



# SCOTLAND

# NO PLACE FOR SECTARIANISM

**A Guide to understanding the impact  
of work to tackle intra-Christian sectarianism**



# Foreword

The Voluntary Action Fund (VAF) has always been keen on finding effective ways of measuring the difference funding makes to people in communities, and organisations managing projects.

But that is not enough. It is vitally important to capture learning about what works well and what doesn't. After all, nobody gets everything right all the time, so it is valuable to reflect on what actually happened as well as what we expected to happen.

VAF also believes it is important that those who develop public policy and make decisions on funding are able to use comprehensive evidence to inform the decision-making process. I am therefore delighted to introduce this Guide to setting, measuring and reporting outcomes.

Everyone has worked very hard to develop their projects, secure funding and get their projects underway. Now we need to evidence the learning and the difference we are making, and that is where you play a leading role. The evaluation framework will only be effective if all funded organisations work together to make it a success.

The purpose of the Guide is to provide everyone with the opportunity to evaluate their projects, and gather and share valuable learning across the programme. Ultimately, we all need to understand better the complex reality in Scotland today of sectarian attitudes and behaviour, and how this impacts on people's lives.

We look forward to continuing to work with you all over the coming period and sharing what we learn more widely.



Keith Wimbles  
Chief Executive  
Voluntary Action Fund

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# Introduction

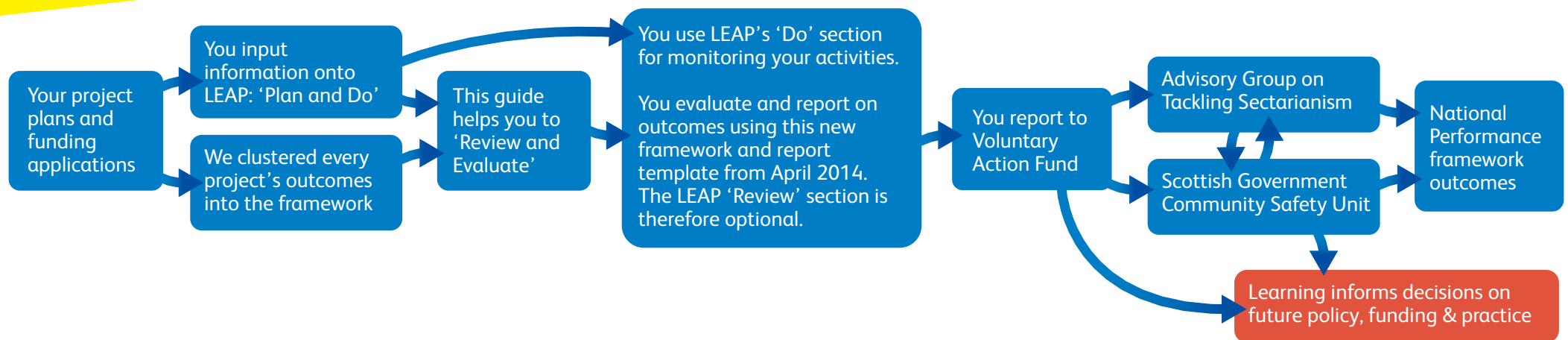
This Guide aims to help you to contribute to effective policy and practice. It supports you to measure your outcomes. As a reminder, outcomes are the change or difference that comes out of your work.

For more information on working with outcomes, see this [Support Guide](#).

## How the Guide works alongside LEAP

LEAP (Learning, Evaluation and Planning) is an online software application developed by Scottish Community Development Centre (SCDC). It helps organisations plan and evaluate their projects and is based around a four step process, which starts with need and includes a planning, monitoring and evaluating cycle. You are being asked to use LEAP by VAF to monitor progress against your agreed activities on an ongoing basis as part of their grant management process. (You can find out more in VAF's 'LEAP User's Guide and Frequently Asked Questions')

However the Scottish Government requires a separate report which evidences the difference you have made (outcomes) and what you have learned. This Guide is designed to help you to measure outcomes and present consistent evidence that will help measure the collective impact of the Fund. This will also allow the Scottish Government's Advisory Group on Tackling Sectarianism to assess the relative merits of individual approaches.



# The Outcome Framework

## Situation/Need

There is a lack of understanding about intra-Christian sectarianism in Scotland; the extent to which it impacts on and is a priority for communities; and the effectiveness of different interventions

## Participants / target groups:

- Communities
- Families
- Children and young people;
- Church groups
- Inter-denominational groups
- Equalities groups
- Women's groups
- Prisons and offenders
- Workplaces

## Areas of activity (examples):

- Dialogue and listening events
- Producing resources
- Outreach
- Workshops, meetings & conferences
- Mentoring
- Social marketing
- Social media
- Research
- Sports activities
- Creative activities
- Peer education
- Small grants



**1** People have increased skills in facilitating dialogue (including workers, volunteers, peers and others)

**2** Increased and improved resources for tackling sectarianism

**3** Increased opportunities for people to express their feelings, opinions and experiences about sectarianism

**4** Improved partnerships and collective responses to sectarianism

**5** Increased awareness and understanding of sectarianism and its effects

**6** People and communities are more motivated and able to engage in constructive dialogue around sectarianism

**7** Reduction in prejudicial attitudes which lead to sectarian behaviour and language

**8** Reduced sectarian behaviour and incidents

**9** Increasing our understanding of how sectarianism impacts upon individuals and communities across Scotland

**10** Increasing our understanding of the extent to which tackling sectarianism is a priority for individual communities

**11** Increasing our understanding of the extent to which communities are prepared to engage in open and frank discussion on sectarianism

**12** Increasing our understanding of how sectarianism is understood in individual communities across Scotland

**13** Increasing our understanding of the effectiveness of different interventions

**14** Increasing our understanding of what can be learned from interventions which fail to have the intended impact

## National Performance framework outcomes

**Safer** - We live our lives safe from crime, disorder and danger

**Stronger** - We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

**Public Services** - Our public services are high quality, continually improving, efficient and responsive to local people's needs

**Young People** - Our young people are successful learners, confident individuals, effective contributors and responsible citizens

# Definitions

This is the working definition of Intra-Christian sectarianism taken from the report published by the Advisory Group on Tackling Sectarianism in Scotland, The Scottish Government, Edinburgh 2013:

**“Sectarianism in Scotland is a complex of perceptions, attitudes, beliefs, actions and structures, at personal and communal levels, which originate in religious difference and can involve a negative mixing of religion with politics, sporting allegiance and national identifications. It arises from a distorted expression of identity and belonging. It is expressed in destructive patterns of relating, which segregate, exclude, discriminate against or are violent towards, a specified religious other with significant personal and social consequences.”**

[www.scotland.gov.uk/Publications/2013/12/6197](http://www.scotland.gov.uk/Publications/2013/12/6197)

## However, please note:

- We do not want to over-simplify – or be prescriptive about - a very complex reality
- In practice, many projects do not start with a definition, but encourage the people and communities they work with to share their own definitions and understanding.
- This is very much in the spirit of our shared outcomes of increased learning about how intra-Christian sectarianism is perceived and understood in communities. And it encourages participants to think about what sectarianism means for them.
- So new definitions will come after the programme’s outcomes have been achieved, not before.

Notes: Our framework is a simple representation of a complex reality. We know that change isn't linear and outcomes won't always be achieved in the order shown. The outcomes also contain assumptions and can be affected by external factors

See [Appendix](#) for more information.

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## NO PLACE FOR SECTARIANISM

### Section 2

## Using the framework in your work

In this section we list each of the framework outcomes along with:

- Some real-life project outcomes, to show how you can fit your outcomes to the framework
- Example indicators to show how to measure the change or difference your project makes (i.e. your outcomes)

## Quick guide to developing indicators

First, take each of your project outcomes. For example:

### Outcome 5

Increased awareness and understanding of sectarianism and its effects

Next you need to break the outcome down by asking: what would this look like in reality?

- What specifically would be different if the outcome was achieved?
- What would be happening that wasn't happening before?
- What would have stopped happening?
- What would people do differently?

Outcome 5: 'Increased awareness and understanding of sectarianism and its effects' might look like:

### Example indicators for measuring Outcome 5

- 1 Workshop participants' level of understanding about the history of sectarianism in Scotland
- 2 The level of participants' ability to recognise sectarian language

Remember each outcome will look different in different circumstances (e.g. depending on your client group, location, or activities). So you will need to use your own indicators for each of your outcomes.

#### Tip

You will usually need three or four indicators for each outcome. You should already have these from your project application or LEAP reporting. This section is to help you refine your indicators if necessary.

#### Tip

Once you have developed your indicators, it becomes far easier to measure outcomes as part of your everyday work. For example, indicators 1 and 2 above could be measured with a simple quiz; they could also be recorded through writing up observations of the language people used and the questions they asked.

[You can find more information about working with outcome indicators here.](#)

## Outcomes 1-4: People and communities are more empowered to tackle sectarianism

### Outcome 1

People have increased skills in facilitating dialogue (including workers, volunteers, peers and others)

Examples of funded outcomes that could contribute towards this:

*“Teachers, youth workers and community workers have increased skills and confidence to effectively deliver anti-sectarian work in schools and community settings.”*

*“Learners and volunteers have increased skills and confidence and feel more able to challenge sectarian attitudes within their own families and /or communities.”*

#### Example indicators for measuring Outcome 1

- 1 Number of people trained to facilitate dialogue
- 2 Number of trained facilitators delivering training
- 3 Number of people reporting increased confidence and skills to deliver
- 4 Degree of participant satisfaction with facilitator

### Outcome 2

Increased and improved resources for tackling sectarianism

Examples of funded outcomes that could contribute towards this:

*“New and more diverse and accessible resources for working with women’s groups on sectarianism for other organisations in Scotland (including video, short stories, film, poetry and workshop session plans).”*

#### Example indicators for measuring Outcome 2

- 1 Number and type of new resources developed on sectarianism (e.g. DVDs, workshop session plans, online resources)
- 2 Degree of participant satisfaction with resources
- 3 Number and type of resources being created by project participants
- 4 Workers report greater ease of access to quality resources for delivering anti-sectarian work

## Outcome 3

### Increased opportunities for people to express their feelings, opinions and experiences about sectarianism

Examples of funded outcomes that could contribute towards this:

*“Increased number of opportunities for young people within the area to express their feelings and opinions about sectarianism and to talk about it whilst challenging their own attitudes and behaviours.”*

*“Increased number of opportunities for intergenerational dialogue over issues related to sectarianism.”*

#### Example indicators for measuring Outcome 3

- 1 Number of events provided for people to talk about and challenge their feelings, opinions and experiences
- 2 Level of attendance at events
- 3 People can tell us honestly if sectarianism is an issue and if they want our intervention
- 4 Groups we've been working with separately suggest, or agree to, meeting together

## Outcome 4

### Improved partnerships and collective responses to sectarianism

Examples of funded outcomes that could contribute towards this:

*“Improve connections between football clubs in the area through a co-ordinated and consistent approach to contribute to tackling intra-Christian sectarianism.”*

*“Increased and improved partnership working with other agencies.”*

#### Example indicators for measuring Outcome 4

- 1 Groups collaborate to hold events together
- 2 Communities putting differences aside, looking outside themselves and working together on topics outside of sectarianism, e.g. charity events and aid appeals
- 3 Different agencies cooperate to create a community plan to address sectarianism
- 4 Groups, projects and organisations come together to deliver staff training, conferences etc.

## Outcome 5

**Increased awareness and understanding of sectarianism and its effects**

**Outcomes 5-8: Trust, respect and relationships between people and community groups are improved**

Examples of funded outcomes that could contribute towards this:

*“Young people will have increased knowledge on the negative influences that intra-Christian prejudice has on their communities.”*

*“Participants will have a respectful attitude to other people’s beliefs and consider the language they use at public events.”*

**Example indicators for measuring Outcome 5**

- 1 Difference between the definition of sectarianism participants give at the start and end of a session
- 2 Number of requests for resources created - and who asks for them
- 3 Participants’ ability to recognise sectarian language – and their use of it
- 4 Level of recognition that sectarianism is not just a ‘west coast’ or ‘central belt’ issue

## Outcome 6

**People and communities are motivated and able to engage in constructive dialogue around sectarianism**

Examples of funded outcomes that could contribute towards this:

*“Increased quality and number of opportunities for open and democratic dialogue on the issue of sectarianism within the communities involved.”*

**Example indicators for measuring Outcome 6**

- 1 People can state the terms on which they’d be happy to engage with/share a room with people of a different denomination
- 2 Level of acceptance of other groups’ rights
- 3 Groups we’ve been working with separately suggest, or agree, to meeting together
- 4 Level of recognition that people have more in common than they do differences

## Outcome 7

### Reduction in prejudicial attitudes which lead to sectarian behaviour and language

Examples of funded outcomes that could contribute towards this:

*“Positive attitudinal change for volunteers and across the wider community.”*

*“There is a reduction in sectarian and offensive material published from local users of social media.”*

#### Example indicators for measuring Outcome 7

- 1 Number of sectarian statements and phrases used in dialogue
- 2 Amount of sectarian and offensive material published from local users of social media
- 3 People don't behave in ways that are offensive to other faith groups
- 4 Level of acceptance of other groups' rights

## Outcome 8

### Reduced sectarian behaviour and incidents

Examples of funded outcomes that could contribute towards this:

*“There is a reduction in sectarian and offensive material published from local users of social media.”*

*“Reduction in sectarian motivated behaviour.”*

#### Example indicators for measuring Outcome 8

- 1 Number of reported incidents (NB it might increase at first)
- 2 Awareness of the legal and social consequences of publishing sectarian materials
- 3 Number of reports of viewing offensive sectarian material
- 4 Number of sectarian statements and phrases used in dialogue

## Outcomes 9-14: Practice, policy, funding and decision-making are better informed by evidence. (The core Scottish Government/Voluntary Action Fund outcomes)

### Outcome 9

Increasing our understanding of how sectarianism impacts upon individuals and communities across Scotland

Examples of funded outcomes that could contribute towards this:

*“Our organisation and our members gain a clearer understanding of the issues that currently separate communities.”*

*“There is a better understanding of which groups of individuals are most likely to produce, distribute, consume and be negatively affected by sectarian material on social media platforms.”*

#### Example indicators for measuring Outcome 9

- 1 Number of stories we can share about the impact of sectarianism, e.g. in press, to government, to community
- 2 Projects learning from resources developed by people we work with
- 3 Recording and learning from people speaking, writing and telling stories about the effects of sectarianism in their lives

### Outcome 10

Increasing our understanding of the extent to which tackling sectarianism is a priority for individual communities

Examples of funded outcomes that could contribute towards this:

*“Increased knowledge of the extent to which tackling sectarianism is a priority for people and groups within the communities involved.”*

#### Example indicators for measuring Outcome 10

- 1 Level of participation from communities in our events
- 2 Increased ‘sharing’ or ‘exchange’ events organised – and attended
- 3 Number of requests for resources - and who asks for them
- 4 Level of willingness to recognise and talk about sectarianism

#### Note

These outcomes relate to our collective learning about the topic. We have given some examples of indicators you may find useful. However, we also expect that your ability to report on these outcomes will be informed by what you learn from evaluating your other outcomes.

## Outcome 11

**Increasing our understanding of the extent to which communities are prepared to engage in open and frank discussion on sectarianism**

Examples of funded outcomes that could contribute towards this:

*“We are more able to determine the level of willingness within local communities to engage in community dialogue as a tool for better cooperation and understanding”*

Example indicators for measuring Outcome 11

- 1 Learning from communities coming together to discuss sectarianism
- 2 Level of participation in discussion
- 3 Sharing passages from dialogues and interviews, positive or negative
- 4 Number and mix of people participating at events

## Outcome 12

**Increasing our understanding of how sectarianism is understood in individual communities across Scotland**

Examples of funded outcomes that could contribute towards this:

*“Improved understanding of how sectarianism is currently viewed within the communities involved”*

*“Knowledge and understanding of how sectarianism is experienced in the community is increased.”*

Example indicators for measuring Outcome 12

- 1 Difference between the definition of sectarianism participants give at the start and end of a session
- 2 Number of sectarian statements and phrases used in dialogue
- 3 Level of participants’ confidence to deliver sessions to peers
- 4 Content of resources produced by participants (e.g. theatre pieces, DVDs, stories)

## Outcomes 13 & 14

**Increasing our understanding of the effectiveness of different interventions**

**Increasing our understanding of what can be learned from interventions which fail to have the intended impact**

**Examples of funded outcomes that could contribute towards this:**

*“Our organisation and partners gain robust evidence of the impact of the narrative resource and methodology on learners’ understanding of and attitude towards sectarianism and its impact on individuals/ communities.”*

*“Increased knowledge of the effectiveness of different strategies and activities designed to tackle sectarianism amongst groups and individuals across Scotland, as a result of the sharing of our learning.”*

**Example indicators for measuring Outcomes 13 & 14**

- 1 Develop opportunities for future action as a result of continued evaluation
- 2 Feedback critical comments from stakeholders e.g. at a post-intervention event
- 3 Our outcomes change in the light of what we’re learning
- 4 Project report on what hasn’t worked – and what can be learned from that

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### Section 3

## Reporting

In this section we introduce the report template you will be asked to complete to report on your outcomes and project learning.

# 6 month report form template

This template is based on good practice guidelines from Scotland Funders' Forum. For more information on these standards for 'Harmonising Reporting', please visit [www.scotlandfundersforum.org.uk/publications/](http://www.scotlandfundersforum.org.uk/publications/)

## 6 Month Report Form

### Project Details

Please write a brief overview of your project including the identified need.

### What we said we would do

Refer to your PLAN section of LEAP and detail your project outcomes and the activities you planned to deliver. This information can be copied directly from LEAP.

### What we actually did in this period

Refer to your DO section of LEAP and detail the activities you have delivered during this period. Include the main activities you undertook that contributed towards achieving your outcomes such as: events held, resources developed, research undertaken, partnerships established and the numbers of people your activities reached. There is space below in 'Challenges and Changes' to detail variations from the activities you intended to deliver.

### What difference did we actually make

Detail here information and evidence which demonstrates the progress you are making towards achieving each of your outcomes. Please focus your supporting evidence on the outcomes and indicators. This can include:

- Case studies
- Written evidence including quotations, letters and e-mails
- Press articles
- Photographs

### Challenges and Changes

Anything which did not go as planned and either stopped or slowed progress, or perhaps forced changes upon the project should be recorded in here.

### Learning Points

Please use this section to highlight:

- Key learning points during the period
- Unexpected outcomes, positive or negative
- An assumption that has been proven or challenged
- Anything you will do differently going forward with your project

### Anything else you wish to add

This can be for anything else which you wish to add but there has not been an appropriate place for it thus far

Completed by:

Date:

# 6 Month Report Form

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Completed by:

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## NO PLACE FOR SECTARIANISM

Section 4

### Appendix

In this section

[How the Guide came about](#)

[Notes on the framework](#)

[Who's behind the Guide](#)

## How the Guide came about

The idea of creating an evaluation framework and Guide was developed in response to the need for:

- Funded groups to be able to submit consistent, convincing evidence on their contribution to the overall aims of the Community Safety Unit Anti-Sectarian Grants Programme
- The funders to be able to understand the overall impact of funding and;
- Identify learning about what intra-Christian sectarianism is – and what works in tackling it

The Guide was written by a ‘learning set’ of seven funded groups working together to investigate and share perspectives on the subject.

We wanted to make sure the Guide was practical and useful for people, so:

- The outcomes in the framework were created by clustering together outcomes from all of the projects receiving funding
- We consulted as widely as we could with colleagues, networks and the other funded groups throughout the process
- We encourage YOU to use the Guide and share your feedback – this is the real test of what we produce!

Each of these is important as very few resources exist relating to effective approaches for tackling intra-Christian sectarianism (for example it was hard for projects to find resources produced by or for women, young people, professionals and so on). There is a lot of learning to be done about what works for different people in different places.

We hope the Guide encourages you to engage in evaluation in a spirit of learning. It is important that you are willing to share your learning about what worked – and what didn’t - in your reports to VAF. For validation of this increasingly accepted message, see this ‘Good practice for funded organisations’ guidance from Scotland Funders Forum.



## Notes on the framework

Your evaluation will help to test the framework and the assumptions it contains. For example, were the outcomes achievable? What helped or hindered you in achieving them?

Here are some of the factors that we think will affect the likelihood of outcomes being achieved.



### Assumptions in the framework

- Staff and volunteers' knowledge (of sectarianism) needs to improve before our interventions can. This assumes that knowledgeable trainers/facilitators are available to educate staff.
- Projects are experienced at effecting change in individuals and communities. There is an assumption that existing approaches can be transferred to anti-sectarian work: Anti-sectarian work is a specialism, but not in isolation.
- The same programmes delivered in different settings can have different outcomes: environment and context matter.
- Ownership – sectarianism is caused by people. People need to own the solutions.
- In terms of the outcomes that have been funded, there is an assumption that if we target young people, sectarianism will decline.

### External Factors

- Third sector interventions can have an impact on sectarianism. But to reduce sectarianism significantly, national approaches and targeted interventions are needed to understand the impact of segregated schooling, public awareness campaigns, media, companies/ employers and public services.
- There is a functionalism to sectarianism: people think they get something from it, or they wouldn't do it. For example, people oppressed by economic pressure can find ways of expressing their togetherness or belonging by finding ways in which they are different from others. (Note: we recognise sectarianism is sometimes miscast as only a working class issue).
- The current funding/policy cycle ends in 2015 – longer term impact will be determined by what happens next.

## Who's behind the guide

This Guide was developed by a group of projects working in intra-Christian sectarianism:



Deaf Connections,  
Carole Lyons



Glasgow Women's Library,  
Morag Smith



Place for Hope,  
Ruth Harvey



SACRO,  
Ian McDonough



Scottish Book Trust,  
Sophie Moxon



Sense over Sectarianism,  
Mark Adams



Voluntary Action Fund,  
Amy Hickman



Youth Scotland,  
Michele Meehan

We are grateful for the support of a special reference group for this work:

- [Dr Cecilia Clegg](#), Senior Lecturer in Practical Theology at the University of Edinburgh
- [Dr Michael Rosie](#), Co-Director of the Institute of Governance at the University of Edinburgh
- [Keith Wimbles](#), Chief Executive of Voluntary Action Fund
- [Dave Bell, Nicola Thomson & Ben Cavanagh](#) from Scottish Government

The work was funded by the Scottish Government through Voluntary Action Fund and facilitated by [Graeme Reekie, Wren and Greyhound](#).

You can find out more about how the Guide was created on [page 21](#)



This Guide was developed with the support of The Scottish Government.





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More than just money

  
**The Scottish  
Government**  
Riaghaltas na h-Alba