

Appendix 9:

Anti-Racism Community Engagement Fund Scotland: exploring the costing model

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Introduction

This document represents one of the firsts in a series of briefings examining Scotland's pioneering approach to resourcing anti-racism community engagement. It outlines the costing structure and rationale for the [Anti-Racism Community Engagement Fund](#). It focuses specifically on the funding process and its underlying anti-racism principles. This fund was commissioned by the [Design Advisory Group](#) and administered by [Impact Funding Partners](#).

It is anticipated that further briefings will be developed by the future AROS. Future AROS will have time and resources to allocate for focused analysis of what people expressed. Analysis is likely to include community experience and recommendations about engagement and findings about systemic racism operating in their lives. Most importantly it will examine and report on how people would like future AROS to work for them.

The costing model has been developed with reference to [existing good practice](#), including similar initiatives by the Welsh Government, and reflects a commitment to valuing community expertise appropriately.

It has been specifically designed using trauma-informed principles, recognising the impact of systemic racism on communities. This approach prioritises creating safe, respectful, and empowering spaces for engagement while ensuring appropriate compensation for participants sharing their lived expertise. By centring the needs and dignity of affected communities, the fund aims to facilitate meaningful participation while minimising potential re-traumatisation during the engagement process.

Context and significance

The significance of this work lies in its departure from traditional community engagement models. This fund explicitly recognises and compensates lived expertise at the same rate as learned expertise. This shift reflects growing local, national, and international recognition that non-payment or tokenised payment for the lived expertise of systemically marginalised communities is no longer appropriate. The DAG also recruited two community outreach workers to work with grassroots groups and community organisations during application stage, developing event(s), facilitating and reporting. The ambition and outcome for this role are discussed in a full report. A specific briefing exploring the role may be developed.

The costing model builds upon

- Scottish Government's [existing guidelines for compensating lived expertise](#)
- Successful precedents from [Welsh Government](#) and [other jurisdictions](#)

- Emerging [international best practices](#), aligning with similar work being conducted in relation to [addressing poverty initiatives](#) and in [healthcare settings](#) in Scotland and the rest of the UK.
- Contemporary understanding of systemic change and co-production approaches

“The compensation guidance was developed because Scottish Government identified a gap in processes, one which particularly needed addressing as participatory approaches have been more frequently drawn on in the past few years. Teams such as the [Poverty and Inequality Commission](#) have paid participants for some time now. We drew on their experiences to develop guidance that would be useful across the whole organisation. We also learnt a lot from other organisations who have done work on this issue (examples include [SHRC](#), [NIHR](#)).”

(SG representative involved in developing the guidance)

The approach undertaken within this fund, represents unprecedented work in Scotland's anti-racism landscape, establishing a foundation for future community engagement through the Anti-Racism Observatory for Scotland (AROS).

Key principles

1. [Valuing lived expertise and acknowledging emotional labour:](#)

- Compensation rates aligned with Scottish Government guidelines for expert consultation
- Builds on precedent set by Welsh Government's Race Equality Action Plan engagement funding (2020-2021)
- Recognition of lived expertise as equal to institutional knowledge
- Acknowledgment that sharing experiences of racism requires significant emotional investment

2. [Accessibility and inclusion at the forefront:](#)

Additional accessibility support made available on demonstrated need basis

Research indicates:

[Higher participation rates among women](#) in community engagement events and therefore resourcing needs to acknowledge that some participants (based on demographic trends and their role as primary caregivers) may have additional accessibility requirements to attend.

Accessibility costs were therefore available for:

- Interpreter services
- Accessibility accommodation such as transport subsidies and

- care subsidies (e.g. childcare, elderly care, or reimbursement for carer/chaperone to enable participation)

3 Creating safe and supportive spaces:

- Recognition that discussing experiences of racism can be challenging and potentially re-traumatising
- Commitment to trauma-informed facilitation
- Prioritising participant wellbeing throughout the engagement process
- Ensuring culturally sensitive and appropriate support mechanisms are in place

Cost structure breakdown

DAG costed the fund to meet what they reasonably considered might be the likely number of organisations they anticipate might apply. And broadly aligned with Welsh Government model. It is important to note that the amount proposed by DAG to meet an anticipated community capacity matched near exactly the 144k. This meant that all successful applications were awarded funding and no applicants were unsuccessful or were rejected due to the fund having already been allocated. The DAG and the Community Outreach Consultants considered this a success of the initiative, as it meant groups were not in direct competition for funds.

Core event costs (10-15 participants were encouraged as an appropriate number)

Participant expertise payments rates aligned with Scottish Government guidelines for expert consultation participants

- Participant involvement requiring no or a small amount of preparation (less than one hour), plus approximately two hours of activity: reimbursement approx. £80
- Participant involvement which is approximately half a day's activity, which may require no or a small amount of preparation time (less than one hour): reimbursement approx. £120

To facilitate participation funding guidance encouraged organisations and groups to consider the following costs:

- Venue hire
- Catering
- Facilitator fee
- Materials and supplies
- Report writing
- Outreach and communication with intended participants

- Volunteering/staff support expense

Comparative context

The [Welsh Government's Race Equality Action Plan](#) community engagement funding provided useful precedent:

- 2020 initiative provided up to £5,000 per organisation and focused on direct community engagement. It emphasised inclusive participation.
- 2021 initiative provided up to £5,000 per organisation and prioritised multiple engagements and reporting methods.

Cost structure for this fund

Two strands:

- [Strand 1](#) up to £2,500 per event
- [Strand 2](#) up to £5000 for a series of events.

Reporting requirements:

- An event report for future AROS was required within two weeks. It was recognised that this is a short timeframe. Flexibility was maintained around how and what was reported. It was recognised that we are learning from the process as much as we are learning from the content of the events. ([See appendix.](#))
- Financial reporting was required within two weeks and submitted to IFP. Comprehensive documentation of costs supports transparency and future funding model development.

It is anticipated that the insights gathered from this process will contribute to future AROS's development of:

- Sustainable cost-effective trauma-informed community engagement approach
- Funding frameworks for future AROS's anti-racism initiatives such as future community led [accountability work](#)

Links to national and international best practice organisations

The following organisations are leading the work in this area and should be engaged with '[Developing a Pilot Movement Fund](#)' which explains the consultation process and recommendations made. This is the work they are doing now:

<https://www.jrctmovementfund.org.uk/>

The practise of participatory grant making has been around for some decades and you can find lots of resources and best practise here, and future AROS can probably find

some organisations who work directly with government institutions and build with them
<https://www.participatorygrantmaking.org/>

These two organisations in particular are viewed as beacons for being daring and rooted in community practise, as well as communicating their work well, [Frida Feminist Fund](#) and [Red Umbrella](#).