



Equality and Inclusion Grant – Awareness and Engagement £10k-£100k

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

Assessor’s Score Sheet

Reference No

Applicant organisation name:	Show Racism the Red Card	Amount of funding applied for	£65,407.29
Title of Project (maximum 20 words):	“How to Talk About Anti-Racism” Roadshow Series		
Which Local Authorities the project will be delivered in along which specific community/ communities, town/city, ward, or particular postcodes.			
Community/ communities, town/city, ward or particular postcodes.	Local Authority/ies	Community/Local <input type="checkbox"/>	Regional <input type="checkbox"/>
Ebbw Vale, Blaenau Gwent County Borough Council Caerphilly, Caerphilly County Borough Council Cardiff, Cardiff Council Merthyr Tydfil, Merthyr Tydfil County Borough Council			

<p>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 Llangefni, Isle of Anglesey County Council Wrexham, Wrexham County Borough Council Barry, Vale of Glamorgan Council Pan-Wales (online)</p>			
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Record of your assessment – to be completed **in advance** of the panel meeting and then discussed at the panel meeting to reach an agreed assessment. Please note these documents are disclosable to individual applicants **(Note there are 8 scoring questions)**.

SCORING APPRAISAL						
The following Scoring appraisal form should be completed for each proposal which has met the eligibility criteria threshold above. Only use the maximum word count applicable per section						
SECTION A: Project Summary (maximum 100 words) (non-scoring)						
Show Racism the Red Card will deliver How to Talk About Anti-Racism — 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 How to Talk About Immigration and How to Talk About Allyship in Times of Adversity. 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.	Comments					
SECTION B: Priority Areas (max score for 7 questions: 35) Application Question - 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	5 = Very Good 4 = Good 3 = Acceptable 2 = Insufficient 1 = Poor/ No Evidence	1 5 5	2 5 6 5	3 5 7 5	4 5 5	Total Score awarded 35

<p>1. What evidence does the proposal provide if successful, to explain how the project addresses one or more of the National Equality Objectives identified in the grant guidance. (maximum 300 words) (max score 5) <i>What evidence would we be looking for?</i></p> <ul style="list-style-type: none"> • <i>Has the applicant provided reference to the National Equality Objectives?</i> • <i>Is it clear what the grant will be used for and clearly sets out which objective(s) it will target?</i> • <i>Does the proposal clearly evidence activities that will be implemented to ensure it is successful?</i> • <i>Is there evidence of the support and range of activities and interventions that raise awareness and engagement / promote Equality and Inclusion?</i> • <i>Have they ensured activities proposed are within the scope of the grant, and do not include any ineligible activity?</i> • <i>Does the proposal progress, strengthen and add value to awareness and engagement activities which promote equality and inclusion?</i> • <i>Does the proposal enhance activities which are already in place or establish new activities?</i> • <i>Does the proposal provide evidence of who the Applicant will be working with, what their roles will be, how they will build or use existing partnerships to deliver the project.</i> • <i>Who is involved/needs to be involved, and how will relevant partners be engaged?</i> 	<p>Comments The application references National Equality Objectives 4, 5, and 6 through activities like roadshows, workshops, and toolkits. It says exactly how it addresses each one.</p> <p>It is clear what the grant will be used for including regional roadshows and workshops.</p> <p>It aims to raise awareness, encourage engagement, and tackle discrimination.</p> <p>All activities fit the grant's scope and build on current anti-racism work. Partnerships with local authorities and community groups are clearly outlined.</p> <p>They will be working with a number of public sector equality networks, trade unions, and community organisations to attract participants from various ethnic, geographic, and social backgrounds.</p>					
<p>2. Is there evidence that the project is needed to support people with protected characteristics. Who will benefit from the funding? What are their needs? How will the project meet those needs?</p>	<p>Comments</p>					

<p>What sources of information have been used to reach this conclusion? (maximum 300 words) (max score 5) <i>What evidence would we be looking for?</i></p> <ul style="list-style-type: none"> • <i>which people with protected characteristics benefit from the project,</i> • <i>has it been demonstrated the project is necessary,</i> • <i>local intelligence,</i> • <i>data, evidence,</i> • <i>existing work or strategies which has informed the project's design,</i> • <i>how has the need for the project been identified and when was the needs analysis conducted.</i> 	<p>The protected characteristic this project focuses on is race. It focuses on delivering how to talk about anti-racism and how to build people's confidence in discussing race/racism.</p> <p>Various sources, such as national surveys, Senedd reports, and their own research, show that hate crime is increasing and more support for anti-racism is needed.</p> <p>The project targets communities most affected by hate and division, and beneficiaries include public sector workers, community organisations, and those with lived experience of racism.</p> <p>Needs analysis is recent and robust.</p>
<p>3. Project Delivery/Involving People with Protected Characteristics – Explain how the project will be delivered. What are the delivery mechanisms? How will people with lived experience of protected characteristics be involved in the development/implementation of the project? (maximum 400 words) (max score 5) <i>What evidence would we be looking for?</i></p> <ul style="list-style-type: none"> • <i>what are the delivery mechanisms; why have they been selected,</i> • <i>how is it known they will be effective,</i> • <i>how will they involve people with lived experience of protected characteristics in the development and / or implementation of the project.</i> 	<p>The project will use proven methods like group workshops, working together to design solutions, and learning from each other.</p> <p>People who have direct experience of protected characteristics are at the heart of planning and running the project.</p> <p>Regular feedback makes sure the project meets the needs of the community.</p>
<p>4. Value for Money - Explanation of how the funding applied for is proportionate to the aims of the project and is good value for money. Any specific research on costings and quotations to be described/listed. (maximum 300 words) (max score 5)</p>	<p>The budget is fair and clearly explains how money will be spent on each part of the project.</p> <p>Staff, materials, translation, travel, and venue costs are all checked to make sure they are good value.</p> <p>The cost for each person taking part is low compared to similar projects.</p>

	<p>Management costs are sensible and help keep track of the money properly.</p> <p>They have researched costings and obtained quotations from various venues.</p>
<p>5. Project Governance - How will the project 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? (maximum 500 words) (max score 5) <i>What evidence would we be looking for?</i></p> <ul style="list-style-type: none"> • <i>who has responsibility for what,</i> • <i>who has accountability for the project and how do they fit in the body (not necessarily the day-to-day Project Manager),</i> • <i>evidence of a logical and robust governance structure,</i> • <i>how decisions will be managed, who has overall responsibility for decision-making, and how those decisions are disseminated,</i> • <i>who the authorised signatories for the project are.</i> 	<p>The governance structure is clear and strong.</p> <p>It includes a Board of Trustees, an Operations Director, the Wales Advisory Committee, and a Project Management Team.</p> <p>Everyone knows who is responsible for what, how decisions are made, and how information is shared.</p> <p>Board of Trustees – SRtRC’s Board has ultimate accountability for the project.</p> <p>The Director of Operations holds organisational accountability for the Wales programme, overseeing delivery against agreed objectives and financial management.</p> <p>There are named people who can sign off on decisions, and clear steps for raising issues. Authorised signatories for contracts and financial claims will be:</p> <ol style="list-style-type: none"> 1. Director of Operations (UK) – primary signatory 2. Campaign Manager for Wales and the West – secondary signatory 3. Chief Executive (UK) – ultimate oversight signatory <p>People with direct experience of racism are involved in governance.</p>
<p>6. Project impact and legacy – what are the plans for sustainability of this project? What impact will it have in the medium to long term? When the project is complete how could actions be embedded in local practice and/or on a larger scale? What wider benefit could</p>	<p>This project has been designed for long-term impact: skills and resources will embed anti-racist practice beyond the funding period.</p> <p>Digital toolkit, partnerships, and structured evaluation ensure sustainability.</p>

<p>result from it? How will learning from the project be captured? (maximum 300 words) (max score 5) <i>What evidence would we be looking for?</i></p> <ul style="list-style-type: none"> • <i>plans to ensure successful changes are captured, recorded, evidenced, maintained and embedded in processes,</i> • <i>building on knowledge generated to adapt existing systems,</i> • <i>embedding new partnerships or ways of working,</i> • <i>securing alternative longer-term funding to continue activities.</i> 	<p>Learning will be captured and shared to inform wider anti-racism work.</p>		
<p>7. Well-being of Future Generations Act – to what extent have the Well-being Goals and the Five Ways of Working been used in developing the design for this project. (maximum 200 words) (max score 5)</p>	<p>This project aligns with Well-being Goals (A More Equal Wales, Cohesive Communities, Vibrant Culture) and Five Ways of Working (long-term, prevention, integration, collaboration, involvement). Co-design and involvement of people with lived experience are central.</p>		
<p>SECTION C: Project Plan and Outcomes (max score 5) Application Question - 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?</p> <p>Your project will need to include if you can start straight away, or would you need to recruit staff and/or bring in others? Please give an expected start date.</p> <p>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)</p>	<p>5 = Very Good 4 = Good 3 = Acceptable 2 = Insufficient 1 = Poor/ No Evidence</p>		<p>Total Score awarded 5</p>

Is it clear how the project plan details desired outcomes, together with timescales for delivery that can be measured as part of the monitoring process?

What evidence would we be looking for?

- *Does the proposal outline the resources they will commit to monitoring and evaluation activity and provide a proposed timeline for the activity?*
- *Recruitment may take some time - has the Applicant set out the impact or provided evidence that they will be able to start immediately.*
- *As expenditure must be completed by 30 September 2026, has the Applicant provided evidence as to delivery within this timescale if their recruitment is slower than expected.*
- *Are the outcomes clearly set out that will be used to measure the impact and progress of the work as part of the monitoring process. For example – by month three, there will be x people working on the project, by month six they will have engaged with x amount of people / organisations and so on.*
- *Does the proposal explain how people with protected characteristics will benefit from this grant funded working arrangement once funding has stopped.*
- *Does the proposal set out how they will evaluate the project at project closure. i.e. what it has achieved and the impact it has had on the people or organisations they will have worked with.*

(The outcomes should be a mix between numeric and narrative to tell the full picture).

Evidence on monitoring

- *how the project builds on the project plan and outcomes section of proposal.*

Comments

The project plan sets out clear, measurable goals, such as boosting confidence and understanding of anti-racism among those taking part.

There is a simple system in place to check progress, using surveys before and after events, collecting feedback, and talking to participants to see what has changed.

The project can start straight away, using staff who are already in place and following a detailed plan that manages risks.

SRtRC Wales has a strong history of running similar projects, often going beyond targets and making a real difference to people's attitudes.

The project is overseen by a management committee and advisory board with relevant skills and personal experience, making sure the project meets the needs of people with protected characteristics and is run well.

Local partners will help find participants and shape the project, making sure it fits local needs and is finished on time.

Both numbers and stories will be used to judge how well the project has worked, and the results will be written up in a report to help future anti-racism efforts and keep the work going after the funding ends.

<ul style="list-style-type: none"> • <i>how will the Applicant monitor the progress of the grant.</i> • <i>how you the Applicant also evaluate the project at the end. This could be through informal evaluation undertaken by project. (This links with Section B, Question 6 - Project Impact and Legacy section)</i> • <i>Does the proposal outline the resources that will be committed to monitoring and evaluation activity and provide a proposed timeline for the activity? (See also Section B, Question 6)</i> 	
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<p>SECTION D: Financial Management (non-scoring) Application Question - This section is to provide specific and more detailed information on the financial aspects of your project. It should refer to and build on the information identified above.</p>			
<p><i>Check costing in Section D of application form</i></p>			
<p>How much will the proposal cost to deliver? If there are other sources of funding for this proposal, for example if there is match funding (either resource or in-kind) from the applicant, or other resources from other partners, please check these. (Non-scoring)</p>			
<p>Is Applicant in receipt of any other Welsh Government (or other) funding for activities linked to this proposal?</p>	<p>Yes <input checked="" type="checkbox"/></p>	<p>No <input type="checkbox"/></p>	<p>N/A <input type="checkbox"/></p>
<p>Has applicant confirmed there is no double funding from their other funding sources (this includes other Welsh Government funding):</p>	<p>Yes <input checked="" type="checkbox"/></p>	<p>No <input type="checkbox"/></p>	<p>N/A <input type="checkbox"/></p>
<p>If 'other funding' is included in the above table, has applicant confirmed these funds are confirmed</p>	<p>Yes <input checked="" type="checkbox"/></p>	<p>No <input type="checkbox"/></p>	<p>N/A <input checked="" type="checkbox"/></p>
<p>Evaluation. Where the costs of conducting a formal evaluation are included in the bid: Are these clearly described and are the costs proportionate to the level of funding being sought?</p>	<p>Yes <input checked="" type="checkbox"/></p>	<p>No <input type="checkbox"/></p>	<p>N/A <input type="checkbox"/></p>
<p>Comments</p> <p>The budget is clear, fair, and fits the project. There is no double funding.</p>			

The evaluation costs make proportionate to the level of funding. Financial checks and reporting are strong.		
	Comments	

SECTION E: Organisation and collaboration arrangements

Non- scoring - For information.
This section provides specific and more detailed information on the Applicant organisation, as well as details of each partner organisation involved in the delivery of the project/ collaborative and partnership arrangements.

Lead applicant: Show Racism the Red Card (Charity, Reg. No. 1116971)
Registered address: Welsh office - Office 2K, Transport House, 1 Cathedral Road, Cardiff, CF11 9SD
Head office – Linskill Centre, Linskill Terrace, North Sheilds, Tyne and Wear, NP30 2AY
No collaborating bodies listed.

Maximum score available 40	Total Score awarded
	40

Scoring Appraisal - Assessor Additional Comments:

This application is clear and well-written.
It shows strong evidence that the project will help people with protected characteristics.
The team has good experience, the budget is fair, and the plan is likely to make a lasting difference.
Overall, it meets all the requirements very well.

2nd Assessor: [REDACTED] 19/12/2025

I concur with the scores allocated by the 1st Assessor. I see no obvious reason to deviate from the scores allocated

Name: [REDACTED]

Date: 16/12/2025

Signature: [REDACTED]

Moderation Phase

Moderators Comments:

<u>Name: [REDACTED]</u>	<u>Date:</u>
<u>Signature: [REDACTED]</u>	