

Guidance Notes for Applicants

Call for bids: Disability and human rights/equality awareness-raising initiatives

About the call for bids

The Committee *for* Employment & Social Security has launched this programme in connection with its duty under the Disability & Inclusion Strategy, the UN Convention on the Rights of Persons with Disabilities and other international conventions.

The programme's purpose, as guided by international conventions, is to combat myths and stereotypes about disability; promote respect, dignity and inclusion; and raise awareness of human rights and equality generally. It is also meant to help educate Islanders about two Disability & Inclusion Strategy projects that the Committee is developing as part of the States' conventions obligations, which are the introduction of discrimination legislation and an equality and rights organisation.

Eligibility

The call for bids is open to organisations, businesses and others based in the Bailiwick of Guernsey.

Available grants

The Committee *for* Employment & Social Security is calling for bids for grants ranging from small amounts to £5000 to create and deliver awareness-raising initiatives in the Bailiwick of Guernsey in the categories of disability and human rights/equality. Applicants may bid on one or both topic areas, selecting from the campaign options below.

Applicants bidding on more than one campaign option will need to fill in a separate application form for each campaign topic.

Campaign Options

Candidates are invited to submit bids on one or more of the following awareness-raising initiatives:

Disability

Note: Disability campaign bids will be assessed largely on how well they support fulfilment of the States' obligations as outlined in Article 8 of the Convention on the Rights of Persons with Disabilities, including:

- *To raise awareness throughout society, including at the family level, regarding persons with disabilities, and to foster respect for the rights and dignity of persons with disabilities;*
 - *To combat stereotypes, prejudices and harmful practices relating to persons with disabilities, including those based on sex and age, in all areas of life;*
 - *To promote awareness of the capabilities and contributions of persons with disabilities.*
1. Reasonable adjustment: Creating awareness as to what is expected generally from employers, providers of goods and services, etc. in terms of reasonable adjustment, given that discrimination legislation is in development for Guernsey. Explaining the difference between accessibility and reasonable adjustment. Targets: Employers, providers of goods and services (including Third Sector) and the general public.
 2. What does disability mean? Explaining that disability is not just about wheelchairs, lifts and ramps, but encompasses a broad range of circumstances. Clearing up misperceptions, fostering understanding and promoting respect, dignity and inclusion. Targets: The general public.

Human rights/equality

1. Human rights and equality in Guernsey: What do these terms mean? Explaining human rights and equality within a Guernsey context. Explaining existing human rights. Correcting misperceptions and demonstrating why human rights and equality are important for Guernsey. Outlining the current discrimination legislation and equality and rights organisation development projects. Targets: Employers, providers of goods and services, general public.
2. Discrimination in Guernsey: Explaining that discrimination does exist in Guernsey and giving examples of types of discrimination. Explaining protected grounds. Explaining why discrimination hurts society in general, as well as individuals. Explaining the benefits of inclusion. Outlining the current discrimination legislation and equality and rights organisation development projects. Targets: Employers, providers of goods and services (including Third Sector), general public.

Campaign timeframe

Applicants should specify when they plan to develop the campaign and when they plan to execute it. Awareness-raising initiatives should be completed by 30 April 2019.

Office of the Committee for Employment & Social Security oversight

The Office of the Committee for Employment & Social Security will have oversight of campaign development as well as final campaign approvals. Applicants should allow time for coordinating with staff representing the Office of the Committee for Employment & Social Security in their planning.

While the grant recipients themselves will execute the awareness-raising initiatives, the Office of the Committee for Employment & Social Security will monitor execution and publicise the initiatives as it sees fit at any stage through the gov.gg website, press releases and other means.

Assessment

Disability campaign bids will be assessed largely on how well they support fulfilment of the States' obligations as outlined in Article 8 of the

Convention on the Rights of Persons with Disabilities (see Campaign options: Disability above).

Human rights/equality campaign bids will be assessed on how well they promote respect, dignity and inclusion, and raise awareness of human rights and equality.

Judging panel

Bids will be assessed by a judging panel that will include Deputy Emilie Yerby of the Committee *for* Employment & Social Security; Ed Ashton, Head of Operations, Office *of the* Committee *for* Employment & Social Security and Ellen Pragnell, Senior Policy Officer - Discrimination Legislation, Office *of the* Committee *for* Employment & Social Security; Mary Putra, Head of Corporate Communications, States of Guernsey; and Kitty Stewart, Senior Speech & Language Therapist for Adults with a Learning Disability, Adult & Community Services, States of Guernsey.

How to submit bids

Application forms are available at <https://gov.gg/equality/awarenessraisinginitiatives>.

Applicants may bid on any or all of the four campaign options. Those bidding on more than one campaign option will need to fill in a separate application form for each campaign topic.

To apply, please submit your completed Application Form(s) to equality@gov.gg by 14 December 2018. If you have any questions about completing your form, please send them to equality@gov.gg.

Terms

Each grant will be made strictly on a one-off basis, with no guarantee of further funding. Organisations will be asked to sign an agreement governing the use of the funds and will be asked to provide a short impact report and financial statement at the end of the campaign.

If you have further questions after having read these Guidance Notes or would like to receive the information in a different format, please email equality@gov.gg.