

# Equality Outcomes and Mainstreaming Report 2023

Easy Read Version



# Equality outcomes and mainstreaming report 2023



# Introduction



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

**An equality outcome** is work we want to see happen to treat people fairly.

**Mainstreaming** means making sure that equality and **human rights** are thought about at every stage when making decisions.



**Human rights** are freedoms that are protected in law.

They make sure we are treated fairly and with dignity.

This report has 3 parts:



Part 1: the Scottish Government as a **policy** maker

A **policy** is how we want to make things happen.

Part 2: the Scottish Government as an employer

Part 3: Equality outcomes

# Part 1: The Scottish Government as a policy maker

## Mainstreaming achievements and actions



### Public Sector Equality Duty

In 2021 the Scottish Government had a [consultation](#) about the Public Sector Equality Duty in Scotland.

A **consultation** is when we ask people what they think about something.



The **Public Sector Equality Duty** means the Scottish Government and **public bodies** must make sure their work supports equality.

For example, in their services, through their jobs, and through the money they spend.

**Public bodies** are organisations that provide public services like schools, hospitals and councils.



### By the next reporting period:

We want to improve the rules in 2025.



## Mainstreaming Strategy

A **strategy** is a big plan.

We are making a strategy to find better ways to put equality, inclusion and human rights at the centre of all government policies, decisions and spending.



### By the next reporting period:

We will have a draft report in 2023 and start work on the strategy by the end of 2024.



**Organisational capability, capacity and culture** – this means making sure our staff can make policy and give services that have equality and human rights at the centre.

### By the next reporting period:

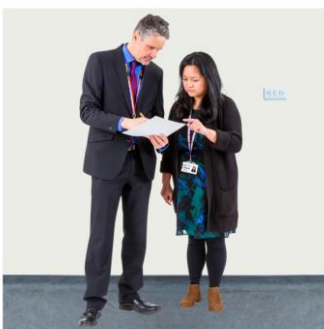
We will have new training, guidance and information for staff.

## Equality data and evidence

In 2021 we started the first part of our Equality Data Improvement Programme.

In 2022 the Scottish Government had a public consultation on the action plan and analysed what people have said.

**Analysed** means it was checked very carefully to understand it better.





In March 2023 we published Scotland's new Equality Evidence Strategy for 2023 to 2025.

**By the next reporting period:**

Work will begin on this new strategy and the 45 main actions to improve how we collect and use data.



**Equality budget process**

The way the Scottish Government spends money must treat people equally and fairly and respect human rights.

**By the next reporting period:**

We will have checked the Scottish budget to see that it treats people fairly on **gender** and equality and that it protects human rights.



Your **gender** is if you see yourself as male, female or in a different way.



We will do work on **recommendations** made by the Equality and Human Rights Budget Advisory Group.

**Recommendations** are what the group want to see happen.



**Procurement** is the way goods and services are bought.

We have guidance and support to help us find ways to have less inequality in our procurement.

We need organisations to consider equality before we buy things from them.

## Policy Making: Protected characteristics and treating people fairly

### Age



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

We published 'A Fairer Scotland for Older People - A Framework for Action' in April 2019 to challenge the inequalities older people face, and to celebrate older people in Scotland.



We have the Young Person's Guarantee Equalities Action Plan to create opportunities for young people.





In March 2022, we published Best Start, Bright Futures, our second Tackling Child Poverty Delivery Plan for 2022-26.

**By the next reporting period:**

A Festival of Ageing will celebrate our ageing population.

We continue to give grant money to support young people who find it difficult to get a job.



**Disability**



£5 million of our Equality and Human Rights Fund gives support for disabled people's organisations to:

- do work that promotes equality and human rights
- make sure disabled people are treated more fairly



The Access to Elected Office Fund supports people who want to stand in local government elections.

**By the next reporting period:**

We are developing a new Disability Equality strategy with a group made up of members from **Disabled People's Organisations**.







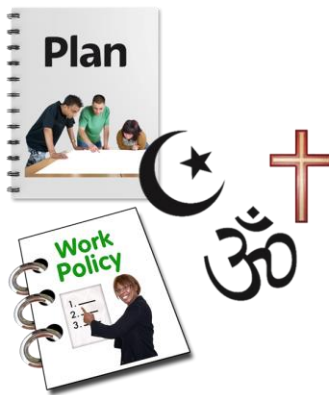
**Disabled People's Organisations** are controlled and led by disabled people with more than half of the board and membership being disabled people.

## Religion and belief



A Faith and Belief policy team started in 2021 to support the inclusion of faith and belief interests across Scottish Government.

The Faith and Belief Representatives Group meets with the government every 2 months.



### **By the next reporting period:**

In 2023 we will publish our Faith and Belief Engagement Strategy to help work better with faith and belief groups.

We will have a plan to develop knowledge and understanding of faith and belief in policy across Scottish Government.

## Race



In 2021 we gave the Equality and Human Rights Fund £21 million with more than £5 million for organisations working on race equality issues.

In April 2022 we started the Anti-**Racism** Interim Governance Group to:



- check the Government's anti-racist outcomes for minority ethnic people in Scotland
- give recommendations on how the Scottish Government can be anti-racist in the way it works



**Racism** is being treated unfairly because of your racial or **ethnic** group.

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



In October 2019 we launched the Gypsy/Traveller Action Plan which will do work in health, education, equality, housing and benefits.



**By the next reporting period:**

From 2023 our main work will be to develop anti-racist ways of working and policies.

The Scottish Government will give up to £20 million to local councils from 2021-26 from the Gypsy/Traveller Accommodation Fund for more and better accommodation.

## Sex



The Scottish Government wants to make sure everyone in Scotland is treated fairly and has the same choices and chances whatever your gender is.

Phase Two of the National Advisory Council on Women and Girls (NACWG) launched in 2022 and recommendations from Phase One are happening.

We are spending money on tackling child poverty spend, including on the Scottish Child Payment and Child Bridging Payments.

This will help a lot of women who are single mothers.

A Women's Leadership Panel started in January 2022 to work on **gender inequality** and improve women's experiences in the **justice system** – access to the police and courts.

**Gender inequality** means men and women are not treated fairly and equally.

### **By the next reporting period:**

We will have the first yearly statement and report about how Scottish Government policies treat men and women fairly and give them the same choices and chances.

## Sexual Orientation and Gender Reassignment



**Sexual orientation** means what kinds of people you love or have sexual or romantic feelings about.

**Gender reassignment** means changing your **gender** - if you see yourself as male, female or in a different way.



We are funding projects to tackle inequality and protect rights for **LGBTI+** people.

**LGBTI+** means people who are lesbian, gay, bisexual, **transgender** or **intersex**.



**Transgender** means you see yourself differently from what you were registered at birth (male or female).



**Intersex** means people whose bodies have both male and female characteristics.

**+** means people who feel part of the LGBTI community but are not listed above.



We are introducing laws to ban **conversion practices** by the end of 2023.

**Conversion practices** are actions that want to change the sexual orientation or gender identity of a person.



We have introduced the Gender Recognition Reform (Scotland) Bill to Parliament to make it easier for transgender people to get legal gender recognition.



**By the next reporting period:**  
We will have developed a **Non-Binary** Equality Action Plan.

**Non-binary** means someone does not see themselves as either a man or a woman.



# Things that affect all protected characteristics

## Education



We are doing work to encourage more young women to do science, technology, engineering and maths courses and have careers in these subjects.

We are working with schools and Early Learning and Childcare settings to give learning and support to help with this.



We included LGBTI+ information in education from September 2021 including a website with resources and e-learning for teachers.

We have an Anti-Racism in Education Programme.



### **By the next reporting period**

We will work to reach the target of having 4% of our teachers from an ethnic minority by 2030.

4% means 4 out of every 100 people.



We will publish a national work plan to prevent and respond to harmful behaviour and gender based violence in schools.

We are checking and changing our anti-bullying guidance 'Respect for All'.



## Employment



Our Fair Work Action Plan sets out actions to promote fair and inclusive workplaces across Scotland.

### **By the next reporting period:**

We will share our learning about Fair Work and good ways of working.

We want to:



- develop and start an anti-racist training framework by 2025

- have more diverse and inclusive workplaces by 2025



- reduce the gender **pay gap** in Scotland by the end of May 2026

A **pay gap** is the difference in average earnings between 2 groups of people – in this case between men and women



- at least halve the **disability employment gap** by 2038 - this is the difference in average earnings between disabled and non-disabled people

**Refugees and displaced people** - people who have left their country to escape from war, violence or mistreatment, to find safety in another country



We have helped more than 19,000 people from Ukraine move to Scotland so they are safe from war.

We have made a New Scots refugee strategy to support refugees coming to Scotland.



**By the next reporting period:**

We will give better choice in the housing we offer to people from Ukraine. We will help them to feel welcome in our communities.



We will check and change the New Scots strategy to give better support to refugees.

## Part 2: The Scottish Government as an employer

### Our staff

The Scottish Government want to have a workplace that is welcoming to everyone. We want to have more staff who are:



- young people from 16 to 29 years old
- aged 60 years old or older
- disabled
- from an ethnic minority
- from a non-Christian religion
- LGBTI+

### Pay Gap Data

We will have an equal pay **audit** to look at pay gaps by disability, gender, race and age by March 2024.



An **audit** is a way to check the work of an organisation.

We will act on what the audit finds out.

### Action Plans

The Scottish Government has 3 employer Action Plans to:



- make sure there are more staff from under-represented groups
- encourage good relations among our employees
- support an inclusive workplace



The 3 plans are about:

- the recruitment and retention of disabled people
- race recruitment and retention
- having staff from a mix of backgrounds



## **Recruitment, internships and mentoring**

**Mentoring** is when someone teaches or gives help and advice to a less experienced person.

We updated the way we recruit staff so we can increase the diversity of who we hire.



All recruiting managers must now attend new 'inclusive recruitment' training.

Internship opportunities for disabled people mean many can get a permanent job after completing their internship.



In 2022 Developing Diverse Leaders programmes supported personal development, sponsorship, and mentoring.

We have a programme to support mentoring for our Race Equality Network members and disabled staff.

## Staff policies, diversity networks and learning



We have new ways:

- for staff to make a complaint about a Minister's behaviour
- for staff to make a complaint about the workplace or another member of staff
- to support staff diversity networks



Employee Passports give a link to the new Workplace Adjustments Service team when things like equipment or software are needed.

We have an equality policy to support transgender and non-binary staff.

## Part 3: Equality Outcomes



In 2021, the Scottish Government set out **equality outcomes** up to 2025.

An **equality outcome** is a commitment for us to increase equality, inclusion and human rights across our work

Here are some of the main achievements and what will happen next.



# Policy Outcomes

## Equality Outcome 1



By 2025 we will get better data on the characteristics of people in Scotland and find the information that is missing.

Equality data will be used more often to develop and change services.



### Main achievements

Our Equality Data Improvement Programme includes:

- guidance on questions to ask when collecting equality information
- examples of good ways to collect data from public services

### Next Steps

We will work on actions in the Equality Evidence Strategy 2023-2025, including having:

- better data held on systems
- more detailed checking of data we already have



## Equality Outcome 2



By 2025 public services will use **inclusive communication** - things like easy read, braille, audio, British Sign Language, captions and plain text.



More people in Scotland will report that their communications needs are being met when they get public services.



### Main achievements

We have asked people what they think about having a new rule to make sure inclusive communication is used by local councils.

### Next steps

We will work with public services, advocacy groups and people with **lived experience** to develop this work.

**Lived experience** means what has happened to people.



## Equality Outcome 3



By 2025 we will have worked to improve the health of people with a protected characteristic.

We will focus on sex, race, age and disability and how COVID has affected some groups of people more than others.



## Main achievements

In 2021 we published our Women's Health Plan.

In January 2023 we appointed a Women's Health Champion, and we published our report on the work in the plan.



We have started a group to improve race equality in health and social care.

Group members have had 'Anti-Racist Leadership Development' sessions.



## Next steps

We will make the recommendations from the Independent Review of Adult Social Care happen by making a National Care Service.

## Equality Outcome 4



By 2025 outcomes for women, disabled people and ethnic minorities who are looking to get a job, will have got better.

Employer practice will have improved, workforces will be more diverse and

employers will work to make sure their workplaces treat people fairly.



## **Main achievements**

The Workplace Equality Fund gives money for employers to make it easier for people to get jobs.

We have funded projects that focus on disability, race, gender, and age.

We published our new Fair Work Action Plan in December 2022.



## **Next steps**

We will have an equal pay audit looking at pay gaps by disability, gender, race and age by March 2024.



By the end of 2025 we will check and change the way we get and keep staff so that our workplace treats everyone fairly.

## Equality Outcome 5



The National Transport Strategy will make sure transport services are easier to get and use and that people can afford them.

### Main achievements

We have free bus travel for under 22s, disabled people and the over 60s.



### Next steps

We are asking people what they think about rail services in Scotland.

A Fair Fares Review will look at discounts and concessionary schemes on transport.

## Equality Outcome 6



People who have experience of not being treated fairly will be more involved in designing policy and ways of working that affect them.

### Main achievements

Our Participation Framework gives a guide to good ways of doing participation work across Scottish Government.

### Next steps

Our Equality and Human Rights Mainstreaming Strategy will develop ways to work with and listen to people's lived experience and the knowledge of organisations that work with them.





## Equality Outcome 7



By 2025, our workforce will be more diverse and will look like the people who live in Scotland.

### Main achievements:



The Scottish Government workforce has a greater mix of different kinds of people.

Since November 2020 there are more people in the Scottish Government from each of these groups:

- female
- aged between 16 and 29
- LGBTI+
- disabled
- from an ethnic minority
- from a religious background that is not Christian

### What happens next



We will do the work in our action plans to make sure we have a greater mix of different kinds of people in our workforce.



## Equality Outcome 8:



By 2025 our workplaces will be more inclusive, with employees from all backgrounds, characteristics and experiences reporting they feel more valued.

### Main achievements



In 2021 more Scottish Government staff felt they were treated fairly than ever before.

In 2021 less Scottish Government staff experienced discrimination, bullying and harassment than ever before.



The facts, figures and information show that some groups have much worse experiences than other groups.

### What happens next?



The work in our action plans will support us to have a more inclusive workplace.



© Crown copyright 2023

**OGL**

Copyright images © Photosymbols

This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit [nationalarchives.gov.uk/doc/open-government-licence/version/3](https://nationalarchives.gov.uk/doc/open-government-licence/version/3) or write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at [www.gov.scot](http://www.gov.scot)

Any enquiries regarding this publication should be sent to us at

The Scottish Government  
St Andrew's House  
Edinburgh  
EH1 3DG

ISBN: 978-1-80525-784-4 (web only)

Published by The Scottish Government, April 2023

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA  
PPDAS1262742 (04/23)

**W W W . g o v . s c o t**