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**Review of Funding for Minority Ethnic Groups in the Voluntary Sector:
The Scottish Executive Response**

welfare

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SCOTTISH EXECUTIVE

Making it work together

Review of Funding for Minority Ethnic Groups in the Voluntary Sector

THE SCOTTISH EXECUTIVE RESPONSE

March 2002

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Review of Funding for Minority Ethnic Groups in the Voluntary Sector:

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SECTION 1
BACKGROUND

Purpose

1.1 This document sets out the Scottish Executive's plans to support the minority ethnic voluntary sector in Scotland. It covers and responds to recommendations made during the course of the recent review of funding for the black and minority ethnic voluntary sector and those contained in the Race Equality Advisory Forum (REAF) Voluntary Sector Issues Action Plan.

Background – the Review

1.2 In October 1999, Scottish Ministers announced a strategic review of funding for the black and minority ethnic voluntary sector. The review was to be wide-ranging, encompassing all areas of black minority ethnic funding in the Scottish voluntary sector. It was also to focus on where best to target resources to meet the Executive's priorities and goals.

1.3 A working group was appointed to take forward the Review. A list of review group members is attached at Annex A. A research specification was prepared and was put out to tender in September 2000. In October, consultants Reid-Howie Associates were appointed. Following a meeting with the review group, they produced an interim report in December 2000. Their final report was produced at the end of January 2001, following a further meeting with the review group. The report was published in Spring 2001, with an official launch of the consultation exercise by Margaret Curran MSP, Deputy Minister for Social Justice, at the BEMIS (Black and Minority Ethnic Infrastructure in Scotland) Annual General Meeting in Glasgow on 26 March 2001.

1.4 The report was issued to a wide range of voluntary sector organisations, using the mailing lists of the Scottish Council for Voluntary Organisations' *Third Force News*, Volunteer Development Scotland's *Keeping You Posted* and

Positive Action through Housing. It was also issued to all organisations that are or had been in receipt of grants through the Executive's Ethnic Minority Grant Scheme and to all contacts listed on the Voluntary Issues Unit's own database. The report was accompanied by a set of questions, copy attached at Annex B, to assist with completion of responses. The use of the questions was not compulsory.

1.5 To assist with the promotion of participation in the consultation process, the Scottish Executive commissioned the Scottish Council for Voluntary Organisations to hold a series of meetings across the country to try to reach small, local organisations that might not otherwise be included in the consultation exercise. SCVO produced a report on these meetings, and its findings have been taken account of in the analysis of consultation responses.

1.6 The Executive received 78 written responses to the consultation. These have been analysed along with the comments made at the consultation meetings. A list of the responses received is at Annex C.

Background – Race Equality Advisory Forum (REAF)

1.7 At the same time, REAF was appointed to advise Scottish Ministers on how best to take forward their Equality Strategy. Details of REAF's membership are at Annex D. REAF's remit was to advise the Scottish Executive on a strategy to address broad racial equality issues, prepare action plans to eradicate institutional racism and advise on the best way to consult people with ethnic minority backgrounds. The final report, published in October 2001, contained eight action plans. One of these action plans specifically targeted voluntary sector issues.

SECTION 2
SCOTTISH EXECUTIVE ACTION PLAN

2.1 The Scottish Executive is committed to modernising the legal, financial and structural framework for the voluntary sector in Scotland. This includes ensuring equality of opportunity and access to resources for minority ethnic voluntary organisations. On the basis of the conclusions drawn from the consultation exercise, and taking into account the report by Reid-Howie and the Voluntary Sector Issues Action Plan prepared by REAF, the Scottish Executive is committed to developing its support for the minority ethnic voluntary sector. This section sets out what we intend to do.

Funding Strategy

2.2 We shall develop a funding strategy for the minority ethnic voluntary sector. This will include ensuring that specific resources are made available for the sector **and** seeking to ensure that access to mainstream funding takes account of the needs and aspirations of the black- and minority ethnic-led sector.

2.3 Our strategy will:

- be clearly linked to our Social Justice objectives;
- be overseen by a Working Group comprising appropriate stakeholders as identified in the REAF Action Plan (see Annex E);
- contain a clear commitment to three-year funding;
- contain provision for the funding of religious groups where they are performing a community function;
- address the particular needs of rural minority ethnic communities; and
- take into account the responsibilities of the Scottish Executive under the Race Relations (Amendment) Act 2000.

Funding Processes

2.4 The Executive will work with other voluntary sector funders to ensure that comprehensive and accessible information on funding is available to the minority ethnic voluntary sector. We will explore how best to create a directory of available funding sources that would be readily accessible.

2.5 The Executive recognises that there is a lack of ethnic monitoring in the funding of the voluntary sector. From 2002-03, we shall carry out ethnic monitoring of our own direct funding as a matter of course. We shall also ensure that monitoring is carried out in circumstances where we have devolved the administration of our direct funding to another organisation.

Funding Gaps and Funding Mix

2.6 The Executive will take action to identify existing gaps in funding and work with other funders to seek ways of filling gaps. In doing this, the Executive will consider any gaps in its own direct funding of the sector.

2.7 The Executive will also give further consideration to the funding mix that is available and, in particular, how best to meet the identified need for low level, flexible funding for small projects and the opportunities that exist for devolving their administration.

2.8 The Executive will consider how it can assist the sector to make best use of European funding opportunities, and in particular the European Social Fund, which provides funding from the European Commission for the development of human resources.

2.9 The voluntary sector is already an active participant in Social Fund programmes, and specific funding opportunities exist in relation to thematically excluded groups, including ethnic minorities. The EQUAL programme, which is a

smaller scale European Commission initiative to promote pilot activity to combat discrimination in the labour market, includes a particular funding stream to tackle racism and xenophobia. A Development Partnership in Scotland has already been awarded funding for preparatory work under this theme.

2.10 In terms of facilitating access to European funding, the programmes are administered in Scotland by independent Programme Management Executives (PMEs), whose remit includes the promotion of the funds and support to those organisations that have an interest in accessing them. The PMEs and the Scottish Executive would welcome any feedback from minority ethnic groups in the voluntary sector as to how that support might be enhanced. In parallel, the Structural Funds Equal Opportunities Forum, chaired by the Scottish Executive, is considering this issue.

Ethnic Minority Grant Scheme

2.11 We shall retain the Ethnic Minority Grant Scheme, which is administered on our behalf by the Unemployed Voluntary Action Fund (UVAF). However, we wish to increase its effectiveness and its scope for making a real difference to the development of minority ethnic voluntary organisations. From 2002-03, we shall increase the funds available from £277,000 per year to £500,000. We shall also see what scope there is for increasing funding ceilings for individual projects. We shall also be looking at how best to help organisations that receive funding from the scheme to develop appropriate exit strategies for their projects.

Infrastructure and Capacity Building

2.12 The Scottish Executive recognises the need for a strong, well-resourced infrastructure body for the minority ethnic voluntary sector. Because of the importance we attach to this, we

announced earlier this year – and in advance of the consultation exercise – that we were offering funding of some £300,000 over three years to BEMIS (the Ethnic Minority Infrastructure in Scotland). We welcome their appointment of a Chief Executive and look forward to working with the organisation in taking forward this action plan.

2.13 We see the role of BEMIS as being crucial in supporting the sustainable development of the minority ethnic voluntary sector. We expect them to act as a focal point for the sector and to be a source of advice to the sector and to the Scottish Executive.

2.14 We also recognise the need to support the mainstream voluntary sector in addressing issues of equality, including racial equality, and we value the role that the Race Equality Development Unit (REDU) at the Scottish Council for Voluntary Organisations has played over the past few years. We are committed to continuing to support their work and we shall be offering funding at an increased level for the next three years.

The Scottish Compact

2.15 The Scottish Compact is the formal partnership agreement between Government and the voluntary sector. It applies to the Scottish Executive, its Agencies and NDPBs. Under its auspices, the Executive engages with the voluntary sector in a range of ways, including through the Scottish Executive/Voluntary Sector Forum. We shall ensure that we take account of the need for the minority ethnic voluntary sector to be involved in our dealings with the sector.

2.16 The Compact is supported by a range of Good Practice Guides. We will consult with the voluntary sector on the production of a new Good Practice Guide that will set out best practice in funding and working with the minority ethnic voluntary sector.

Training

2.17 We shall work with BEMIS and REDU to assess the need for and to provide training, in minority ethnic issues. This will include both training in cultural awareness for the wider voluntary sector working with the minority ethnic sector and appropriate training on accessing funding for minority ethnic organisations.

Advice and Information

2.18 As well as our commitments on providing access to funding information and processes, we also recognise the benefits that can accrue from being able to seek advice at the local level. The national network of Councils for Voluntary Service is well placed to assist with this. We shall be asking them to ensure that their services are accessible to, and meet the needs of, local minority ethnic voluntary organisations. We shall also look to large national voluntary organisations to see if they can do more by way of sharing experience and good practice with emerging minority ethnic voluntary organisations. We welcome the support that SCVO has already given in the setting up of BEMIS.

Wider Voluntary Sector

2.19 The Scottish Executive recognises that the voluntary sector more generally can contribute to the development of minority ethnic voluntary organisations. We will look to the sector to take a pro-active attitude to working with the minority ethnic sector. In particular, we shall expect organisations that we fund to:

- demonstrate that they have in place appropriate equal opportunity policies and evaluation procedures where necessary, both in terms of service delivery and operational practices;
- equality proof existing and new policies and practices; and
- where relevant, identify and implement

partnership opportunities with minority ethnic organisations.

Volunteering

2.20 We recognise the contribution of individuals from the minority ethnic communities to the volunteering that is undertaken in Scotland. Figures from the Scottish Household Survey show that 24% of people from Indian or Pakistani backgrounds volunteer on a regular basis, 23% of white people and 18% of people from other ethnic backgrounds. To promote and support the development of volunteering among minority ethnic communities, the Scottish Executive has been funding a specific project at Volunteer Development Scotland that aims to support minority ethnic voluntary organisations to expand the scope of their volunteer programmes and to work the others in the voluntary sector to remove barriers to volunteering by people from the minority ethnic communities. However, we recognise that more could be done and there is a need to facilitate and encourage the development of good practice by volunteer-involving organisations in the recruitment and retention of volunteers from minority ethnic backgrounds. We shall be developing a Good Practice Guide on Volunteering under the auspices of the Scottish Compact and we shall ensure that due and appropriate regard is had to race equality issues. The planned Good Practice Guide will apply only to the Scottish Executive, its Agencies and NDPBs so we shall look to BEMIS and Volunteer Development Scotland to ensure that suitable guidance is in place for volunteer-involving organisations in the voluntary sector.

Commitment

2.21 We are committed to securing equality of outcomes for the minority ethnic voluntary sector. We believe that the commitments entered into in this Action Plan will set us firmly on that road.

SECTION 3
ANALYSIS OF CONSULTATION RESPONSES

3.1 The Executive received 78 written responses to the consultation. The responses generally welcomed the review and expressed agreement with its content and support for its aims and objectives.

3.2 The comments arising from the responses are summarised below. They have been grouped under the question headings. However, where organisations did not respond in this format, these have been incorporated in the appropriate section.

Strategic Issues

Q1. What do you consider should be the key factors in adopting a strategic approach to funding of the minority ethnic voluntary sector?

3.3 Many respondents considered that any strategy should be given explicit direction by the Executive and should be underpinned by an ongoing commitment to the mainstreaming of minority ethnic issues and infrastructure improvements. They felt that the strategy should be directly linked to the Executive's Social Justice agenda and social inclusion objectives. It should also include a commitment to the provision of an adequate budget, with a commitment to long-term, core, and stable funding where possible. Specific minority ethnic funding should be clearly identified within the wider voluntary sector budget and should be flexible enough to suit sector needs.

3.4 A strategic approach should be coupled with training to raise awareness and a commitment to monitoring, which should be both regular and public and be undertaken by both funders and organisations themselves.

3.5 This approach should also recognise the important part that religious organisations and

buildings have to play in the lives of minority ethnic communities and in the self-definition of such communities.

3.6 It was generally recognised that there was a need for a more solid infrastructure, but that this was being addressed by the setting up and funding of the Minority Ethnic Infrastructure in Scotland (BEMIS). However, some responses suggested that this should build on existing structures and that the sector should not rely wholly on BEMIS. Some responses noted that the minority ethnic sector does not always speak with one voice and that the Executive should be careful to ensure representation across the full spectrum of organisations.

3.7 On a more practical note, many responses stressed the need for clear and unambiguous guidelines/criteria for applying for and receiving funds, with the provision and dissemination of good practice guidelines for funders and applicants. There was some suggestion that a central unit to offer advice would be useful, although there were varying suggestions as to where this should be located.

3.8 Above all, respondents felt that the strategy should encompass consistency, transparency and fairness to combat the perceived lack of trust currently felt by the sector.

Capacity Building

3.9 Capacity building was viewed as a key element by many respondents, both for minority ethnic voluntary organisations themselves and for others working with/supporting the sector. The view was expressed that the development and cascading of key skills could be done **by** the sector **for** the sector. Training programmes that addressed cultural differences were considered to be important for advisors and others working with the sector.

Q2. What would be the key elements of a successful minority ethnic infrastructure?

3.10 Any infrastructure should have the support and ownership of groups and organisations. It should preferably be minority ethnic-led and be sensitive to sector needs. It should be adequately resourced through core funding. The structure should be adequately staffed by individuals with skills in appropriate areas such as language, capacity building and training to ensure access to funding. It was also suggested that key funders should also have a strategically-funded post to maintain an overview of developments.

3.11 Structural barriers should be removed where possible e.g. contract funding. The infrastructure should be provided with adequate IT support and form part of both a national and local strategic framework. It should be supported in capacity-building by both the Executive and the white-led sector. There was some suggestion that there was a need for a national forum and/or more formal network of minority ethnic organisations to provide a more democratic structure for dialogue.

3.12 Since Ministers' announcement of the Review, the Race Relations (Amendment) Act 2000 has come into effect and some responses made specific mention of the implications of the Act and the new obligations it contains, particularly with regard to equality proofing and allocation of budgets.

Q3. What elements would comprise a successful funding "mix" for the sector to meet needs adequately?

3.13 Several respondents agreed the funding mix outlined in the report was appropriate, and felt that it was relevant for the voluntary sector as a whole. Others had a variety of different views, but common elements included:

- flexibility – funding should be available for all stages of development and of differing lengths;
- longer periods of award;
- openness – applications should be open to all and there should be no narrow application rules;
- variety – funding should continue to be provided by a mix of different funders, including the Executive, European Funding, Local Authorities, Health Boards and other funders. There should be clear allocation and delineation of funding responsibilities;
- funding should be made available for both capital and revenue projects;
- core/development/stakeholder/project/pilot and small grants are all needed; and
- ring-fencing of funding for some areas of work may be appropriate.

3.14 Any funding mix should also:

- make available more funding for language teaching and translation, networking, interpreting and research;
- use linkages with community sector to best effect; and
- recognise geographical and rural factors.

3.15 It was also noted by some respondents that there was a particular lack of take-up of European funding, principally due to access barriers, and that funding was often obtained by white-led organisations before they made contact with minority ethnic organisations that it was intended to assist.

Q4. What role do you consider that the existing white-led voluntary sector should play in supporting the minority ethnic sector?

Relationships

3.16 Many responses suggested that the white-led sector should take the lead role in involving

and generally being more inclusive towards the minority ethnic sector. It should seek genuine partnership opportunities and aim to provide culturally sensitive services.

Actions

3.17 Some respondents cited specific actions that the white-led sector could take to improve the current situation. These included:

- reviewing their own services to ensure they can demonstrate that they meet equality standards and can demonstrate cultural awareness;
- introducing race equality strategies and undertaking ethnic monitoring if required;
- providing local data to feed into national infrastructure bodies;
- undergoing diversity training;
- employing minority ethnic and/or bilingual staff;
- providing information, advice and training;
- lobbying/policy-making with the minority ethnic community in mind;
- awareness raising; and
- taking a more pro-active role towards outreach.

They should not seek to monopolise funds for the minority ethnic sector, as the latter were often better placed to provide relevant services.

Q5. Do you have any comment to make on the role or operation of the Ethnic Minority Grant Scheme?

Positive

3.18. Many responses made positive comments. It was noted that the Scheme was currently the Executive's only dedicated funding for minority ethnic communities and that its withdrawal would

leave a gap in funding provision, especially for organisations that may be unable/unwilling to use Lottery funding. Any review of the Scheme should be included in the Executive's wider funding review.

3.19 It was suggested that the Scheme should continue for the foreseeable future, but required some alteration to increase its effectiveness, and although there was substantial support for a mainstreaming approach, it was felt that there was a need to retain specific funds till mainstreaming kicked in. Some respondents had already had positive experiences of recent funding from the EMGS and highlighted the provision of training, local surgeries and face-to-face contact as being of particular benefit.

Negative

3.20 It was noted that in its current form the EMGS does not fit in with the Executive's mainstreaming policy and a number of respondents felt that the current level of funding (£277,000 in 2001/02) was inadequate. The scheme was not strategic and was guilty of taking a short-term approach. There was a minority view that UVAF was not widely known to minority ethnic organisations and that it may not have the most effective communications strategy with minority ethnic organisations.

Changes

3.21 Even the positive responses suggested that the Scheme could benefit from changes to improve its current performance. The most common of these was the desire to see an increase in the current levels of funding, both overall and to the limits allocated per project, and to use the Scheme in a more strategic way, including the provision of core funding. One response suggested that this could best be done by moving its administration back into the

Executive. It was also suggested that some of the money identified could be used more to kick-start projects or as “pump-priming” for developing organisations.

3.22 Other suggested changes included:

- giving particular consideration to emerging groups;
- the development of exit strategies and investigating the possibility of moving to other sources of funding at the end of the EMGS grant;
- more flexibility of process timing so that applicants can apply when ready; and
- the use of EMGS monies to fund a national strategy group or network or to support infrastructure/capacity-building (although it was noted that no applications had been received for the latter).

Funding Processes

Q6. What can funders do to improve current and future grant making?

3.23 The general lack of information, particularly on the funding available, was a feature of the majority of responses. The requirement for information tailored to meet the needs of minority ethnic organisations was identified. The Community Fund and Awards for All were given as examples of good practice.

3.24 Practical steps that could be taken included:

- the use of simpler and standardised forms, with less complex language;
- the introduction of a directory of funding sources;
- a review of existing criteria by funders to eliminate unintentional racism;
- provision of information and applications packs in community languages;

- increased representation of minority ethnic individuals in volunteering, on management boards, etc.;
- funds specifically targeted at minority ethnic voluntary organisations;
- use of BME advisers/seconded staff by funders;
- funding roadshows with several funders working in partnership;
- clarity from funders on the timing of the process and the level of funding available;
- development of exit strategies;
- requirement to have race equality strategies;
- use of IT;
- direct consultation with BME communities; and
- a central reference point/One-Stop-Shop approach to funding for the sector, possibly within an existing organisation.

Generic Funding Power

3.25 There was limited support for the introduction of a generic funding power for the Scottish Executive to fund the voluntary sector.

Gaps in Funding

3.26 The lack of available and adequate information and advice was raised in many responses. This was particularly true of advice being available in community languages. Some respondents felt that the lack of advice was compounded by a lack of support and help with filling in forms, especially with first applications. A need for follow-up support was also expressed, preferably provided on a local basis. One response suggested that past failure may lead to discouragement in making future applications. However, one response felt strongly that it was not appropriate for funders to provide direct assistance with filling in applications.

3.27 It was suggested that there was a need for targeting and awareness raising. Suggested methods of addressing this included:

- local outreach advice by the Scottish Executive;
- local seminars run on a regular basis;
- a national register of advice-giving bodies and the development of a briefing process within these bodies;
- making use of case studies of success stories to encourage other applicants;
- ongoing discussions during application period; and
- the development of model business plans/ financial management systems etc.

Perceived Gaps

3.28 The following areas were identified by some respondents as suffering from a perceived lack of funding within the sector: women; young people; old people; some specific services; Gypsies/Travellers, and refugees and asylum seekers. New organisations and those in the process of starting up were also felt to suffer from a lack of funding and there appeared to be a lack of focus on sparsely populated areas, which may also possibly suffer multiple disadvantage. It was suggested that monies should be ring-fenced to address such gaps.

3.29 Many of the responses expressed concerns over various forms of cultural misunderstanding and institutional racism, leading to a lack of commitment to the minority ethnic community. It was suggested that organisations should be required to undergo anti-discrimination training and equality-proofing.

Q7. Do you have any views on monitoring and evaluation procedures?

3.30 Respondents saw monitoring and evaluation as playing a key part in the funding process. Some suggested that it would be a useful tool to identify gaps in current funding and the receipt of applications. Various suggestions were made as to how this could best be carried out including:

- the use of simple tick sheets that can be easily adapted;
- more creative monitoring (video, tape, etc.);
- the acceptance of submissions/monitoring/evaluation information, etc. in languages other than English;
- looking at the skills of assessors re race equality awareness/knowledge;
- adequate levels of face-to-face contact with projects;
- allowing organisations to use their own procedures (ABCD and LEAP models were mentioned);
- support at key milestones; and
- consultation to identify soft indicators and hidden benefits, taking into account unforeseen and societal difficulties.

Support, Information and Advice

Q8. What information and assistance should be available, and from whom, to assist in the application process?

3.31 Respondents made it clear that full details of relevant funding schemes should be made available by the organisations administering grants, with clear criteria, open and accessible advice, and with appropriate feedback, preferably in community languages.

3.32 Many responses suggested that a local organisation should play a key role in advice provision and sign-posting, with a dedicated worker to assist with minority ethnic funding issues. This could be the CVS, Local Authority, Health Board or perhaps the CRE/REC.

Q9. Should mapping information be collated – if so, what information should be gathered and by whom?

3.33 There was general support for the further gathering of information, both to identify need

and for monitoring purposes. It was noted that a mapping exercise is currently planned by the Scottish Council for Voluntary Organisations, Communities Scotland and the Scottish Executive. It was also felt that use could be made of the Census and the enhanced General Household Survey.

3.34 The view was expressed that mapping should be done at both local and national levels. The information gathered could be collated by a Scottish Executive strategy group or by the CRE. Local organisations should also collate monitoring information, but should be properly resourced to do so.

3.35 There were little specific details on what type of information should be gathered, apart from the general identification of need, comprehensive ethnic monitoring and the collation of a directory of minority ethnic organisations and their area of work. It was felt by some that this should make use of existing information, perhaps supporting the existing PAtH directory as a definitive database, and should be updated regularly, not undertaken as a large, one-off exercise.

Q.10 What can be done by mainstream funders to ensure that the needs of the minority ethnic organisations are addressed?

3.36 Mainstream funders should be clear about their role and the applicability of funding to minority ethnic organisations. They should take a pro-active approach to building links to local infrastructure bodies and they should undertake awareness-raising. They should ensure open lines of communication, with nominated contacts and consultation to facilitate trust and enhance mutual benefits. They should put in place adequate tracking mechanisms to identify where funding is being allocated and provide pre-application support/feedback.

Taking the Actions Forward

Q.11 What would be the short-, medium- and long-term priorities for progressing the review's recommendations?

3.37 The consultation document asked respondents to identify steps that could be taken in the short, medium and long term to begin making a practical difference to the current funding structure.

Short Term

3.38 In the short term, several actions were identified as being of importance. It was suggested that a working or strategy group be set up. The group would oversee a new strategic approach to the funding of the sector and set priorities in consultation with the minority ethnic voluntary sector. The resulting strategy should be published in community languages. Consideration should also be given on how to fund adequately existing organisations. Several responses suggested that there should be priority for education and training/advice/capacity building, particularly training for grant assessing staff. The provision of information days to assist with applications to a number of sources in a face-to-face situation was also suggested.

3.39 Other suggestions included:

- the use of quick win and/or pilot schemes, taking calculated risks;
- ethnic monitoring of funding beneficiaries;
- the examination by funders of existing practices with a view to rooting out practices and procedures that may work against minority ethnic groups;
- the making of immediate long-term funding commitments;
- an immediate audit of gaps/barriers and action to address any urgent gaps that need to be filled;

- reviewing current levels of funding;
- increasing expertise in the Scottish Executive; and
- promoting networking.

Medium Term

3.40 Consideration should be given to supporting projects that promote inclusion in the funding process and which contribute to the development of the sector. This should be done by specific, adequately resourced grants to the sector. A plan of specific work with the white-led sector should also be devised and implemented, covering the obligations of the wider sector, capacity-building, etc., to ensure connections between all elements of the sector.

3.41 Following on from this, a training and support package should be introduced to increase the number of staff involved in funding processes who are aware of issues affecting minority ethnic voluntary organisations. The particular difficulties experienced by rural communities should also be addressed.

3.42 The Scottish Executive should also continue to identify and disseminate good practice throughout Scotland and they should address the issue of opening up and promoting European Union funding to the minority ethnic sector.

Long Term

3.43 Measures that were seen to be useful in the long term included:

- the use of monitoring and evaluation to recognise/promote best practice;
- the introduction of adequate resourcing/sustainability;
- the ongoing review of any funding strategy, through BEMIS/SCVO networks;
- the development and identification of additional funding sources through joint working;
- implementation of a coherent national structure, including efforts by the Executive to work with “new others”; and
- the establishment of a steering group by the Scottish Executive to keep these issues under review.

Q.12 What would be the key elements of the action plan?

3.44 Various suggestions were made regarding the key elements of an action plan. These included:

- partnerships between key players;
- a strategy to increase capacity building and training provision;
- the identification of adequate funding to progress action;
- making linkages to other Scottish Executive objectives;
- a mix of both quick-win and longer-term schemes;
- naming key funding agencies and agreeing objectives and milestones, with realistic time scales and targets, kept under review to accommodate changing priorities;
- accountability and consultation built in to action plans, with proper resources provided to ensure adequate participation;
- setting up of a national strategy group;
- identification of BME groups/audit of current provision; good practice; training proposals; guidance; monitoring and evaluation procedures; and
- success – and action to address failure – must be visible.

Q.13 Who should take responsibility for each element of the plan?

3.45 Although the Scottish Executive was viewed as having a lead role, the role of other

bodies and funders was also seen as vital. Any strategy should be a shared responsibility, with representation of all interests on any future strategy group. Key stakeholders would include Health Boards, Local Authorities, CVS, LVDAs and existing minority ethnic organisations. This would mean closer relationships in the future and in some instances a re-assessment of current relationships and the sharing of skills. Particular responsibilities would be determined by the proposed strategy group. One response suggested that there should be both rewards and penalties for taking action forward.

Q.14 What roles should the following play in taking actions forward?

Scottish Executive

3.46 As noted above, many respondents viewed the Executive as taking the lead role in the strategy, and it would be for it to identify resources and the key players, both internally and externally to take forward action. It would also be for the Executive to undertake a review of the EMGS and any future evaluation of the strategy, in consultation with the voluntary sector. The Executive would also be responsible for commissioning research and developing training in cultural diversity and for continuing with the ongoing mainstreaming of both voluntary sector and equality issues within the Executive.

3.47 The Commission for Racial Equality will have a statutory role in overseeing the enforcement of the Race Relations (Amendment) Act 2000. However, respondents also saw the Scottish Executive taking a lead role in ensuring that the obligations contained within the Act are met. This would particularly apply in relation to the duty on Local Authorities.

Local Authorities

3.48 Much of the suggested role for Local Authorities was seen as a link between the Scottish Executive and local organisations. Some responses suggested that the Local Authorities should appoint specific link officers who would be involved in data collection, liaison with funders and the dissemination of information. Local Authorities would also play a key role in community planning; identifying local needs, developing local partnerships and providing local support and monitoring. It was also suggested that they should undertake structured outreach to include all identified organisations. Local Authorities should also be encouraged to mainstream minority ethnic issues, taking new and creative approaches where possible.

BEMIS

3.49 Although several responses recognised the major role that BEMIS will play, there was recognition that the organisation will need time to develop. It was suggested that the tasks it might undertake would include:

- acting as the main umbrella organisation for the sector;
- capacity building;
- raising awareness of sector issues;
- outreach;
- sharing of information; and
- research into sector needs.

It would also be a key partner with both the Executive and other national organisations.

Others

3.50 Other bodies will have a role to play in ensuring that minority ethnic voluntary organisations have equal access to funding and resources and can expect equality of outcomes.

Organisations will need to assess how they use their resources, identifying any barriers to access. They should also consider their own training requirements and initiate monitoring and evaluation procedures.

3.51 Organisations should be prepared to act in an advisory/consultative role with minority

ethnic voluntary organisations and they should enter in to the community planning process.

3.52 Organisations must retain separate funding streams for the minority ethnic voluntary sector while mainstreaming is being developed. They must also act to address current gaps.

SECTION
CONCLUSIONS **4**

General

4.1 Overall, the vast majority of responses supported the conclusions and recommendations contained in the report by Reid-Howie. In particular, they reached the following conclusions:

Strategic Issues

4.2 There is a need for the Executive to demonstrate ongoing commitment to the mainstreaming of minority ethnic issues by means of a funding strategy linked to Social Justice objectives. It should also recognise the role of religious organisations and buildings within minority ethnic communities and take into account the new obligations imposed by the Race Relations (Amendment) Act 2000, particularly with regard to equality-proofing and allocation of budgets.

4.3 There is also a need to commit to the provision of an adequate, specifically identified budget, with long-term core, stable funding where possible and flexible funding to suit sector needs.

Infrastructure

4.4 There is a need for clear and unambiguous guidelines and criteria, both for applying for and receiving funds and also for good practice guidelines for funders and applicants. This should be partially addressed by the Executive's new grant application package.

Capacity Building

4.5 There is a key need for capacity building, preferably **by** the sector for **the** sector, with training to address cultural differences for advisors and others working with the sector.

Funding Mix

4.6 There is a need for further consideration in the context of wider voluntary sector funding. However, the mix must include a commitment to long-term and core funding, with additional funds available for language teaching and translation, networking, interpreting and research. Recognition must also be given to geographical and rural factors and the need to exploit European funding opportunities.

Wider Voluntary Sector

4.7 There is a desire for the wider voluntary sector to take the lead in its relationship with the minority ethnic sector, seeking genuine partnership opportunities and assisting with practical issues such as awareness-raising, training and capacity building.

4.8 The sector must increase the number of minority ethnic staff, particularly those involved with funding issues. It must also take a more proactive approach to lobbying and policy-making in relation to the minority ethnic community.

Ethnic Minority Grant Scheme

4.9 There is a need to continue the Scheme at present. However, its effectiveness must be improved by increasing the current levels of funding, both overall and the limits allocated per project.

4.10 The Scheme must also be used in a more strategic way, including the provision of core funding and consideration of exit strategies. A review of its operation should be included in the Executive's wider strategic funding review.

Funding Processes

4.11 There is a need for comprehensive and accessible information on all aspects of the funding process, preferably available through a single reference point, and for the use of simpler, standardised forms, with less complex language.

4.12 There is also a need for a comprehensive directory of funding sources and also of minority ethnic voluntary organisations.

4.13 There is a need for funders to undertake comprehensive equality-proofing of processes to eliminate unintentional racism and for more support and outreach work on funding issues, including the development of exit strategies and increased use of IT in the sector.

Funding Gaps

4.14 There is a need to identify existing gaps identified in current funding and to investigate further how these can best be addressed. There is also an urgent need to address the lack of funding of the Gypsy/Travellers community.

Monitoring and Evaluation

4.15 There is a need to introduce effective monitoring and evaluation of funding procedures. However, further consideration is needed of the form that these should take. There is also a need to undertake comprehensive ethnic monitoring of all voluntary-sector funding.

ANNEX
MEMBERSHIP OF THE REVIEW GROUP **A**

Sheenagh Adams, Scottish Executive Voluntary Issues Unit (Chair)

Gavin Barrie, Scottish Executive Voluntary Issues Unit

Ephraim Borowski, REAF

Liz Burns, Volunteer Development Scotland

Hilary Campbell, SCVO

Sandra Carter, UVAF

Fiona Cook, Scottish Executive Voluntary Issues Unit

Louise Donnelly, Scottish Executive Equality Unit

Jon Harris, CoSLA

Hayat Hewitt, BEMIS

Steven Marwick, Community Fund

Dorothy Neoh, REAF

Vijay Patel, BEMIS

Linda Goldberg of Cosgrove Care and Dharmendra Kanani of the Commission for Racial Equality were also invited to join the Group but were unable to attend meetings.

ANNEX **B**
CONSULTATION QUESTIONNAIRE
(ISSUED WITH REID-HOWIE REPORT)

“The following questions are intended to assist in the consultation process. They are grouped around the main areas of recommendation as detailed by the consultants in Chapter 4 of the report and are not a questionnaire. Please use them, or not, as seems appropriate to you.

Strategic Issues

Q1. What do you consider should be the key factors in adopting a strategic approach to funding of the minority ethnic voluntary sector?

Q2. What would be the key elements of a successful minority ethnic infrastructure?

Q3. What elements would comprise a successful funding “mix” for the sector to adequately meet needs?

Q4. What role do you consider that the existing white-led voluntary sector should play in supporting the minority ethnic sector?

Q5. Do you have any comment to make on the role or operation of the Ethnic Minority Grant Scheme?

Funding Processes

Q6. What can funders do to improve current and future grant making?

Q7. Do you have any views on monitoring and evaluation procedures?

Support, Information and Advice

Q8. What information and assistance should be available, and from whom, to assist in the application process?

Q9. Should mapping information be collated – if so, what information should be gathered and by whom?

Q10. What can be done by mainstream funders to ensure that the needs of the minority ethnic organisations are addressed?

Taking the Actions Forward

Q11. What would be the short-, medium- and long-term priorities for progressing the review’s recommendations?

Q12. What would be the key elements of the action plan?

Q13. Who should take responsibility for each element of the plan?

Q14. What roles should the following play in taking actions forward:

- The Scottish Executive
- Local Authorities
- BEMIS
- Other funders?”

ANNEX C
LIST OF CONSULTATION RESPONDENTS

BME GROUPS

Dosti Muslim Group
Ethnic Minority Forum in East Dunbartonshire
Fife Racial Equality Council
Frae Fife (Thematic Social Inclusion Partnership)
Grampian Racial Equality Council
Jewish Care Scotland
Scottish Asian Action Committee
Shakti Women's Aid
Taleem Trust/Muslim Women's Resource
Centre/The Muslim Network
Tayside Racial Equality Council
West of Scotland Racial Equality Council

HEALTH ORGANISATIONS

Argyll and Clyde Health Board
Borders NHS Trust
Dumfries and Galloway Health Board
Fife Health Board

NDPBs

Community Fund
Locate in Scotland
National Museums of Scotland
New Opportunities Fund
Scottish National Heritage
Sportscotland

INDIVIDUALS

Henry Adomako
Fiaz Khan
Councillor Gurudeo Saluja
John Young MSP

LOCAL ENTERPRISE COMPANIES

Highlands and Islands Enterprise
Scottish Enterprise
Scottish Enterprise Lanarkshire

LOCAL AUTHORITIES

Dundee City Council
Falkirk Council
Glasgow City Council
Midlothian Council
North Lanarkshire Council

VOLUNTARY ORGANISATIONS

ACVO
Barnardo's
Craigmillar European Programme
Fife Council for Voluntary Service
Edinburgh Community Mediation Service
Lothian Anti-Poverty Alliance
National Playing Fields Association
NBS
NLC
Perth and Kinross Association of Voluntary
Service Ltd
Princes Trust
Reach
Save the Children
Scottish Canoe Association
Scottish Council for Voluntary Organisations
Shelter Scotland
Skillnet Edinburgh
The Carnegie United Kingdom Trust
Unemployed Voluntary Action Fund
Victim Support National Office
Volunteer Development Scotland
Voluntary Action
Voluntary Arts Scotland
Waverley Care Trust

ANNEX
REAF MEMBERS **D**

Jackie Baillie, the then-Minister for Social Justice chaired the Forum.

Saqib Abbasi, Project Manager, Community Service Volunteers Ethnic Minority Health Action Project in Glasgow.

Rowena Arshad, Director, Centre for Education for Racial Equality in Scotland (CERES) based within the University of Edinburgh, and a lecturer on equity and rights. She has also recently taken up the post of Equal Opportunities Commissioner with special knowledge of Scotland. She is also a member of the STUC General Council, a board member with the Scottish Higher Education Funding Council and a member of the Board of Management of Telford College, Edinburgh.

Ephraim Borowski, Honorary Secretary of the Scottish Council of Jewish Communities, Vice-President of the Glasgow Jewish Representative Council, and Chair of the Regional Council of the Board of Deputies of British Jews. He was formerly a Senior Lecturer and Head of Department in the Department of Philosophy, University of Glasgow, and is President of the Royal Philosophical Society of Glasgow.

Mick Conboy, Deputy Head of the Commission for Racial Equality, Scotland.

Matthew Farrow, Head of Policy at CBI Scotland.

Tesfu Gessesse, Project Co-ordinator of the Black Community Development Project in Edinburgh. He is currently Chair of the Lothians and Edinburgh Racial Equality Council, (ELREC) and a member of the Board of Directors of the Scottish Council for Voluntary Organisations (SCVO).

Jatin Haria, Co-ordinator/Partnership Manager of the Glasgow Anti Racist Alliance (Social Inclusion Partnership). He has been a member of the STUC Black Workers' Committee for a number of years and is its current Vice Chair.

The late Subhash Joshi was a Senior Partner in Pannell, Kerr, Foster. He was also Chair of Positive Action in Housing, President of Glasgow Chamber of Commerce and a board member of Ethnic Enterprise Centres in Glasgow and Edinburgh.

Dharmendra Kanani, Director of the Commission for Racial Equality, Scotland and a member of the Lawrence Steering Group.

Aziza Khand's background is working with the Muslim community in general but with a special interest in issues affecting Muslim women.

Philomena J F de Lima, Lecturer (Sociology) and Researcher at Inverness College and serves as a Council member on the Scottish Further Education Funding Council. She has also authored one of the first studies on the experiences of rural minority households in rural Scotland.

Dr Martin MacEwen, former Vice Principal of Edinburgh College of Art and Head of the Scottish Ethnic Minority Research Unit. Dr MacEwen is also a former member of the Lawrence Steering Group. Dr MacEwen has moved to South Africa to take up a new post.

Shamime Mansoori, Equal Opportunities Officer in Falkirk Council.

Mukami McCrum, Chief Executive of Central Scotland Racial Equality Council and is also a member of the Home Secretary's Race Relations Forum.

Philip Muinde, Vice Chair of the Grampian Racial Equality Council and a member of the Aberdeen and Grampian Chamber of Commerce. He has extensive knowledge of race relations issues and many years experience of promoting good race relations between people of different cultural backgrounds. He is also a member of the Institute of Directors as well as the International Corporate Governance Network.

Dorothy Neoh, Project Manager of NCH San Jai Chinese Project in Glasgow.

Najimee Parveen, Director of Positive Action Training in Housing. Prior to this she was Policy and Campaigns Officer for the Commission for Racial Equality in Scotland.

Vijay Patel, Black Issues Consultant in the British Agencies for Adoption and Fostering. He is the former Chair of the Black and Ethnic Minority Infrastructure in Scotland (BEMIS).

Robina Qureshi, Director of Positive Action in Housing, which works with minority ethnic

communities and housing providers to secure safe and affordable housing. She is also a member of the Lawrence Steering Group.

Selma Rahman, Director of Fife Racial Equality Council.

Sofi Taylor is employed by Greater Glasgow National Health Service Primary Care Trust. She is a community nurse for ethnicity and culture in the Community Learning Disability Team.

Louise Donnelly, Rhona Carr and **Alastair Crerar** from the Scottish Executive provided the Secretariat to the Forum.

ANNEX E
STAKEHOLDERS IDENTIFIED BY REAF

Association of Chief Officers of Scottish
Voluntary Organisations

Community Fund and other funders

Community Learning Scotland and other relevant
umbrella organisations.

CoSLA and individual Local Authorities

CRE and the RECs

Health Boards

Scottish Council for Voluntary Organisations and
the Councils for Voluntary Service network

Scottish Enterprise, Highlands and Islands
Enterprise and the national network of Local
Enterprise Companies

Unemployed Voluntary Action Fund

Volunteer Development Scotland and the
Volunteer Centre network