

Justice and == Equality == Fund

MANAGED BY ROSA

Programme Guidance – Round One

Rosa is pleased to launch the grant programmes for Round One of the Justice and Equality Fund:

- **Programme One: Advice and Support** (round one now closed)
- **Programme Two: Now's the Time**
- **Programme Three: Changing the Conversation** (round one now closed)

Background to the Fund

The UK wide Justice and Equality Fund aims to bring an end to the culture of harassment, abuse and impunity by resourcing an expert network of advice, support and advocacy organisations and projects.

Inspired by the phenomenal campaigners of #metoo, TIME's UP, Ni Nunca Mas, the #lifeinleggings movements and others, a group of UK-based women from the entertainment industry have come together to challenge the culture that permits people in positions of power to sexually harass and abuse others.

Speaking from experiences of harassment and discrimination in UK theatre, film and TV, we want to reach out to other employment sectors, just as our sisters in the USA have done. We are throwing a spotlight on harassment and abuse which has previously been dismissed and ignored.

The Justice and Equality Fund (the JEF) aims to make workplaces and other contexts just, safe and equitable for all and ensure that anyone who has been subjected to harassment and abuse, including sexual violence at work, is better able to access support and justice.

The JEF is hosted and administered by Rosa - the only UK-wide fund for women and girls. Rosa is a well-established and respected grant-making organisation which mobilises resources for women's empowerment – because gender equality is better for everybody.

Funding for the JEF comes from generous donations from individuals from all walks of life via the [go-fund-me page](#) which states that "We are waking up to the full scale of systemic abuse based on gender and power - abuse that hurts us all. Like all big problems, it needs big, bold solutions. We have created the Justice and Equality Fund, to create the far-reaching personal, social, legal and

policy changes that will ensure everyone can feel safe at work, at play and at home. Together we can end the culture of harassment, abuse and impunity.”

Fundraising for the JEF continues. The following programme guidance applies to Round One, with further rounds to follow.

Key criteria

The JEF seeks to recognise the critical role played by specialist organisations, in both working with individuals affected by harassment and abuse, and in working to bring about wider change on these issues.

In Round One we expect the JEF will fund activities and initiatives in the UK that are either:

- delivered solely by women’s organisations (which are led by, and work predominantly for and with, women and/or girls)¹, or
- led by women’s organisations, in partnership with others.

In addition, successful organisations will:

1. Have relevant experience in the approach they want to pursue with JEF funding.
2. Have a strong track-record in actively addressing issues of equality in their work and reaching out to those groups and individuals who face the greatest barriers.
3. Be well-connected and demonstrably collaborative in their approach.
4. Have the ability and ambition to mobilise other organisations / be effective influencers.
5. Be willing and able to take part in communication activity about their JEF-funded work.
6. Be a charitable organisation – your organisation need not be a registered charity, but your activities must be charitable and legal.

Fit with these criteria will be judged in relation to the size and scope of the organisation applying and the work it wants to do e.g. a small local group applying for a small grant to run a campaign in their area will be expected to demonstrate good networking with other local agencies.

Partnership working: We recognise the value of working in partnership with others on these issues and welcome applications to support partnership working. Those partnerships can be with other charitable organisations, unions, businesses, local councils, schools, universities, arts and sports organisations or any other organisation or institution which you want to work with to help change happen.

A gendered focus: We understand that sexual harassment and abuse happen predominantly to women and girls and it is important to see these issues as part of a wider spectrum of gender-based violence and abuse. However, we recognise that people of all genders and none are also victims of sexual harassment and abuse. We also know that effective prevention work must engage with men and boys as well as women and girls. We expect the JEF grant-making to reflect this.

¹ We would expect this to be explicitly reflected in the organisation’s governing document, governing body and public facing materials.

Round One Timetable

| Programme | Open | Closing date | Awards announced |
|---|---------------------------------------|------------------------------------|---------------------------|
| Programme 1: Advice and Support | 27 th June 2018 | 30 th July 2018 | early October 2018 |
| Programme 2: Now's the Time (for grants of £5,000 – 25,000) | 3 rd August 2018 | 28 th September 2018 | early December 2018 |
| Programme 2: Now's the Time (for grants of £25,000 - 100,000) | 24 th September 2018 | 14 th December 2018 | Mid-March 2019 |
| Programme 3: Changing the Conversation For expressions of interest | 27 th June 2018 | 30 th July 2018 | Early December 2018 |

Programme One: Advice and Support

What we want to achieve

From consultation with the women's sector and other specialists, we know that many people struggle to find the right help and support when they have been a victim of sexual harassment and abuse. Women are not receiving the legal or emotional support they need to take action. Existing protections are being inadequately applied, and support services are over-subscribed and under-resourced.

We know it can be particularly difficult if you need legal advice to ensure you can exercise your rights. In the Advice and Support programme the JEF will invest up to **£1 million** in total for work in England, Northern Ireland, Scotland and Wales, to increase access to support, signposting and expert legal advice for victims/survivors of sexual harassment and abuse.

The work we want to fund

We are interested in funding organisations or partnerships throughout the UK to provide some, or all, of the following:

- Initiatives that increase the availability of specialist legal support around sexual harassment and abuse, such as training and accreditation programmes for legal professionals;
- Legal or other advice which is specifically focused on sexual harassment and abuse, either through a help-line or face-to-face advice;
- Initiatives that increase the skills and capacity of specialist organisations to respond to the needs of victims of sexual harassment and abuse.
- Initiatives which increase specialist organisations' capacity to support strategic litigation in the areas of sexual harassment and abuse.

We are particularly interested in work which reaches out to people who face additional barriers in accessing support and achieving their rights.

We also recognise that victims/survivors often need emotional and practical support and that there are many specialist organisations across the UK providing this support every day, against a backdrop of decreasing funds and increasing demand. Whilst the JEF has insufficient funding to meet all the needs in this area, we are happy to see applications from:

- specialist organisations providing emotional support to victims/survivors of harassment and abuse across one or more of the four countries.

The sort of grants we want to make

We expect the grants we make in this programme will be:

- for between £25,000 and £200,000 in total
- over one to three years
- mostly for revenue costs²
- for new work or an extension of existing work

We want to ensure that the JEF funds work in all four countries of the UK. If you apply for work in a single country, we will expect you to demonstrate that you can reach people right across that country. If you apply for work in two or more countries, we will expect you to demonstrate that you (or your partners) can really reach people across all the countries you identify.

² A small amount of capital expenditure for specific equipment may be considered

Application process

The Advice and Support programme opens for applications on the **27th June 2018**. If you are thinking about applying to this programme we strongly encourage you to have an initial conversation with us first: please email info@rosauk.org with "JEF" in the subject line and a contact phone number in the email, and we will call you back.

We will ask you to fill out our on-line application form, explaining what you want to do and submit this, along with a project budget, your most recent accounts and some details about your organisation, by **30th July 2018**.

We will announce which applications have been successful by **early October 2018**.

Your application will include information about:

- Your organisation (and any partners)
- What you want to do
- Why you want to take this approach
- Your track record in this field
- What you expect to learn from this work

Outcomes

The outcomes that we are working towards with this Programme include:

- An increase in the opportunities for victims of sexual harassment and abuse to be heard and to get justice
- An increase in the knowledge and expertise of organisations and individual professionals around sexual harassment and abuse

Frequently asked questions for the Advice and Support programme

Our organisation works across the UK, can we apply for a UK-wide project?

You can apply for a UK-wide project, but we will be checking very carefully that you can really provide the **same quality and level** of provision in all four countries. If your reach into a particular country is not strong, you might want to consider partnering with another, local organisation.

Our organisation works in a particular local authority area or region, can we apply for funding to deliver a service across our current area?

No, in the Advice and Support Programme we are looking for organisations that want to provide a service across a whole country e.g. across all of Scotland or all of Northern Ireland. If you want to provide a service across two countries e.g. England and Wales, you will need to demonstrate you can reach beneficiaries across both countries.

Our organisation provides a support service for local women and we have seen an increase in women coming to us about sexual harassment and abuse in the last year – can we apply to this programme?

No, you can apply for to do work in your local area from the Now's the Time programme, but in the Advice and Support programme we are looking to support work across a whole country.

Our organisation works mostly with men and boys, can we apply for a grant?

You can't be the lead applicant in this programme but you could partner with a women's organisation to apply.

Our legal practice specialises in work with women on the issues of harassment and abuse – can we apply for funding to support our work with individuals who can't access legal aid?

No, we will only be funding work carried out by voluntary sector women's organisations in this programme.

(See page 12 for JEF-wide FAQs)

Programme Two: Now's the Time

What we want to achieve

We want to amplify the voices of all the individuals and groups who are calling for an end to sexual harassment and abuse, in their workplaces and in their communities throughout the UK. We want to add our support to those organisations who are seeking to establish what works in changing the culture of impunity and preventing future harassment and abuse. We want to resource the imaginative and creative grass-roots activism that is gathering momentum across the UK. We want to encourage partnerships across sectors, supporting specialist organisations to reach out to colleagues in businesses, unions, local councils, schools and colleges and other contexts, and work with them to drive long-term culture change.

In the Now's the Time programme we will award up to £1 million through a Challenge Fund which asks: **"What would you do toward ending sexual harassment?"**

The work we want to fund

We want to hear your ideas, your solutions, your best next steps. We want to support:

- Prevention work (including education and other initiatives)
- Awareness-raising activities
- Grass-roots activism
- Influencing
- Work with groups and communities who might face additional barriers to getting their voices heard, or might be at higher risk of sexual harassment and abuse, to amplify those voices
- Work that tries out new ideas
- Innovative uses of tech/arts/sports/etc
- Work that replicates tried and tested approaches in new settings
- Work that others can learn from

We are particularly keen to see cross-sector partnerships where the expertise of specialist voluntary sector organisations at the forefront of this work is shared with others, to help drive broader change.

We expect to support work happening in different communities across the UK.

The sort of grants we want to make

We are seeking applications for grants of:

- £5,000 - £25,000, or
- £25,000 - £100,000

UK based Women's organisations applying for £5,000 - £25,000 can apply by themselves, or in a partnership.

Women's organisations applying for £25,000 - £100,000 will need to apply in partnership with at least one other UK based organisation.

We expect the grants we make in this programme will be:

- for one year for grants of £5,000 - £25,000
- over one to three years for grants of £25,000 - £100,000

- for mostly revenue costs³
- for new work or an extension, or continuation, of existing work

Application process

For a grant of £5,000 - £25,000 – Programme opens on 3rd August 2018

We will ask you to submit a short form with some information about your group or organisation and a three-minute video explaining who you are, what you want to do and why we should fund you. You can make the video yourselves on a smartphone, we aren't looking for great production values, we are interested in you and your idea. We strongly advise you to join one of our Webinars on before applying (dates will be announced when the programme opens on 3rd August). We will ask you to send in your video and form by **28th September 2018**.

We are going to use a process called participative grant-making to decide who is awarded funding in this part of the programme. Once you have sent us your video, you can expect to hear from us, asking you and your group to look at some of the other videos we have received and voting for the ideas you like the best. We expect you to hear if you have been successful (or not) by **early December 2018**.

(Subject to further funding being available, we hope to announce a second call for this part of the Challenge Fund in 2019.)

For a grant of £25,000 - £100,000 – Programme opens on 24th September 2018

We will ask you to submit an online application form detailing of what you want to do, along with a project budget, your latest accounts and some details about your organisation and your partner(s), by **14th December 2018**. We strongly advise you to participate in one of our Webinars before you apply (dates will be announced when the programme opens on 24th September). We will make final decisions on the successful applications by **mid-March 2019**.

Your application will need to include information about:

- Your organisation (and your partner)
- What you want to do
- Your track record in this field
- What you expect to learn from this work and how you will share learning

You don't need matched funding to apply for a Now's the Time grant, but if your partner is bringing resources (either cash or in-kind) it will strengthen your proposal.

Outcomes

The outcomes that we are working towards with this programme include:

- Increased opportunities to understand what works in changing the culture around sexual harassment and abuse.
- Increased opportunities to share learning between specialist organisations and colleagues in a wide range of other organisations and identify approaches that can be scaled up or replicated

³ A small amount of capital expenditure for specific equipment may be considered

Frequently asked questions for the Now's the Time programme

What is participatory grant-making?

Participatory grant-making aims to move decision-making about money to the people most affected by the issues grant-makers are trying to address. It is used by women's funds around the world and by grant-makers who are interested in supporting grassroots movements. In this programme we will ask all applicants to

- watch a small sub-set of video applications from other groups and organisations, and
- vote for your favourites.

You won't be asked to vote on your own application.

Our organisation works across the UK, can we apply for UK-wide work?

Yes, but we will check that the work truly reaches across the UK. If you have a technical remit to cover the UK, but in practice work mainly in London, then you might just want to apply to do some work in London. If you work mainly in one location but want to extend your work in another area, first make sure there isn't another, local organisation already doing what you want to do.

We are a specialist voluntary organisation and want to apply in partnership with an ineligible organisation – can they be the lead partner and receive the JEF grant?

We would welcome your partnership application but would want you to be the lead partner and receive the JEF grant, even if your turnover is much smaller than that of your partner(s). If your partner(s) wanted to make a contribution toward the work, in cash or in kind, it would strengthen your application.

Can we work with more than one partner?

Yes, you can work with as many partners as you think is appropriate and achievable.

We want to help a large public / private sector organisation completely over-haul its approach to sexual harassment and abuse in the workplace. They want to work with us but say they can't offer any resources themselves, either in cash or in-kind, is that OK?

It is great that this organisation wants you to do this work with them and there may be enormous benefits to its staff, and perhaps even other statutory and private organisations. However, if they really can't find any of their own resources to contribute to this joint project, then we might question their true level of commitment to this work.

Can our partner be another women's organisation?

Yes – you can partner with whichever organisations you think will help you achieve the maximum impact for your work.

Can we apply for both a small grant and a large grant from this programme.

Applicants will not be eligible to receive a grant as the lead applicant under both the small and large grants strands of this programme. As there are only limited funds available within these programmes we would strongly advise you to only submit one application and to choose whether your proposal would best fit a large or a small grant. However, if you do decide to apply for both a large and a small grant, you should bear in mind that if your application to the small grants programme is successful then you would not be eligible to apply as the lead applicant for a large grant and any application already submitted (if you are the lead applicant) will be deemed ineligible.

We want to do awareness-raising and/or prevention work with men and boys – is this work we can apply for?

Yes, we know that there is a need to do this work and you can apply for funding under the Now's the Time programme to do this work, as long as your lead organisation is a women's organisation.

Our existing work supports victims of harassment and abuse, can we apply to continue or expand this work under this programme.

We recognise that support services in this field are woefully under-resourced and we hope that the work funded through the Advice and Support programme will make a difference. However, in the Now's the Time programme we don't expect to fund direct service delivery, unless it is a small part of a bigger piece of work.

(See page 12 for JEF-wide FAQs.)

Programme Three: Changing the Conversation

What we want to achieve

Our goal to end the culture of harassment, abuse and impunity is ambitious. We recognise that robust data and compelling stories from the grants we make are part of what is needed, as well as increased capacity and skills within existing specialist organisations. We also need innovative communications techniques to both to 'shift the dial' and challenge assumptions around what is acceptable behaviour in different contexts in the UK.

The work we want to fund

Based on lessons from what has worked in other fields, we will resource and coordinate a network of communications professionals, embedded within several women's organisations already active in this area. These may be a new part-time post, or a contribution towards an existing post, with additional responsibilities related to a new Strategic Communications Network. Grants and training for those involved in the Network will be centrally co-ordinated by Rosa using specialist communications support, and Network members will work collaboratively towards change.

We are allocating up to £250K for this work in year one, to support expanded communications capacity in up to eight specialist organisations.

Initially, we are seeking **Expressions of Interest** from organisations to participate in the development phase of the Network.

The sort of grants we want to make

Applicant organisations must meet the key organisation criteria (page 2 above). In addition, we ask you to respond to the following 5 questions:

1. What experience do you have of educating public opinion on an issue related to sexual harassment and abuse, including any work with the media?
2. What do you understand by 'the power of a story'?
3. What are the key things you considered in your approach to educating public opinion?
4. What has worked in your relationships with the media, what hasn't, and what would you do differently?
5. Describe an example of collaboration with other women's organisations that you have been part of.

We want to ensure that the JEF funds work in all four countries of the UK. If you apply for work in a single country, we will expect you to demonstrate that you can reach people right across that country. If you apply for work in two or more countries, we will expect you to demonstrate that you (or your partners) can really reach people across all the countries you identify.

Application process

We will ask you to submit an on-line Expression of Interest, demonstrating how you meet the criteria, and including your response to the 5 questions above, by **30th July 2018**. We will work with potential partners during a development phase over the summer – a small amount of development funding may also be available at this stage. We will then invite applications for grants to resource the communications roles in individual organisations in **autumn 2018**. We expect to resource up to eight embedded posts, ensuring coverage across the UK. We will let you know if you have been successful by **early December 2018**.

We will collectively agree the outcomes of the Strategic Communications Network as part of the development process.

Frequently asked questions for the Changing the Conversation programme

Do we need a partner to apply to this programme?

No, we expect individual specialist organisations to apply to this programme. However, we do expect that a number of the organisations which participate in the Network will themselves be membership organisations, or represent a wider group of specialist organisations.

Frequently asked questions – All Round One JEF Programmes

Can my organisation apply for a grant from more than one programme in Round One?

Yes, you can apply to two or even three programmes if you think you have proposals of equal strength that fit the criteria of each programme.

Our organisation addresses all aspects of violence against women and girls, can we apply for work to support survivors of domestic abuse?

No, we recognise that there is huge need for more work around the issue of domestic abuse, and we see sexual harassment and abuse as part of the wider picture of violence against women and girls. However, for this fund we are focusing specifically at sexual harassment and abuse.

Does our proposal have to focus only on harassment and abuse in the workplace?

No, we recognise that one person's home or leisure environment might be another person's working environment so we will support work to address harassment and abuse in any, and all, environments.

Do organisations have to be registered as a charity to apply?

No, but their activities must be charitable, legal and for the benefit of women and/ or girls. They must also have all of the supporting documents listed in the application guidance.

Can I apply as an individual?

No. We do not fund individuals we only fund women's organisations. The organisation need not be a registered charity, but your activities must be charitable (not-for-profit), legal and for the benefit of women or girls.

What types of organisations do you want to fund?

- We want to fund women's organisations, or partnerships in which a women's organisation is taking the lead. Rosa defines "women's organisations" as those which are run by, for and with women. This means that organisations should have the principal objective of working with women and girls and where the majority of beneficiaries of the organisation as a whole are, and always will be, women and girls. It must be clear that your organisation is run primarily by women and we will review your organisation's constitution, website and management committee in light of this
- Organisations that serve a charitable purpose
- Organisations that are committed to social justice and equality for women
- Organisations that have been active for at least a year and can submit annual accounts for a whole year

What will you not fund?

The Justice and Equality Fund will not support:

- The purchase or upgrade of physical assets such as buildings or equipment
- Work that substitutes or overlaps with statutory service provision
- Work that should be provided by statutory organisations
- Party Political activities
- Activities promoting religious beliefs
- Overseas travel or work outside the UK
- Interest payment on loans
- One-off conferences or events unless they are part of a longer-term strategy.
- Fundraising events
- Work that has already taken place

We have previously received a grant from Rosa, can we apply again?

Yes, however your organisation must be able to demonstrate what you achieved with the grant. We will also consider how well the previous grant was managed.

We are a current recipient of one of Rosa's other grants, can we apply?

Yes, however, when we review your new proposal we will consider the extent to which your organisation would be dependent on our funds, along with your capacity to efficiently manage more than one grant from Rosa at a time.

How will funding decisions be made?

Each applicant is assessed on its own merit according to the criteria published in the application guidance. Rosa staff may contact you (and your partners) for further information about your proposal once your application has been submitted. The Grants Panel will then make awards that meet the overall aims of the programme.

What if my application is unsuccessful?

If your application is unsuccessful, we will write to you telling you the reasons why. We do provide feedback on common errors and application weaknesses. You are not able to appeal our decision, but if you have a complaint about how your application has been dealt with, please contact Rosa's Executive Director, at info@rosauk.org, please title your email 'Justice and Equality Fund application complaint.'