

Equality Evidence Strategy 2023-25

Draft improvement plan

A plan to get better facts, figures and information about equality



What is a consultation?



A **consultation** is a way of asking people what they think about something.

Evidence is facts, figures and information.



Equality means treating people fairly and giving people the same choices and chances.

Equality evidence means facts, figures and information about different groups of people.

The Scottish Government wants to find out what you think about a plan to make equality evidence better.

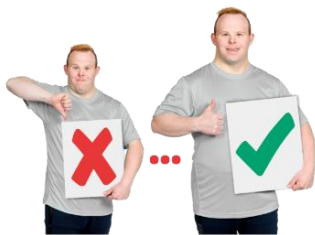


We will have events from August to December 2022 as part of this consultation.



These events will let you ask questions and talk about any ideas you have.

What happens after the consultation?



The answers will help us improve the Scottish Government's plan to have better equality evidence.

The plan will be used to develop Scotland's new Equality Evidence Strategy from 2023 to 2025.



A **strategy** is a type of plan.

We hope the plan will help organisations make services better for people in Scotland, including people with protected characteristics.



You can find out more about **protected characteristics** in this [Easy Read document](#).

The new Equality Evidence Strategy will be published in early 2023.



The consultation is open from 1 July to 23 September.

There is an [Easy Read version](#) of the consultation questions.



Fill in the Respondent Information Form and your answers to the consultation, save a copy and email it to:

equalityevidencestrategy@gov.scot
by 23 September 2022.

To find out what we do with your personal information, please see our [privacy policy](#).

Responses will be published at <http://consult.gov.scot> if we have been given permission.

A report will be on the website Citizen Space.



If you have any comments or complaints about how we have done this consultation please send them to: equalityevidencestrategy@gov.scot

Draft Improvement Plans – how we want to make things better



Draft means it is not the final version.

The Scottish Government have agreed:

- to work with organisations that give us data to make sure equality evidence is complete



- to check how equality evidence is collected and how to make this better
- to producing more detailed **analysis** of data already collected



Analysis means to check very carefully to understand it better

- to carry out new analysis of large data sources with a lot of information, like Scotland's Census, where new data will be included

Proposed Actions – the work the Scottish Government plans to do to make equality evidence better



These actions cover improvements to evidence about many different groups of people, including all of the protected characteristics.

These improvements will happen from 2023 to the end of 2025.

Education

Action 1 - looked after children and Action 2 - child protection



- work with organisations that give us data to make sure they give us complete information on religion and provide information about more groups of people
 - publish data about religion
- to publish data when people chose the 'Prefer not to say' option when asked about their sex
- make sure there is better data about ethnicity and disability

People from an ethnic group might have the same language, culture or religion.

- find ways to get data about the **trans** status of looked after children aged 16 or over

Trans means someone does not identify as the sex on their birth certificate.

Action 3 - Growing Up in Scotland



- include analysis of gender and disability in Scottish Government reports such as in the 'Life at Age 17' report
- make sure that there is analysis of equality evidence in any reports commissioned by the Scottish Government that use data from the Growing Up in Scotland questionnaire
- make sure future data collections include questions on protected characteristics
- add a question about marriage to the Growing Up in Scotland questionnaire, when the people taking part will be 20 years old.



Justice

Action 4 - justice data



We will get better data about ethnicity from **justice** organisations by using the 2022 Scottish Census Ethnicity Classifications.

The **justice** system is the police and courts.

In the summer of 2022 we will check this work and report on how well work is going.

Action 5 – justice data



We will publish information about the ethnicity of people who have been in contact with the justice system.

We will publish the information on the Scottish Government website in 2023.

Action 6 - Scottish Crime and Justice Survey



We will do analysis of the Scottish Crime and Justice Survey by ethnicity.

This will help us to understand how experiences of crime can be different for people of different ethnicities.

We plan to publish the analysis by early 2023.

Action 7 – justice data



We will do research into crime including police recorded crime, cyber-crime and drugs analysis.

We will make reports and publish them in 2022.

Action 8 - Police Scotland homicide data



We plan to ask for past data on ethnicity in crimes of murder and manslaughter from Police Scotland for inclusion in future Homicide in Scotland publications.

Social Security

Action 9 - Social Security Official Statistics

Seven of the nine protected characteristics are currently collected.



- we will get more equality evidence about how people experience the benefits system as new benefits are launched in Scotland
- in 2023 we will check the quality of data about Adult Disability Payment (launched late in 2022)

- in 2023 we will do an **intersectional** analysis of benefits.

Intersectionality means looking at how all parts of a person’s identity affects their life.

An identity is how you see yourself and how other people see you.

For example a woman, who is a disabled person, and a Muslim.

We will publish new intersectional analysis by the end of 2024.



Action 10 - Social Security Scotland Client Survey data

In 2022 we will set out plans for client surveys about benefits.

This will include surveys about the Child Disability Payment and Adult Disability Payment.

In 2023 we will check the quality of the data from these 2 surveys and publish this information in reports.



Action 11 - Scottish Welfare Fund



In July 2023 a report will be published which will give data on age, disability, sex, religion and race.

We will check how we are collecting this data and make any changes needed before the 2024 annual update.

Poverty

Action 12 - Family Resources Survey



Living in poverty means being on a low income – not having enough money for the things you need.

People in households that are not food secure may worry about running out of food and may have to have smaller meals or miss meals.

By 2025, we will publish analysis of the food security data collected in the Family Resources Survey.

Action 13 – surveys about poverty



- we will look at what people understand about the poverty data we have
- we will look at ways to help people understand the information better

Equality

Action 14 – Office of National Statistics Time Use Survey



This survey is about how different people spend their time.

We will analyse the survey using equality information and publish it in a Scottish Government report by February 2023.

Action 15 - Scotland's Gender Equality Index



- to restart an expert working group to support the next version of Scotland's Gender Equality Index

This gives information about how equal Scotland is for women.

- publish a new version of Scotland's Gender Equality Index in December 2023.

Action 16 - Scottish Social Attitudes Survey



We will collect data in the Scottish Social Attitudes Survey on what people in Scotland think about discrimination of people with equality characteristics.

We will publish the information in a Scottish Government report by December 2025.

Housing and homelessness

Action 17 - homelessness data collections



By 2025 work will have happened to collect data on homelessness.

Agreement will be reached with the organisations that give us data on the changes that need to be made.

Action 18 - Census 2022 equality results on housing



In 2023 the Scottish Government's housing team will work with the National Records of Scotland to decide which housing and equality information to publish from the Census.

They will decide what extra analysis is needed and how we will do this.

In 2024 they will carry out the analysis of the Census equality and housing data.

Health and Social Care

Action 19 - Health and Care Experience Survey



- by the end of July 2022 we will publish data on how people with different equality characteristics experience health and care
- use the equality data to look at which patients have the best care experience

Publish the results by the end of December 2022.

Action 20 - Primary Care Out of Hours Workforce Survey



- improve data about age and sex/gender by:
 - making sure we get complete data information from more organisations
 - start to collect data about staff groups who are employed or managed by out of hours services
- decide if we can have new questions about ethnicity/race and disability

Action 21 - data about women's health



- check what data we have and what data we still need
- work with organisations to check what data we need about women's health
- work with organisations that give us data to understand the availability of their information and what makes this difficult to publish
- find ways to get better data on women's health, make a plan about how to do this and check how well work is going



Action 22 - Primary Care (GP) Workforce Survey Scotland



- find ways to get better data about age and sex and get more people to give us information
- check if we can link to the National Primary Care Clinician Database
- check the quality of data collected about maternity leave
- see if we could introduce new questions about ethnicity/race and disability

Action 23 - data for Weight Management Services for children, young people and adults in Scotland

Check the data we have and:



- decide what new data is needed on age, disability, race/ethnicity, religion and pregnancy/maternity
- update the data we already have



- have a consultation to get feedback from Healthy Weight Leads in NHS boards
- make changes to the NHS Education for Scotland IT system
- change guidance for NHS boards
- NHS boards will collect better data about equalities
- we will collect and publish better equalities data every year

Action 24 - Mental Health Inpatients Census (MHIC)



The Mental Health Inpatients Census gets information from people in hospital because of:

- Mental Health or Learning Disability
- Mental Health, Addiction and Learning Disability Patients in hospitals outside Scotland
- Hospital Based Complex Clinical Care and Long Stay patients



It is being checked to make sure we are collecting the right data for users to meet their needs.

We plan to expand the range of data that is collected to cover all nine of the protected characteristics if possible.

Transport

Action 25 - Scottish Household Survey



We will look at adding together data from different years to produce more equality data about transport.

Publish these changes in the next publication of Travel and Transport in Scotland in 2022.

Action 26 - Reported Road Casualties



Transport Scotland to work with Public Health Scotland to see if they can publish ethnicity information for people who get hospital care after road traffic accidents.

This information would be published at the end of 2022.

Local Government

Action 27 - Trust in Public Organisations – National Performance Framework Indicator



Publish information about how trust in public organisations changes among people with different characteristics, including age, disability, ethnicity, gender and religion.

Labour market and the economy

Action 28 - ONS Annual Population Survey - more analysis and publication of equality data already collected



The Scottish Government plans to publish analysis of the minority ethnic population in the labour market in Scotland from the Annual Population Survey by the end of 2022.

This analysis would include looking closely at the ethnicity data by age, sex and disability.

Constitution, International and Migration

Action 29 - Scottish Household Survey – importance of voting in local elections questions

The 2020 ‘importance of voting in local elections’ data was published for the first time in January 2021.



When the 2022 data is available in 2023 the Scottish Government elections policy team will be asked for advice about what would be helpful to publish.

It should be possible to provide information by age, gender, disability, ethnicity, sexual orientation and religion.

Action 30 - Scottish Social Attitudes Survey – attitudes to government and political engagement



We will check what equality data is collected and publish information in autumn 2023.

Action 31 - Diversity in Political Representation in Scotland – Data Improvement Project



All candidates standing in the local council elections in March/April 2022 were asked to complete a survey asking questions on their equality characteristics, previous experience and any caring responsibilities they may have.

We will do analysis of this information and publish it in summer 2022.

Rural and environment

Action 32 - June Agricultural Census



We will look at how we get better data about farming by replacing the current data collected through the June Agricultural Census.

We will improve how we report on equality data and could link with the population census.

National Records of Scotland

Action 33 - 2022 Census



Scotland's 2022 Census will have new questions on the equality characteristics of sexual orientation and trans status/history.

The National Records of Scotland will publish data on these and other equality characteristics from 2023 to 2025

Action 34 – vital events – deaths



Registrars have a card they show to the next of kin when asking questions about the person who has died.

We will change the questions so they will ask about ethnicity before asking what country someone was born in.

We will change the guidance to Registrars.

Action 35 - Small Area Household Estimates 2022-23



We will ask local councils to give more information from council tax systems about households that include a disabled adult.

2023-24: Start collecting the data in this new way.



2024-25: Start getting data on households with disabled adults in the annual collection of data.



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