

Application Form & Guidance Note for Applicants 2025-26

Equality and Inclusion Grant Programme

Grant fund to support Awareness and Engagement activity promoting equality and inclusion

Guidance and Application form for awards of £10,000 - £100,000

Please refer to this guidance and Frequently Asked Questions before and during the completion of the application form.

Please complete all sections of this application form. **Incomplete forms will not be assessed.**

There is a maximum word count in some areas of the form. **Any text exceeding the word count will not be assessed.**

All the information must be provided within the application form under the appropriate heading. Additional documents or supporting information will not be accepted.

Completed applications will only be accepted electronically by email to EqualityandInclusionGrantProgramme@gov.wales by **16 November 2025 at 11:59pm**. No application will be accepted after the closing time/date.

Receipt of submitted applications will be issued by email.

1. Guidance Note

Purpose of Grant

We (Welsh Government) want to work with organisations who are fair, inclusive and delivery and impact focused. The attached guidance is designed to highlight and clarify the types of values, culture, and behaviours Welsh Government expects to see 'lived out' by its grant recipients.

This grant is designed to fund awareness and engagement activities designed to promote equality and inclusion. All funded activity must support the delivery of one or more of the Welsh Government's [National Equality Objectives](#).

Size of Grant

A total of £750,000 is currently available for the Awareness and Engagement scheme (£500,000 in 2025-26 and £250,000 in 2026-27). This will provide funding until 30 September 2026.

The minimum award under this scheme is **£10,000**

The expected maximum award under this scheme is **£100,000**

What we can fund

This grant is intended to support third sector groups and bodies to:

- Support people with protected characteristics;
- Support delivery of the Welsh Government's [National Equality Objectives](#); and
- Deliver awareness and engagement activities designed to promote equality and inclusion.

What we can't fund

The funding **cannot be used** to support the following:

- Activities for which other funding is received, unless there is a clear additionality to the work
- Core costs, including staff costs, which are not directly related to and incurred by the delivery of activity funded by this grant
- Delivery of existing services, unless it is to test a new model of service delivery with potential for future integration into existing services
- Additional capacity to fulfil statutory reporting functions or other statutory requirements

- Profit-making, fundraising activities or activities that result in private gain
- Contingency costs, loans, endowments, or interest
- Political or religious activities
- VAT where it can be reclaimed
- Statutory requirements not directly related to and/or incurred by the delivery of the activity funded by this grant
- Overseas travel
- Capital items
- Redundancy costs

Eligibility Criteria

Who can apply?

All applications **must** be led by registered third sector bodies. However, collaborations with other third sector bodies, including grassroots and/or community organisations, Local Authorities and other public sector bodies are encouraged.

Eligibility Criteria

Your application must meet **all** the following eligibility criteria:

1. **Submission of all required information by the closing date** – you must complete all sections of the application form. Incomplete and late applications will automatically be rejected.
2. **Alignment to Welsh Government priorities** – all projects must align with and contribute towards the delivery of one or more of the Welsh Government’s National Equality Objectives.
3. **Demonstration of project need and benefits** - your application must explain why funding is needed, and set out how it will support people with protected characteristics through delivering engagement and awareness activities promoting equality and inclusion. Your application should also set out how people with protected characteristics will benefit from the funding in the longer term.
4. **Third sector leadership** – all applications must be led by a third sector group or body, registered as a charity or company, who will be the grant recipient. Guidance on how third sector organisations are defined for the purposes of this grant can be found later in this guidance (under “Third Sector”, page 6). Collaborations with other third sector bodies, including registered and/or grassroots and community organisations, Local Authorities (LAs) and other public sector bodies are encouraged. Where bodies are proposing to collaborate, the application **must** include a Memorandum of Understanding describing the basis of the collaboration and setting out how conflicts between bodies will be resolved.

Application Process:

Welsh Government officials will ensure that proposals comply with the Eligibility criteria.

A fully completed application must be submitted to EqualityandInclusionGrantProgramme@gov.wales no later than **16 November 2025 at 11:59pm**

Confirmation of receipt of correctly submitted applications will be issued via email.

Once the application window is closed, appraisal of your full application will commence. All applicants will be notified of the outcome of application appraisal.

Scoring

The amount of funding available is limited and we expect the volume of applications to exceed the available funding.

You should assume the sifting team do not have any prior knowledge of your body or project. Applicants must provide sufficient information to demonstrate their eligibility, and to explain how their project will meet the grant purposes.

First Stage Sift

Welsh Government officials will initially assess all applications for completeness and to ensure that they meet all Eligibility criteria.

Second Stage Sift

Where an application meets the Eligibility criteria it will be taken through to the second stage. Applications will then be scored on their responses to all other questions on the application form before final decisions are made.

The highest scoring applications will be prioritised for funding. Funding decisions made by the Welsh Government will take into account both the scoring and available resources. These decisions are final and are not open to appeal.

Applications will be assessed against the following priority areas:-

Assessment Area
<p>Welsh Government Priorities Explain which National Equality Objective(s) the project will support. How will your project support delivery of those Objectives?</p>
<p>Meeting the needs of people with protected characteristics Describe why your project is needed and who will benefit from it. What are the needs of the individuals who will benefit from the project, and how will your project meet those needs? What sources of information have you used to reach this conclusion?</p>
<p>Delivery of Project/Involving People with protected characteristics Explain how the project will be delivered. What are the delivery mechanisms, why have they been selected, and how do you know they will be effective? How will you involve people with lived experience of protected characteristics in the development and/or implementation of your project?</p>
<p>Project costs/Value for Money Explain how the funding you have applied for is proportionate to the aims of the project and is good value for money.</p>
<p>Governance Explain how your project will be managed and governed. What structures and groups will be established to oversee the project? Who will the members be and how will they add value to the governance of the project?</p>
<p>Project Impact and Legacy Describe the impact your project will have beyond the funding period and explain how you will evidence its longer-term legacy.</p>
<p>Wellbeing of Future generations Act Explain how your project aligns with and supports the Welsh Government's Wellbeing of Future Generations Act.</p>
<p>Pan-Wales Geographical Spread The Welsh Government will review the overall geographical spread of all prospective awards to ensure there is fair geographical coverage of funding awards across Wales.</p>
<p>Spread across Protected Characteristics The Welsh Government will review the overall spread of all prospective awards to ensure there is fair coverage of funding awards across different protected characteristics.</p>

Transparency and Feedback

Once grant award letters have been issued at the end of each funding round, the Welsh Government will publish a list of all successful applications and the date of their receipt.

If your application is not successful, feedback is available from the Welsh Government on request. Requests must be made within 28 days of the notification of outcome.

Other information

The grant funding is available to progress, strengthen and add value to awareness and engagement activities which promote equality and inclusion. It can be used to enhance activities which are already in place or to establish new activities. The funding can be used to offset staff costs to release capacity to deliver the new activity. We are willing to consider proposals which involve the distribution of smaller grants of less than £2,000 to grassroots and/or community organisations in order to achieve the objectives outlined in your application. The cost of administering any such small grants, and an explanation of safeguards in place to ensure those receiving the grants handle public finance appropriately, will need to be included in your application.

The funding is time limited. Priority will be given to self-sustaining activities which will continue when the funding ends. This transition should be clearly set out in the application.

Welsh Language

We welcome applications which can deliver the grant purposes through the Welsh language

Languages other than Welsh and English

We also welcome applications that meet other language needs of different communities across Wales.

Third sector

Third sector bodies are voluntary sector bodies. For example, a community group, a registered charity or a social enterprise. For the purposes of this grant, third sector bodies are bodies other than local authorities (or other public bodies) whose activities:

- are not for profit, and
- directly or indirectly benefit the whole or any part of Wales (whether or not they also benefit any other area)

The lead applicant for the grant must be a third sector body registered as a charity or company.

Applications from private sector bodies and businesses will not be accepted, and private sector organisations should not be included as part of a collaborative bid.

Applications from faith groups must focus only on promoting equality and inclusion. The Welsh Government cannot fund the promotion of religious activity.

Evaluation

All applications must include provision for evaluation of the activity delivered under the grant. You will be expected to gather information from end users on how grant funded actions impacted their participation, alongside their monitoring information. Applications should outline the resources and costs you will commit to monitoring and evaluation activity and provide a proposed timeline for the activity.

Monitoring and Oversight

To receive a grant from the Welsh Government you will be required to sign up to the Welsh Government's grant Terms and Conditions. The Welsh Government will monitor awards to ensure that the funding is spent in accordance with the both the Purposes and the Terms and Conditions of the grant scheme. Quarterly progress reports will be required, providing information on outputs to date highlighting any emerging issues. Grant payments may be adjusted in response to identified concerns, and will be made in arrears unless you can demonstrate a clear need to be paid in advance.

Duration of projects

Successful applicants will be required to deliver this work by 31st March 2026 for funding approved in 2025-26 financial year and from 1 April 2026 to 30 September 2026 for funding approved in 2026-27 financial year. As part of your application, you should outline the resources you plan to commit and provide a proposed timeline for the activity.

Alignment with other initiatives

Receiving funds from other sources, including from the Welsh Government, does not necessarily disqualify you from applying for this grant. However, any funding you received from other funders must not duplicate existing funding for the specific activities in the proposal.

Grant funding will be awarded to bodies subject to the terms and conditions issued by Welsh Government. Successful applicants will be issued with a formal award of grant letter.

Any queries regarding this guidance note should be raised with the Equalities and Inclusion team by email:

EqualityandInclusionGrantProgramme@gov.wales

General Data Protection Regulations (GDPR)

New data protection legislation, the GDPR, has been introduced. As a result, we have published a Grants Privacy Notice to make it easier for you to find out how we use and protect your information within the Welsh Government, when you enquire about or apply for funding. We won't be changing the way

we use your personal information, but the notice will provide you with additional details such as:

- Your increased rights in relation to the information we hold about you
- The legal grounds for how we use your information

The Grants Privacy Notice will apply to any grants or funding we provide to you.

How to find out more

The [Grants Privacy Notice](#) makes sure we continue to comply with privacy law and regulation.

If you have any question or require any further help please contact us at: DataProtectionOfficer@gov.wales.

To Apply

Please complete the application form.

If you find the form hard to understand or fill in, please get in touch with us. We will do our best to support you in a way that works for you.

All applications should be submitted via email to EqualityandInclusionGrantProgramme@gov.wales no later than **16 November 2025 at 11:59pm**. No extension to this deadline will be granted.

Late applications will not be accepted.

It is intended that bodies will be notified of the outcome of their application **week commencing 29 December 2025**. We envisage awards being made to allow activity to begin at the start of **week commencing 12 January 2026**.

After you apply

You will receive a response confirming your application has been received. If you do not receive this within one working day of submitting your application please resubmit it.

The assessment panel will review applications in November and, subject to the number of applications, aim to inform all applicants of the status of their application at the beginning of December 2025.

Timeline and further information

- 15 September 2025: grant application window opens.
- 16 November 2025: grant application window closes.

- 17 November – 19 December 2025: assessment panel to review applications.
- Week commencing 29 December 2025: outcome letters issued to bidders.
- Week commencing 12 January 2026: grant award letters issued.
- February 2026: list of successful applications published.

You may find the links below helpful when completing your application.

[Wellbeing of Future Generations Act](#)

[National Equality Objectives 2024-2028](#)

[Welsh Government expectations of grant recipients \[HTML\] | GOV.WALES](#)

Third Sector - Please see link to payment in advance claim form:

<https://documents.hf.wales.gov.uk/id:A38559041/document/versions/published>

APPLICATION FORM

Section A: Project Summary

<p>Title of Project (maximum 20 words): “How to Talk About Anti-Racism” Roadshow Series</p>
<p>Project Summary (100 words) Please ensure this briefly but clearly identifies the aims of the project.</p>
<p>Show Racism the Red Card will deliver <i>How to Talk About Anti-Racism</i> — a series of regional roadshows across Wales to build adults’ confidence in discussing race/racism. Each event will feature a locally tailored keynote panel and interactive workshops such as <i>How to Talk About Immigration</i> and <i>How to Talk About Allyship in Times of Adversity</i>. Designed in partnership with public/community sectors, the programme supports delivery of the ArWAP by raising awareness, promoting open dialogue, and equipping participants with practical tools and resources (including a How to Talk About.. toolkit) to embed anti-racist practice within their workplaces and communities.</p>
<p>Lead applicant third sector body name:</p>

Show Racism the Red Card

Two named project contacts (these must be from separate bodies/departments):

**Project Contact 1
(Third Sector Lead Body)**

Name: Dean Pymble
Body: Show Racism the Red Card Wales
Tel No: **Redacted**
Email: dean@theredcardwales.org

Project Contact 2

Name: Paul Kearns
Body: Show Racism the Red Card
Tel No: **Redacted**
Email: paul@theredcard.org

Amount of funding applied for:

2025-26

2026-27

Total

Minimum award: £10,000.00

Maximum award: £100,000.00

£65,407.29 - total

£16,463.01 - 25/26

£48,944.28 - 26/27

Project location:

Please include the Local Authorities in which the project will be delivered, alongside the specific community/ communities, town/city, ward or postcodes.

- Ebbw Vale, Blaenau Gwent County Borough Council
- Caerphilly, Caerphilly County Borough Council
- Cardiff, Cardiff Council
- Merthyr, Tydfil, Merthyr Tydfil County Borough Council
- Chepstow, Monmouthshire County Council
- Newport, Newport City Council
- Cwmbran, Torfaen County Borough Council
- Llwynypia, Rhondda Cynon Taf County Borough Council
- Bridgend, Bridgend County Borough Council
- Neath, Neath Port Talbot County Borough Council
- Swansea, Swansea Council
- Carmarthen Carmarthenshire County Council
- Haverford West, Pembrokeshire County Council
- Aberystwyth, Ceredigion County Council
- Newtown, Powys County Council
- Colwyn Bay, Conwy County Borough Council

- Rhyl, Denbighshire County Council
- Deeside, Flintshire County Council
- Bangor, Gwynedd Council
- Llangefnï, Isle of Anglesey County Council
- Wrexham, Wrexham County Borough Council
- Barry, Vale of Glamorgan Council
- Pan-Wales (online)

Section B: Priority Areas

This section provides space for you to set out the aims of your project and how it addresses the Priority Areas described in the Guidance.

1. Alignment with Welsh Government priorities

Which of the National Equality Objectives 2024-2028 does your project address?	Select all that apply.
National Equality Objective 1	X
National Equality Objective 2	X
National Equality Objective 3	X
National Equality Objective 4	✓
National Equality Objective 5	✓
National Equality Objective 6	✓
National Equality Objective 7	X

Explain how your project addresses the Objectives you have identified above

Please set out the National Equality Objective/s on which your project will focus and the activities you will conduct to ensure it is successful.

You should refer to the activities that can be supported in the grant guidance to ensure activities proposed are within the scope of the grant, and do not include any ineligible activity.

(maximum 300 words)

- *Objective 4*

Our regional roadshows will create inclusive spaces for adults to explore how to recognise, discuss and challenge racism in everyday life/work. Events will include a keynote panel shaped by surveys to identify regional needs, followed by interactive workshops such as *How to Talk About Immigration and Belonging*.

These activities will increase understanding of discrimination and equip participants to respond appropriately and confidently. We will use trauma-informed facilitation and accessible materials to ensure inclusivity.

Evaluation surveys will measure increases in knowledge and willingness to challenge discrimination.

- *Objective 5*

The project will promote inclusive participation and representation by co-designing events with local partners and using pre-event surveys to understand community priorities. Panels and workshops will include speakers/leaders with lived experience of racism, ensuring voices are visible and valued.

We will use public sector equality networks, trade unions, and community organisations to attract participants from various ethnic, geographic, and social backgrounds.

Each roadshow will include opportunities for attendees to network and share. By providing attendees with the tools and confidence to participate in public discussions about race and equality/equity, the project will help make Welsh public life more inclusive and representative.

- *Objective 6*

Workshops will focus on building anti-racist, inclusive workplaces, supporting participants to identify and address bias, inequality and barriers to progression. Sessions such as *How to Talk About Privilege and Allyship* will help participants consider how to embed fair and transparent practices. Through partnerships with local authorities, health boards and education consortia, the project will reach key employers. A post-event digital toolkit will help workplaces continue discussions, action-plan, and share good practice.

The project will use accessible venues (and an online space), and bilingual/inclusive materials to ensure participation across Wales. Impact will be measured through pre- and post-event surveys, qualitative feedback, and case studies, showcased at a final symposium.

2. Meeting the Needs of People with Protected Characteristics

Please explain how you know that your project is needed. Who will benefit from the funding? What are their needs? How will your project meet those needs?

What sources of information have you used to reach this conclusion?

Which people with protected characteristics benefit from the project?

Tell us how you know this project is necessary. Tell us about local intelligence, data, evidence, existing work or strategies which inform your project's design.

How have you identified the need for the project and when was your needs analysis conducted? *Welsh Government may ask to view the evidence base to support this.*

(maximum 300 words).

There has been significant spread of malinformation – a tool used to sow division and mistrust within communities. The National Survey for Wales shows the proportion of people who believe those from different backgrounds get along has fallen from 64% to 58%. The *Co-operation over Conflict* report (Senedd, 2025) highlights growing risks to social cohesion in Wales, including increased tension around migration and a rise in hate crime. It calls for stronger community engagement, improved communication and greater investment in trusted local organisations to counter these trends. Alongside this, SRtRC is frequently approached by individuals/settings seeking support in challenging racist attitudes linked to current events. We recently ran a 45 minute webinar entitled ‘Having Difficult Conversations About Immigration’ for educators and with only a week of minimal promotion we had over 200 sign-ups, with demand for follow-up work.

Evidence from SRtRC’s *A Work in Progress* (2025) report shows a demand for practical strategies in challenging racism with families/communities and Welsh Government data highlights persistent racial inequality across employment, housing, and health. Together, these sources show a need for spaces where people can build confidence and skill in discussing race, identity, and inclusion.

This project responds to these gaps through 22 regional and 1 online roadshow featuring locally-tailored panels and targeted workshops. Co-designed with local partners and informed by pre-event surveys, sessions will upskill participants to discuss race/racism constructively.

Beneficiaries will include public sector and community workers, who often face race-related issues/conversations without the tools or confidence to respond effectively; community organisations seeking practical anti-racism resources/strategies; and those with lived experience of racism who will benefit from improved understanding in their communities. The communities targeted are the most accessible, those where statistics show significant rises in hate and/or areas that have seen hate promoted by the Far Right (e.g. around asylum hotels).

3. Project Delivery/Involving People with protected characteristics

**Explain how the project will be delivered. What are the delivery mechanisms, why have they been selected, and how do you know they will be effective?
How will you involve people with lived experience of protected characteristics in the development and / or implementation of your project?
(maximum 400 words)**

How to Talk About Anti-Racism will be a structured national programme consisting of 22 regional roadshow events and 1 online event held across every local authority in Wales. Delivery will be led by SRtRC Wales, an established anti-racism education charity with over 20 years' experience designing and delivering evidence-based learning programmes for adults and young people.

Each roadshow will follow a consistent model while being tailored to local contexts through pre-event surveys of prospective attendees and community stakeholders. Every event will include:

- A keynote panel discussion, co-designed with local partners, reflecting locally relevant issues and lived experiences.
- Four interactive workshops (two running concurrently), each framed as “How to Talk About...” sessions on topics such as *Immigration and Belonging*, *Microaggressions*, *Privilege and Allyship*, and *Racism in the Workplace*.
- Facilitated networking and reflection sessions to encourage partnership building and sustained local collaboration.

This hybrid structure has been selected because SRtRC's adult education evaluations consistently demonstrate that interactive dialogue, lived-experience storytelling, and peer learning are the most effective mechanisms for shifting attitudes and increasing confidence in addressing racism. Post-training surveys from previous SRtRC programmes show at least 85% of participants report greater confidence in discussing race and challenging discrimination.

Events will be held in accessible venues across every local authority with one event online to maximise inclusion. A dedicated digital toolkit will extend reach and sustain impact beyond in-person delivery.

People with lived experience of racism and protected characteristics will be central to the project's design and implementation.

- Co-design conversations in each region will include local representatives who make up part of the Global Majority.
- Speakers and facilitators will reflect diverse backgrounds and experiences, ensuring authenticity and representation.
- Ongoing evaluation and feedback loops will allow participants to shape subsequent events, ensuring continual responsiveness to community needs.

This participatory approach embodies the principles of the *Anti-Racist Wales Action Plan* by valuing lived experience as expertise and embedding co-production into delivery. Through this model, the project will not only raise awareness but also empower those with lived experience to lead and inform the national anti-racism conversation, ensuring the programme is both inclusive and impactful across Wales.

4. Value for Money

Explain how the funding you have applied for is proportionate to the aims of the project and is good value for money.

If you have conducted any specific research on relevant costings and quotations, please describe them here.

(maximum 300 words)

The funding requested represents a proportionate and carefully costed approach to achieving the aims of the project to promote equality, diversity, and inclusion through awareness and engagement activity across Wales.

Each budget line directly contributes to delivering accessible, high-quality events, resources, and outreach in line with the Welsh Government's priorities.

The largest cost, staff time, is **redacted**.

Additional staff support for event delivery is **redacted**.

Resource creation and translation costs have been calculated based on standard professional rates, ensuring bilingual accessibility and high-quality materials in Welsh and English. Travel and accommodation costs are based on reasonable mileage and hotel rates necessary for a mobile, pan-Wales programme delivered by a small team.

Room hire and catering are based on quotations from community venues, ensuring local engagement and cost efficiency. The use of Padlet provides a low-cost, interactive digital platform to extend engagement and inclusion online, offering good value and sustainability beyond the funding period. Management costs at 10% of total expenditure represent fair overheads for financial monitoring, reporting, and governance.

All costings have been benchmarked against standard sector rates and quotations to ensure value for money. The total request of £65,407.25 represents a well-balanced, proportionate investment to achieve significant reach and impact across Wales, promoting equality and inclusion in a cost-effective and sustainable way. Working off the number of beneficiaries per event the cost per head for each beneficiary is £39.64 which demonstrates good value for money compared to the costs of other conferences and educational events.

5. Project Governance

Explain how your project will be managed and governed. What structures and groups will be established to oversee the project? Who will the members be and how will they add value to the governance of the project?

Who has responsibility for what?

Who has accountability for the project and how do they fit in the body? (this is not necessarily the Project Manager who has day to day management of the project).

Please provide evidence of a logical and robust governance structure.

How will decisions be managed, who has overall responsibility for decision-making, and how those decisions be disseminated to the project team and to partners?

Who are the authorised signatories for the project?

(maximum 500 words)

The project will be delivered by SRtRC Wales, drawing on the charity's proven governance, project management and quality assurance frameworks. The project will be managed and overseen through a multi-layered governance structure ensuring accountability, transparency, and alignment with national equality priorities.

The project will operate within SRtRC's existing organisational governance, comprising:

- Board of Trustees – SRtRC's Board has ultimate accountability for the project, ensuring compliance with charity law, funder requirements and strategic alignment with the organisation's mission. The Board includes trustees with expertise in education, equality, community development, and finance, providing independent oversight and assurance.
- Operations Director (UK) – The Director of Operations (DoO) holds organisational accountability for the Wales programme, overseeing delivery against agreed objectives and financial management. They will approve all major decisions and ensure that learning informs UK-wide practice.
- Wales Advisory Committee – A devolved advisory body including representatives from trade unions, education, local government, community organisations, and individuals with lived experience of racism. The committee provides strategic guidance, local insight, and external challenge to ensure the project remains relevant and impactful.
- Project Management Team (SRtRC Wales) – Led by the Campaign Manager for Wales, the dedicated Project Manager, supported by a small delivery and administrative team. The Project Manager will have day-to-day responsibility for planning, delivery, and monitoring, reporting quarterly to the Deputy Chief Executive and the Advisory Committee.

Roles and Responsibilities

- Project Manager: Oversees operational delivery, coordination of 23 events, partner engagement, and evaluation. Responsible for risk management, budgeting, and ensuring outputs align with grant conditions.

- DoO: Accountable officer to the Board and funder; signs off financial reports and key deliverables; chairs quarterly governance meetings.
- Finance Manager: Provides financial oversight, budget tracking, and funder reporting.
- Advisory Committee: Reviews progress, provides expert input on regional focus areas, and supports recruitment of community partners.
- Facilitators and Delivery Staff: Deliver workshops, collect evaluation data, and report insights from participants.

Decision-Making and Reporting

Strategic decisions will be made collaboratively between the Project Manager and Deputy Chief Executive, informed by feedback from the Advisory Committee. All significant financial or strategic changes will require Board approval.

Operational decisions (e.g., event design, speaker selection, delivery logistics) will rest with the Project Manager, with escalation routes to the DoO for sign-off as needed.

A Project Delivery Plan and Risk Register will guide implementation, with quarterly review meetings involving all governance tiers. Decisions and updates will be recorded in meeting minutes and disseminated to staff and partners through structured internal communications, ensuring transparency and consistency.

Accountability and Authorised Signatories

Accountability for the project lies with SRtRC's Board of Trustees, with delegated authority to the DoO as the Accountable Officer for the grant.

Authorised signatories for contracts and financial claims will be:

1. Director of Operations (UK) – primary signatory
2. Campaign Manager for Wales and the West – secondary signatory
3. Chief Executive (UK) – ultimate oversight signatory

This governance model—combining strategic oversight, local expertise, and clear lines of responsibility—ensures the project will be delivered effectively, ethically, and with full accountability to the WG and the communities it serves.

6. Project Impact and Legacy

Please set out your plans for sustainability of this project.

What impact will your project have in the medium to long-term?

When your project is complete how could your actions be embedded in your local practice and/or on a larger scale?

What wider benefit could result from your project?

How will you capture the learning from your project?

This could include plans to ensure successful changes are captured, recorded, evidenced, maintained and embedded in processes, building on knowledge generated to adapt existing systems, embedding new partnerships or ways of working, or securing alternative longer-term funding to continue activities.

(maximum 300 words)

This project has been designed to create lasting cultural change rather than short-term awareness. By equipping adults—particularly in the public and third sectors—with the skills and confidence to discuss racism openly, the project will help embed the principles of the Anti-Racist Wales Action Plan (ARWAP) into daily practice across workplaces and communities.

The programme's impact will extend beyond its 23 events. Participants will leave with practical communication tools and resources to apply within their organisations. This will lead to more confident, inclusive leadership, improved workforce culture, and greater community cohesion. In the medium term, the project will help normalise constructive conversations about race, racism and anti-racism, supporting systemic progress toward an anti-racist Wales.

SRtRC will scale up the project by developing a digital toolkit of bilingual resources and reflection guides for public bodies to integrate into ongoing training and staff development. Relationships established through regional partnerships with local authorities, health boards, education consortia and trade unions will enable the continuation of joint training and peer learning beyond the grant period. Lessons learned will be shared through networks such as the Wales Race Forum and Equality and Diversity networks, supporting replication at scale.

Capturing and Using Learning

SRtRC will implement a structured evaluation framework using pre- and post-event surveys, qualitative interviews, and follow-up feedback after six months to measure behavioural and attitudinal change. Findings will be compiled into an impact report and shared publicly to inform wider anti-racism work in Wales.

Finally, SRtRC will use the project's outcomes to strengthen the case for future funding, embedding roadshow-style delivery into our long-term adult learning strategy and sustaining the momentum toward a more equitable and anti-racist Wales.

7. Wellbeing of Future generations Act

The Well-being of Future Generations (Wales) Act 2015 came into force in April 2016.

- To what extent have you used the Well-being Goals and the Five Ways of Working in developing the design for this project?

<https://futuregenerations.wales/about-us/future-generations-act/>
<https://futuregenerations.wales/cy/deddf-llesiant-cenedlaethaur-dyfodol/>

(maximum 200 words)

How to Talk About Anti-Racism has been designed in full alignment with the *Well-being of Future Generations (Wales) Act 2015*. The project contributes directly to several national Well-being Goals—particularly A More Equal Wales, A Wales of Cohesive Communities, and A Wales of Vibrant Culture and Thriving Welsh Language—by promoting inclusion, understanding, and equity across all parts of society.

We have embedded the Five Ways of Working throughout project design:

- Long-term: The project supports cultural and systemic change by building lasting confidence and skills for ongoing anti-racism dialogue.
- Prevention: By addressing prejudice and misunderstanding early, we reduce the risk of discrimination, hate incidents and community tension.
- Integration: The programme aligns with the *Anti-Racist Wales Action Plan* and complements public sector equality duties.
- Collaboration: Events are co-designed with local authorities, health boards, trade unions and community partners to ensure relevance and shared ownership.
- Involvement: People with lived experience of racism help shape content, delivery and evaluation, ensuring authenticity and inclusivity.

In doing so, the project not only advances equality but models the values and working principles central to Wales' sustainable, fair and inclusive future.

Section C: Details of your Project Plan and Outcomes

Please provide a project plan that details your desired outcomes.

How will you measure the outcomes of your project?

How will you measure the success and/or impact of your project?

What are your timescales for delivery?

You should include information on whether you can start straight away, or would you need to recruit staff and/or bring in others.

Please provide an expected start date.

How will you make sure you can deliver the project?

What experience does your body have in delivering similar projects?

What relevant skills and experience does your management committee or board have?

If you do not have relevant experience, will you be supported by a partner body and if so, how?

(maximum 500 words)

How to Talk About Anti-Racism will run from January – September 2026. The project can start immediately, drawing on existing staff capacity within SRtRC. A detailed delivery plan will be finalised with input from the Wales Advisory Committee and regional partners.

The programme will deliver 22 regional roadshows across Wales and 1 online event, with booking, planning and resource creation taking place before March and delivery from April-September. Each roadshow will feature a keynote panel and four interactive “How to Talk About...” workshops (e.g., *Immigration and Belonging*, *Microaggressions*, *Privilege and Allyship*, *Racism in the Workplace*).

By the end of the project, we aim to achieve the following outcomes:

1. Increased confidence among public and third-sector staff to discuss and challenge racism.
2. Improved understanding of race equality, allyship, and inclusive communication.
3. Sustained practice change through shared learning resources and post-event toolkits.
4. Raised awareness of anti-racism as integral to community cohesion and public service quality.

Impact will be evaluated through a structured monitoring and evaluation framework:

- Pre- and post-event surveys to assess changes in knowledge, attitudes, and confidence.
- Follow-up feedback (3–6 months) to measure how participants have embedded learning in practice.

- Qualitative interviews and case studies with selected partners to capture longer-term impact.
- Quantitative data (attendance numbers, toolkit downloads) to evidence engagement.

Using this data, we will create an impact report to be shared with Welsh Government and stakeholders.

SRtRC Wales will deliver the project through its Cardiff office, coordinating a delivery team of trained facilitators across the country. This team will be made up of SRtRC staff who have extensive experience in delivering anti-racism education across sectors including education, health and social care, government, arts, sport and third sector. Local partners—including local authorities, health boards, trade unions, and community organisations—will assist with participant recruitment, venue logistics, and co-designing content to reflect local priorities.

A detailed delivery plan and risk register will guide implementation, reviewed quarterly by the Director of Operations, Wales Advisory Committee, and Board of Trustees. Clear escalation and communication channels will ensure robust governance and timely decision-making.

SRtRC is the UK's leading anti-racism education charity, with over 25 years' experience delivering workshops, campaigns and training to schools, workplaces, and community settings. SRtRC Wales has previously delivered Welsh Government-funded projects such as *Tackling Racism in Education* and *Anti-Racism professional learning in Sport and Society*, consistently exceeding engagement targets and demonstrating measurable attitudinal change.

Our management committee and trustees bring extensive expertise in education, equality, governance, and finance, ensuring strategic oversight and strong accountability. The Wales Advisory Committee includes representatives with lived experience of racism and senior figures from public services and trade unions, providing essential insight and challenge.

Subject to confirmation of funding, the project will commence in April 2025 with planning, and communications activity in Month 1 and the first regional roadshow in June 2025.

SRtRC's proven track record, national reach, and strong governance mean the organisation is fully equipped to deliver this ambitious, high-impact programme successfully and sustainably across Wales.

Section D: Financial Management

This section is to provide specific, detailed information on the financial aspects of your project. It should refer to and build on the information identified above. **(maximum 500 words)**

The financial management of this project has been carefully designed to ensure transparency, accountability, and value for money throughout all stages of delivery. The budget of **£65,407.29** is based on detailed research, realistic assumptions, and quotations reflecting current market rates in Wales. Each cost has been linked to a key activity or output, ensuring that all expenditure contributes meaningfully to the project's aims through awareness and engagement.

Budget Breakdown and Rationale

- **Staff Time and cost : Redacted.**
- **Resource Creation (£2,782.79):** This covers 20 days of professional time to develop bilingual promotional and educational materials to support awareness-raising and engagement. This includes digital and print resources, designed to be accessible and reusable beyond the project's duration.
- **Translation (£1,200.00):** Estimated at 15,000 words at £0.08 per word, ensuring compliance with Welsh language standards and accessibility for all participants. Quotations were obtained from approved translation providers to ensure cost-effectiveness.
- **Travel (£3,839.00) and Accommodation (£3,000.00):** Calculated based on realistic mileage (6,980 miles at £0.55 per mile) and average hotel rates for 3 staff members requiring overnight stays at 10 of the 22 in-person events across Wales, this is based on the geographical location of the events. These costs ensure equitable regional coverage and participation in both urban and rural areas.
- **Room Hire (£11,000.00) and Catering (£4,125.00):** Based on 22 in-person events, room hire has been costed at an average of £500 per venue, reflecting current community and civic venue rates.
- Catering costs (£2.50 per person) ensure provision of light refreshments for around 75 participants per event, fostering an inclusive and welcoming atmosphere.
- **Padlet (£260.00):** Two-year subscription to a collaborative online engagement platform, allowing participants to continue to access resources digitally. This provides an efficient, low-cost way to extend engagement beyond physical events.

- **Management Costs (£5,946.11):** Representing 10% of total expenditure, this covers administrative overheads, financial monitoring, insurance, and governance, ensuring full compliance with Welsh Government funding and audit requirements.

Financial Oversight and Control

The project will be managed under robust financial procedures. All expenditure will be authorised by the Campaign Manager for Wales and reported into the governance structure detailed above. Internal financial reports will be produced to monitor spend against budget, ensuring funds are used efficiently and adjustments can be made promptly if required.

Regular updates will be shared with Welsh Government officers as part of quarterly reporting. Procurement will follow the organisation’s financial policies, ensuring to demonstrate cost efficiency.

This budget represents a proportionate, transparent, and well-managed financial plan that delivers significant outcomes within modest resources. Every cost has been justified by clear activity links, ensuring that the funding delivers maximum impact.

For the funding being sought, please give details of all proposed expenditure, including where match funding has been sourced:

Item (add more rows if needed)	Amount of funding requested through this grant (please also provide a breakdown by financial year 2025-26 and 2026-27)	Amount of Funding secured through other identified sources
Staff lead cost 25/26	Redacted	
Staff lead cost 26/27	Redacted	
Staff costs 25/26	Redacted	
Staff costs 26/27	Redacted	
Translation 25/26	960	
Translation 26/27	240	
Padlet – resource host	260	
Travel 25/26	1919.50	
Travel 26/27	1919.50	
Room hire 26/27	11000	
Catering	4125	
Management costs 25/26	1496.64	

Management costs 26/27	4449.48	
Accommodation 26/27	3000	
Total	£65,407.29	

Please confirm there is no double funding from your other funding sources: x

If 'other funding' is included in the above table, please tick here to confirm these funds are confirmed

If you are in receipt of other funding from Welsh Government (e.g. Windrush; Pride) please provide details below

- **The Anti-Racist Wales Culture Fund 2025-26 - £17,510.33**
 This project runs until March 2026 and sees SRtRC deliver tailored anti-racism education to board members of theatres across Wales (including producing/non-producing theatres or performing arts venues). Using interactive workshops, participants engage with anti-racist leadership principles, practical policy development, and inclusive governance, helping theatres to embed anti-racism in their structures and decision-making. All organisations are being supported to create and implement a robust Anti-Racism Action Plan.
- **DARPL - £14,240**
 This project is coordinated and run by Cardiff Met University delivering anti-racism professional learning to the education sector. Show Racism the Red Card are in receipt of funding from Cardiff Met through this fund to support with professional learning across Wales.

Section E: Your third sector body and your collaboration arrangements

This section is to provide specific and more detailed information on your body, as well as the collaborative and partnership arrangements involved in your project. It should build on the information identified above on how your project will be delivered.

This table should be completed for the lead applicant body submitting the project.

Registered body name:	Show Racism the Red Card
Type of body (public/higher education institution/ charity):	Charity
Company number (if applicable):	
Charity number:	1116971
VAT number:	N/A
Alternative contacts in your body (name and contact details):	Ged Grebby – CEO ged@theredcard.org
Registered body address:	Welsh office - Office 2K, Transport House, 1 Cathedral Road, Cardiff, CF11 9SD Head office – Linskill Centre, Linskill Terrace, North Shields, Tyne and Wear, NP30 2AY
<ul style="list-style-type: none"> • Further information: • What does your body do? • Number of anticipated service users in 2025-26 and how does this compare to the last 2 previous years? 	<p>Show Racism the Red Card is an anti-racist educational charity. We aim to combat racism through enabling role models across communities, sports and organisations to dismantle racism in society.</p> <p>Service users in 2025-26</p> <ul style="list-style-type: none"> - Approx. 52,500 young people - Approx 24,000 adults <p>Service users in 2024</p> <ul style="list-style-type: none"> - 50,112 young people

<ul style="list-style-type: none"> When was your body founded and what are its main activities? 	<p>- 23,662 adults</p> <p>Service users in 2023</p> <p>- 51,867 young people</p> <p>Founded - 24th November 2006</p> <p>Main activities are to provide high quality anti-racism education and resources to educate as many young people as possible across the UK and embedding anti-racism ethos in policy and practices by educating adults across the UK.</p>
--	---

Please provide the detail for each partner body involved in the delivery of your project.

You can copy and paste this table for each body in your application form.

Registered body name:	
Type of body (public/higher education institution/ charity)	
Company/charity VAT/UTR number (if applicable):	
Main contact name:	
Registered body address:	

Applicant declaration

- I hereby confirm that the information contained in this application is true to the best of my knowledge and belief, having taken all reasonable care to ensure that such is the case.
- I confirm that I have read and understood the grant guidance and my body meets the eligibility requirements.
- I am authorised to sign or submit this application on behalf of the bodies outlined above.
- I confirm that this application has been agreed by all partner bodies identified in the application.
- I confirm that this project does not have any pending applications being processed or have any other grant aid for this project.
- I confirm that no work on this project has been undertaken.

I declare that there are no conflicts of interest in relation to the application for grant funding whether actual, potential or perceived

The existence of a conflict of interest does not necessarily preclude you from being successful in your application. If you consider there may be a conflict of interest, please describe it below and set out the mitigating actions you will take to manage it.

Please include any information relevant to potential conflicts of interest below:

No conflicts of interest.

ELECTRONIC SIGNATURE: By emailing this form to the Welsh Government's Equality and Inclusion email address you are making the declaration above.

Date: 14/11/25
Name: Dean Pymble
Body: Show Racism the Red Card
Position: Campaign Manager for Wales