

# Gender Equality and Equal Opportunities

This factsheet is to help anyone who wants to apply to Community Led Local Development (CLLD) for funding. It has been written to help you understand how to consider, include and apply the Cross Cutting themes (CCTs) in your application.

## 1. Who do the Cross Cutting Themes apply to?

Any organisation who is applying for European funding will need to consider CCTs in their funding application.

It does not matter how big or small your organisation is, the rules apply to the application for funding. You will need to think about how your project will be inclusive and not exclude anyone from the project based on the protected characteristics from the Equality Act 2010.

Equality should be integrated in all aspects of your project planning, development, implementation, monitoring and evaluation. It must be included not only within the services the project provides, but also in the way the project is delivered.

The level of detail for your application will vary on the size of your application. Please contact your local facilitator for more information.

## 2. Why is this information needed?

All European Structural and Investment Funds (ESIF) promote equality in accordance with the EU and national requirements. If you want to apply for Community Led

Local Development (CLLD) funding you will need to be able to explain how your project contributes to, and meets the requirements of, the ESIF equality and diversity theme.

Cornwall Development Company, the Accountable body for CLLD, also has its own commitment to Equal Opportunities which is available on request.

## 3. What is CLLD looking for?

You will be asked to produce an Equality Policy and where relevant, an Implementation Plan which should be reviewed regularly. The Policy must contain a general statement which recognises the importance of the Equality Act 2010. The Equality Act states that meeting different needs including taking steps to take account of disabled people's needs.

You will need to explain how your project will address and/or include Gender Equality and Equal Opportunities. This could be to include how you will recruit staff, people who will benefit from your project, partner organisations and so on.

If you need help with putting together a policy you can find links at the end of this factsheet to help you – section 6.

## 4. When will CLLD ask for information?

We will expect to see you have answered all the relevant questions in the Expression of Interest and Full Application. You should be answering the questions with Equality and Diversity included in your project.

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If you are successful at Expression of Interest stage and you submit a Full Application we will expect to see your Equality and Diversity Policy and Implementation Plan if necessary.

### 5. How to include Gender Equality and Equal Opportunities in your project?

Have you thought about the impact your project is going to have on the community and how will you make sure what you are doing will include everyone you are trying to target?

Have you thought about who you will be recruiting into your staff team? What about Volunteers that may be needed to help on the project?

We are looking for you to create projects that are wanted by the people who will use the service you are providing, if there are potential language barriers, disabilities that people may have or age restriction how will you manage this and include it in your project to make sure that anyone enquiring will be able to get involved or be part of the project delivery.

CLLD is targeted in the areas of high deprivation; we want to know how you will engage with people that the programme is there to fund i.e. unemployed and inactive. For example, what radio stations do they listen to, do they read the local newspaper, where do they socialise?

You will know the target audience more than we will but we will expect you to be thinking about the format of your publicity and how you present the project information e.g.

using plain language avoiding jargon. If your project is aimed at people with learning disabilities have you considered using pictures and symbols?

### 6. Where can you find more information to help you put things in place?

If you need help developing a policy here are some links:

Resource centre:

<https://www.resourcecentre.org.uk/information/equality-and-diversity-policies-for-small-groups/#discussion>

High Speed training:

<https://www.highspeedtraining.co.uk/hub/equality-and-diversity-policy-template-guidance/>

Further information on what Equality and Diversity means to your project and organisations. Here are some useful resources:

Big Lottery – Learn about equality:

<https://www.biglotteryfund.org.uk/about-big/our-approach/equalities/learn-about-equality>

ACAS:

[http://www.acas.org.uk/media/pdf/1/0/Equality\\_discrim\\_understand\\_basics\\_Nov.pdf](http://www.acas.org.uk/media/pdf/1/0/Equality_discrim_understand_basics_Nov.pdf)

National Council for Voluntary Organisations (NCVO):

<https://knowhownonprofit.org/your-team/volunteers/recruiting/equality-and-diversity>