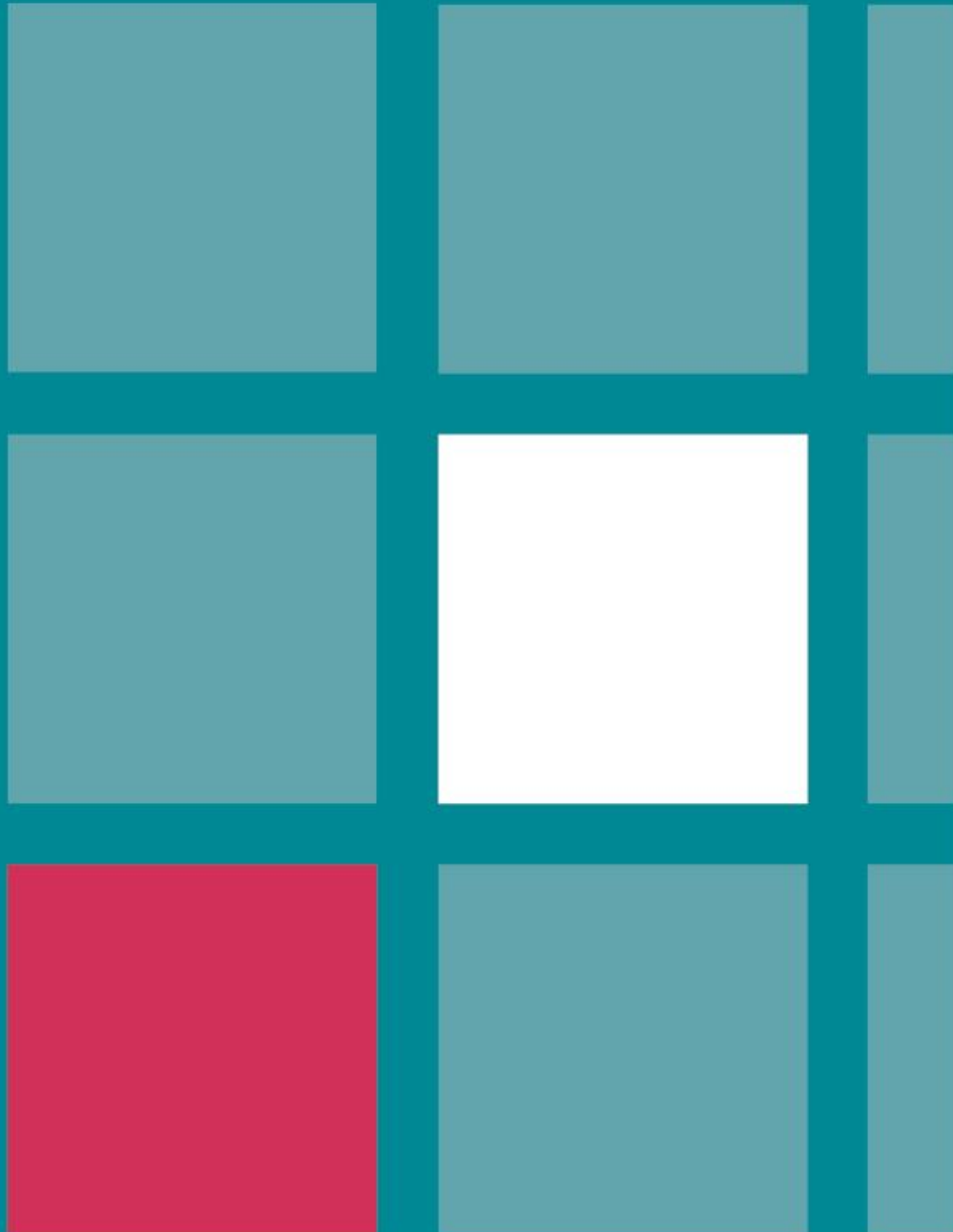




**Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas**
Irish Human Rights and Equality Commission

Human Rights & Equality Grants Scheme 2023-2024 Presentation

Fidelma Joyce
Civil Society Engagement Manager, IHREC
Thereze Gelston
Grants Coordinator, IHREC



Irish Human Rights and Equality Commission

Grants Scheme Guidance

Application Form

Irish Human Rights and Equality Commission (IHREC)

- Established under the Irish Human Rights and Equality Commission Act 2014
- as Ireland's National Equality Body & National Human Rights Institution
- Independent of the Government, it is accountable to the Oireachtas
- Sinéad Gibney, the Chief Commissioner and 14 Members of the Commission are appointed by Michael D. Higgins, President of Ireland

Mandate

- Promote and Protect Human Rights and Equality in Ireland
- Encourage respect for human rights, equality and intercultural understanding
- See Guidance for more details about the IHREC's Mandate

Section 42 of the Irish Human Rights and Equality Act 2014

- Section 42 sets out the Public Sector Equality and Human Rights Duty
- Places a statutory obligation on public bodies to have regard to the need to eliminate discrimination, promote equality of opportunity and protect the human rights of those to whom they provide services and staff when carrying out their daily work.
- Understanding and promoting the implementation of the Public Sector Equality and Human Rights Duty is highlighted in the 2023-24 Grants Scheme, among other human rights and equality standards.

Strategy Statement 2022–2024



Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas
Irish Human Rights and Equality Commission

Economic Equality

Seek greater economic equality in housing/accommodation, employment, income and for carers.

Justice

Defend access to justice and the rule of law in the international protection system, the courts and in the use of public powers.

Respect and Recognition

Promote the eradication of racism, ableism, ageism and sexism through public understanding and State action.

Futureproofing

We will respond to crises that threaten rights and equality, including the COVID-19 pandemic and climate change.

Public Sector Equality and Human Rights Duty

We will encourage, report on and enforce the compliance of public bodies.

Human Rights and Equality Grants Scheme 2023-24

The Irish Human Rights and Equality Commission Act 2014 gives the Commission powers to provide grants to bodies to carry out certain activities to promote human rights and equality in Ireland.

Strand A: Advancing Access to Justice and Rights

Supporting projects that promote access to justice and equip individuals to better understand, claim and vindicate their equality and human rights

Strand B: Promoting the Eradication of Ableism, Ageism, Racism, Sexism, Homophobia, and Transphobia

Supporting projects that promote the eradication of ableism, ageism, racism, sexism, homophobia, and transphobia through public understanding and State action.

Cross-cutting Considerations

Voice and Agency of Rights-Holder

- Supporting and empowering people and groups who face the greatest barriers to accessing their rights and who are the least heard
- Committed to listen and involve those most affected
- Value lived experience as a crucial expertise
- Voice and agency of people experiencing greatest inequalities central

Support & Strengthen our relationship with Civil Society

- Strengthening relations with civil society and trade unions as well as developing and progressing a shared approach to issues and opportunities
- Projects outputs and outcomes will inform our work



Groups Supported

- Groups protected under the nine grounds of the Equality legislation: gender, civil status, family status, age, sexual orientation, disability,
- race, religion, membership of the Traveller community.

Groups experiencing poverty, socio-economic discrimination or exclusion including people seeking international protection and migrant communities.

The Commission also recognises that groups face intersectional and multiple forms of inequality, discrimination and non-fulfilment of rights.



Groups Supported

- Contribute to the better understanding of human rights and equality rights by those who face the greatest barriers to claim and vindicate their rights and those who can have a multiplier effect .
- This includes providing education or training on the Employment Equality Acts, the Equal Status Acts, Ireland's human rights obligations and the Public Sector Equality and Human Rights Duty;
- Develop leadership capacity of civil society and rights-holders to advocate for access to justice under human rights and equality law and increase the accountability of individuals and institutions (duty-bearers)
- Provide an evidence base to address gaps or strengthen legislation, policy, and practice

Strand A: Advancing Access to Justice and Rights

- Contribute to the better understanding of human rights and equality rights by those who face the greatest barriers to claim and vindicate their rights and those who can have a multiplier effect .
- This includes providing education or training on the Employment Equality Acts, the Equal Status Acts, Ireland's human rights obligations and the Public Sector Equality and Human Rights Duty;
- Develop leadership capacity of civil society and rights-holders to advocate for access to justice under human rights and equality law and increase the accountability of individuals and institutions (duty-bearers)
- Provide an evidence base to address gaps or strengthen legislation, policy, and practice
- Contribute to monitoring and reporting on legislation, policy and strategies

Strand B: Promoting the Eradication of Ableism, Ageism, Racism, Sexism, Homophobia and Transphobia

- Raise public awareness of ableism, ageism, racism, sexism, homophobia and/or transphobia and the intersectional aspects of such discrimination
- Create understanding of the Employment Equality Acts and the Equal Status Acts, human rights obligations and the Public Sector Equality and Human Rights Duty, and empower groups affected by such discrimination
- Develop education and training activities and resources
- Carry out participatory research or legislative and policy analysis
- Promote, monitor or report on national policies, strategies and action plans

NOTE: A project can focus on one of these forms of discrimination or take an intersectional approach.

A Successful Project Proposal Demonstrates

What aspect of access to justice and rights or the eradication of ableism, ageism, racism, sexism, homophobia, transphobia it will contribute to advancing from a human rights and equality perspective;

How it will contribute to advancing the related strategic objective set out in links in guidance;

How it will centrally involve affected rights-holders/communities and ensure their voice and agency in the process;

How it will fulfil one or more of the outcomes set out later.

Please read the full text of **Strategic Priority Two and Three** carefully in our Strategy Statement 2022-24 available on our website

<https://www.ihrec.ie/documents/strategy-statement-2022-2024/>.

Outcomes

The grants scheme will support project approaches that clearly sets out their own outcomes and that aim to achieve one or more of the following outcomes. It is not necessary to meet more than one outcome (See Guidance for full details):

- Increased awareness and understanding
- Built multiplier and advocacy capacity
- Fostered changes in attitudes and behaviours
- Increased evidence to advocate for human rights and equality based legislation, policies, strategies, practices and service delivery
- Improved collaboration between rights-holders/communities and public bodies (duty bearers)

Types of Activity Supported

➤ Capacity Building, Training and Education

- E.g. training courses or resources

➤ Research, Legal or Policy Analysis

- E.g. participatory peer research, policy papers, reviews

➤ Raising Awareness and Sharing Learning Activities

- E.g. conferences, awareness campaigns, dialogue spaces

Note: See longlist of activities in the Grants Guidance – not exclusive



Funding Available

A civil society organisation or a trade union working to protect or promote equality can make **one application** for either a small or general grant, not both:

- Small grants of up to €6,000
- General grants of up to €20,000

Funding of €400,000 is available.

Applications from smaller rights-holder and community groups is encouraged, appropriate to their scale and capacity

Closing Date for Applications: 3pm, Wednesday, 26 April 2023

Eligible Applicants

Civil Society Organisations

- ✓ National or local community and voluntary organisations
- ✓ Networks
- ✓ Non-governmental organisations
- ✓ Rights-holder groups
- ✓ Area-based community groups
- ✓ Communities of interest groups

Trade Unions

Civil society organisations applying must be registered as a company with the Companies Registration Office (CRO), and/or be a registered charity

Other Eligibility Criteria

Applications involving a **collaborative partnership** between two or more organisations, including public bodies, are welcome. In the case of partnership applications, only a civil society organisation can act as the lead applicant and not a public body (see list of public bodies set out in section on the Duty in Appendix B).

The lead applicants have full financial responsibility for the project and for meeting all of the terms and conditions of any grant awarded.

The Commission requires audited accounts/financial statements, bank balance details and current Tax Clearance Certificates from shortlisted applicants for review prior to awarding any grant under this Scheme.

Application Form

Part A: Organisational Details

- Applicant organisation and details
- Partner organisation details (if applicable)
- Don't forget your organisation's charity and/or company registration number
- Please make sure to complete all the relevant sections

Part B: Funding Strand

- Indicate the strand the proposed activity falls. Mark one box with X
- Indicate the grant amount being applied for. Mark one box with X

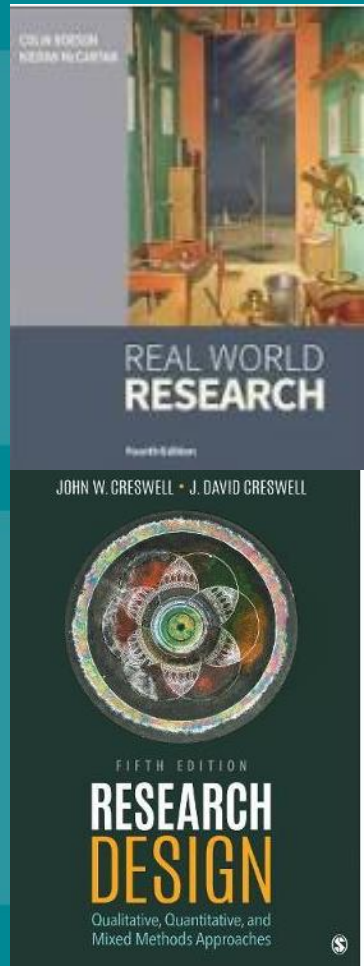
Strand A	Advancing Access to Justice and Rights	
Strand B	Promoting the Eradication of Ableism, Ageism, Racism, Sexism, Homophobia and Transphobia.	
Small Grant	Up to €6,000	
General Grant	Up to €20,000	

Part C: Project Proposal

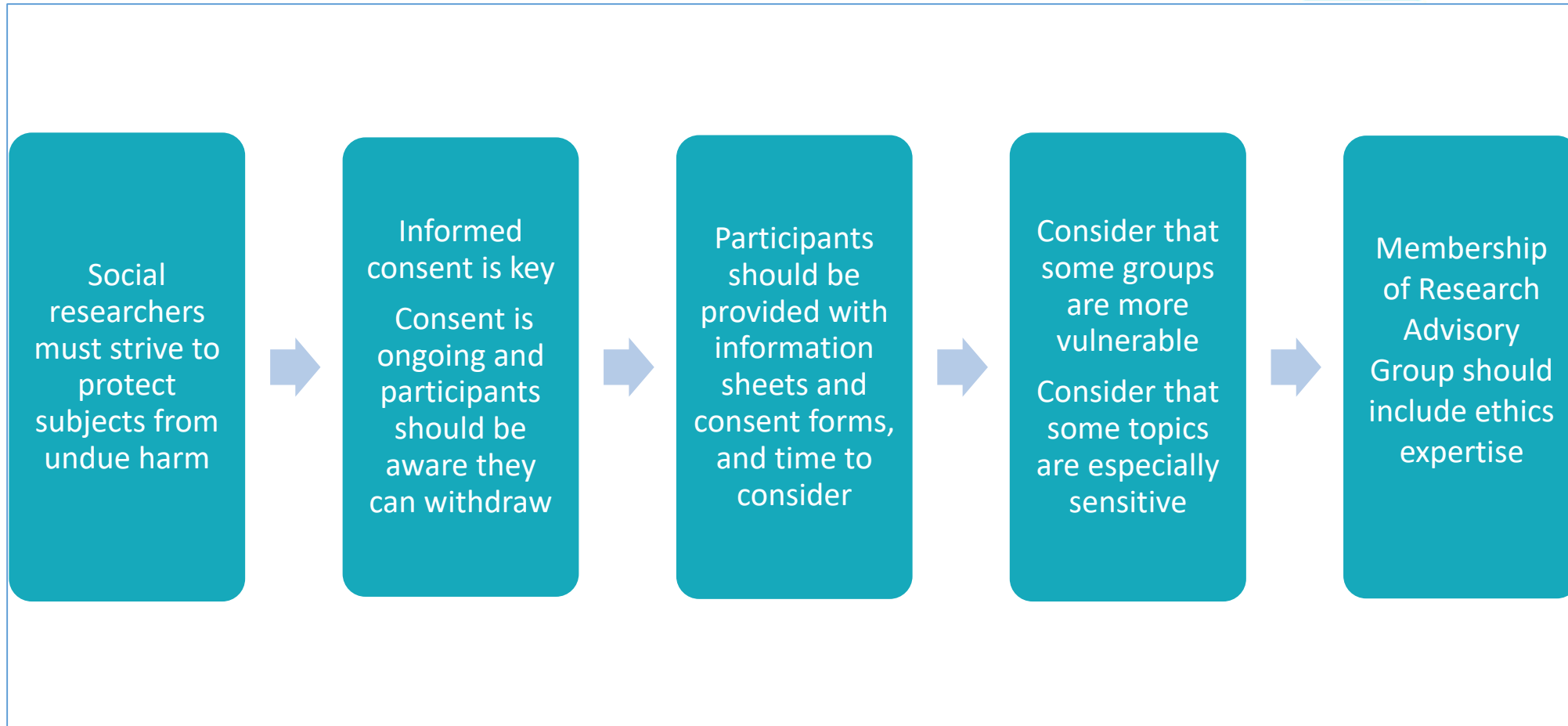
- Project title
- Overall aim
- Key objectives
- Target audience
- Key milestones within time frame for completion (Sept 2023 to Sept 2024)
- Project Methodology and Activities, including research methodology and ethics *
- Project Outputs and Outcomes
- Dissemination of the Results of the Project
- Brief Summary

* Research Methodology and Ethic Considerations

- Choose a methodology that aligns with the aims and objectives of your project
- Commissioned research adds independence and provides additional subject expertise
- A peer research approach is encouraged. Peer research is a participatory method in which people with lived experience of the issues being studied can be involved in the design and undertaking of the research, as well as analysing the data and drawing conclusions and recommendation. This should be an empowering and upskilling experience.
- Think about oversight of the research - set up a Research Advisory Group (RAG), with some external membership is encouraged



Research Ethics Considerations



Project Outcomes, Outputs and Dissemination

- Project outcomes are the desired impact of the outputs – activities or actions – of the project. In the application form, set out the desired outcomes from the project, how the learning will be captured and what the indicators of success would be. Please make a clear link between the project outcomes and grants scheme outcomes.
- On the completion of the project, explain how the results of the project will be multiplied, promoted and/or disseminated

Part D : Organisational and Implementation Capacity

- Information on the aims and work of the applicant organisation (and partner organisations, where applicable) including its human rights and equality focus.
- Demonstrate capacity to manage and implement the proposed project and how and by whom the project will be delivered. Please include examples of relevant experience.
- Demonstrate the capacity to financially manage the project and have adequate financial controls in place.
- Please keep within the character limits on these responses.

Note: Please consider carefully does the organisation have the capacity to deliver the scale of the project proposed within the timeframe of 12 months. If not, please adjust at this stage.

Part E: Project Budget and Costings

Funding Amount

- Please tick funding amount being applied for – small grant of €6,000 or general €20,000

Small Grant up to and not exceeding €6,000

General Grant up to and not exceeding €20,000

Budget for Project

– Please indicate the total cost of your project including VAT. It must be within the parameter of the funding amount being applied for. Under the small grant, for example, an amount of €5,500 is being applied for.

Part E: Project Budget and Costings

All costs quoted in the budget should be in Euro and include VAT.

Budget Sub-Headings

➤ Contracted Services

It is very important to note that the grants scheme **does not cover core or contracted employee costs**. Funding covers the cost of contractors, who are people or companies contracted under a contract for service to support the delivery of the project.

A contract for service may include, for example, fees for contractors engaged to undertake research (including peer researchers) or to provide human rights and equality expertise, training, facilitation, project coordination, or project administration.

For each contractor, please clearly set out the **costs per hour/day and the number of hours/days envisaged**.

Part E: Project Budget Sub-heads continued

➤ **Event Costs**

This may include, for example, venue hire, meeting rooms, refreshments.

➤ **Travel and Subsistence**

This may include, for example, speakers travel and subsistence or reasonable support for participants to engage in a project or attend an event

➤ **Promotional Costs**

This cost line may include, for example, event/project publicity and advertising, printing and design, ICT costs towards online supports and social media.

➤ **Purchase of Materials**

This may include, for example, training materials, photocopying or stationery.

➤ **Other Costs**

Should be clearly specified and must be eligible.

➤ **Administration**

A flat fee of 10% is allowable

Part E: Project Budget and Costings

Ineligible Costs – Make sure to read carefully

- Organisation core costs, including overheads;
- Core or contracted employee salaries;
- Costs not related to the project outlined in the application;
- Retrospective costs – activity that has already been undertaken prior to the date of application approval;
- Funding of post-graduate theses;
- The purchase of IT or other office equipment or general office supplies e.g. mobiles, tablets;
- Fundraising activities;
- Capital Funding;
- Elements already funded from other sources;
- Projects or activities that give rise to commercial activity or profits.

Part F: Mandatory Declarations

1. Disclosure of Information under the Freedom of Information Act
2. Declaration of Interest
3. Disclaimer

Please read these carefully and make sure to tick the indicator box

Part F: Assessment and Marking

Evaluation of Applications

Applications will be screened to check eligibility. In order to be eligible applications must be:

- submitted on time;
- completed in full; and
- submitted by an eligible applicant

All eligible applications received will be assessed by a panel convened for that purpose. The assessment panel for the Human Rights & Equality Grant Scheme 2023-2024 will comprise of relevant staff of the Commission and independent external expertise

Assessment Criteria and Marking

Eligible applications will be assessed according to the following criteria and marking scheme:

- Quality and relevance of the proposal from a human rights and equality perspective (50 marks);
- Organisational and Implementation Capacity (30 marks); and
- Costs (20 marks).

Notice of Outcome

All applicants, successful and unsuccessful, will be informed by email of the outcome of the assessment process.

Submission of Funding Application

Grant applications must be submitted, in full, on the application form provided. The assessment panel will not consider additional material.

Applications can be submitted:

By email: grants@ihrec.ie (subject line 'Human Rights & Equality Grant Scheme 2023-24 and Strand [A, or B])

By post: Attention: Grants Team
Irish Human Rights and Equality Commission
16-22 Green Street, Dublin 7

The closing date for applications is strictly 3.00pm, Wednesday April 26th 2023

Please email applications in good time – because of the high volume of applications expected. **Late and incomplete applications will not be considered**

GOOD LUCK!!!

**If you have a query, please email the Grants Team:
grants@ihrec.ie**

**For more information about the work of the Commission visit
www.ihrec.ie**

Twitter: [@_IHREC](https://twitter.com/_IHREC)