



Welsh Government – Race Equality Action Plan – An Anti-Racist Wales

Community Consultation Engagement Grant Guidance Note for Applicants

This guidance has been prepared to help organisations ensure they include sufficient information required for the purposes of assessing their application.

The Race Equality Action Plan (Action Plan) was published for a 12 week consultation on 24 March 2021 and sets out a bold and radical ambition for tackling systematic and institutional racism and working towards creating an anti-racist Wales by 2030. The Action Plan provides information on what anti-racism means, why it is a Plan and not a strategy and also the policy themes under which goals and actions focus on.

The Action Plan has been developed in co-construction with a wide range of stakeholders including Trade Unions, private, public and third sector partners and community organisations, members and mentors. It aims to be a robust and intersectional Plan that is reflective of the lived experiences of its co-creators.

The Action Plan contains 12 policy themes under which high level goals and actions reside. The themes are outlined below:

- 1. Housing and accommodation**
- 2. Jobs and income (later referred to as Income and Employability)**
- 3. Health (physical and mental) and social care**
- 4. Education, including higher education**
- 5. Crime and Justice**
- 6. Leadership and Representation.**
- 7. Culture, arts, sports and heritage**
- 8. Local democracy**
- 9. Welsh Language**

10. Environment (albeit in a limited way for now)

11. Social Partnership and Fair Work and Entrepreneurship as part of Income and Employability

12. Cross – cutting issues

The Action Plan is comprehensive but summary, easy ready and young person's and BSL versions will be available on the Welsh Government Website. A Braille version can be made available upon request.

About the Grant

This funding opportunity has been established to ensure that the consultation on the Race Equality Action Plan for Wales is undertaken with a broad range of people from Black, Asian and Minority Ethnic communities across Wales (including Gypsies, Roma and Travellers, migrant and refugee communities). The grant aims to provide opportunities to widen dialogue about creating an anti-racist Wales and the specific policy goals and actions proposed in the Action Plan. It builds on the community engagement funding which was provided in 2020 to inform the development of the Action Plan.

This short-term grant has been created to fund direct consultation activities with Black, Asian and Minority Ethnic communities across Wales. The purpose of this grant is to ensure consultation opportunities are made available to all Black, Asian and Minority communities and groups to respond to the Race Equality Action Plan. Through this grant we want to know what Black Asian and Minority Ethnic people think about the Plan and the goals and actions it contains.

The grant is available to third sector, or community groups or organisations which specialise in supporting, engaging or working with Black, Asian and Minority Ethnic communities. We aim to achieve a Wales-wide reach through the suite of successful applications. Individual applications do not have to offer national reach, they can be locality or community specific.

Consultation engagement events can be delivered through a variety of languages. Consultation activity can also be specific to a policy theme. For example, consultation activity focused specifically on the education theme of the Plan.

We also welcome applications which have a specific focus on the following groups listed below. The list is not exhaustive and applications related to other communities are welcome:

- Black, Asian and Minority Ethnic Women
- Black, Asian and Minority Ethnic disabled people and communities
- Black, Asian and Minority Ethnic children and young people
- Pregnant mothers
- Black, Asian and Minority Ethnic older people
- Black, Asian and Minority Ethnic LGBT+ people and communities

The Welsh Government will provide grants to eligible organisations and community groups of up to a maximum of £4,999. We will consider both individual and collective bids for this grant.

Funded activity must take place in Wales and we expect most consultation engagement activity to take place online (due to ongoing social distancing requirements) but welcome creative approaches to engaging communities.

Your individual or collaborative bids, must meet the following criteria:

- Demonstrate your ability to engage and listen to Black, Asian and Minority Ethnic communities, including those with intersectional experiences, against the consultation questions at Annex A or policy themes of the Race Equality Action Plan.
- You must in your application outline how you will engage with communities and what previous experience of community engagement you have.

In a previous engagement grant scheme, successful applicants undertook engagement events via online focus groups, online events, surveys and videos. We will not restrict how engagement events are held so long it can demonstrate reach and ability to gather the information.

- You must outline what your consultation engagement activity will focus on. We propose that it is aligned with our consultation questions, attached at Annex A. We will consider proposals which are broader than the consultation questions but they must demonstrate how it links to the Race Equality Action Plan and policy themes. If you choose to consult on a policy theme, your bid must specify which policy theme you will consult on and the reasons for that. For example, if you choose to consult on the health goals and actions, you must give reasons for choosing this policy theme.
- The ability to produce an accurate recording of your consultation engagement session which can be either written or an oral response. Your application should demonstrate your previous experience of reporting communities' perspectives.

The resource capacity to deliver the consultation engagement activity by 17 June 2021. As part of your application you should outline the resources you will commit to this activity and provide a proposed timeline for the activity. We will require all consultation responses to be submitted by 24 June 2021.

Information Required from Applicants

Please provide a proposal, **up to a maximum of four sides of A4**, which outlines how the funding will be used to engage and involve Black, Asian and Minority Ethnic communities across Wales in the consultation process, taking account of the criteria above.

In addition to this, please also provide a breakdown of costs associated with providing the activity detailed in your proposal.

Please also specify which of the following four geographical categories your proposal's activity covers (please note, local authorities are listed to clarify regional boundaries, applications do not need to demonstrate specific activity in each local authority within that region).

- Pan-Wales
- North Wales (Conwy, Denbighshire, Flintshire, Gwynedd, Anglesey, Wrexham)
- Mid and West Wales (Carmarthenshire, Ceredigion, Pembrokeshire, Powys)
- South Wales (Blaneau Gwent, Bridgend, Caerphilly, Swansea, Cardiff, Merthyr, Monmouthshire, Neath Port Talbot, Newport, Rhondda Cynon Taf, Torfaen, Vale of Glamorgan)

Arrangements for submitting applications, appraisal and notification

All applications should be submitted via email to equalitybranch@gov.wales no later than **10am on 19 April 2021**.

It is intended that organisations will be notified of the outcome of their application by mid May 2021. We envisage awards being made to allow activity to begin at the end of May 2021.

Applications will be appraised by an assessment panel. The panel will consist of Welsh Government officials who have experience of the third sector and project proposals in relation to equality policy and an independent person who is Black, Asian or Minority Ethnic and who is also experienced with work of this kind (they will not be affiliated to any application). The panel will assess and score applications against the criteria set out in this guidance note.

Applications will be organised by community as well as intersectionality and policy theme and ranked by their agreed panel score. To ensure geographical coverage, at least one application covering each geographical category (listed above) will be selected for recommendation.

The outcome of application assessments will be submitted to Welsh Ministers who are responsible for decisions on funding.

Grant funding will be awarded to organisations subject to the terms and conditions issued by Welsh Government. Successful applicants will receive briefing prior to commencing their consultation activities.

Any queries regarding this guidance note should be raised with the equalities team by email equalitybranch@gov.wales.