

# Welcome to the WEF 20/21 & Women Returners Programme 20/21 Webinar

- We will allow a few minutes at the start for everyone to join the call
- Can you all please mute your mic and turn off your video to enhance the call quality
- Questions are welcomed – If you have a question at any stage could you please type the question in the chat box function.

# Workplace Equality Fund and Women Returners Programme

2020-2021

Webinar Session

Wednesday 11<sup>th</sup> November 9:30am – 10:30am

- WEF background and key information
- Q&A
- WR background and key information
- Q&A
- Next steps

# **Workplace Equality Fund**

**Robbie Cameron**

# Workplace Equality Fund - Background

- **The first Workplace Equality Fund was launched in 2018/19.**
  - We encouraged applications that focused on overcoming long standing and systemic issues with recruitment practices and progression in the workplace
  - The fund focused particularly on addressing inequalities faced by minority ethnic people, women, disabled people and older workers.
  - Projects involved collaborations between charities/third sector organisations and private businesses
- **The Workplace Equality Fund was expanded in 2019/20**
  - The equality groups targeted by WEF 19/20 continued to include minority ethnic people, women, disabled people and older workers
  - It was also expanded to include people who experience gender based violence; and workers who are experiencing social isolation and/or loneliness. Women also included female veterans and spouses of veterans.

# Workplace Equality Fund – Background cont.

- **4th Nov 2020 – Workplace Equality Fund 20/21 Launched**
  - Plans for the WEF 20/21 fund were delayed due to the impact of COVID-19
  - The current fund will provide support to equality groups impacted by the global pandemic and its resulting economic impact
  - The purpose of the fund is to continue to support the embedding and advancing of equality in the workplace.
  - Specifically looks to address long-standing barriers faced by particular groups on entering and progressing in employment.
  - These groups include (but not limited to) women, disabled people, older workers and minority ethnic workers.
  - Through this fund, employers will build their capacity to address equality issues and develop further their efforts to create diverse and inclusive workplaces.

# Workplace Equality Fund – Key information

## **Eligibility**

- The fund is seeking collaborative projects between charities and private businesses, but the fund is also open to public bodies for the first time.
- To be eligible to apply, organisations need to be a \*body (including a charity) which is established for charitable, benevolent or philanthropic purposes' as defined in the Charities and Trustee Investment (Scotland) Act 2005.
- Eligible organisations should aim to have identified a private employer or public body to work with prior to submitting an application to the fund.
- We are looking for projects that can deliver short sharp labour market interventions to help people enter, remain or progress in employment.

# Workplace Equality Fund – Key information

## **Funding**

- We have £850,000 of available project funding.
- Project costs are not expected to exceed £50,000.
- Project applicants should justify the level of funding requested for the project and the cost of delivery vs outcomes achieved - clearly explaining the value added.
- Projects have up to three months to deliver activity between 1 January 2021 – 31 March 2021

# Workplace Equality Fund – Key information

## **Outcomes and Aims**

- Criteria states that applications should identify and promote practice that works in reducing employment inequalities, discrimination and barriers in the workplace particularly as the economy recovers from the impact of COVID-19.
- Identify and promote innovative projects to embed fair work dimensions in the workplace.
- Provide equality of opportunity to access and progress in work so that everyone is able to maximise their potential



**Q & A**

## **Workplace Equality Fund**

**(We will now go through the questions in the chat box)**

# **Women Returner's Programme**

**Lorraine Lee**

# Women Returners – Background

- The aim of the fund is to contribute to reducing the gender pay gap in Scotland, improve women's economic position in the labour market and deliver fair and inclusive economic growth.
- Evidence suggests there are a number of barriers around women returning to work following a career break, with many experiencing a 'motherhood penalty' following maternity.
- Pilot Programme ran in 2017/18 with 7 projects funded with £235,000.
- Commitment in the 2018-19 Programme for Government to support up to 2,000 women to re-enter the workforce by rebuilding skills, knowledge and confidence while enabling employers to gain from recruiting and retaining skilled, experienced staff.
- Plans for the WR fund were delayed due to the impact of COVID-19

# Women Returners – Key information

- The programme aims to support women returners across Scotland who have had a career break due to childcare, other care or health commitments and have a particular focus on supporting -
  - older women, disabled women, lone parents, minority ethnic women, women affected by domestic abuse, women from rural or SIMD areas, female veterans/spouses of veterans and also focus on sectors where women are significantly underrepresented in the workforce and at senior levels.
- The programme aims to support women to return to work at levels commensurate with their abilities, skills and experience.
- Encourage women into industrial sectors where women continue to face barriers in re-entering the workplace after a career break and tap into growth sectors.

# Women Returners – Key information

## Eligibility

- Projects should provide support to women resident in Scotland and of any age who seek a return to the labour market following a career break due to childcare or other caring commitments or health issues (including menopause).
- A career break should normally be of more than 6 months duration.
- Projects should not duplicate current provision.
- Activity should be client centred and able to support women in the current Covid labour market.
- Expect activity to be able to be delivered over 3 month but have an positive impact.

# Women Returners – Key information

## Funding

- The total fund value is up to £500,000.
- Projects have up to three months to deliver activity between 1 January 2021 – 31 March 2021
- Project costs are not expected to exceed £35,000.
- Project Applicants should justify the level of funding requested based on the number of clients benefiting from the project and the cost of delivery vs outcomes achieved. Clearly explaining the value added.

**Q & A**

## **Women Returner's Programme**

**(We will now go through the questions in the chat box)**

# Workplace Equality Fund and Women Returner's Programme

## Timescales

Activity	Date
Call for Applications	4 <sup>th</sup> November 2020
Application Closing Date	2 <sup>nd</sup> December 2020
Projects Notified of Application Success	Week ending 18 <sup>th</sup> December
Projects Delivery Period	1 <sup>st</sup> Jan – 31 <sup>st</sup> Mar (cannot accommodate extensions)



# Next Steps

- Contact email address: [wefwrp@gov.scot](mailto:wefwrp@gov.scot)
- Application materials are for both WEF and the WRP are available on the '[Employability in Scotland](#)' website
- Next Webinar planned for Monday 23<sup>rd</sup> Nov 2-3pm
- We hope you consider making an application to our funds