# Women's Mental Health Peer Support Programme
## Guidance Notes
### August 2018

## At a glance…

| What is it? | A new grants programme focused on funding and supporting peer support activity delivered for and by women with experience of multiple disadvantage. |
| What is the minimum funding available? | Two strands of funding are available: |
| | Women’s Peer Support Hub Grants |
| | • Up to £50,000 to deliver a Women’s Peer Support Hub alongside direct or indirect peer support delivery |
| | • £25,000 to solely deliver the Women’s Peer Support Hub capacity building role. |
| | Peer Support Delivery Grants |
| | • Large grants: up to £25,000 – to deliver peer support initiatives |
| | • Small grants: up to £10,000 – to deliver peer support initiatives |
| | NB: The minimum grant size is £5,000. |
| Where is funding available? | England and Wales |
| How long can my funded activity run? | All project activity must start in February 2019, although direct peer support delivery that runs for less than twelve months may start after this. All project activity must be completed by the end of January 2020. |
| When are applications due? | Applications must be submitted by **5 pm on 15 October 2018**. |
| Where do I send my application? | Applications must be completed and submitted online through our application portal. |
| | Any applications received via e-mail or the post will not be accepted, unless previously agreed with Mind’s Investment Team: mindgrants@mind.org.uk |
| | You can access the portal from the end of Friday 24 August, using the link provided on the Programme’s webpage: [www.mind.org.uk/womenspeersupportprogramme](http://www.mind.org.uk/womenspeersupportprogramme). |
| When will I hear if I have been successful? | Decisions will be communicated to applicants by mid-December 2018 |
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About the Women’s Mental Health Peer Support Programme

The ‘Women’s Mental Health Peer Support Programme’ is a £1.3m programme run by Mind, the mental health charity, in partnership with Agenda, the alliance for women and girls at risk, with funding from the Department for Culture, Media and Sport and the Welsh Government as part of the ‘Tampon Tax Fund’.

The fund’s focus is on enabling the provision of effective mental health peer support delivered for and by women, particularly those with experience of multiple disadvantage. It builds on our experience of peer support approaches that we have seen can reach women within their local communities, and findings that it is this emotional support from peers that women particularly value when accessing support services.

Background

What we mean by peer support

Peer support happens when people who have similar experiences of something difficult come together to support each other. In the context of this fund, we are talking about experiences of mental health difficulties, trauma, or other forms of social or emotional distress. However, people involved in peer support will also have other shared characteristics, experiences, and interests.

Peer support differs from other forms of mental health service and support in important ways. Crucially, the people involved play an active role in creating a safe environment for each other. In this space, people can use their shared experiences to give and receive support from each other. Peers make choices about what parts of their personal experiences they talk about, seek support for, and use to support other people. It is through the development of meaningful, two-way relationships that peer support works.

People can feel less alone if they talk about their experiences and share coping strategies that work for them. By doing this, peers can help each other learn about how best to manage feelings and experiences that are difficult. Outcomes evidenced as being delivered by peer support include:

- Improved wellbeing
- Greater hope for the future
- Improved connections to others
- Increased sense of empowerment (including making positive changes)

The Programme builds on Mind’s previous peer support work including the Big Lottery funded ‘Side by Side’ initiative.

While there is no single right way to do peer support Side by Side identified the following core values as critical underpinnings for the delivery of effective peer support:

- Experience in common: peers share similar backgrounds, experiences, interests, or goals

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• **Safety**: peer support has structures in place to create physical and emotional safety
• **Choice and control**: peers have choice and control in how they are involved in their peer support
• **Two-way interactions**: peers have opportunities to give and receive support
• **Human connection**: peers develop meaningful connections with each other
• **Freedom to be oneself**: peers feel able to express themselves, and be themselves in peer support

The peer support toolkit developed from the ‘Side by Side’ programme provides more detail on what we mean by these, and we would expect to see all these values actively inform the work that we fund. The full toolkit can be downloaded [here](https://www.mind.org.uk/media/17944275/peer-support-toolkit-final.pdf) to help you in planning and thinking through your project.

**The need for improved mental health peer support for women**

‘Mapping the Maze’ was a substantial piece of research undertaken by Agenda, and AVA (Against Violence and Abuse), to better understand what services exist for women who experience multiple disadvantage across England and Wales. The research found significant gaps in mental health support that responds to women’s needs and that recognise the trauma that many women have experienced in their lives. In the absence of mental health support that is developed for and by women, women therefore find themselves having to navigate a complex system of siloed services. The ‘Mapping the Maze’ report can be downloaded from Agenda’s website [here](https://www.mappingthemaze.org.uk/about/).

Mapping the Maze found that women, many of whom had experienced trauma, and violence and abuse, particularly valued emotional support from other women when accessing support services.

The ‘Women’s Mental health Peer Support Programme’ aims to respond to the findings of this work through directly supporting the provision of effective mental health peer support for women experiencing multiple disadvantage who have, or are at risk of developing, mental health problems.

**What we want to achieve**

Through this programme we want to enable increased availability of sustainable mental health peer support delivered for and by women experiencing multiple disadvantage within communities across England and Wales.

The Women’s Peer Support Grants Programme therefore consists of the following four interlocking strands of activity:

• **Peer Support Delivery Grants**: 80 grants for peer support initiatives led for and by women with experience of multiple disadvantage.
• **Women’s Peer Support Hub Grants**: five grants for women’s organisations to take on a leadership role as a Women’s Peer Support Hub.

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3 [https://www.mappingthemaze.org.uk/about/](https://www.mappingthemaze.org.uk/about/)
• A Learning & Capacity Building Programme: a series of co-produced events to provide tools, resources and training for organisations on how to run, manage and evaluate effective gender-responsive peer support.

• An Independent Evaluation: working with an independent evaluation partner and peer-researchers to co-produce an evidence base for women's peer support, helping support the longer term legacy of the programme.

What we want to fund

Covering England and Wales, the grants programme will fund:

1. Organisations to facilitate peer support initiatives delivered for and by women experiencing multiple disadvantage. Multiple disadvantage is defined as women who experience several issues such as mental health problems, homelessness, drug and alcohol misuse, abuse and violence, offending, and family breakdown. They may have one main need complicated by other factors (e.g. race, sexuality, age or disability) or a combination of lower level issues which together combine to constitute multiple disadvantage.

2. ‘Women’s Peer Support Hubs’ - women’s organisations working to improve the capacity of individuals and community based organisations to lead effective peer support activity delivered for and by women.

Organisations will be able to apply individually or in partnership, where the combined expertise enhances the ability to ensure more targeted reach, to engage women where they are, and to respond more effectively to their specific mental health support needs.

1. Peer Support Delivery Initiatives

The programme will fund 80 community-based peer support initiatives to achieve a combined total reach of around 4,500 women across communities in England and Wales.

Work will be funded for a maximum of one year from 01 February 2019. We expect to make the following awards:

i. 30 grants of up to £25,000

ii. 50 grants of up to £10,000. The minimum grant available is £5,000.

An example of the type of projects and initiatives we would look to fund through this strand is contained in Appendix 2.

As an indication, we expect those projects receiving a grant of up to £10,000 to work with around 35 women. For those receiving a grant of up to £25,000, and ‘Hubs’ with a direct or indirect peer support delivery component, we expect projects to work with around 85 women.

We expect to fund projects working with women aged 18 years and over. We will consider projects that work with younger women aged 16 years and over where there is a clear rationale for needing to lower this age range, for example young care leavers or young women not in education or training. Organisations will be required to demonstrate that they have the necessary safeguarding policies in place for work with their target audience.
We recognise that work with women who are particularly marginalised and experiencing multiple disadvantage may be more complex and projects working with these women may therefore reach a lower number of people. This will be taken into consideration during assessment.

We want to demonstrate the value of peer support for women experiencing multiple disadvantage, to develop an evidence base to support learning and to sustain and grow this work. Evaluation is therefore a key strand of the programme and it is a requirement of accepting an award from the ‘Women’s Mental Health Peer Support Programme’ that applicants agree to take part in the approach to evaluation that is being developed with our evaluation partners, McPin and St George’s, University of London. Grantees will be supported by the evaluation partners and peer researchers to build evaluation skills to do this – see Evaluation section below.

The evaluation will involve measuring the impact of work against a core set of outcomes, using the evaluation tools provided. We anticipate these core outcomes will be in line with those evidence through the Side by Side Programme, described above.

However, to ensure the evaluation is focused on outcomes that are meaningful for women experiencing multiple disadvantage we will be working with the evaluation partners during Autumn 2018 to co-develop the final outcomes and methods that projects will be required to use.

To inform development of the core outcomes, we therefore ask you to identify the changes you aim to achieve for the women you will be working with. This will help us to understand the changes that organisations with expertise in working with women experiencing disadvantage understand to be important to women themselves.

This information will also provide us with a clearer picture of the work your organisation intends to deliver.

Those receiving funding through this strand will take part in four learning events across the lifetime of the grant. These will be co-convened by the ‘Women’s Peer Support Hubs’ and Mind and will support organisations to build and share knowledge about delivering peer support for women.

2. ‘Women’s Peer Support Hubs’

We will fund five Women’s Peer Support Hubs with grants of up to £50,000; four in England and one in Wales. We intend to establish these ‘Hubs’ across England and Wales to ensure there is a reasonable geographic spread.

A peer support Hub is a physical and virtual space comprised of an organisation working in association with a range of different peer support groups. The Hub’s role is to support individuals, groups and networks to deliver effective women’s led peer support. They will benefit from Mind’s wider peer support learning programme, coming together to share skills, resources and experience, and offer mutual support and collaboration.

From our peer support delivery work to date we have the following insights in to the ‘active ingredients’ key to effective Hub delivery:

- **Peer leadership:** Even if activities are not exclusively peer-led, there is a substantial amount of peer leadership across proposed Hub activities.
• **Sharing knowledge:** Exchanging skills, knowledge, and experience is essential to nurture diverse approaches to co-creating peer support. This includes sharing resources in the community (such as venues and links to other organisations or stakeholders) as well as joining together to support volunteer facilitators or planning promotional activities.

• **Active learning:** An active sense of learning both among those people already giving and receiving peer support, but also in understanding how the full diversity of cultures and communities needs to evolve in peer support.

• **Creating safety:** Creating positive, safe, trusting spaces for peer support within and across communities and cultures.

• **Changing ways of working:** Being prepared to think differently about how peer support is provided, challenging and adapting ways of working that can be constrained by conventional thinking about services, models and care giver/user roles.

• **Time:** Capacity building requires sustained efforts over a long period to build a credible reputation with networks and organisations.

• **Strategic factors:** Being aware of strategic changes, influencing local and national agendas, and working alongside others in the health and social care space will be important. This requires a mutual sharing of policy intelligence.

Hub grants will go to women’s organisations, or partnerships where the lead partner is a women’s organisation, able to demonstrate a commitment to embedding the above active ingredients as principles of their proposed capacity building delivery.

The organisations or partnerships will also have experience and knowledge of the needs of women experiencing multiple disadvantage and the connections with community-based organisations and networks to:

• Convene and deliver, in partnership with Mind, four capacity building workshops for grantees in strand one of the programme and others to grow local expertise in delivering women’s mental health peer support.

• Establish and support networks of women’s peer support practice.

• Become centres of expertise and knowledge on women’s peer support.

• Promote the value of women’s led peer support to service providers and commissioners.

• Facilitate women’s led peer support directly or indirectly. This could, for example, include holding a community chest for independent user-led initiatives (NB: organisations are asked to fill out a peer support delivery grant application for this aspect of delivery).

The evaluation of Hubs will involve measuring the impact of work against a core set of outcomes, using the evaluation tools provided. To inform development of these core outcomes and ensure these are in line with what organisations believe is needed in this space, we ask you to identify the changes you aim to achieve through your proposed delivery of a Women’s Peer Support Hub.

These outcomes should relate directly to the first four areas of a Hub’s role outlined above and could include but are not limited to:
• More individuals, organisations and groups are able to deliver higher quality, more effective peer support, and feel confident to do so
• Women receiving peer support in a group or an organisation who has participated in specific Hub activity have improved wellbeing, hope for the future, connections to others and self-efficacy.

Mind will train the Hubs in its evidence-based peer support values framework and in capacity building approaches to improving local expertise. There will also support and learning established between the Women’s Peer Support Hubs and a range of other peer support Hubs that are being established across England and Wales. A range of guidance will be available from Mind to successful Hubs to enable them to carry out the function of the Hub and to develop peer support capacity.

The four capacity building workshops will be delivered quarterly from February 2019 to January 2020. The first workshop will take place in February/March 2019 and will be set up by Mind. Mind will work with Hubs to co-design and co-deliver the subsequent learning events. Successful organisations will also be asked to provide space for and contact with a peer researcher for around one day each week for the duration of the programme.

In convening the workshops and establishing networks of practice, Hubs will be expected to identify and engage community and voluntary sector groups in the local area that deliver peer support for women. This will include the projects funded through strand one and organisations who are keen to develop skills in supporting women’s peer support but who currently do not.

As part of Hub applications we are looking for organisations to include:
• Plans for how you will promote women’s peer support to a range of stakeholders in your area or community of interest
• Your approach for supporting networks of women’s peer support practice
• How you would seek to support increased access to peer support, including any direct peer support delivery your organisation will deliver and/or peer support delivery you will directly enable others to deliver.
• Resource dedicated from within the organisation to support the convening of x4 learning and capacity building events for 25 people over the course of the year.

* Please note, we are prepared to consider applications from organisations or partnerships who only wish to deliver the capacity building, network and knowledge development elements of the Hubs strand without the direct or indirect peer support delivery element. In such cases, the maximum grant available to support this proposed activity will be £25,000. If you want to be a Hub which also facilitates direct or indirect peer support activity, please also complete one small or large Peer Support Delivery application.

Evaluation

Funded projects will be asked to appoint a lead contact for evaluation within their organisation. This lead will be responsible for capturing evaluation data for the project and will therefore need to:
• assume ultimate responsibility for project data collection (administering questionnaires)
• enter anonymised outcomes data into a spreadsheet provided by the evaluation partners, and transfer this to a centrally created and managed shared database.

Resource for this can be factored into your project budget and/or factored into the project staffing for your project. Our regional peer researchers will also provide additional support to projects, particularly smaller initiatives, advising and supporting you to collect and submit project data. You may wish to develop volunteer roles to support evaluation leads and we can support you in developing a framework for volunteer roles. Volunteers could also contribute to producing case reports which ‘tell the story’ of your project.

Projects will be required to allow our regional peer researchers access to project activities. This will allow peer researchers to observe how peer support happens in practice. The focus of project observations will be testing peer support values identified through our work on Side by Side, looking at the extent to which these values are observable in practice and whether they should be improved/adapted for women’s peer support.

Committing to collecting and transferring outcomes data, and allowing access to project activities to our peer researchers will be required of all grantees. We will also ask a smaller number of grantees to take part in evaluation interviews, where they will be asked about their experience of facilitating women’s peer support.

Grantees should ideally have access to Microsoft Excel or, if they don’t, they should highlight this this in their application. This won’t have an impact on any funding decision, but will inform our future approach to the evaluation.

Grants Criteria

To help you decide whether the Women’s Mental Health Peer Support programme is the right scheme for your organisation, read the criteria for both the Peer Support Delivery and Hub grants on the following pages.

Your application will stand a higher chance of success if you can also answer ‘yes’ to these questions.
### Peer Support Delivery Grants

**Are you one of the following:**

An England or Wales-based Registered Charity, Community Interest Company (CIC), Charitable Incorporate Organisation (CIO), or a Company Limited by Guarantee.

An England or Wales-based partnership with a lead partner who will hold and administer the funds that is a Registered Charity, Community Interest Company (CIC), Charitable Incorporate Organisation (CIO), or a Company Limited by Guarantee.

**Does your organisation have a track record of engaging with women with experience of multiple disadvantage?**

Are you/your partnership able to evidence:

- Experience of engaging women with experience of multiple disadvantage
- Previous initiatives delivering outcomes for this audience
- Understanding of the needs/challenges of working with this audience

**Is your organisation able to demonstrate the skills needed to facilitate effective peer support**

Are you/your partnership able to demonstrate:

- An understanding of the organisational support needed for an effective peer support project
- An understanding of some of the challenges that might arise in the delivery of peer support and how these can be addressed

**Will women experiencing or at risk of developing, mental health problems be involved in the design, delivery and management of the project?**

**Can you show that your organisation/partnership has and will provide the skills and resources to plan, develop, deliver and manage the project against the outcomes intended?**

**Will your proposed activity be able to start by February 2019?**

**Can you develop a budget for the project, maintain accurate financial records and produce bank statements?**

**Is the total amount you are applying for less than 25% of your organisation's annual turnover**

### Desirable criteria

**Is your organisation, or one or more partners within your proposed project, a women's organisation?**
**Peer Support Hub Criteria**

Are you one of the following:

An England or Wales-based Registered Charity, Community Interest Company (CIC), Charitable Incorporate Organisation (CIO), or a Company Limited by Guarantee.

An England or Wales-based partnership with a lead partner who will hold and administer the funds, that is a Registered Charity, Community Interest Company (CIC), Charitable Incorporate Organisation (CIO), or a Company Limited by Guarantee.

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<thead>
<tr>
<th>Question</th>
<th>Yes/No</th>
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<tr>
<td>Is your organisation a women’s organisation? By this we mean organisations whose primary purpose is to work for the benefit of women and girls as reflected in their governing documents.</td>
<td>Yes/No</td>
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<tr>
<td>Does your organisation have a track record of engaging with women with experience of multiple disadvantage?</td>
<td>Yes/No</td>
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<tr>
<td>Are you/your partnership able to evidence:</td>
<td></td>
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<tr>
<td>• Experience of engaging women with experience of multiple disadvantage</td>
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<tr>
<td>• Previous initiatives delivering outcomes for this audience</td>
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<tr>
<td>• Understanding of the needs/challenges of working with this audience</td>
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<tr>
<td>Does your organisation have a track record of partnership working across a geographical area or community of interest?</td>
<td>Yes/No</td>
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<tr>
<td>Are you able to demonstrate:</td>
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<td>• Partnership relationships with relevant organisations and networks including community organisations, local mental health providers, other women’s organisations and commissioners</td>
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<td>• Ideas for how you will engage different partners in the work of your Hub</td>
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<td>Is your organisation committed to supporting peer leadership opportunities for women?</td>
<td>Yes/No</td>
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<td>Do you have ideas for how you will engage women with lived experience across all elements of the Hubs work</td>
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<tr>
<td>Can you show that your organisation/partnership has and will provide the skills and resources to plan, develop, deliver and manage the project against the outcomes intended?</td>
<td>Yes/No</td>
</tr>
<tr>
<td>Will your proposed activity be able to start by February 2019?</td>
<td>Yes/No</td>
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</tbody>
</table>
Can you develop a detailed financial plan and budget for the proposed project, maintain accurate financial records and produce bank statements that will bear scrutiny under audit? | Yes/No
---|---
Is the total amount you are applying for (across both the Hub and Peer Support Delivery strands) less than 25% of your organisations annual turnover? | Yes/No
Are you willing to support our evaluation process to measure how effective peer support is, in particular encouraging peer support participants to complete specific evaluation tools? | Yes/No
Is your organisation open to new ways of working and creating positive, safe and trusting places for the delivery of peer support? | Yes/No

How to apply

Application process

Applying to the Women’s Mental Health Peer Support Programme is a one stage, online process. Applicants will need to complete and submit their application(s) through our online application portal mind.flexigrant.com. The application portal will be live from midday on 24 August.

Please do not use www.mind.flexigrant.com as this will not work.

Any applications received via e-mail will not be accepted, unless previously agreed with Mind’s Investment Team who can be contacted at mindgrants@mind.org.uk

Timeline

<table>
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<th>Programme launch</th>
<th>23 August 2018</th>
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<tr>
<td>Deadline for applications</td>
<td>15 October 2018</td>
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<tr>
<td>Funding decisions communicated</td>
<td>Mid-December 2018</td>
</tr>
<tr>
<td>Funded activity starts</td>
<td>February 2019</td>
</tr>
<tr>
<td>Funded activity finishes</td>
<td>January 2020</td>
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</table>

Application forms

PDF copies of the applications for the Hub and Peer Support Delivery strands, will be available from the programme website, www.mind.org.uk/womenspeersupportprogramme, once the
Partnership applications

Organisations can apply individually or in partnership, where the combined expertise enhances the ability to ensure more targeted reach, to engage women where they are, and to respond more effectively to their specific mental health support needs.

The organisation submitting an application on behalf of a partnership will be the ‘Lead Organisation’ and the main point of contact for the application. The Lead Organisation will be responsible for co-ordinating, managing and delivering the work. If we award a grant, the Lead Organisation must accept our grant terms and conditions of grant and will be accountable to us for how the money is spent.

Applying more than once

We will only accept one application from a single lead organisation or partnership to the ‘Peer Support Delivery’ strand.

Organisations and groups that are part of a partnership application, but not the lead organisation, can be involved in more than one application.

Organisations and lead organisations in a partnership can apply to the Hub strand and one tier of the ‘Peer Support Delivery’ strand.

Notifying applicants

We will notify all applicants by mid-December 2018. If conditions are set by the Grants Panel, applicants will be given an opportunity to provide additional information, which will be reviewed by the Chair of the Panel, who will make the final funding decision.

How we process the information you provide

We take your privacy seriously and promise to never sell your data. We will only use your details to process your registration, to contact you about your application and the Grants Panel’s decision. You can find out more about your rights, how we use your personal information and how we keep your details safe and secure by reading our Privacy Policy here.

What the peer support grants fund will and won’t fund

Your application must include a budget setting out what funding you need and explaining how you will spend it. The budget will be considered at each stage of the assessment.

Please note, the grant you apply for cannot exceed 25% of your organisation’s annual turnover. The minimum award is £5,000.

Successful applicants will be asked when accepting the grant to set out clearly the proposed expenditure over the lifetime of the grant.

Grants will be paid as follows:

For Hubs and large Peer Support delivery grants of up to £25,000: awards will be paid in three instalments:

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1. At the outset of the project: 45% of costs
2. At the mid-point of delivery, subject to completion and sign-off of mid-point reporting and full engagement with the evaluation: 45% of costs
3. Upon satisfactory completion of all reporting and evaluation: the remaining 10% of costs.

For small ‘Peer support delivery’ grants of up to £10,000: awards will be paid in two instalments:
1. At the outset of the project: 90% of costs
2. Upon satisfactory completion of all reporting and evaluation: the remaining 10% of costs.

**Eligible costs**

The following costs are considered eligible to include in an application (although whether each is appropriate and of a suitable size for the specific application will be determined during the assessment):

- Staffing costs, including salaries of project workers employed solely for the project, pension and National Insurance contributions; staff and volunteer recruitment costs; fees for sessional workers; expenses for volunteers. Costs of staff who are already employed who will manage the project for some of their time should be included in core costs (see below). Any new posts created as a result of funding must be recruited using an open, fair and transparent recruitment process.
- Direct project costs, including travel expenses for staff and volunteers; staff and volunteer training; venue hire and meeting costs; other expenses relating to your activity and that will enable women to participate, for example, materials, refreshments, crèche and childcare costs.
- Communication costs, including market research, advertising, print costs for promotion/marketing; specific communications staffing expenses.
- Core costs, including a proportion of costs related to running the project such as management costs, building costs and office costs. We expect groups and organisations to include the full additional charge to their core (‘full cost recovery’) but this should be within the range of 10-15% of the total project cost. For more information on ‘full cost recovery’ see New Philanthropy Capital’s online guidance [here](https://www.thinknpc.org/publications/full-cost-recovery-2/)
- Capital costs, including office equipment necessary for project delivery. If these costs exceed 10% of total project cost we expect detailed information outlining why these are vital to the successful delivery of your project.

**Ineligible costs**

The following costs will be considered ineligible and should not be included in an application:

- Retroactive costs (costs incurred before a grant is confirmed).
- Costs not linked directly to the project. For example, contributions to the organisation’s reserves, contributions to general appeals, funding shortfalls on existing projects, loan repayments, endowments.
Staff time to develop and write applications and general fundraising work.
Redundancy costs.
Minibuses.
Routine repairs and maintenance.
General improvements to public areas, unless essential to the project.
Personal equipment not essential to project delivery.
Maintenance and office equipment not essential to project delivery.
Activities for which there is a statutory responsibility to provide funding.

Assessment process

The assessment process involves four stages.

1. **Initial check:** carried out by the Mind Investment Team, applications may be judged to be ineligible if, for example, sections remain unanswered or attachments are not provided.

2. **Internal assessment:** each application is assessed internally. Each application is randomly assigned to an assessor drawn from an internal panel of staff, a number of whom have their own lived experience of relevant issues.

3. **Moderation:** scores returned from the internal panel are returned and reviewed by the Mind Investment Team, which oversees grant-making at Mind. Due diligence checks, including most recent annual or management accounts, references, safeguarding polices and procedures, ensuring there are three unrelated Trustees on your organisation’s Board, and returns to the Charity Commission and/or Companies House, are then completed.

4. **Grants Panel:** Five grants panels, four in England and one in Wales, will receive a shortlist of the highest scoring applications (generally around 50% of total applications) and submit their assessments in advance of grants panel meetings. The meetings will be in late November/early December 2018 and will be used to review the panel members’ assessments and reach funding decisions. The grants panels will consist of women with relevant lived experience and representatives from relevant organisations.

There are three possible outcomes for your application:

- Acceptance
- Conditional acceptance
- Rejection

If the Grants Panel does offer you a grant they may ask for modifications to your budget or project plan. In some cases they may be unwilling fund certain items.

We are unable to anticipate the final number of applications that will be received in this round, but reflecting on previous programmes an average of 25% of total applications are awarded funding by our panel.
Further information and support

Additional guidance
You may find the following useful in developing your application.

Developing a risk assessment
The application forms ask you to identify some of the main risks involved in delivering your proposed work, and how you plan to prevent and mitigate these. NCVO-KnowHowNonProfit's document 'How to complete a risk assessment' provides useful guidance on how to do this and can be found here:

Developing your project
We recommend you consult Mind's peer support toolkit to develop your understanding of what we mean by mental health peer support. The toolkit also has a number of useful tools and exercises that we recommend you draw upon in developing your proposed project. The toolkit can be downloaded here:

Writing your application
1. The Resource Centre's document:
   - 'Planning a funding application', which can be downloaded here
   - 'Writing a funding application', which can be downloaded here

2. NCVO's 'KnowHowNonProfit' document 'Writing funding applications', which can be downloaded here

Information sessions
We will be running the following seven face-to-face information events in September:

1. London, 13 September, 11 am to 1 pm
2. Manchester, 17 September, 10.30 am to 12.30 pm
3. York, 17 September, 3 pm to 5 pm
4. Exeter, 18 September, 2 pm to 4 pm
5. Cardiff, 19 September, 2 pm to 4 pm
6. Birmingham, 19 September, 2pm to 4 pm
7. Wrexham, 20 September, 2pm to 4 pm

There are 30 places available for each event.

Booking will be open from midday on 24 August on our website:
www.mind.org.uk/womenspeersupportprogramme.

Venue information and directions will be provided shortly after booking.

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6 https://knowhownonprofit.org/organisation/strategy/internalanalysis/how-to-complete-a-risk-assessment-1
8 https://www.resourcecentre.org.uk/information/planning-a-funding-application/#next
9 https://www.resourcecentre.org.uk/information/writing-a-funding-application/
10 https://knowhownonprofit.org/funding/grants/writing-funding-applications
Webinars

We will run two webinars during the application period. These will provide prospective applications with an opportunity to raise any outstanding questions they have about applying and will be on:

1. 30 August, 3 pm to 4.30 pm
2. 1 October, 3 pm to 4.30 pm

Booking for both will be open from midday on 24 August on Mind’s website at: www.mind.org.uk/womenspeersupportprogramme

Joining instructions will be sent closer to the time.

Both webinars will be recorded and available from Mind’s website.

Applicants to the ‘Hubs’ strand of the Programme

If you are thinking of applying to this strand of the programme and would like to have an initial conversation please email mindgrants@mind.org.uk with ‘Hubs conversation’ in the subject title. Places are limited, and will be on a first come, first served basis.

Outstanding questions

We will be publishing a list of Frequently Asked Questions (FAQs) on our website. These questions will be updated throughout the application process.

If you have any particular communication needs or have general enquiries not addressed by our FAQs please e-mail us at the below address. We will aim to respond to your query within five working days (please note this may be longer in the weeks just prior to the application deadline). Although we can answer questions about the application process and criteria, we cannot offer support to you to develop your application.

E-mail: mindgrants@mind.org.uk

Website: www.mind.org.uk/womenspeersupportprogramme
Appendix 1: Glossary of terminology

**Peer Support** - is a system of giving and receiving help founded on key principles of respect, shared responsibility, and mutual agreement of what is helpful.

**Facilitating Peer Support** - is defined as providing the space, guidance, or resources for people to give and receive peer support, consistent with the shared principles and values established by the Side by Side programme evaluation.

**Increased availability of peer support** - is defined as more platforms and spaces to give and receive peer support.

**Women’s Peer Support Hub** - a women’s organisation working to improve the capacity of individuals and community based organisations to lead effective peer support activity delivered for and by women.

**Effective peer support** - peer support that is consistent with the shared principles and values established by the Side by Side programme evaluation.

**Peer Researcher** - a researcher with lived experience of mental health problems employed by the programme evaluation partner. Peer researchers carry out research and evaluation activities and support projects to develop their own research and evaluation capability.

**Peer Leadership** – in the context of this programme peer leadership refers to both activities that are led by people with lived experience of multiple disadvantage and/or opportunities for people with lived experience to influence the focus and direction of future activities.

**Women with Experience of Multiple Disadvantage** - are defined as women who experience several issues at the same time; such as mental health problems, homelessness, drug and alcohol misuse, abuse and violence, offending, and family breakdown. They may have one main need complicated by others, or a combination of lower level issues which together combine to constitute multiple disadvantage.

**Women’s Organisation** – an organisation whose primary purpose is to work for the benefit of women and girls.

**Mental health services** - include statutory services, voluntary and community sector providers who receive public contracts or grants, and private providers who receive statutory contracts for service delivery.

**Commissioners** - include all relevant statutory funders of services in a fixed geographic area – this could include CCGs and local authorities.

**Marginalised Communities** – refers to communities that experience elevated levels of discrimination. This includes Black, Asian and Minority Ethnic (BAME) communities; lesbians, bisexuals and people who identify as transgender (LBT); people who live in rural areas; refugees and asylum seekers; disabled people and/or people with long term conditions; older people.
Lived Experience of Mental Health Problems - refers to a person’s own mental health problems, either diagnosed or undiagnosed

Community Chest – a pot of money held by and administered by a hub for the benefit of independent peer support initiatives e.g. sports kit or art supplies or refreshments.

Indirect Peer Support Delivery: Where an organisation is supporting or funding other organisations or groups to facilitate peer support

Direct Peer Support Delivery - peer support initiative(s) facilitated directly by an organisation or women’s peer support hub.

Wellbeing – mental wellbeing describes your mental state - how you are feeling and how well you can cope with day-to-day life. If you already have a mental health problem, you’re more likely to experience periods of low mental wellbeing than someone who hasn’t. But that doesn’t mean you won’t have periods of good wellbeing.

Improved Empowerment – people feel more informed and confident to take decisions that they feel are right for them.

Improved Social Capital - people have stronger social connections
Appendix 2: Examples of the types of peer support activity we are seeking to fund

The following projects are provided as examples of the type of peer support projects we are looking to support through this programme and that Mind has supported through our peer support work to date:

- **Getaway Girls** empowers young women to build confidence and resilience, develop new skills and take positive risks in an environment which offers co-operation and support. The organisation works with a diverse group of young women. This includes young women at risk of early pregnancy, young mums, care leavers, and those who have been excluded from school, suffered or witnessed domestic violence or at risk of sexual exploitation. With Side by Side funding the organisation delivered a peer support group for women aged 18 – 25 who have lived experience of mental health issues. In providing an opportunity to participate in activities that ranged from creative writing to yoga and mindfulness Getaway Girls was able to provide a space where the young women could explore their mental health concerns, share their stories and experiences and boost their confidence and positive self-esteem. Importantly, the project provided the young women with peer support training that enabled them to take on leadership roles in running the group.

  I have really enjoyed being part of the Side by Side project, the youth work course was a great starting point, giving me the tools to understand how a peer support group needs to run. The resulting group I have found to be really supportive, we have managed to create a safe place where I have felt able to share a lot about my mental health, and been inspired by the stories of others.

- **Midaye Somali Development Network** facilitated peer support sessions for women from Somali communities. These women were given the opportunity to discuss issues such as female genital mutilation (FGM), coming from a war-torn background, extensive bereavement, and cultural isolation. Groups were facilitated by women with personal experience of the issues raised, were led by members’ priorities, and mirrored traditional ways that women in the Horn of Africa provide support to each other.

- **The Positive Action for Refugees and Asylum Seekers (PAFRAS)** project supported asylum seekers waiting to access mental health therapy services, particularly people that were living in poverty and isolated. The project hosted a peer support group to support women and their children in a safe space, and offered practical tools and coping mechanisms to help deal with the asylum system and resulting high levels of anxiety and stress.