



WOMEN THRIVE FUND

Frequently Asked Questions (FAQs)

February 2021

ROSA

THE UK FUND FOR
WOMEN AND GIRLS

SMALLWOODTRUST

Enabling women to be financially resilient

Frequently Asked Questions (FAQs)

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Do organisations have to be registered as a charity to apply?

No, but their activities must be charitable, legal and for the benefit of women and/or girls. They must also have all of the supporting documents listed in the application guidance.

I'm personally affected by the coronavirus pandemic, can individuals apply?

We understand the outbreak is having a huge impact on many individuals and communities across the UK. Unfortunately, the Women Thrive Fund is unable to fund individuals.

[Turn2us](#) is a good source of information and support for individuals.

How much funding is available?

Rosa and Smallwood Trust have been awarded £1.79 million by the Tampon Tax Fund, to distribute across the United Kingdom. We are required by Government to distribute the funding as follows:

England:	£1,496,964
Northern Ireland:	£117,864
Scotland:	£61,032
Wales:	£116,584

How much can I apply for?

If your organisation has a turnover of **up to and including £200,000**, you can apply for **up to £15,000**, for work to improve women's and girls' mental health and wellbeing and/or to improve their financial resilience. In addition, you can apply for an **extra 25%** of your grant request for costs to strengthen your organisation for the future. This means that if your organisation has a turnover of up to and including £200,000, you can apply for a maximum of £18,750 (of which £15,000 is for your project and £3,750 is for costs to strengthen your organisation for the future).

If your organisation has a turnover of **£200,001 – £999,999**, you can apply for **up to £40,000** for work to improve women's and girls' mental health and wellbeing and/or to improve their financial resilience. In addition, you can apply for an **extra 25%** of your grant request for costs to strengthen your organisation for the future. This means that if your organisation has a turnover of £200,001 – £999,999, you can apply for a maximum of £50,000 (of which £40,000 is for your project and £10,000 is for costs to strengthen your organisation for the future.).

All funding must be spent and activity completed by **31st December 2022**.

What types of organisations will you fund?

- We will only fund women's and girls' organisations. The Women Thrive Fund defines "women's and girls' organisations" as those which are run by, for and with women. This means that organisations should have the principal objective of working with women and girls and where the majority of beneficiaries of the organisation as a whole are, and always will be, women and girls. It must be clear that your organisation is run primarily by women and we will review your organisation's constitution, website and management committee in light of this
- Organisations that serve a charitable purpose
- Organisations that are committed to social justice and equality for women
- Organisations that have been active for at least a year and can submit annual accounts for a whole year

Do you fund non-constituted groups?

No. You must have a constitution and have been active for at least a year in order to be eligible.

What type of work will you fund?

We will fund a wide range of work that enables women and girls to improve their mental health and wellbeing and/or improve their financial resilience. In your application form, you will need to explain how the work you want us to fund will achieve these aims.

If your project aims to **help women and/or girls to improve their mental health and wellbeing**, tell us how the work will help them **gain confidence, tools, skills and support to sustain those improvements**.

If your project aims to **help women and/or girls to improve their financial resilience**, tell us how they will **increase their routes out of poverty, gain confidence, tools, skills and support to secure a stable financial future**.

You can ask us to pay for 'project costs' (the costs of the project activity) and 'core costs' (the costs of running your organisation). We know that women's and girls' organisations often need core costs to deliver their work.

You can ask us to pay for:

- Direct staff costs – this might include a new staff post, contribution towards existing staff salaries, extra hours for an existing member of staff or backfill for a member of staff.
- Associated staff costs – this might include management, training, travel or support for staff such as clinical supervision or coaching.
- Volunteer costs – this might include training, travel, subsistence, equipment, volunteer support.
- Other direct costs – this includes any other costs directly associated to the work you are delivering. For example, materials, venues, equipment, sessional staff, publicity etc.
- General running costs – this might include rent, utility costs, insurances and any other costs related to the day to day running of your organisation.

We ask you to tell us about these costs on the 'Grant Proposal' page of the application form.

The work that you ask us to fund does not need to be a new project. You can ask us to pay for work that you already deliver, as long as you are able to show that you do not currently have the money to cover the cost of this work.

What type of costs can I claim for strengthening my organisation for the future?

In addition to the costs required to deliver work to enable women and girls to improve their mental health and wellbeing and/or improve their financial resilience, you can request an extra 25% of your grant request for costs to strengthen your organisation for the future.

We know that women's and girls' organisations are under enormous pressure right now and that many of them face uncertain futures. We encourage you to ask for costs that will help you sustain your organisation **beyond the life of this grant**. These costs can include 'core costs' but must be for work that is in addition to any activity that your organisation is already undertaking.

- Training for existing staff in IT, marketing or fundraising
- New IT equipment or systems
- Bringing in a consultant or trainer to help build strategic thinking in your organisation.
- Backfilling some of your Chief Executive's role to free up time so that she can focus on strategy and fundraising

- Paying someone to help you improve how you collect and use information about your organisation's impact
- Improving your internal systems, processes and policies in marketing, finance and IT. This might involve paying consultants to help you or freeing up a senior staff member's time.
- Paying for support in building your organisation's ability to fundraise and generate income in a range of different ways.

Can I request costs for looking after my organisation's staff and volunteers?

Yes. We know how much stress staff and volunteers are under at the moment and that many of them are going the extra mile to support women and girls through the current crisis. We encourage you to include costs for staff and volunteer self-care and we recognise that this takes many different forms. It may be that individuals need support, or that you need support as a whole team. We want you to tell us what you need most. We will consider a wide range of costs which enable staff and volunteers to be well and able to keep doing their jobs.

You can include these costs in your main grant request and/or in the costs of strengthening your organisation for the future.

Do you fund existing work as well as new work?

We will fund both existing and new work which enables women and girls to improve their mental health and wellbeing and/or improve their financial resilience.

We can only fund work to strengthen your organisation which is *in addition* to any activity you are already delivering.

If our organisation has had to furlough staff can we still apply?

Yes. We know that many women's organisations are working hard to adapt their operations at this time. For some organisations, it may have been necessary to temporarily pause strands of work and furlough some staff due to the Covid-19 restrictions. We will consider applications from organisations where this is the case, however, we expect your organisation to still be operational to some degree.

I am a current recipient of one of Rosa or Smallwood's other grants, can I apply?

Yes.

Can you accept an application from a partnership of two organisations?

Applications should be submitted by one organisation. If you need to pay another organisation to deliver part of your project, you should make this clear in your budget. You will also need to show us that they have the skills and expertise to do this work.

Can we apply for funding to cover costs that we have already spent?

No. Under this programme, we are unable to pay for costs already incurred. The grant must be spent on activity delivered between August 2021 and December 2022.

How will you prioritise grants?

We particularly welcome proposals from women's and girls' organisations that:

- Address the critical needs of women and girls that miss out the most, including: Black and minoritised women and girls, disabled women and girls, LGBT+ women and girls, financially vulnerable women and girls and women on low incomes, older women, women and girls using drugs or alcohol and other underserved and disadvantaged groups of women and girls.
- Operate in less economically resilient communities within the UK e.g. areas with high levels of unemployment.

Applications will also need to fit into one of the following priority areas:

- Drug and alcohol services.
- Education and employment activity.
- Engaging excluded and vulnerable women and girls through sport.
- Work to address period poverty.
- Work to address women's and girls' loneliness.
- Work to increase gender equality.
- LGBTQI-specific services.

- Services for Black and minoritised women and girls.
- Work with female offenders.
- Work with financially vulnerable women and girls and women on low incomes.
- Work with older women.
- Work with women and girls with disabilities and/or women and girls with learning disabilities.
- Work with women and girls with multiple and/or complex needs.

We expect to receive more applications than we are able to support, so we will prioritise the following types of activity:

- Applications from organisations with a **track record** of similar work.
- Applications which focus on **sustainable improvement in the lives of women and girls** – e.g. providing work clothes and interview support for women looking for work or starting self-employment.
- Work to empower women and girls and take an **asset-based approach**. By this, we mean work which recognises and nurtures the strengths and skills that women and girls already have – e.g. a peer support group enabling young women to take work on period poverty into schools.
- Work to address **intersectionality**. By this, we mean work which recognises that different inequalities exist together. For example, a Black woman faces inequalities and oppressions relating to both gender inequality and race. – e.g. a women's centre that wants to establish a support group for Black and minoritised women who have been bereaved.
- Focus on **excluded and /or under-represented women** – e.g. providing support for disabled women to help them cope with common mental health problems.

What will you not fund?

Under this programme, we will not fund the following:

- Applications from organisations which are not led by, for and with women and/or girls.
- Applications from organisations that are mainly fundraising bodies.
- Applications from party political organisations.
- Applications from schools, colleges and hospitals.
- Applications from individuals.
- Profit-making work.
- Activities promoting religious beliefs.
- Party political activity.

- Campaigning, awareness raising, advocacy and lobbying. This exclusion is a specific exclusion from Government attached to all Tampon Tax funding. Under this programme, we are unable to fund any work which raises your organisation's profile or the profile of the issues you tackle publicly. However, we can fund awareness raising of issues with the women and girls you are working with in order to directly support them.
- Work outside the UK.
- Overseas travel.
- Academic research.
- Building purchase and improvements.
- Fundraising appeals.
- Arts projects - unless they demonstrate significant benefit in terms of social inclusion.
- Debts or loans.
- Fees for professional fundraisers, unless you are paying them out of the costs you request for strengthening your organisation, in order to help improve your organisation's ability to fundraise.
- Funding for work that has already happened ('retrospective funding').
- Work that is a statutory duty.

When do any successful awards need to be spent by?

All grants, including any costs for strengthening your organisation, must be spent by **31st December 2022**.

What do I need to do to apply?

To apply, please complete our [online application form](#) outlining how you will use the funding. The **closing date** for completed applications is **5.00pm on Thursday 25th March** and we are unable to accept late applications.

Rosa and Smallwood Trust will jointly host '**How to Apply**' webinars to help applicants develop their applications. These will take place on the following dates. Follow the links below to book:

- Wednesday 17th February at 1.00pm
- Thursday 25th February at 10.00am
- Monday 8th March at 6.00pm
- Thursday 18th March at 1.00pm

Who can I contact if I have an enquiry?

We urge you to contact us if you have any queries about submitting an application. The best way to contact us is to send an email to grants@rosauk.org. Please insert 'Women Thrive Fund' as your email subject and provide your organisation, contact name and contact number if you would like to speak to someone.

I'm having technical difficulties with the online application form, can you help?

The online application form may not be compatible with some older versions of Google Chrome. Please ensure you use one of the following web-browsers to access the form:

- Internet Explorer 11 (latest version)
- Google Chrome for Windows or Mac (latest version)
- Mozilla Firefox for Windows or Mac (latest version)
- Microsoft Edge
- Safari (Mac)

If you are still having problems, please contact us on grants@rosauk.org. Please insert 'Women Thrive Fund' as your email subject and provide your organisation and contact name.

When can I apply and when will I hear back?

The online application for the fund is now available to complete [here](#). The deadline for applications is **5.00pm on Thursday 25th March**.

Applicants who have not been shortlisted will be notified by **30th April**.

Shortlisted applicants will be given a decision by **23rd July**.

How can I check whether the work we are seeking funding for is eligible?

We will fund a wide range of costs that will enable women's and girls' organisations to enable women and girls to improve their mental health and wellbeing and/or improve their financial resilience. Please see '**What type of work will you fund?**' above. Please see '**What will you not fund?**' above for ineligible costs that cannot be considered.

If we don't have independently examined or audited accounts yet, will you accept management accounts?

If your most recent accounts are not yet ready please provide draft or management accounts signed by your Chair or CEO.

Will successful applicants receive any support as part of the award?

Yes. Sign up to our newsletters and Twitter feed to keep up to date with our webinar and training opportunities.

How will funding decisions be made?

Applications will undergo basic eligibility checks before being shortlisted. Applications will be shortlisted based on:

- Passing the eligibility checks.
- Demonstrating a clear financial need (we will look at your size and unrestricted reserves).
- Good fit with the aims and priorities of the programme.

Applications that pass the shortlisting process will then be fully assessed and we may call you to discuss your application.

Each applicant is assessed on its own merit according to the fund's objectives published in the application guidance.

If I am successful, when will the grant be paid?

If your application is successful, we will pay you 50% of the grant upfront in August 2021, once we have received your signed funding agreement. The second 50% of the grant will be paid in March 2022, once we have received a short Interim report telling us how you are getting on. You will need to have spent the total grant by **31st December 2022**.

If I am successful, when does the grant need to be spent by?

The total grant needs to be spent and all activity completed by **31st December 2022**.

What if my application is unsuccessful?

If your application is unsuccessful, we will write to you telling you the reasons why. We do provide feedback on common errors and application weaknesses. You are not able to appeal our decision, but if you have a complaint about how your application has been dealt with, please contact Rosa's Executive Director, at info@rosauk.org, please title your email 'Women Thrive Fund'.

Will further rounds be available after this?

The Women Thrive Fund is funded by the Tampon Tax Fund. We do not currently have plans to deliver more rounds in the future.



**THE UK FUND FOR
WOMEN AND GIRLS**

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Registered Charity No: 1124856

SMALLWOODTRUST

Enabling women to be financially resilient

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