



Report on screening of policies, programmes and processes

Screening 7 Report

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Accessibility

Please contact us to discuss any particular communications needs you may have.

Our equality principles

Promoting accessibility; valuing cultural diversity; promoting participation; promoting equality of opportunity; promoting inclusive communities; reducing disadvantage and exclusion. Please visit our website for more information.

We care about the environment

The Big Lottery Fund seeks to minimise its negative environmental impact and only uses proper sustainable resources.

Our mission

We are committed to bringing real improvements to communities and the lives of people most in need.

Our values

We have identified three values that underpin our work: being supportive and helpful, making best use of Lottery money and using knowledge and evidence.

You can find out more about us, our values and the funding programmes we run by visiting our website www.biglotteryfund.org.uk

The Big Lottery Fund is committed to valuing diversity and promoting equality of opportunity, both as a grantmaker and employer. The Big Lottery Fund will aim to adopt an inclusive approach to ensure grant applicants and recipients, stakeholders, job applicants and employees are treated fairly.

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Section 1: Introduction

About the Big Lottery Fund

1.1 The Big Lottery Fund (BIG) came into being as a new UK-wide Lottery distributor on 1 June 2004 through an administrative merger of the New Opportunities Fund and the Community Fund. BIG was formally established in law following the passage of the National Lottery Act 2006 when it assumed responsibilities of the dissolved National Lottery Charities Board (Community Fund) and the New Opportunities Fund, and the Millennium Commission.

1.2 BIG aims to bring real improvements to communities and the lives of people most in need. To achieve this, we have identified three values that underpin all of our work: making best use of Lottery money, using knowledge and evidence and being supportive and helpful. More details of our mission and values are on our website at www.biglotteryfund.org.uk

1.3 BIG is responsible for giving out half of the money for good causes raised by the National Lottery. Our funding covers health, education, environment and charitable purposes. We are a UK-wide distributor making grants in England, Scotland, Wales and Northern Ireland, across the UK and to UK-based charities working overseas (through our International Grants programme).

Big thinking – our strategic framework

1.4 We launched 'Big thinking - our Strategic Framework to 2015' in June 2009. This strategy was informed by our 'Big thinking' public consultation as well as what we have learned from our experiences of funding so far. This framework will shape our funding arrangements to 2015. In particular it sets out the steps that we will take to continue to improve as an intelligent funder over the next few years.

1.5 The five principles which guide this Intelligent Funder approach are:

- creating and sharing clear vision and purpose
- knowing and stating our place in the market
- creating a learning organisation
- aligning structures and the use of resources with our vision
- managing and adapting to change

1.6 We have identified six thematic areas which will shape the way we use our funding and other resources to achieve change over the 2009–2015 period. These are: Outcomes; Lasting Impact; Capacity Building; Working Together; Innovation; and, Engagement. These themes are helping us help the communities we serve, shaping the choice and focus of our new programmes, the way we provide support to applicants and the range of work we are doing to promote and share learning among existing grant holders. In addition, these themes lie at the heart of the work we are doing to make our processes simpler and more customer-friendly.

1.7 All of our programmes share the same mission – to bring real improvements to communities and the lives of people most in need. They also cover the three broad themes that are set out in our Policy Directions as agreed by the UK Government. These are:

- supporting community learning and creating opportunity
- promoting community cohesion and safety
- promoting well-being

1.8 Our aim is to fund projects and organisations that make a difference. Instead of focusing on what an organisation is or does, we focus particularly on what the organisation aims to achieve with our funding, in other words, the outcomes of our funding.

1.9 Details of all of our current funding programmes in Northern Ireland can be found at Appendix 2.

Our commitment to equality

1.10 BIG believes in a fair and inclusive society where people have equal rights, freedoms and opportunities and where their different needs are recognised and barriers are removed. We are committed to using our funding to address the needs of those facing disadvantage and discrimination and to help reduce the inequalities that exist in our society.

1.11 BIG's Northern Ireland Equality Scheme 2007-2012 affirms our commitment to equality and to fulfilling our statutory obligation to promote equality of opportunity and good relations in Northern Ireland as required under Section 75 and Schedule 9 of the Northern Ireland Act 1998.

1.12 BIG has adopted a mainstreaming approach to equality, which ensures we consider the needs of a wide range of marginalised groups in our planning and decision-making. We recognise however that affirmative action (sometimes called positive discrimination) is also sometimes necessary to effect real change when there is no other way a group could be provided for.

1.13 Our equality assurance process has been designed to help us meet our mainstreaming commitments. This process is intended to help staff think about and address the equality implications of all our business activity (for example, policies, programmes) during their planning and development stages and when they are being reviewed.

1.14 We have also agreed a number of key equality principles, which underpin our internal and external business. They are:

- promoting accessibility
- valuing cultural diversity
- promoting participation
- promoting equal opportunities
- promoting inclusive communities and
- contributing to the reduction of disadvantage and exclusion

1.15 Need is the fundamental driver for BIG's work. Our assessment of need determines the programmes we develop and the way we distribute our funding. This requires us to develop a good understanding of the problems and challenges faced by people, and the way in which needs go unmet or partially met, whether by the individual themselves, their family or community or by the market, the state or voluntary sector services.

1.16 Thinking about equality considerations as part of the picture of need helps to uncover where there are barriers or additional difficulties faced by people in accessing services, which could be overcome.

We do not equate being a member of a group protected under equality law as automatically 'in need,' or 'disadvantaged' rather we expect projects to demonstrate the need that their proposed beneficiaries are facing, whoever they might be. In defining need, we will advise projects (irrespective of whether they are applying to a targeted or open programme) to think about all of the people that might benefit and subsequently the barriers that the design and delivery of the project needs to address.

Section 2:

Recent equality developments within BIG

There have been a number of key equality developments since our last screening report, both in Northern Ireland and UK-wide, as follows.

Northern Ireland

- ▶ BIG has received advance notification from the Equality Commission for Northern Ireland (ECNI) to begin developing a new equality scheme to meet the requirements set out in the ECNI's guidance to public authorities in implementing section 75. In meeting these additional duties:
- ▶ BIG has created an equality profile for Northern Ireland: A headline document collating research in Northern Ireland to identify key inequalities and an analysis of BIG's funding data since 2006.
- ▶ BIG offices have met with other public bodies to discuss the resource implications of conducting an audit of inequalities and creating an action plan to address inequality.
- ▶ BIG has reviewed its progress in implementing our Disability Action Plan for Northern Ireland 2007-2012. Details of this review can be found in our latest disability progress report on our website.
- ▶ Following the publication of the Screening 6 report, BIG consulted with grant holders that targeted the needs of Irish Travellers. We wanted to explore their experiences of the grant management process to determine whether there were issues unique to Traveller projects and to identify ways of improving their experiences
- ▶ BIG has launched three new programmes in the past year in Northern Ireland. Both programmes were developed in line with BIG's equality assurance process

- ▶ To support the administration of BIG Reaching Out: Empowering Young people programme we appointed a decision making committee of younger people. The young people, who have experience of the challenges facing young people at risk, are sitting on the programme's decision-making committee. Working alongside the existing committee members, they are using their knowledge and understanding to help ensure the funding goes to projects that make a real and lasting difference to the lives of the most at risk young people in society
- ▶ Joanne McDowell was appointed as NI Director of the Big Lottery Fund in October 2010.

UK wide

- ▶ We published our first Joint (Race and Disability) Equality Scheme back in December 2006, which was subsequently updated in July 2009 to take account of gender issues. In line with Disability Equality Duty requirements (to undertake a three yearly review) we published a Joint Equality Scheme (Race, Disability, Gender) in December 2010. This scheme highlights our commitment to ensuring that equality and diversity are at the heart of our policy-making and service delivery across race, disability and gender.
- ▶ BIG has developed an Equality Strategy to provide a framework for implementing BIG's equality work, including our equality principles, Equality Opportunities Policy and Equality Assurance Process.
- ▶ BIG has developed a new approach to equality in grant making to improve our knowledge of the beneficiaries of the projects we fund. Details are available on our website.

Section 3: Screening 7 – This document

1 June 2010 – 31 May 2011

This document is a report on BIG's sixth round of screening and covers the period June 2010 to May 2011. This section sets out 18 new products (i.e. policies, programmes or procedures) that were equality assured during this period. The products screened represent a wide range of BIG's areas of business, from human resources to grant-making.

We have used our Equality Assurance Process to carry out our screening and monitoring work. As a result of our mainstreaming approach to equality, we do not believe that there are any significant equality implications arising from the products listed in this report and we have not recommended any Equality Impact Assessments. However, where appropriate we have put measures in place to enable us to continue to monitor and review products in order to establish whether Equality Impact Assessments are recommended at any future date.

For the purposes of this report we have provided a brief summary of the aim of each product screened and the outcomes of the screening exercise. However, we have also completed a full report with more detailed information on the products screened. The Big Lottery Fund is committed to providing further details on request. Please contact us at the details below if you would like any additional information.

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Section 4:

Screening 7 – New products screened

Screening period: 1 June 2010 – 31 May 2011

Consultation period: Tuesday 6 September – Tuesday 29 November 2011

Programmes	Product description and screening recommendation
<p>1. Community Wildlife</p>	<p>BIG's Community Wildlife is a small grants programme launched across the UK in June 2010. The programme aimed to fund community-based projects that provide opportunities for people and communities to become involved with enhance and protect their local wildlife.</p> <p>Products equality assured:</p> <ul style="list-style-type: none"> ● Application form ● Letter templates ● Outcome reasons ● Grant manual ● End of grant form ● Bank details form <p>Through screening of grant and assessment materials, amendments were made to more effectively promote equality of opportunity and an EQIA was not required.</p>
<p>2. Forces in Mind</p>	<p>BIG's Forces in Mind programme was launched across the UK in June 2010 with a budget of £35 million. The programme aims to support the psychological well-being and successful and sustainable transition of veterans and their families into civilian life. To date, BIG has appointed a preferred partnership who will work with use to set up and run the Forces in Mind Trust.</p> <ul style="list-style-type: none"> ● Products equality assured ● Programme guide ● Panel scoring matrix ● Panel briefing report guidance ● Trust programme manual <p>Through screening of the scoring matrix, amendments were made to more effectively promote equality of opportunity and an EQIA was not required.</p>

<p>3. Impact of Alcohol</p>	<p>BIG's Impact of Alcohol programme was launched in Northern Ireland in December 2010 with a budget of £10 million. The programme aims to encourage a community-based approach to address the harm caused by alcohol misuse. There are two approaches to deliver this programme:</p> <p>1) NI wide direct grants delivered by voluntary and community sector organisations</p> <p>2) Portfolio grants delivered by the NI Health and Social Care Trusts working with voluntary and community sector organisations in their respective Trust areas.</p> <ul style="list-style-type: none"> ● Products equality assured: ● Portfolio guidance notes ● Development proposal form ● Portfolio application form ● NI wide guidance notes ● NI wide application form <p>Through screening of application and guidance materials, no significant equality implications were identified and an EQIA was not required.</p>
<p>4. Improving Futures</p>	<p>BIG's Improving Futures programme was launched UK wide in March 2011 with a budget of £20 million. The programme aims to make 20 grants to improve the outcomes of children and families experiencing multiple or complex problems.</p> <ul style="list-style-type: none"> ● Products equality assured: ● Expression of interest form and guidance notes ● Guide to your development grant ● Stage one (expression) of interest assessment manual ● Development grant set-up manual ● Application form ● Application guidance and business plan guidance ● Assessment manual <p>Through screening of application and guidance materials, no significant equality implications were identified and an EQIA was not required.</p>
<p>5. Space and Place</p>	<p>BIG's Space and Place programme was launched in Northern Ireland in January 2011 with a budget of £15 million for a successful award partner to run this capital programme. The programme aims to encourage communities to make better use of their spaces and places.</p> <ul style="list-style-type: none"> ● Products equality assured: ● Application form ● Guidance notes ● Beneficiary monitoring form ● Award Partner advice notes ● Expression of interest form ● Public advertisement <p>Through screening of application and beneficiary monitoring, amendments were made to more effectively promote equality of opportunity and an EQIA was not required.</p>

<p>6. Realising Ambitions</p>	<p>BIG's Realising Ambitions programme is currently in development. The programme recognises that there are outstanding projects across the UK that divert young people away from pathways into offending. The programme aims to support projects that have already proven their effectiveness and provide funding that can benefit even more young people. The proposed budget for this programme is £25 million and BIG expects to fund approximately 30 projects across the UK.</p> <ul style="list-style-type: none"> ● Products equality assured: ● Programme guide ● Proposal and development funding manual ● Letter templates <p>To date, through screening of programme materials, no significant equality implications have been identified and an EQIA has not been required.</p>
<p>Grant-making processes</p>	
<p>7. Trust model programmes</p>	<p>Grant process developed to support the development of Trust Model programmes.</p> <ul style="list-style-type: none"> ● Products equality assured: ● Generic trusts programme manual <p>Through screening of the process, no significant equality implications were identified and an EQIA was not required.</p>
<p>8. Annual reports and accounts guidance</p>	<p>This guidance note provides advice on how grant holders should acknowledge their Big Lottery Fund grant, and the related accounting information required, in their annual accounts.</p> <ul style="list-style-type: none"> ● Products equality assured: ● Guidance note <p>Through screening of the process, no significant equality implications were identified and an EQIA was not required.</p>
<p>9. Award partner toolkit materials</p>	<p>Sets out requirements for programmes using the Award Partner model.</p> <ul style="list-style-type: none"> ● Products equality assured: ● Advice notes <p>Through screening of the process, amendments were made to more effectively promote equality of opportunity and an EQIA was not required.</p>
<p>Human Resources</p>	
<p>10. Information Security and Data Handling</p>	<p>This was a new policy launched to replace the Use of IT, email and internet access policies. It clarifies staff responsibilities regarding information classification, protecting the security of BIG's IT systems and secure and responsible use of email and internet. It also clarifies BIG's approach to Internet and email monitoring.</p> <p>Through screening of the policy, no significant equality implications were identified and an EQIA was not required.</p>
<p>11. Organisational change</p>	<p>This was a new policy to replace the Staff Change Policy. It explains BIG's approach to managing change where there are implications to job roles, particularly where there is a requirement for consultation.</p> <p>Through screening of the policy, amendments were made to more effectively promote equality of opportunity and an EQIA was not required.</p>

12. Conduct	<p>This was a new policy launched as a result of the conduct and capability policy being separated out. It was launched to improve clarity and ease of use by making a clearer distinction between conduct and capability issues.</p> <p>Through screening of the policy, amendments were made to more effectively promote equality of opportunity and an EQIA was not required.</p>
13. Capability	<p>This was a new policy launched as a result of the conduct and capability policy being separated out. It was launched to improve clarity and ease of use by making a clearer distinction between conduct and capability issues to help manage instances more effectively.</p> <p>Through screening of the policy, no significant equality implications were identified and an EQIA was not required.</p>
14. Fixed Term Contracts	<p>This policy was updated to clarify the procedure of managing fixed term contract staff and reflect relevant case law, particularly when a fixed term contract ceases.</p> <p>It was also updated to better reflect and clarify our obligations under the The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002.</p> <p>Through screening of the policy, no significant equality implications were identified and an EQIA was not required.</p>
15. Right to request time off to train or study	<p>This was a new policy launched to reflect employees' new statutory rights to request time off to train or study.</p> <p>Through screening of the policy, no significant equality implications were identified and an EQIA was not required.</p>
16. Paternity and Partner Leave	<p>This policy was updated to reflect the government's introduction of Additional Paternity Leave Regulations giving up to six months of additional paternity leave for eligible fathers or civil partners to use in relation to child birth or adoption.</p> <p>Through screening of the policy, no significant equality implications were identified and an EQIA was not required.</p>
Other products	
17. Performance Management Performance Indicators	<p>PM PIs provide clear measures to inform us of how well we are performing.</p> <p>Through screening of the PIs, amendments were made to more effectively promote equality of opportunity and an EQIA was not required.</p>
18. Corporate Plan 2010-2011	<p>The Corporate Plan 2010-2011 describes our corporate objectives and priority activities, our planned grant-making activity, the grant budgets and the operating cost budget.</p> <p>Through screening of the plan, no significant equality implications were identified and an EQIA was not required.</p>

Section 5: Consultation – Seeking your views

We would like to hear your views on the outcomes of our fourth round of screening. Comments may be made in writing, by telephone, textphone or in face-to-face meetings. All comments should be received by **29 November 2011**. If you wish to discuss any aspect of this report or if you wish to provide a non-written consultation response, please contact our equality adviser using the details below.

Accessibility

This document is available on our website and can also be provided in hard copy. If you would like a copy in an alternative format (such as in large print, in Braille, on audio cassette, easy read or on computer disc) and/or language, please contact the equality adviser to discuss your requirements.

Section 6: Next steps

The Big Lottery Fund continues to develop new programmes and policies. As required by the Equality Commission, BIG will report quarterly with online consultation on the findings. Our next report will list outcomes for new products screened and provide an update on products previously screened. It will also include a report on this consultation exercise, detailing the comments and recommendations received and BIG's proposed actions in response. In subsequent years BIG intends to produce a summary document of previous rounds of screening.

We will write to you again to let you know this is happening and to seek your views. Should you no longer wish to be kept informed of BIG's equality work, please advise us using the details below.

Section 7: Contact details

If you require any further information please contact:

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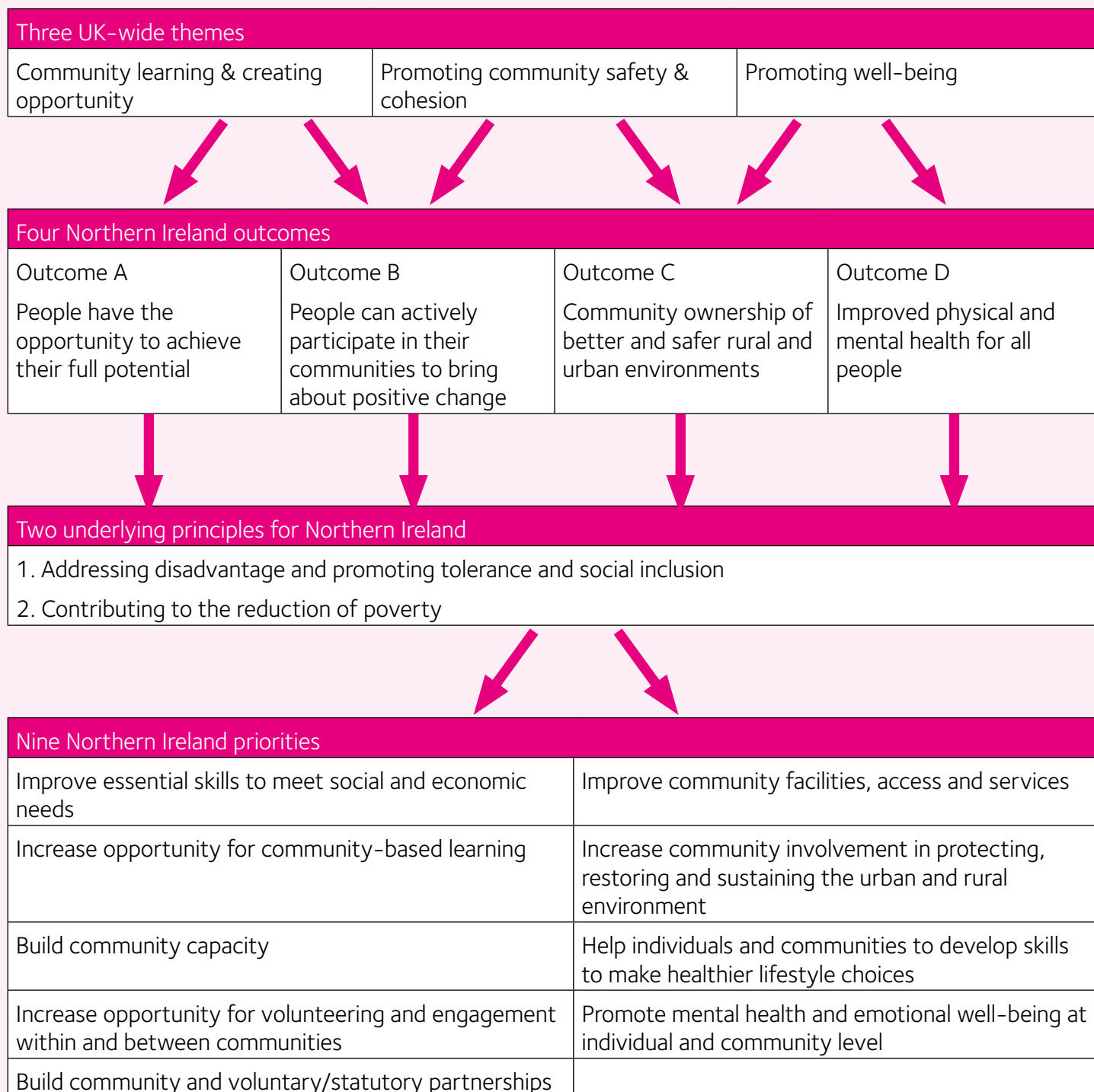
Fax: 028 9055 1444

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Website: www.biglotteryfund.org.uk

Appendix 1

Our strategic framework to 2015



Appendix 2

Northern Ireland programmes

Name	Programme information	Launch date
Big Lottery Fund's Awards for All	<p>Awards for All is a small grant programme (grants up to £10,000) delivered and funded by the Big Lottery Fund Northern Ireland. Organisations may hold two Awards for All grants within a 12 month period (amounting to £20,000).</p> <p>The main aim of the programme is to bring real improvements to communities and to the lives of people most in need by funding projects which involve people in their communities, bringing them together to enjoy a wide range of charitable, educational, environmental and health-related activities).</p>	Ongoing
Reaching Out – Connecting Older People	<p>The Big Lottery Fund's Reaching Out programmes – Empowering Young People and Connecting Older People – aim to invest £40 million into supporting young and older people at risk across Northern Ireland.</p> <p>Up to £20 million is available over the next two years through our Connecting Older People to promote the inclusion of older people by targeting those older people at greatest risk of exclusions and/or isolation.</p> <p>The aim of the programme is more older people at risk lead fuller, connected lives as valued members of their community.</p>	22 June 2010

<p>Reaching Out – Empowering Young people</p>	<p>Up to £20 million is available over the next two years through our Empowering Young People programme to support young people through periods of transition; from youth to adulthood, from primary to post-primary school, from education to employment and from dependence to independence.</p> <p>The aim of the programme is more young people at risk have the necessary support structures, capacity, improved personal development and improved skills to help them negotiate the transitions in their lives.</p>	<p>22 June 2010</p>
<p>Impact of Alcohol</p>	<p>BIG's Impact of Alcohol programme was launched in Northern Ireland in December 2010 with a budget of £10 million. The programme aims to encourage a community-based approach to address the harm caused by alcohol misuse. There are two approaches to deliver this programme:</p> <p>1) NI wide direct grants delivered by voluntary and community sector organisations</p> <p>2) Portfolio grants delivered by the NI Health and Social Care Trusts working with voluntary and community sector organisations in their respective Trust areas.</p>	<p>14 December 2010</p>
<p>Space and Place</p>	<p>BIG's Space and Place programme was launched in Northern Ireland in January 2011 with a budget of £15 million for a successful award partner to run this capital programme. The programme aims to encourage communities to make better use of their spaces and places.</p>	<p>27 January 2011</p>

More information on UK wide programmes is available on BIG's website.

Appendix 3: Screening 6 – Progress update

Screening period: July 2009 – June 2010

Consultation period: 3 September 2008 – 26 November 2010

Policy/programme/ process	Initial screening recommendations July 2009 – June 2010	Progress since June 2010
1. Corporate Plan 2009-2010	<p>Our corporate plan for 2009/2010 explains how we will use money raised by the National Lottery for health, education, environment and charitable purposes for the year ending 31 March 2010. It also includes our intentions for managing non-Lottery funded programmes. It describes our corporate objectives and priority activities, our planned grant-making activity, grant budgets and operating cost budget.</p> <p>Through screening of the application form and guidance notes, no significant equality implications were identified and an EQIA was not required.</p>	BIG has published two annual reports, both of which have been equality assured.
2. Employment of Transsexual and Transgender staff policy	<p>The Big Lottery Fund is committed to valuing diversity and promoting equality of opportunity in the provision of services and as an employer, as detailed in our Equal Opportunities Policy. The guidance is to advise staff and managers on the employment of staff who identify as transsexual or transgender. To ensure that such staff are treated with the fairness, dignity and respect enjoyed by other staff.</p> <p>Through screening of the policy, amendments were made to more effectively promote equality and an EQIA was not required.</p>	No further equality assurance update.
3. Healthy Minds	<p>Healthy Minds is a small grants programme funded by the Big Lottery Fund in Northern Ireland. Healthy Minds NI is a part of BBC Headroom NI. BBC Headroom is an established national BBC campaign which seeks to help people cope with the everyday stresses and strains of life and find answers to some more complex problems through its website and programming. The BBC Headroom campaign was launched in March 2010.</p> <p>Through screening of the application form and guidance notes, no significant equality implications were identified and an EQIA was not required.</p>	No further equality assurance update.

<p>4. Reaching Out - Connecting Older People</p>	<p>Up to £20 million is available to June 2012 through our Connecting Older People programme to promote the inclusion of older people by targeting those older people at greatest risk of exclusion and/or isolation.</p> <p>Through screening of the application form and guidance notes, no significant equality implications were identified and an EQIA was not required.</p>	<p>No further equality assurance update.</p>
<p>5. Reaching Out - Empowering Young People</p>	<p>Up to £20 million is available to 2012 through our Empowering Young People programme to support young people through periods of transition; from youth to adulthood, from primary to post-primary school, from education to employment and from dependence to independence.</p> <p>Through screening of the application form and guidance notes, no significant equality implications were identified and an EQIA was not required.</p>	<p>No further equality assurance update.</p>
<p>6. Parental leave, maternity leave and redundancy payments.</p>	<p>Big Lottery Fund seeks to promote good employment practice. BIG requires organisations to comply with all relevant legislation and be a good employer, including giving due consideration to equality issues. BIG has set out guidance for assessing and processing claims from a grant holder for parental leave, maternity leave or redundancy payments.</p> <p>Through screening of the process, no significant equality implications were identified and an EQIA was not required.</p>	<p>No further equality assurance update.</p>
<p>7. Solicitation manual</p>	<p>Solicitation is the process Big Lottery Fund invites an organisation or partnership to apply for funding for a particular outcome. The National Lottery Act 1998 gave BIG the power to solicit applications.</p> <p>Solicitation fits with our Strategic Framework and focus on being less demand-led and having a wider range of delivery approaches, being driven by a clear vision and purpose and from having a more engaged relationship, specifically adding value pre-application.</p> <p>Through screening of the manual, amendments were made to more effectively promote equality and an EQIA was not required.</p>	<p>No further equality assurance update</p>

Appendix 4:

Screening 6 – Consultation report

The Screening 6 report was put out to public consultation between 3 September and 26 November 2010, allowing a twelve-week consultation period. The report was sent to approximately 400 stakeholders across all Section 75 strands, all of whom were invited to comment on the screening and monitoring arrangements and the recommendations.

During the consultation period we met with some of our grant holders to discuss their experiences following the award of a Big Lottery Fund grant. Last year we focused on one strand of section 75, ethnicity, and met with frontline and infrastructure organisations that worked within the BME sector to discuss any challenges in applying to BIG's funding programmes.

This year, we focused on one ethnic group, Travellers. Between 2006–2009, BIG has awarded £2.4 million in medium and large grants to projects that seek to address the issues faced by Travellers in Northern Ireland. We met with our grant holders to discuss their experiences of a BIG grant.

Consultation responses

Written response

BIG received no written responses during the consultation period.

Meeting responses

The Equality Adviser set up a series of meetings with our Traveller grant holders to discuss their experiences during the grant set up and management process. BIG focused on Travellers as we had identified issues with some of our grant holders and we wished to explore whether these issues were unique to the Traveller sector. The Equality Adviser met with four of our Traveller grant holders via telephone and face-to-face meetings to discuss these grant management issues, a summary of key messages and comments are set out below:

Working with BIG

- ▶ There was a general consensus among respondents that Traveller projects did have the capacity to deliver large grants (£500,000 and above). However, similar to other minority ethnic groups there was agreement that Traveller projects may not have the capacity to successfully apply for large grants.
- ▶ When asked about the relevance of training provided by BIG and other providers, respondents agreed that generic development training was relevant to Traveller projects in most cases. However, nearly all respondents felt that the location of most training events had a negative impact of their ability to participate. Due to the responsive nature of frontline work with Travellers, organisations felt that they were unable to fully commit to training offered due to the time needed to travel to Belfast.
- ▶ All respondents agreed that the lack of a UK/Ireland wide Traveller network had a negative impact upon their projects.
- ▶ All respondents indicated their approval of BIG's grant management processes, particularly the flexibility of the entire process. Grant holders felt that the annual monitoring framework allowed them to better structure and deliver their project. Grant holders also indicated their approval of the handover process used in the event of a grant officer change.
- ▶ Most respondents felt that BIG staff had a good understanding of the cultural issues that could impact upon a project's delivery. One did feel that BIG could improve its understanding of the cultural issues that are relevant to Traveller projects

Delivering the project

- ▶ All of the projects stressed the importance of relationship building and trust. One participant felt that being visible in Traveller communities was the key to building this trust between frontline organisation and the community. One project continued to operate in a community during a feud, while this was considered dangerous, it was greatly appreciated by the Traveller community.
- ▶ Feuds were listed as one of the external factors that could have a negative impact upon project delivery. Respondents said that sometimes projects have had to suspend services or pull out of an area because of the perceived danger to frontline staff.
- ▶ Issues surrounding gender were also noted by respondents to have negative impacts upon projects. In some Traveller communities it is tradition to separate males and female from early teenage years until marriage. This presents a problem to projects that wish to deliver services to the entire community and in some cases they segregate services by gender.
- ▶ Illiteracy was also noted as a factor that could have a negative impact on a project. In response to this, projects have stopped using leaflets and flyers as a form of advertisement and instead have focused on face to face methods.
- ▶ Respondents stated that events of celebration (engagements, weddings, etc) can have a detrimental impact upon a project as delivering services may need to be delayed.
- ▶ Nearly all of the projects recognised the importance of employing Traveller staff to deliver the project. As well as using their existing knowledge, Traveller staff further help to develop a relationship between the project and Traveller community. Traveller staff can also act as role models to the surrounding community.
- ▶ All of the projects recognised the importance of partnership working.

Following the consultation, the following actions were taken forward:

- ▶ BIG explore the possibility of conducting a wider UK piece of research with our Traveller grant holders. It was noted that Traveller issues in NI differed greatly from community to community. BIG wishes to explore whether the issues faced by Travellers in NI are similar to those faced across the UK.
- ▶ BIG will explore the possibility of delivering cultural awareness training on Travellers for NI for grant staff.
- ▶ BIG will commence work on drafting a case study to illustrate aspects of good practice in working with Travellers.
- ▶ BIG will share the contact details our Traveller funded projects with our other Traveller grant holders

Appendix 5: Case Study

Craigavon Travellers Support Committee (CTSC): Safe & Well project

A development programme that aims to address long standing inequalities faced by Travellers. Only 10 per cent of Travellers live to over 40 years of age. 92 per cent of Travellers have no GCSEs.

The Safe & Well project is helping to improve the quality of life for Irish Travellers in the Southern Trust area.

Funded with a grant of nearly £1m from the Big Lottery Fund's (BIG) Safe and Well programme, the project aims to address long standing inequalities that Travellers face with regards to health, well being and social inclusion.

Working with health and community partners, the project will build on existing services. The project delivers a wide range of tailored activities to improve health, education, economic and environmental well being, and to improve relations between the settled community and Travellers.

Project Coordinator Lisa Moore said: "This project is necessary to support the Travellers in the southern trust area as it brings additional support to those Travellers who do not have the support of a specific Traveller project in their area. It will bring in additional resources to support those workers on the ground who do not have the ability to develop and deliver additional work with Travellers in their area.

"The project is about empowerment, integration and working with Travellers to develop and deliver support to meet their needs and give them a greater voice in the services that they receive. This project is a driver for change and bringing forward the issues that Travellers, over the past 30 years, have continued to face. It is envisaged that through the partnership and



"Travellers have a unique culture and way of life which differs from that of the settled community. This poses challenges for them in accessing services, but then also for service providers meeting their needs – whether that's health and well being, educational or economic"

Lisa Moore
Project Coordinator Safe & Well Project

the direct involvement of Travellers that will bring about real change."

During the early stages of this project, CTSC took the decision to recruit staff with experience of Traveller issues using popular media such as the Belfast Telegraph. Unfortunately they did not receive the sufficient quality of applications to appoint staff which delayed the delivery of the project. Despite this, CTSC were committed to recruiting staff with experience of Traveller issues.

Lisa said; "The benefits of employing Traveller staff is that they bring with them a wealth of knowledge, insight and experience with them that we as settled people do not have and this assists us in being better able to meet the needs of Travellers by drawing on this."

Working with BIG, CTSC proposed using alternative methods to advertise, using Traveller networks, local media and the internet. While BIG does require grant holders to use widely publicised media, we do try to be flexible with grant holders if this is unsuccessful. As a result, CTSC were able to recruit staff with experience of Traveller issues, including Traveller staff.

A Traveller worker on the project believes their life experience will help further the project's goals:

"I will share my knowledge and personal experience of being a Traveller. A lot of Travellers think that they can't get work and that their education isn't up to scratch, but I can talk about my experiences and how I am working and what it has been like for me."

I don't fit the stereotype of a Traveller. I want to challenge people's perception of Traveller when they meet me by sharing my experiences and knowledge. This has already happened when I was having a conversation with someone at an event we were attending. They were talking about Travellers and all the negative stuff came out. When I told them that I was a Traveller they were really embarrassed and very apologetic for what they had said. I hope I will be able to challenge more people while I am in this job."

- Grant recipient: Craigavon Travellers Support Committee
- Project title: Safe & Well Project
- Amount awarded: £1,000,000
- Date of award: May 2009
- Location: Armagh
- Grants programme: NI Safe and Well