



# **Growing the BEM Voluntary Sector**

**MAPPING the BLACK & ETHNIC MINORITIES  
VOLUNTARY SECTOR  
in SCOTLAND  
2004/2005**

**Marion Lacey  
SCVO Research Department**

**Rami Ousta  
BEMIS**

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## 1. Background

- 1.1 In 1999 BEMIS, the Black and Ethnic Minority Voluntary Sector Infrastructure body in Scotland published **Listening to the Voice**, a feasibility study funded by Comic Relief, Lloyds TSB and the Housing Association Charitable Trust, in conjunction with the Research Department of SCVO. The aim of this study was;  
To identify the needs of the black and ethnic minority community or voluntary organisations<sup>1</sup> especially in relation to funding, training and access to local and national government.
- 1.2 The study found that BEM involvement in voluntary activity in Scotland dates back as early as the late 19<sup>th</sup> century; however until the last decade the growth in the sector has not kept abreast with the growth in the wider BEM population; despite evidence of little start-up support being provided by either the statutory or wider voluntary sector these organisations actively play their part in highlighting institutional racism and racial exclusion, however they lacked the necessary resources and capacity to ensure their own sustainability.
- 1.3 The evidence from a range of other studies including those published by the Joseph Rowntree Foundation, suggests that this picture is representative of the sector across the UK.<sup>2</sup>
- 1.4 In November 2004 BEMIS, in conjunction with SCVO, undertook a mapping of the voluntary sector organisations in Scotland. The aims of this study was: To produce a report setting out the known characteristics of the BEM voluntary sector — covering issues such as size, income, activities, geographical spread, growth, linkages to other organisations. Based on that to provide analysis of development needs and priorities within the BEM voluntary sector.
- 1.5 The project was undertaken on a partnership basis. BEMIS undertook the fieldwork including design and management of a postal survey and focus groups, and SCVO produced key findings based on the analysis of questionnaire returns. Based on this report BEMIS drew up recommendations for meeting the development needs and priorities identified.

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<sup>1</sup> A distinction was made between black and ethnic minority community or voluntary organisations in which the majority of the committee come from black and ethnic minority community, and focus on the needs of these communities, sometimes referred to as black-led and other organisations or projects managed by larger organisations that also focus on the needs of these communities. This study made no such distinction, although the majority of questionnaire returns were supplied by black-led organisations.

<sup>2</sup> JRF research summarised in Lacey M (2002) *Points of Departure*, Executive Summary, SCVO

- 1.6 This report focuses on the key findings, and highlights where additional information is now available which was did not exist at the time of the previous feasibility study in 1999, and maps changes in the sector.

## **2. Approach**

- 2.1 BEMIS designed and managed a postal survey of BEM organisations based on its database of contacts (see Appendix One). In addition focus groups and one to one face & telephone interviews were held with a number of BEM organisations (see Appendix Two) to identify:  
key areas of support required to become sustainable, and to function more effectively and delivery a better service;  
ways of engaging with policy makers and other key stakeholders;  
barriers to equality / social justice / community development;  
support needs that BEMIS might provide.
- 2.2 The key findings are based on analysis of the survey returns, telephone interviews with key representatives of groups, and three focus groups.
- 2.3 117 returns were received of which 45 were organisations that self identified themselves (i.e. were new to BEMIS) although many had been in existence for a number of years including one established in 1895. In addition 15 returns were received after the cut off date for returns and therefore could not be included in the analysis. A key reason for the increase in organisations identified arose from recent work with the Jewish Community, undertaken by BEMIS. This community tends to be self-sufficient and distinct from other BEM organisations, but has been encouraged to take part in this survey. In addition four returns were received from public sector projects, whose activities were outwith the scope of this study.
- 2.4 Table 1 summarises the returns by base address, including those local authority areas where no information exists on BEM groups. (This doesn't necessarily mean that no groups exist in these areas but merely that no information has been supplied to BEMIS by the local authorities in these areas or by other network groups). It is noteworthy that there is no information available on voluntary or community organisations in 14 out of the 32 local authority areas in Scotland (44%). This raises the question — do groups exist in these areas but are not linked up to network bodies, or is support required to assess the need for BEM support groups?
- 2.5 The return rate of 28% is to be expected as the turnover within the wider voluntary sector is high and contact details can go out of date very quickly. Therefore it is to be expected that the BEM sector will also experience a similar turnover. The number of new organisations identified (38% of returns) suggests the importance of ongoing updating by BEMIS of its database in conjunction with local partners

such as Councils for Voluntary Service and Local Authority departments.

<b>Local authority</b>	<b>No of orgs mailed</b>	<b>No of orgs — returns</b>	<b>New orgs identified</b>
Aberdeen	27	4	0
<i>Aberdeenshire</i>	0	0	0
<i>Angus</i>	0	0	0
<i>Argyll</i>	0	0	0
<i>Clackmannan</i>	0	0	0
Dumfries	5	1	1
Dundee	32	4	0
<i>Eilean Siar (W.Isles)</i>	0	0	0
E.Ayrshire	1	0	0
E.Dumbartonshire	2	0	0
E. Lothian	1	0	0
E. Renfrewshire	23	5	18
Edinburgh	126	24	3
Falkirk	13	0	0
Fife	26	9	5
Glasgow	166	46	15
Highland	4	4	2
<i>Inverclyde</i>	0	0	0
Midlothian	1	0	0
<i>Moray</i>	0	0	0
<i>N. Ayrshire</i>	0	0	0
N. Lanarkshire	1	0	0
<i>Orkney</i>	0	0	0
<i>Perth &amp; Kinross</i>	0	0	0
<i>Renfrewshire</i>	0	0	0
<i>Shetland</i>	0	0	0
<i>S. Ayrshire</i>	0	0	0
<i>Scottish Borders</i>	0	0	0
S. Lanarkshire	1	0	0
Stirling	6	1	0
W. Dumbartonshire	2	0	0
W. Lothian	2	1	1
	421	117	45

Table 1 — Analysis of survey returns by postal address

### 3. Key Findings — Mapping of the sector

#### 3.1 Governance and structure

- 90% of organisations report they have a constitution, 77% are community based or local groups, and 45% are faith-based groups. 80% are registered charities.
- Despite all meeting the definition of voluntary sector organisation the term voluntary organisation is not recognised by 9% of respondents.
- 73% are membership organisations; 67% have a management committee and 28% have a Board of Directors. Only 5% have no management structure.
- 75% of BEM organisations were established within the last 20 years, and 44% in the last 10 years. Up until the mid sixties BEM groups were mostly faith-based groups. From 1991 there has been a marked growth in BEM organisations, increasingly inter-faith and multi-cultural type groups. And in the last 3 years (coinciding with the establishment of BEMIS) twenty-one groups have started up.

No of BEM organisations established	Within
21 (19%)	Last 3 years
50 (44%)	last 10 years
24 (21%)	10 -20 years
21 (19%)	20 - 50 years
11 (10%)	50 -100 years
7 (6%)	> 100 years

Table 2 — Growth of BEM voluntary sector

#### 3.2 Geographical distribution (see Appendix Three)

- 52% of the BEM population live in the West of Scotland. It is to be expected therefore that up to 50% of BEM organisations are based there, and 47% of organisations target services to Glasgow s BME population.
- 21% of the BEM population live in the East of Scotland and approximately one third of BEM organisations are based there, and 25% target services to the Edinburgh population.
- 16% have a so-called Scotland-wide remit, 37% regional, 54% local, and 7% have a rural focus. In reality many national groups operate only within the central belt.
- Two thirds operate in only on local authority area, and only one-fifth in three or more areas — mostly the Lothians or Glasgow and suburbs.

Distribution by regions	Respondents (%)	BEMIS Database	BEM Pop. distribution (2001 Census)
West of Scotland	70 (60%)	178 (42%)	52,500
East Of Scotland	24 (20%)	130 (31%)	21,700
Central Scotland (central belt & Fife)	14 (12%)	77 (18%)	13,000
North East of Scotland	4 (0.03%)	27 (0.06%)	10,000
Highlands and Islands	4 (0.03%)	4 (0.01%)	2,100
South of Scotland	1 (0.01%)	5 (0.01%)	1,500

Table 3 — Distribution of BME organisations

### 3.3 BEM communities served (see Appendix Four)

- 40% provide services to all BME communities though, in the case of local or regional organisations, many focus on particular BME communities. This will depend in each case on the make-up of the local population.
- A significant number of returns were received from Jewish based organisations, a community previously fairly isolated and excluded from other groups but now keen to link up with other groups. 14% of respondents came from other faith-based groups such as the Muslim community, 5% the Chinese community and 3% from the Traveller community.

### 3.4 Paid Workforce

- In 2004 3258 paid staff (including part-time and sessional staff) were employed by 110 organisations<sup>3</sup> plus 1901 volunteers — an increase of 11% in workers and 12% in volunteers over the previous year.
- While on average there are 8 paid staff and 9 volunteers per BEM organisation, 50% have three or less paid staff and 4 or less volunteers.

	FT	PT	Sessional	Tot. Paid
Male 04	159	51	446	656
Male 03	144	44	396	584
Female 04	263	237	557	1057
Female 03	233	226	502	961
Total 04 / 03				1713 / 1545

Table 4 — Paid workforce

### 3.5 Volunteers

<sup>3</sup> 7 did not supply information including some of the larger national organisations.

- The concept of volunteer is not one that is understood by all BEM communities. Returns from 110 organisations suggests that there is a significant volunteer base of approximately four volunteers per group in 2004 - an increase of 12% over the previous year. HOWEVER, in reality most of these volunteers come from faith-based groups and, based on the numbers quoted, a significant percentage of so-called volunteers are either members of groups or recipients of services rather than volunteer unpaid workers. It is therefore not possible to estimate the actual number of volunteers within the BEM sector. However it can be assumed that the majority of these will operate within faith-based groups as opposed to organisations serving a wider community. For a clearer picture on volunteering, a close study of the joint research between Volunteer Development Scotland (VDS) and Black and Ethnic minorities Infrastructure In Scotland (BEMIS) entitled **A way of Life: Black and Minority Ethnic Communities as Volunteers is recommended.**

### 3.6 Funding and funding sources

- One third of organisations feel that their organisation is not fully able to sustain itself over the next three years, including some organisations with considerable success in funding proposals. This is a significant proportion, and many of those that did say they were sustainable had in fact limited if no funding, which suggests that they may operate at the level of funding they are confident in attracting, and therefore do not consider development options.
- 37% of organisations in 2004 had no income or less than £12,500 and therefore had not sufficient income to employ staff, and 48% had less than £50,000 income (see Appendix Five).
- There was no significant change in the proportion of organisations with income of less than £50,000 between 2003 and 2004. The only change was a slight increase in organisations with income between £100K and £500K.
- The main public sector funders are the local authority (38%), the Scottish Executive (21%), and the SIP fund (15%). The main other funders are the Community Fund (24%), and Lloyds TSB (19%).<sup>4</sup>
- The main difficulties faced in terms of fundraising are: not enough information on relevant funding streams (40%), plus lack of skills in funding, and also the funders' criteria did not reflect need (36%). Other problems are related to completing applications (18%), the process itself (16%), and not having a business plan (10%).

### 3.7 Range of Activities

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<sup>4</sup> Organisations were asked to provide information on which funding sources they had applied to, and which had been successful or turned down. The quality of information provided varied and therefore analysis was restricted to successful applications.

- On average organisations carry out at **least 6 distinct activities** focussing on a range of client needs.
- Over 50% provide advice, are involved in support for community development / community learning, or work with young people (see Appendix Six).

### 3.8 Support mechanisms and consultative frameworks

Organisations were asked to select from a list of public and voluntary sector bodies and networks that they work with.

- 66% engage with BEMIS, the national intermediary organisation for the BME voluntary sector.
- 40% engage with SCVO the national voluntary sector intermediary organisation.
- Just over a quarter with local Councils for Voluntary Service and with local Volunteer Centres.
- In terms of the public sector, just over a third engage with the CRE, with the Scottish Executive or with the NHS / local health councils, and one quarter with SIPs.
- Only 17% engage with the Scottish Parliament.
- Each organisation engages with on average two to three public sector and two to three voluntary sector bodies, and one quarter engage with more than three.
- The main network organisations which provide opportunities for participation in seminars, training events, consultations or research are: BEMIS (50%), faith based organisations (24%), the Scottish Executive (17%) and SCVO (11%). However organisations are involved through a multitude of other contacts and networks.
- The preference in terms of methods of engagement by policy / decision makers and key stakeholders was firstly consultations (51%), then working groups (47%), Training (43%), Forums (40%), Interviews & questionnaires (34%) and committees least popular (27%).

### 3.9 Support Needs

- Support was understood in terms of: enabling organisations to be able to function more effectively and to deliver better services. The key support needs can be defined in terms of support for internal operations such as: financial support for the employment of more staff as well as assistance with management of staff; training; support in attracting more volunteers, and the involvement particularly of young people; help with affordable and suitable premises; IT support; and support with marketing.
- External support needs include: support for understanding government legislation and the policy making process; support in engaging with statutory services around joint planning, and partnership working. support in terms of information and advice.

Focus of support - Internal	Type of support
TRAINING	Training in management of staff,

	and volunteers, governance, fundraising, youth work etc.
FUNDING	Advice on fundraising for core costs including staffing and premises
STAFFING — PAID AND VOLUNTARY	Secondments and support for extending paid staff, and attracting more volunteers and community involvement.
GOVERNANCE	Capacity building
PREMISES	Disabled access, premises suitable for weekend schools, advice on maintenance of building fabric
MARKETING AND PUBLICITY	Raising profile and awareness of services offered
IT	Web development
<b>Focus of support - External</b>	<b>Type of support</b>
INTERACTION WITH STATUTORY SERVICES AND	Guidance on changes in legislation and working practices; access to mainstream services; joint planning for care groups
INTERACTION WITH GOVERNMENT POLICY MAKING	Consultation involving improvement in understanding of political and policy making systems
INFORMATION AND ADVICE	Information on contacts and specialist advice services

Table 5 — Key support needs

### 3.10 Barriers to equality, social justice and community development

- The core barrier is ongoing racism and discrimination, which reduces development of culturally relevant services, and impacts on poor policy and practice, as well as resulting in isolation, reduced networking and sharing of information on service provision.
- Current asylum legislation and media coverage is another aspect of this.
- Other barriers include inadequate training and employment and opportunities, lack of physical and financial resources, the absence of adequate youth leadership to fill the gaps caused by demographic changes; and barriers caused by rurality.

### **3.11 Other Issues**

- The prime concern is around strengthening the sustainability of services and of the organisations delivering services to communities whose needs are not met by mainline services. Greater partnership working is advocated and a realistic approach to funding of programmes delivered by BEM organisations. .This is summarised in the following comment: There is a lack of standard service for victims of racial discrimination due to lack of appropriate resources. There is much paper exercise however very little change in public body practices .
- It is felt that the role of BEMIS is critical to such work: Organisations such as BEMIS should be supported to bridge the gap between policy makers/service providers and grass root BME organisations .  
The key problem is that communities are reaching saturation point, much is promised but nothing done to their benefit once they have participated in this. There is a lack of commitment from agencies that work for us. It is still difficult to communicate with Communities Scotland or the Scottish Executive to raise concerns. Agencies like BEMIS are spread too thinly to be involved in individual groups concerns therefore making it rather difficult.

## **4. Conclusions**

The study demonstrated the range of BEM organisations operating in Scotland. Although it s not possible to say exactly how many are operating the following conclusions can be drawn:

- 4.1 The distribution of organisations reflects the distribution of the BME population as measured by the 2001 Census.
- 4.2 However information is not available on whether groups exist in 14 out of 32 local authority areas in Scotland. Its not known whether groups exist in these areas but are not linked up to network bodies, or whether support is required to assist the start-up of groups. Further work needs to be done in conjunction with community planning partnerships and with the voluntary sector and in particular involving Councils for Social Service and Volunteer centres.
- 4.3 The term voluntary organisation is not recognised by 9% of respondents, and it may be that other language is necessary to facilitate networking and encouraging sharing of expertise between groups particularly faith-based groups that seen themselves as distinct from other BEM groups.
- 4.4 The issue of sustainability is highlighted and the need for targeted advice on increasing sustainability, some of which is related to funding

but equally may be related to business planning and accessing mainstream services.

- 4.5 There is interest in being involved in engagement by policy and decision makers through consultations and working groups as well as through training. There is scope for developing a programme of joint work in developing ongoing engagement with a cross-section of regional BEM groups as well as engaging with national organisations.

#### 4. Recommendations

- It is not realistic to have a one off exercise and this should be a continuous process. There is a need for a more detailed and more comprehensive study exploring raised issues in more details.
- BEMIS will seek to develop such initiative and seek project funding for this process.
- The role of BEMIS remains unique and vital for the support of the diverse BEMVS and communities, and BEMIS will continue with its present strategy while maintaining continuous consultation events with the sector around its needs and development.
- Capacity building for the sector is very much needed and BEMIS will develop in partnership with various stakeholders to develop programs to fill the gap in support for this sector.
- Fundraising, sustainability, community learning and development and volunteering remain issues to be addressed and BEMIS has already started delivering programs in support of this but will continue to seek and develop similar capacity building initiatives targeting areas of need.
- BEMIS will continue its strategy around empowering and engaging directly with the diverse BEM communities and enabling the engagement of the diverse BEMVS and community groups directly with the stakeholders and decision makers.
- BEMIS will adopt a structured outreach program to identify isolated and under-represented groups covering all local authorities areas especially those that do not register presence of BEM community groups in their area.
- BEMIS will develop a structured engagement program promoting and ensuring direct consultations and engagement events between stakeholders and the diverse BEM communities at various levels.

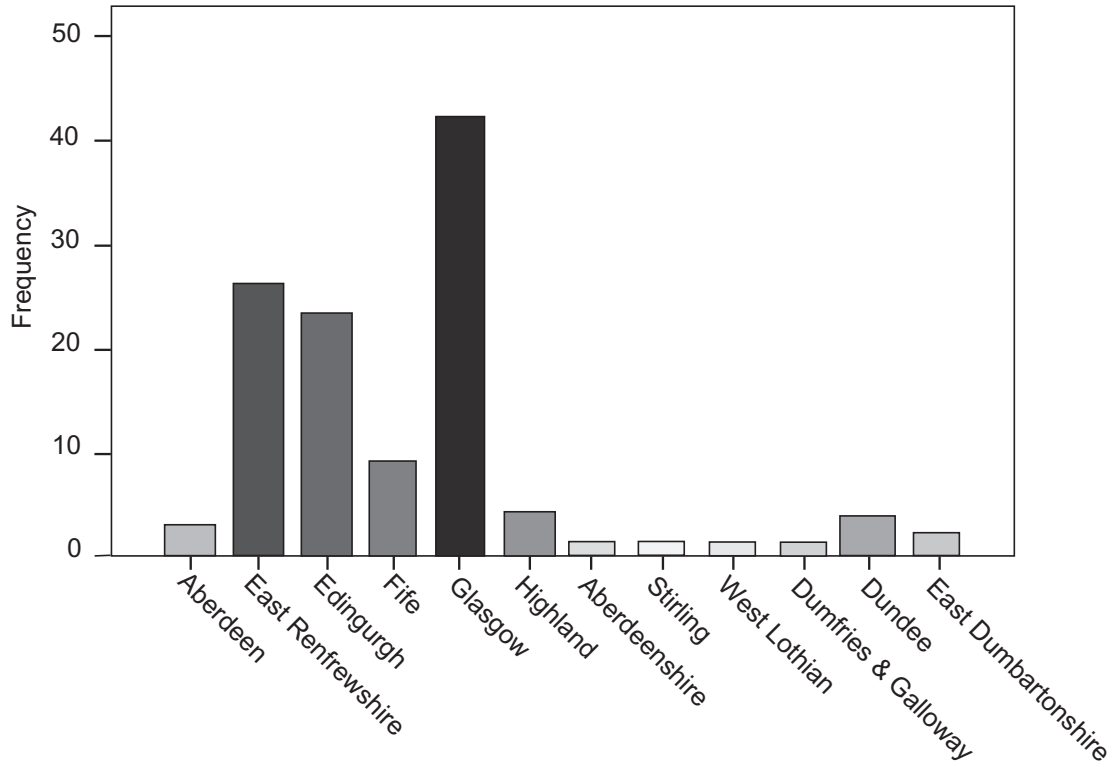
## **APPENDIX ONE**

### **Focus Group / Face to Face Interviews** **Questions**

1. What are the key areas of support that would assist your organisation in becoming fully able to sustain itself over the medium to long term? Can you give examples of good practice?
2. What areas of support would your organisation require to be able to function more effectively and deliver a better service? Can you give examples of good practice?
3. In what ways would your organisation wish to engage with policy makers and other key stakeholders? Can you give examples of good practice?
4. What are the continuing barriers to equality / social justice / community development as identified by the communities your organisation supports and represents? Can you give examples of good practice in removing such barriers? In what ways could BEMIS support your organisation and its work?

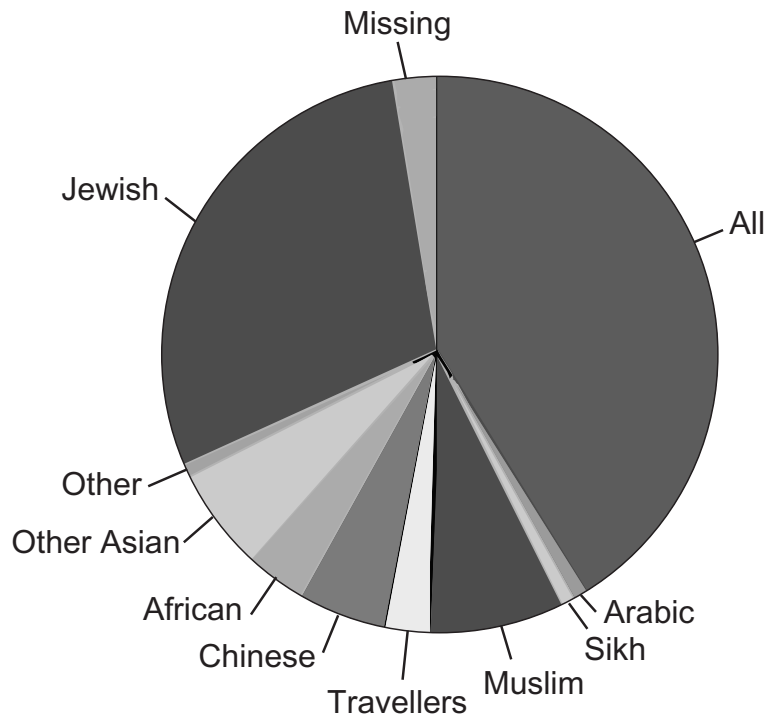
## APPENDIX TWO

### PROFILE OF SECTOR BY SURVEY RETURNS



## APPENDIX THREE

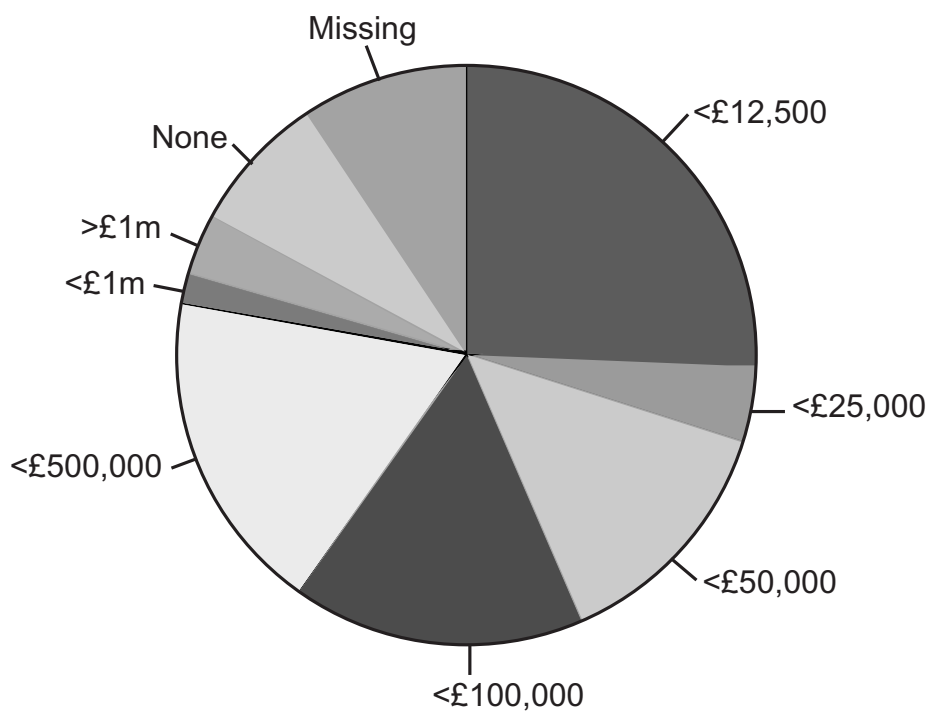
### BEM COMMUNITIES SERVED



PLEASE NOTE THAT THE RESPONDANTS FROM THE JEWISH COMMUNITY FORMED THE LARGEST SECTION FROM ALL RETURNS AND DOES NOT REFLECT A GENERIC STATUS. THE SAME GROUP ARE THE LEAST SUPPORTED BOTH IN TERMS OF FINANCE AND ENGAGEMENT.

## APPENDIX FOUR

### INCOME IN 2004



## APPENDIX FIVE

### **FOCUS OF ACTIVITIES**

Activities	% of organisations undertaking the following activities
Advice	58
Community development / learning	50
Youth	50
Discrimination	45
Women	43
Faith	40
Employment & Training	38
Arts	33
Children	33
Health	32
Advocacy	31
Volunteers	27
Counselling	22
Refugees	20
Carers	19
Interpretation	18
Housing	15
Legal advice	14
Homelessness	12
Disability	11
Addiction	8
Travellers	5
Environment	4

## **APPENDIX SIX: POSTAL QUESTIONNAIRE**

### **BLACK & ETHNIC MINORITIES VOLUNTARY SECTOR**

#### **MAPPING EXERCISE 2004**

**ALL INFORMATION PROVIDED WILL BE COMPLETELY CONFIDENTIAL AND WILL BE USED ONLY FOR THE PURPOSE OF THIS MAPPING EXERCISE. NO ORGANISATIONAL OR OTHER DETAILS WILL BE DISCLOSED OUTSIDE BEMIS.**

#### **ORGANISATIONAL INFORMATION**

##### **1. CONTACT DETAILS:**

Name of Organisation: -----  
---

Address: -----  
---

-----

Telephone Number/ Fax Number: -----  
----

Email Address: -----  
--

Web Site Address -----  
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##### **2. STATUS OF ORGANISATION**

2.1 Are you a voluntary organisation Yes  No

2.2 Community Group Yes  No

2.3 Is this a short-term project Yes  No

2.4 Are you registered as a charity Yes  No

2.5 Do you have a constitution Yes  No

2.6 Are you Faith group Yes  No

2.7 When was your organisation / project established?  
 Month-----/Year-----

### 3. GOVERNANCE OF YOUR ORGANISATION

3.1 Are you a membership organisation? Yes  No

3.2 Which of the following groups run your organisation?  
 (Please specify only one main group, if none please indicate as such)

Committee / Management Committee Yes  No

Board of Directors Yes  No

Other\_ Yes  No

3.3 What is the composition of staff involved with your organisation for this financial year and the year before?

STAFF	2004/2005		2003/2004	
	Male	Female	Male	Female
Full Time				
Part Time				
Volunteers/(no committee members)				
Sessional				

### 4. AREAS OF WORK / INTEREST OF YOUR ORGANISATION / PROJECT

4.1 Which of the following classification / area of work defines the work of your organisation?

(Please tick as many boxes as applicable)

GENERAL	Please tick
Addiction	
Advice / Information	
Advocacy	
Arts & Culture	
Asylum Seekers & Refugees	
Carers / Care Services/ Elderly	
Children (Under 12)	
Community Development/ Learning/ Planning	
Counselling	
Disability	

Discrimination/Racism/ Equality
Employment/ Training/ Education
Environmental
Gypsy & Travellers
Health
Homelessness
Housing/Accommodation
Faith
Interpretation/translation
Law & justice/Legal Advice & services
Volunteering
Women
Youth

4.2. Which ethnic community / communities does your project provide services to?

Please indicate

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**5. GEOGRAPHICAL AREA COVERED BY YOUR ORGANISATION?**

5.1 Do you have a remit that is: (please tick)

Scotland wide

Regional

Local

Rural

5.2 Please specify in which of these local authority areas you currently have Initiatives or projects:

<b>Authority</b>	<b>Please Tick</b>
Aberdeen City	
Aberdeenshire	
Angus	
Argyle & Bute	
Clackmannanshire	
Dumfries & Galloway	
Dundee City	

East Dunbartonshire
East Lothian
East Renfrewshire
East Lothian
Edinburgh City
Falkirk
Fife
Glasgow City
Highland
Inverclyde
Midlothian
Moray
North Ayrshire
North Lanarkshire
Orkney
Perth & Kinross
Renfrewshire
Scottish Borders
Shetland Islands
South Ayrshire
South Lanarkshire
Stirling Council
West Dunbartonshire
West Lothian
Western Isles

## 6.0 NETWORKING & PARTNERSHIP

**Please indicate which of these stakeholders, or organisations or networks you engage or work with.**

6.1

<b>Organisation</b>	<b>Please Tick</b>
Age Concern	
Black and Ethnic Minorities Infrastructure in Scotland (BEMIS)	
Children in Scotland	
Commission for Race Equality	
Communities Scotland (Any Department)	
Community Planning Partnership	

CVS s
Disability Rights Commission
Disability Scotland
Equal Opportunity Council
Health Council/NHS Board
Learn Direct
Learning Link
Life long learning centres
Poverty Alliance
Scottish Environmental Link
Scottish Executive (Any Department)
Scottish Parliament
Scottish Sports Association
SCVO (Scottish council for voluntary Organisations)
Social Inclusion Partnership
Voluntary Health Scotland
Volunteer Development Scotland
Volunteers Centres

6.2 Have you participated in any seminar, training event, consultation or research over the last two years?

Yes  No

6.3 If yes, please, state through which stakeholder that this participation or engagement was facilitated:

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## 7. FUNDING AND RESOURCES

7.1 Does your organisation receive any funding? Yes  No

7.2 What was your **approximate** income over the last three years from all sources?  
Please tick.

<b>Income</b>	<b>2004/5</b>	<b>2003/4</b>	<b>2002/3</b>
Less than £12,500			
£12,500-25,000			
£25,000-£50,000			
£50,000-100,000			
£100,000-£500,000			
Over £1m			
None			

**7.3 Have you applied for funding from the following over the last two years (also indicate if it was successful or not)**

<b>Funder</b>	<b>Successes</b>	
	<b>Yes</b>	<b>No</b>
Central Government /Whitehall		
ESF Direct Grant		
ESF Objective 2		
ESF Objective 3		
Health Board		
Local Authority		
Scottish Enterprise		
Scottish Executive (Any Department)		
Social Inclusion Partnership		
The Big Lottery Fund (Community fund)		
Grant Making Trusts (i.e.)		
- Lloyds TSB Foundation		
- Esmee Fairbairn		
- McRoberts		
- Robertson		
- Joseph Rowntree		
- Comic Relief		
- Children in Need		
Voluntary Action Fund (VAF)		
VAF (Ethnic Minorities Grant Scheme) Main Grant		
VAF (EMGS) Small Grant / Capacity Building		
Other		

**8. If you have experienced any difficulties in applying for, or obtaining funding please indicate if they fell into the following areas?  
Please tick three**

- |   |                          |
|---|--------------------------|
| Not enough information on relevant funders/ Funding   | <input type="checkbox"/> |
| Lack of skills in Funding                             | <input type="checkbox"/> |
| Funder s criteria did not reflect need and excluding  | <input type="checkbox"/> |
| Application form difficult to understand /to complete | <input type="checkbox"/> |
| Application process was excluding                     | <input type="checkbox"/> |
| Not having charitable status                          | <input type="checkbox"/> |
| Budgeting / costing                                   | <input type="checkbox"/> |
| Constitution or other organisational documents        | <input type="checkbox"/> |
| Business Plan   | <input type="checkbox"/> |
| Others _____  |                          |

8.1 In general, do you feel your organisation or project is fully and able to sustain itself over the next three years? Yes  No

**9 CAPACITY BUILDING FOR THE SECTOR**

9.1 Please outline, other than funding, what areas of support your organisation would require to be able to function more effectively and deliver better services?:

*For example you may highlight areas in which your organisation would benefit from training (both to staff and management), use of consultant, access to information etc.*

- 
- 
- 

**10. Please use this space to discuss the following**

10.1 How would these communities wish to be engaged by the policy / decision makers and key stakeholders. (If you haven t been involved in the past, how would you like to be involved)? Please tick

- |                                |                          |
|--------------------------------|--------------------------|
| Forums                         | <input type="checkbox"/> |
| Committees                     | <input type="checkbox"/> |
| Consultations                  | <input type="checkbox"/> |
| Working group                  | <input type="checkbox"/> |
| Training                       | <input type="checkbox"/> |
| Interviews &<br>Questionnaires | <input type="checkbox"/> |

10.2 What are the continuing barriers to equality / social justice / community development as identified by the communities your organisation supports and represents? (Outlines)

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**11. Is there anything else you would like to add which could inform us of your concerns?**