

Workplace Equality Fund 2018 – 19 ROUND 2

Voluntary Action Fund (VAF) is inviting applications for the £750,000 Workplace Equality Fund, which it is managing on behalf of the Scottish Government. This fund is open to private sector and third sector organisations.

Round 2 will open for applications on Monday 2nd July and will close on 30th August 2018.

The aim of this fund is:

To support Scottish Businesses to identify and promote practice that works to reduce employment inequalities, discrimination and barriers. A diverse workplace is indicative of a business that is drawing from the broadest possible talent pool. Workplace diversity also signals to talented employees that your business is open to new experiences and ideas.

Applications must work towards a minimum of one of the fund outcomes below:

- Employment opportunities and progression in the workplace are improved for participant groups and consideration is given to how this can be embedded into the workplace to ensure lasting change
- Knowledge, skills, policies and practices are improved in order to address employment inequalities, discrimination and barriers/challenges within the workplace
- A more inclusive working environment is created through employees and employers working in partnership

Applications must:

- Focus on one or more participant groups from the following list: **minority ethnic people; women; disabled people; and older workers (those aged over 50)**
- Clearly demonstrate how they will achieve a reduction in employment inequalities, discrimination and barriers in Scottish businesses
- Demonstrate that they are working toward one or more of the five Fairwork Framework Principles - Effective Voice, Opportunity, Security, Fulfilment, Respect
- Show that the majority of activity will take place with the private business

Who can apply?

This is an open and competitive fund for:

- Any private business currently operating with a base in Scotland
- Any third sector organisation, currently with a base in Scotland, that has agreement in place, prior to application, to work with a specific private business(es)
- Organisations that have a bank account in the name of the applicant organisation with a minimum of 2 signatories
- Those who can demonstrate that they will finish their projects by **30th June 2019** and all funding will be expended by this date

How much can organisations apply for?

The minimum grant amount is £5,000, and the maximum grant amount is £50,000.

What type of projects will the fund support?

The Fund will support different types of interventions that work to reduce employment inequalities, discrimination and barriers for the participant groups (minority ethnic people, women, disabled people, and older workers aged over 50). While VAF would welcome applications that support all the eligible groups we are particularly keen that there is a focus on minority ethnic people or disabled people.

The Fund will consider the expansion of existing activity as well as new or pilot activity.

We would welcome applications which focus on one or more of the participant groups and:

- help businesses/employers/line managers/workers develop their knowledge and skills around fair work principles and show how support through Positive Action will support participants and lead to a more inclusive workplace
- encourage businesses/employers/line managers to understand the employment challenges faced by participants and become better equipped to address these challenges and demonstrate the practical steps they will undertake to address these issues within the workplace
- help businesses/employers/HR departments to become more transparent in their practices around recruitment and progression
- create more inclusive working environments, for example by encountering unconscious bias, promoting a positive culture towards pregnancy and maternity/or introducing family friendly practices in the workplace, by employers working in partnership with employees

More information including the online application form will be available on the [VAF website](#) from the 2nd July 2018. Please refer to the website for information on items that are ineligible for support.

Please email enquiries to workplace@vaf.org.uk

About Voluntary Action Fund

Voluntary Action Fund is a long-established, independent fund manager in Scotland. VAF distributes over £15 million annually to over 500 organisations in Scotland: from grassroots community groups with limited income to national organisations with income in excess of £5 million per annum.

Voluntary Action Fund manages the Workplace Equality Fund on behalf of the Scottish Government.

Voluntary Action Fund distributes funding on behalf of the Scottish Government. www.voluntaryactionfund.org.uk

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