

	Scoring Criteria	Weighting
1	Project Title	0%
2	Sector/Industry*	0%
3	Priority Group(s) Addressed*	0%
4	Lead Applicant Organisation	0%
5	Partner Applicant Organisation	0%
6	Main & Partner Contact for Project	0%
7	<p>Delivery Organisation: Further Information</p> <p>For (a), a 'pass' will be awarded per demonstration of legitimate legal status and organisational description. For (b) and (c), a 'pass' will be awarded per specification of a Scottish location. For (d) – (f), a 'pass' will be awarded for the provision of the appropriate documentation. If the organisation cannot provide three years' worth of annual accounts, a satisfactory explanation must be provided.</p>	Pass/Fail
8	<p>Fair Working Practices</p> <p>Six marks in total.</p>	15%

*** Note that questions marked with an asterisk will not be assessed in the first instance, but may be accorded discretionary weight in the event of several applications receiving identical marks. For instance, all else being equal, an application which proposes to take place within an industry with historically little engagement with equality-related employment initiatives may be selected over an application proposing to take place within an industry which already hosts several such initiatives.**



9	<p>Relevant Experience</p> <p>Four marks in total; one mark to be awarded per satisfactory demonstration of each of the following four criteria:</p> <p>(i) Relevance of Third Sector Partner: Charity should have clear and demonstrable experience in supporting the designated priority group(s).</p> <p>(ii) Evidence of Similar Projects: Better answers will contain specifics about prior projects/campaigns/interventions that have been delivered to support the relevant priority group. We don't want the proposed project to be too similar or identical to their previous experience, but a natural progression from the latter to the former would be a plus.</p> <p>(iii) High Potential for Synergy Between Partners</p> <p>(iv) Appropriate Project Roles Between Partners Very good answers will clearly demonstrate a productive and sensible partnership plan; poorer answers will fail to illuminate any connection between partners.</p>	10%
---	---	-----

*** Note that questions marked with an asterisk will not be assessed in the first instance, but may be accorded discretionary weight in the event of several applications receiving identical marks. For instance, all else being equal, an application which proposes to take place within an industry with historically little engagement with equality-related employment initiatives may be selected over an application proposing to take place within an industry which already hosts several such initiatives.**



10	<p>Project Rationale and Approach</p> <p>Fourteen marks in total; two marks to be awarded per satisfactory demonstration of each of the following seven criteria:</p> <p>(i) Understanding of the Sector Landscape: Clear and contemporary evidence concerning the current environment with respect to the identified priority group(s) within the specific sector. Better answers will identify genuine and urgent need for equality interventions.</p> <p>(ii) Clear Demonstration of Project Relevance: Better answers will clearly explain how the proposed project will address the above need. The more specific, the better.</p> <p>(iii) Unique Project Value: Relatedly, better answers will demonstrate clear evidence as to why this particular project is the best means of solving the issue.</p> <p>(iv) Beneficiary Engagement: Better answers will evidence consultation and advisory input from the affected priority group(s).</p>	35%
----	---	-----

*** Note that questions marked with an asterisk will not be assessed in the first instance, but may be accorded discretionary weight in the event of several applications receiving identical marks. For instance, all else being equal, an application which proposes to take place within an industry with historically little engagement with equality-related employment initiatives may be selected over an application proposing to take place within an industry which already hosts several such initiatives.**



(v) **Relevance:** clear identification of priority group(s) as the project beneficiaries. Project must be specifically designed to benefit them – it can't just be general workplace improvement that will benefit priority groups as a by-product.

(vi) **Clarity:** better answers will demonstrate clear vision with their project and its deliverables. Poorer answers will contain gesturing and excessive rhetoric – we want clear statement of project aim, project beneficiaries (direct and indirect), delivery method(s), and localised changes within the organisation.

(vii) **Realistic Goals:** Better answers will be thought through, won't try to achieve too much, and their stated aims will cohere with the existing resource of the lead and partner organisation(s).

* **Note that questions marked with an asterisk will not be assessed in the first instance, but may be accorded discretionary weight in the event of several applications receiving identical marks. For instance, all else being equal, an application which proposes to take place within an industry with historically little engagement with equality-related employment initiatives may be selected over an application proposing to take place within an industry which already hosts several such initiatives.**



11.	<p>Project Delivery Method & Risk Mitigation</p> <p>Four marks in total; two to be awarded for both (a) and (b). The marks are broken down as follows:</p> <p>(a) Answers will receive one mark for demonstrating appropriate and realistic methods of project delivery. They will receive one further mark for evidencing an appropriately collaborative approach to the delivery.</p> <p>(b) Answers will receive one mark for exhibiting clarity and specifics within their mitigation plan. One further mark will be awarded for appropriate foresight and mitigation of prospective challenges (e.g. COVID-19, succession planning, etc.).</p>	10%
12.	<p>Monitoring and Evaluating</p> <p>Six marks are available in total. Two will be allocated for (a), three for (b), and one for (c). The breakdown is as follows:</p> <p>(a) Answers will receive one mark for demonstrating the availability of robust, realistic and clear monitoring and evaluation processes. A further</p>	15%

*** Note that questions marked with an asterisk will not be assessed in the first instance, but may be accorded discretionary weight in the event of several applications receiving identical marks. For instance, all else being equal, an application which proposes to take place within an industry with historically little engagement with equality-related employment initiatives may be selected over an application proposing to take place within an industry which already hosts several such initiatives.**



	<p>mark will be awarded for appropriate and realistic methods given the project focus and their available organisational resources.</p> <p>(b) Answers will receive two marks for citing long-lasting and high-level outcomes respectively within the project scope. A further mark will be awarded for clear quantifications of outcomes (e.g. X PG employees reached across Y years in organisation Z).</p> <p>(c) Answers will receive one mark for satisfactory demonstration of methods which are appropriate and realistic with respect to the outcomes listed.</p>	
13.	<p>Learning and Dissemination</p> <p>Two marks in total, one mark will be awarded for clear demonstration of each of the following criteria:</p> <p>(i) Possibility of Replication: Projects which are sufficiently strategic and high-level will likely be good candidates for interventions which can be expanded and replicated across the sector (and beyond). As such, applications which mention clear possibility for replication</p>	5%

*** Note that questions marked with an asterisk will not be assessed in the first instance, but may be accorded discretionary weight in the event of several applications receiving identical marks. For instance, all else being equal, an application which proposes to take place within an industry with historically little engagement with equality-related employment initiatives may be selected over an application proposing to take place within an industry which already hosts several such initiatives.**



	<p>should mark higher than those that will be strictly contained.</p> <p>(ii) Broad Reach of Sharing Information: Better answers will provide sensible means of sharing information across and beyond the particular sector. Again, clarify and specificity will be exhibited by good answers.</p>	
14.	Further Information	0%

*** Note that questions marked with an asterisk will not be assessed in the first instance, but may be accorded discretionary weight in the event of several applications receiving identical marks. For instance, all else being equal, an application which proposes to take place within an industry with historically little engagement with equality-related employment initiatives may be selected over an application proposing to take place within an industry which already hosts several such initiatives.**



15.	<p>Funding Required</p> <p>Four marks are available in total; two marks will be awarded for clear demonstration of each of the following criteria:</p> <p>(i) Reasonable Costs: Full two marks will be awarded following the provision of appropriate, realistic, and reasonable cost figures. Marks should be deducted where provided figures seem to be objectionably high or low.</p> <p>(ii) Reasonable Requirements: Likewise, full two marks will be awarded following the provision of reasonable descriptions accompanying the stated costs. Marks should be deducted where descriptions fail to indicate why the included figure is necessary for the project, or where there is any substantive area of ambiguity.</p>	10%
16.	Confirmation Statement	0%

*** Note that questions marked with an asterisk will not be assessed in the first instance, but may be accorded discretionary weight in the event of several applications receiving identical marks. For instance, all else being equal, an application which proposes to take place within an industry with historically little engagement with equality-related employment initiatives may be selected over an application proposing to take place within an industry which already hosts several such initiatives.**

