employees who through capability issues can no longer carry out their current job function; ensuring that the knowledge and experience gained by long serving employees is captured and shared; and ensuring that through training and mentoring there is a robust succession plan in place particularly for site-based employees.

## **PCR IT**

**Project Name** – Flexible Working

**Funded Amount** - £21,095

**Project Summary** – The project aims to bring more women into the technology sector by eliminating current barriers to entry. This will be achieved by implementing flexible working practices that allow dynamic working hours and location independence. The organisation will implement 3 key programmes; mentoring for leadership development to allow individual styles to adapt; process engineering to ensure they have efficient and effective ways of working and processes to support their goal; and a KPI framework connecting management reporting to staff reviews, learning & development, business processes and customer need. PCR IT can then showcase themselves to their client base who wish to do something similar.

## **Scottish Association for Mental Health - SAMH**

**Project Name** - Mental Health Equality in the Workplace

**Funded Amount** - £49,635

**Project Summary** – SAMH propose a pilot project trialing new approaches and developing good practice on mental health equality in the workplace. Partnerships have already been formed with two companies, and SAMH intend linking with a further three Scottish businesses, from WEF identified sectors, offering bespoke consultancy support to each based on organizational need. The project will involve volunteers, with lived experience of mental health problems, in project development and analysis. Findings will be disseminated through supply chains and business networks to support longer-term benefit and wider sustainability to the Scottish workforce.

## **Women's Enterprise Scotland**

**Project Name** – WES100

**Funded Amount** - £41,240

**Project Summary** – WES100 is a programme which will bring 100 men and women together to unlock the economic benefit from greater gender-balance in the workplace. The programme will deliver training in leadership and boardroom governance to 20 women in the technology sector in Scotland. The training will empower participants to progress their career via boardroom insight and experience, in addition to boosting individual leadership capability. Workplaces will benefit from a clear action plan devised by staff to progress diversity and inclusion.

## **Women Returners Ltd**

**Project Name** - Returners to Business Services Scotland Programme

**Funded Amount** - £49,845

**Project Summary** - The programme will enable 20-30 experienced professionals on an extended career break to get back into skilled employment at a professional level. Returners will take on a 12 week employer placement in Glasgow or Edinburgh with the possibility of ongoing employment, and will be provided with group coaching support which addresses the challenges of women returning to work. Eight or more participating employers will be provided with consulting support from Women Returners, using their expertise in designing and running best-practice returnships which benefit both the organisation and the returner.