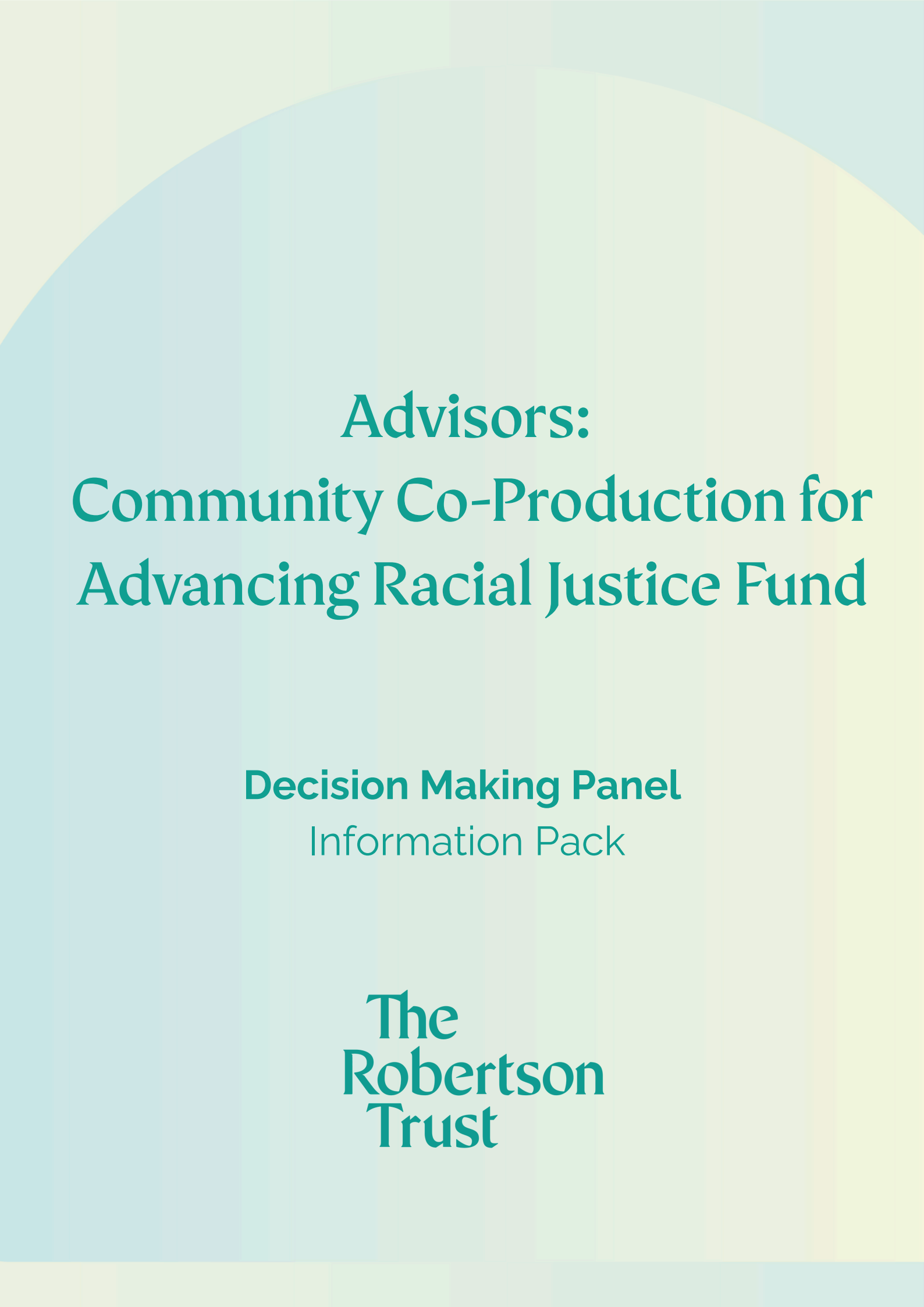




Advisors:

Community Co-Production for Advancing Racial Justice Fund

Decision Making Panel
Information Pack

**The
Robertson
Trust**

Background

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Despite leading vital grassroots work, organisations led by Black people and People of Colour (BPoC)* are routinely underfunded, undervalued, and excluded from decision-making spaces.

The Advancing Racial Justice (ARJ) Fund was created to shift power and resources toward BPoC-led groups that hold community trust, lived expertise, and practical knowledge of how racism operates in everyday systems.

The Advancing Racial Justice (ARJ) Fund is a committed step towards shifting power and resources to Black and People of Colour (BPOC) communities in Scotland.

For the first time, The Robertson Trust is delegating funding decisions to a Community Decision Making Panel, recognising that those most affected by systemic racism are best placed to lead change.

This panel will be made up of community leaders, organisers, and changemakers with lived experience and deep knowledge of systemic racism and anti-racist work. Members will play a central part in shaping which projects receive funding, ensuring decisions reflect community priorities and values.

*This guidance document refers to Black people and People of Colour, or BPoC. Other terms often used to refer to people affected by systemic racism include Black and Ethnic Minority (BAME), Global Majority, BIPOC, racialised communities or people affected by racism - each covering different communities, different understandings of race and ethnicity, or relevant to different contexts.

This Fund chooses to use the term BPOC due to its origins as a term of self-identification arising from racial justice movements. It aims to build solidarity between diverse groups and draw attention to the experiences of racialised communities, while acknowledging the vastly different experiences and identities this includes.

We acknowledge that for some groups and individuals who become involved with the Fund this will not be a meaningful or familiar designation. Our hope is that it can be useful, and that groups and individuals will feel comfortable to identify otherwise alongside a shared use of BPOC within the Fund's activities. We welcome ongoing conversation around this and are open to feedback.

What does it involve?

Decision-Making Panel members will:

- Review and assess funding applications from BPoC-led organisations proposing systems change projects.
- Work collaboratively with other panel members, the ARJ Funding Officer, and The Robertson Trust staff to make recommendations and final decisions.
- Co-design assessment criteria and shared decision-making principles, including how we assess lived experience, anti-racist knowledge, and organisational capacity.
- Ensure transparency and accountability, with decisions recorded and reported as part of the Fund's strategic learning process.



Who We're Looking For

We welcome applications from people who:

- Lived or professional experience that provides a deep understanding of systemic racism and its impacts on communities, institutions or funding systems.
- Knowledge of anti-racist systems change, community organising, or grassroots leadership.
- Are committed to collaborative decision-making and learning.
- Can contribute to fair, transparent, and values-led funding decisions.

You do not need to have formal funding experience. We hope the Panel will represent a mix of skills, perspectives, and lived experience. Training and support will be provided.



About the Advancing Racial Justice Fund

The Advancing Racial Justice Fund is a 3-year initiative co-designed by The Robertson Trust and BPoC community leaders in Scotland.

It aims to support BPoC-led groups and charities working to dismantle systemic racism and drive long-term, community-led change.

The fund prioritises:

- Redirecting funding to BPoC communities historically excluded from charitable funding
- Investing in systems change, not just frontline support
- Collaborative approaches to funding, decision-making, and learning

It will offer multi-year grants of £10,000–£40,000 per year for three years, plus an initial £10,000 for project design. The fund supports work rooted in anti-racism, intersectionality, and community leadership with a focus on systemic change.

It will be open to registered charities and unconstituted groups with annual incomes under £200,000.

You can learn more about how we built the Advancing Racial Justice Fund [here](#) and find our Theory of Change [here](#).

The fund is one element of an ongoing journey The Robertson Trust is on to deepen our understanding of power, justice, and equity, which you can read more about [here](#).

The Decision-Making Panel will be central to ensuring the ARJ Fund remains rooted in the lived experiences, priorities, and leadership of BPoC communities in Scotland.

By shaping strategic direction, supporting outreach, and contributing to holding The Robertson Trust to account in its anti-racism journey, the group will help ensure the Fund delivers meaningful, long-term change.



Other ways to get involved with the ARJ Fund

We are also seeking a **Leadership Group** who will support outreach and engagement and contribute to the strategic learning of the Fund. You can find out more about this project on our website.

You are welcome to apply for both the Decision-Making Panel and the Leadership Group, but successful applicants will only be able to participate in **one** of these groups.

If you are part of an organisation, your organisation may want to apply for the ARJ Fund itself.

To maintain fairness and transparency, and avoid conflicts of interest:

- Members of the Decision-Making Panel **cannot** apply for ARJ Fund.
- Members of the Leadership Group can apply for the ARJ Fund.

If you are unsure whether your circumstances present a conflict of interest, or you have enquiries related to applying to the Fund, please get in touch with the Advancing Racial Justice Funding Officer, Martha Williams:

arj@therobertsontrust.org.uk

Time Commitment

This project involves a total of **6 working days** between December 2025 and August 2026.

Codesign of assessment criteria

1 day

Assessment of Applications

4 days

Decision Meeting

1 day

Please note: The day allocations outlined are intended as a guide and may be adjusted over time to reflect the needs of the fund and the Leadership Group's contributions.

Payment

Payment for your time: You will be paid for 6 days at £280 per day (total £1680) to cover meetings, workshops, and agreed activities.

How you'll be paid: Payments are usually made by bank transfer, but we can discuss other options if needed.

Impact on benefits: We will provide clear information about payments, but it is your responsibility to check how receiving money may affect any benefits or entitlements you receive.

Access: Please let us know about any access needs, and we'll work with you to put the right support and adjustments in place.



What we are looking for

These criteria outline the skills and experience we believe will support the development of the Fund.

We are not looking for a single individual to meet every aspect of the criteria, and we encourage you to highlight the skills, experiences, and perspectives you bring.

While the criteria will guide the process, please feel free to share any additional expertise or lived experience you believe is relevant, even if it's not explicitly mentioned.

Lived Experience and Values

- Lived or professional experience that provides a deep understanding of systemic racism and its impacts on communities, institutions or funding systems
- A strong understanding of equity, fairness, transparency, and how power dynamics affect decision-making
- Willingness to engage in training, reflect on feedback, and adapt approaches

Decision-Making and Analytical Skills

- A thoughtful approach to decision-making that assess both risks and opportunities
- Ability to assess projects/ proposals for system change impact

Communication and Collaboration

- Comfortable expressing views clearly and respectfully in group discussions
- Ability to work collaboratively with people from different backgrounds and perspectives

Commitment and Reliability

- Able to commit to reviewing applications and attending meetings within agreed timelines
- Understanding of the importance of handling sensitive information with care and confidentiality

Digital Confidence

- Basic comfort using online platforms for meetings and reviewing documents (support will be provided if needed)

How to apply

If you are interested in this project, please send:

A short statement (no longer than one page / 8 minutes) explaining:

- Why you are interested in the project
- What you hope to get out of being part of the Decision-Making Panel
- What skills, attributes and experiences you would aim to contribute

A CV or list of any relevant or transferable experience you have

Please send this as a written document or a video/audio file of you speaking.

The closing date for applications is **Wednesday, 17th December 2025** at **10am**.

Please email this to arj@therobertsontrust.org.uk.

If you are not sure if you meet the criteria, have questions, or would like to have a conversation about this project, please contact the Advancing Racial Justice Funding Officer, Martha Williams:

arj@therobertsontrust.org.uk.