

Anti-Racism in Scotland

**Progress Review 2023:
The Race Equality Framework
and the Immediate Priorities Plan**



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1. Ministerial Foreword



Scotland has a world-renowned reputation for providing a warm and open welcome to those who come to visit or make it their home. Our diversity is something to be celebrated and embraced - spearheading opportunities and innovation that bring value and enhancing the overall richness of our multicultural Scottish society.

In 2016 we published our [Race Equality Framework for Scotland 2016 to 2030](#) (REF), with a vision for Scotland in 2030 to be a country *“where people are healthier, happier and treated*

with respect, and where opportunities, wealth and power are more equally spread.” The REF aims to ensure that this vision is achieved equally for people from all ethnicities, to build a Scotland where we all share a common sense of purpose and belonging.

Since the publication of the previous [Race Equality Action Plan \(REAP\) final report](#) in 2021, we have continued to make progress across many areas, including but by no means limited to education, employment, housing, health and culture. Yet racism persists – in our communities, in our schools and in our workplaces. It is clear that we still have much work to do, and this must be informed by evidence, and by lived experience.

We want Scotland to be a place where every person has the same opportunities and where everyone’s individual needs are recognised and met. The following examples highlight some of the work we are doing to embed antiracism:

- Our [Anti-Racism in Education Programme](#) (AREP) is putting in place measures to embed anti-racism in schools and early learning and childcare settings, so that racialised¹ minority children, young people and staff experience an education which is inclusive, free from racism and is

¹ Under the previous Race Equality Action Plan (REAP), the Scottish Government used the definition of race present in the [Equality Act 2010](#), that it is colour, ethnicity, nationality and citizenship. We used "Minority Ethnic" to include all racial and ethnic groups protected under the Act, and we used the terminology minority ethnic (ME) instead of "BME" or "BAME", as ME was inclusive of both visible and non-visible (*i.e.*, white) ME groups. We recognise that across Scotland, people belonging to ME communities define themselves and their communities using a variety of terms; our use of the overarching term minority ethnic aimed to be inclusive of that variety. However, terminology changes as societal and systemic understanding grows, therefore within this report we are starting to use the terms “adversely racialised communities”, “racially minoritised/racialised minorities”, and “racialisation” to show that it is systems and structures that do not work for those who are categorised on the basis of “race”, and because of this are sometimes treated differently or disadvantaged. These terms are becoming more widely used across Scottish Government, in line with our acceptance that racism is a structural issue. However, the use of the term ‘minority ethnic’ is still widespread across many Scottish Government policy areas – hence it is still used in places within this report as this understanding of racism and its impact is still developing. We continue to support everyone’s right to self-identify according to the term they relate to or are most comfortable with.

underpinned by culturally responsive practice. These measures will result in the development of anti-racism² education leadership at all levels, the provision of anti-racism professional learning, an increase in the racial diversity of the teaching profession and a better understanding of how to tackle racist incidents when they occur and more importantly, how to prevent them happening in the first place. By embedding anti-racism within the curriculum, all children and young people will learn about the rich and diverse communities in Scotland and the wider world and be able to challenge discrimination and prejudice through an awareness of the behaviours, practices and processes that create injustice in the world.

- Addressing institutional racism is at the heart of our new [Anti-Racist Employment Strategy](#), which was launched at the end of 2022 and provides practical guidance and support for employers to take an anti-racism and intersectional approach to addressing racial inequality in the workplace.
- Within Health & Social Care, we are developing an ambitious action plan with a primary focus on delivery of existing commitments made in response to the Expert Reference Group on Covid-19 and Ethnicity - but going beyond these where the evidence indicates improvement is needed. Early priorities include improving access, experience and outcomes for minority ethnic people within health and social care workforce, maternal and infant health, mental health, type 2 diabetes and CVD. Our new [Data Strategy for Health and Social Care – ‘Greater access, better insight, improved outcomes: a strategy for data-driven care in the digital age’](#) (Feb 2023) commits to improving the quality and consistency of protected characteristics data, including ethnicity data, to ensure that equitable care is provided for everyone in Scotland requiring it.

Addressing racism requires systemic change that addresses "baked-in" racism within our economic, political, social and cultural institutions and structures. Systemic and structural change requires long term vision, patience and ongoing commitment from leadership through to grassroots level and across all spheres. In the last eighteen months and since the launch of the [Immediate Priorities Plan](#) (IPP), our focus has been on responding to the [Expert Reference Group on COVID-19 and Ethnicity](#) (ERG) recommendations. In April 2022, a short-life working group - [Anti-Racism Interim Governance Group to Develop National Anti-Racism Infrastructure](#) (AIGG) was established in response to the ERG's recommendation to establish a more effective accountability and governance infrastructure in Scotland.


The AIGG should be seen as a stepping stone towards the creation of a new Anti-Racism Observatory. The Observatory will provide strategic oversight of anti-racism approaches in Scotland; act as repository to ensure we effectively maintain institutional memory; and will harness the potential of collaborative and co-production approaches involving those with expertise in the anti-racism field as well

² The Scottish Government on the recommendation of the AIGG has started to use the term 'anti-racism' instead of 'anti-racist'. The AIGG advocates for the Scottish Government to be "anti-racism" instead of "anti-racist" since the problem is systemic and not about individual people. It is also not sufficient to simply be "anti-racist" - we all must be actively working against racism as the issue. Therefore, explicitly foregrounding the naming of racism is of fundamental importance when progressing anti-racism work.

as those with lived experience. This will be an important step to effecting deep and lasting change, and will allow us to better track progress in reducing inequality – an important [National Performance Framework \(NPF\)](#) outcome.

I would like to express my sincere appreciation to the members of the AIGG for their input to date and whose range of expertise is helping to shape how we achieve our 2030 vision. I also want to thank to our strategic partners for their guidance and dedication to ensuring the rights of racialised minorities are recognised and upheld.

Finally, my heartfelt appreciation also goes out to the organisations funded under our Equality and Human Rights Fund (EHRF) and to the communities they serve. The EHRF's aim is to support civil society organisations and partners to develop, embed and mainstream equality and human rights within policy and practice in Scotland in line with the ambitions of the National Performance Framework and relevant Scottish Government Strategies. In 2021, we approved £21 million of funding for 2021-2024 period, to support equality and human rights in Scotland, an increase of £1 million per year from the previous fund, of which nearly £5.5 million is specifically for organisations working on race equality issues. Through working with these organisations, we have developed a better understanding of the impact of racism on not only racialised minorities, but society as a whole and are better positioned to respond effectively. Going forward, we will continue to engage with our stakeholders and those that represent the voice of lived experience to ensure anti-racism is embedded across all we do.



Emma Roddick
Minister for Equalities, Migration and Refugees

2. Executive Summary

The Scottish Government is determined to show leadership in addressing inequality, tackling racism & dismantling the barriers that prevent people from racialised minorities³ from realising their potential; as well as supporting them to realise their human rights.

Understanding racism and taking a truly anti-racism position means acknowledging the existence of formal and informal structural, institutional and cultural processes that place minoritised groups at a disadvantage within Scotland in relation to the majority.

Our Race Equality Framework (REF) for Scotland published in 2016 sets out this overarching ambition for race equality in Scotland, which we aim to achieve by 2030. This report takes stock of what we have achieved to date in relation to the goals set out in the REF, as well as the actions of the more recent Immediate Priorities Plan (IPP). The IPP set out the delivery of our race equality priorities in order to ensure a fair and equal recovery from COVID-19 as per the recommendations provided to us by the [Expert Reference Group on COVID-19 and Ethnicity](#).

The report provides a detailed examination of progress made under the REF and the IPP. Content has been mapped according to the six themes of the REF:

- Theme 1: Overarching work
- Theme 2: Community cohesion and safety
- Theme 3: Participation and representation
- Theme 4: Education and lifelong learning
- Theme 5: Employability, employment and income
- Theme 6: Health and home

³ Under the previous Race Equality Action Plan (REAP), the Scottish Government used the definition of race present in the [Equality Act 2010](#), that it is colour, ethnicity, nationality and citizenship. We used "Minority Ethnic" to include all racial and ethnic groups protected under the Act, and we used the terminology minority ethnic (ME) instead of "BME" or "BAME", as ME was inclusive of both visible and non-visible (i.e., white) ME groups. We recognise that across Scotland, people belonging to ME communities define themselves and their communities using a variety of terms; our use of the overarching term minority ethnic aimed to be inclusive of that variety. However, terminology changes as societal and systemic understanding grows, therefore within this report we are starting to use the terms "adversely racialised communities", "racially minoritised/racialised minorities", and "racialisation" to show that it is systems and structures that do not work for those who are categorised on the basis of "race", and because of this are sometimes treated differently or disadvantaged. These terms are becoming more widely used across Scottish Government, in line with our acceptance that racism is a structural issue. However, the use of the term 'minority ethnic' is still widespread across many Scottish Government policy areas – hence it is still used in places within this report as this understanding of racism and its impact is still developing. We continue to support everyone's right to self-identify according to the term they relate to or are most comfortable with.

Theme 1: Overarching work

Vision: Our Vision for a fairer Scotland is that by 2030 Scotland is a place where people are healthier, happier and treated with respect, and where opportunities, wealth and power are spread more equally. The Race Equality Framework aims to ensure that this vision is achieved equally for people from all ethnicities, helping to build a Scotland where we all share a common sense of purpose and belonging.

- Ensuring robust accountability and scrutiny of Scottish Government's commitments to embedding antiracism across its work and that of the public sector via a newly established Anti-Racism Observatory for Scotland.
- Building a Scotland that is an inclusive, safe and prosperous place to live that recognises the value of and celebrates the diversity of its people, and where we protect, respect and fulfil human rights and live free from discrimination. (Strengthening the Public Sector Equality Duty – PSED)
- Developing a Scottish Civil Service that has the knowledge, skills and confidence to embed and promote equalities, including antiracism across their work.
- Enhancing the human rights of women, disabled people and racialised minorities through the development of new human rights legislation in Scotland which will incorporate four United Nations Human Rights treaties into Scots law, within the limits of devolved competence (Human Rights Bill).
- Strengthening Scotland's equality evidence base enabling policy makers to develop sound and inclusive policy to improve service delivery and outcomes for all people in Scotland ([Equality Data Improvement Programme \(EDIP\)](#)).
- Supporting race equality organisations in Scotland via the [Equality and Human Rights Fund](#) to advise, support and empower racialised minorities and combat the cost of living crisis.

Theme 2: Community Cohesion and Safety

Vision: We build good race relations and community cohesion across all communities, and all minority ethnic⁴ individuals feel safe, protected and included, and experience less racism

- Tackling hatred and prejudice in Scotland through delivery of the Hate Crime Strategy for Scotland which sets out our key priorities for tackling hatred and prejudice, including implementation of the [Hate Crime and Public Order \(Scotland\) Act 2021](#).
- Enhancing data quality across the justice system wide, to better understand and serve the needs of Scotland's communities via the [Cross Justice Working Group on Race Data and Evidence](#).
- Improving how complaints against Police Scotland are handled, bringing greater transparency, fairness and accessibility to systems, policies and processes via a Bill on Police Complaints and Misconduct Handling to be introduced in the parliamentary session 2022-23.

⁴ When the REF was developed, the preferred terminology was 'minority ethnic' – the REF was published in 2016 and therefore the vision, goals and actions of the REF reflect this terminology.

- Improving equality, diversity and inclusion (EDI) within Police Scotland. The launch of Police Scotland's Policing Together Strategy brings together multiple strands of work from across Police Scotland, bolstered by the Chief Constable's commitment to ensure there is no tolerance for misogyny, racism and discrimination in the ranks or across wider society.
- Ensuring Stop and Search by Police Scotland is carried out with fairness, integrity and respect, and irrespective of ethnicity via the [Stop and Search Code of Practice](#).

Theme 3: Participation and Representation

Vision: Minority ethnic participation and representation is valued, effective, fair and proportionate at all levels of political, community and public life.

- Increasing diversity within public boards through encouraging people from racialised minorities to apply for public appointments, for those applications to be successful, and for the conditions to be right for people to be able to give their best when they are on a board. (Public Appointments - [Race Equality Action Plan](#) 2019 – 2022)
- Improving the way people take part in open policy-making and delivering services through a newly launched [Participation Framework](#), which provides a guide to good practice in participation work across Scottish Government, including information about participatory methods and when to use them, and signposts to further resources.
- Empowering communities (including racialised minorities) to develop cultural activities through the [Creative Communities Programme](#), which seeks to extend high quality opportunities for people to take part in culture, including in areas with more limited opportunities and lower levels of cultural engagement.
- Addressing Scotland's involvement in empire, colonialism, and historic slavery using museum collections and museum spaces based on the [recommendations](#) of the [Empire, Slavery & Scotland's Museums Steering Group](#) led by Sir Geoff Palmer.

Theme 4: Education and Lifelong Learning

Vision: Everyone has the opportunity to learn in an inclusive environment without disadvantage in relation to racial inequality or racism.

- Supporting reform in the education system through the [Anti-Racism in Education Programme](#) to develop and embed anti-racism and culturally-responsive leadership and practice throughout the curriculum, strengthening resources and approaches to prevent and respond to racist incidents, and diversifying the education workforce in Scotland to ensure that it reflects and supports the racial diversity of modern Scotland.
- Supporting all young people to achieve their potential, including those from ethnic minorities by working collaboratively with third sector organisations and Developing Young Workforce (DYW) Regional Groups to increase work-based learning and employer engagement opportunities for those who would benefit most.

- Supporting racialised minorities to experience better outcomes in completing further and higher education through the development of guidance for colleges and universities on setting evidence based, measurable equality outcomes for the period 2021-2025.

Theme 5: Employment and Employability

Vision: Minority ethnic people have equal, fair and proportionate access to employment and representation at all levels, grades and occupation types in Scotland's workforce and experience fewer labour market, workplace and income inequalities.

- Addressing the barriers and disadvantages experienced by racialised minorities in the labour market in Scotland via our [Anti-Racist Employment Strategy](#) published in December 2022.
- Enabling employers to assess their training needs, develop their own learning pathways and access good quality anti-racism training for all levels in an organisation via our anti-racism workplace training framework due for completion by the end of 2025.
- Tackling child poverty amongst families from racialised minorities via the [Best Start, Bright Futures: tackling child poverty delivery plan 2022 to 2026](#)
- Ensuring our national budget takes into account the needs of those with protected characteristics via the [Equality and Fairer Scotland Budget Statement](#).
- Providing person-centred support for people further from the labour market, including people from minority ethnic communities to move towards and into fair and sustained work via investment of £23.5 million to Fair Start Scotland (FSS) delivery in 2022/23.
- Recognising validating and valuing the skills people bring to Scotland through our [Skills Recognition Scotland \(SRS\)](#) programme.
- Delivering our vision to be a world-leading diverse employer where racial equality is achieved via the Scottish Government [Race recruitment and retention action plan](#) (RRRAP).

Theme 6: Health and Housing

Vision: Minority ethnic communities in Scotland have equality in physical and mental health as far as is achievable, have effective healthcare appropriate to their needs and experience fewer inequalities in housing and home life.

- Pursuing equity of access, experience and outcomes for racialised minorities, and addressing structural racism within health and social care, with oversight provided by the Racialised Health Inequalities in Health and Social Care in Scotland Steering Group.
- Strengthening alignment of mental health policy with work to tackle poverty and reduce inequality via our Mental Health Transition and Recovery Plan.
- Addressing the mental health inequalities made worse by the pandemic via the Communities Mental Health and Wellbeing Fund for adults.
- Improving health and social care workplace cultures by listening to the voices of racially minoritied staff across the NHS and providing them with

opportunities to share resources and support one another (NHS National Ethnic Minority Forum (EMF)).

- Developing systems leadership at all levels across health, social care and social work that promotes the core values of kindness, inclusion, compassion and collaboration ([Leading to Change Programme](#)).
- Improving our understanding of the housing needs of racialised groups [Housing needs of minority ethnic groups evidence review](#).
- Delivering our ambition for everyone to have a safe, good quality and affordable home that meets their needs in the place they want to be ([Housing to 2040](#)).

Outstanding IPP actions

Action #: 23 Systemic Recommendation 12 – A measure of racism.
Action #: 34 Data Recommendation 13 – Reporting Data by Ethnicity 13 a – dashboard.
Action #: 30 Develop a CHI field for ethnicity (Health & Social Care).
Action #: 31 Primary Care Ethnicity Data Collection (Health & Social Care).

Outstanding REF actions

3.3 Engage with senior public body leaders to promote race equality and diversity issues through their senior management forums, equality and HR networks and with the Scottish Government sponsors.
10.3 Further review the Scottish Government grant funding process to see what more can be done to promote equal opportunities, for example by making action to progress board diversity a requirement of funding.
11.3 Work with stakeholders with expertise in race equality and community engagement to develop a relevant resource to sit alongside the National Standards for Community Engagement which addresses the issues raised in the framework development process around public sector engagement with minority ethnic communities.
23.1 Work with Skills Development Scotland (SDS) in their delivery of the Equality Action Plan for Modern Apprenticeships in Scotland, to ensure that the number of individuals from minority ethnic backgrounds who are apprentices increases to equal the population share by 2021. This will be reviewed annually.
25.3 Consider the role that targets might play to address under-representation of minority ethnic staff within the public sector.

3. List of Acronyms

AIGG – Antiracism Interim Governance Group on Developing National Antiracism Infrastructure
AREP – Antiracism in Education Programme
ASL - Additional Support for Learning
BAME – Black, Asian and Minority Ethnic
BEMIS – Black and Ethnic Minority Infrastructure in Scotland
BME – Black and Minority Ethnic
BRL – Building Racial Literacy
CEMVO – Council of Ethnic Minority Voluntary Organisations
CIAG - Careers Information, Advice & Guidance
COSLA – Convention of Scottish Local Authorities
CPD – Continuing Professional Development
CPP – Community Planning Partnership
CRER – Coalition for Racial Equality and Rights
CVD – Cardiovascular Disease
DITPEW - Diversity in the Teaching Profession and Education Workforce
DYW – Developing the Young Workforce
EDI – Equality, Diversity and Inclusion
EDIP – Equality Data Improvement Programme
EDT – Ending Destitution Together
EHRC – Equality and Human Rights Commission
EHRF – Equality and Human Rights Fund
ELC – Early Learning and Childcare
EMA – Education Maintenance Allowance
EMF – Ethnic Minority Forum
EQIA – Equalities Impact Assessment
ERG – Expert Reference Group on Ethnicity and Covid-19
ES – Education Scotland
ESOL – English for Speakers of Other Languages
FSS – Fair Start Scotland
HES – Historic Environment Scotland
HMICS - His Majesty's Inspectorate of Constabulary in Scotland
HRL – High Risk List
IPP – Immediate Priorities Plan
IYS – Intercultural Youth Scotland
LCPAG – Local Child Poverty Action Group
ME – Minority Ethnic
MECOPP - Minority Ethnic Carers of People Project
NEO - National Equality Outcomes
NPC - National Performing Companies
NPF – National Performance Framework
NPFS - National Parent Forum of Scotland
NRPF - No Recourse to Public Funds
NRS – National Records Scotland
PHS – Public Health Scotland
PIRC - Police Investigations & Review Commissioner
PLL - Professional Learning Activities
PSED – Public Sector Equality Duty

R4HR – Race for Human Rights
REF – Race Equality Framework
RRRAP – Race Recruitment and Retention Action Plan
SAMEE - The Scottish Association of Minority Ethnic Educators
SCEN – Scottish Councils' Equality Network
SDS – Skills Development Scotland
SEAP SG – Social Enterprise Action Plan Steering Group
SEMPER - Supporting Ethnic Minority Police employees for Equality in Race
SFC – Scottish Funding Council
SHR - Scottish Housing Regulator
SHRC - Scottish Human Rights Commission
SPA - Scottish Police Authority
SPPs – Strategic Policing Priorities
SRS – Skills Recognition Scotland
STEP - Scottish Traveller Education Programme
TSI – Third Sector Interface
WEF – Workplace Equality Fund
WSREC – West of Scotland Regional Equality Council

4. Summary of where IPP actions are contained within this report and their progress status (for full text of IPP actions see: [Race equality: immediate priorities plan](#))

REF Theme	IPP Action	See REF Goal
Theme 1: Overarching Work	Actions #: 1, 19 & 20 Publication of the long-term Scottish Government Race Equality Strategy, to run from 2023 onwards. Systemic Recommendation 7 - Accountability – Independent Oversight Commission Systemic Recommendation 8 – Functions Systemic Recommendation 9 – Anti-Racism Actions	1 On track
	Action #: 2 New Human Rights Bill	2 On track
	Action #: 23 Systemic Recommendation 12 – A measure of racism	Section 13 To be Actioned
	Action #: 26 (b) Systemic Recommendation 14 - Embedding an equalities and human rights approach across policy thinking and development for economic recovery and renewal Mainstreaming equality, human rights and race equality	2 On track
	Action #: 34 Improving Equality Data	4,7 & 27 On track
	Action #: 34 Data Recommendation 13 – Reporting Data by Ethnicity 13 a - dashboard	Section 13 To be Actioned
	Action #: 38 Data Recommendation 14 – Accountability and Governance	2 On track
	Action #: 22 Systemic Recommendation 11 - National Performance Framework	4 On track
	Action #: 36 Data Recommendation 13 – Reporting Data by Ethnicity 13c. The National Performance Framework must include specific indicators on the impact of racialised inequalities or the impact of systemic racism on minority ethnic people to supplement the current 81 National Indicators.	4 On track
	Action #: 39 Data Recommendation 14 – Accountability and Governance	4 On track
Action #: 7 Develop a new hate crime strategy which will contribute towards building more inclusive and resilient communities and support implementation of the Hate Crime and Public Order (Scotland) Act 2021.	6 On track	

<u>Theme 2:</u> <u>Community Cohesion and Safety</u>	Action #: 8 Continued support and delivery of the John Smith Centre's Leadership Programme	13 Completed
<u>Theme 3:</u> <u>Participation and Representation</u>	Action #: 28 Systemic Recommendation 17 - National Museums and Statues	13 On track
	Action #: 4 Delivery of the Race Equality and Anti-Racism in Education Programme	14 On track
<u>Theme 4:</u> <u>Education and Lifelong Learning</u>	Action #: 27 Change the Curriculum for Excellence (to include explicit reference to Black and Minority Ethnic history)	14 On track
	Action #: 3 Fair Work Programme Board and Systemic Recommendation 15 - Employment	20 On track
<u>Theme 5:</u> <u>Employability, Employment and Income</u>	Action #: 3 Skills Recognition Scotland Pilot Project	23 On track
	Action # 5 Publication and implementation of the Child Poverty Delivery Plan, starting in March 2022, in particular action taken on the priority group "minority ethnic families"	21 On track
	Action #: 10 No Recourse to Public Funds	21 On track
	Action # 26 (b): Systemic Recommendation 14 (b) - Recovery and Remobilisation Plans, Investment Fund and Reporting - Young Person's Guarantee	23 On track
	Action #: 9 Health & Social Care Overarching Response to ERG recommendations - Data Recommendation 9: Participation by Minority Ethnic People and Communities	28 On track
<u>Theme 6:</u> <u>Health and home</u>	Action #: 9 Establish a Health & Social Care Race Equality Oversight and Implementation Group to support delivery of ERG recommendations / IPP commitments. Data Recommendation 7 – Coordinated Action	26 On track
	Action #: 11 Systemic Recommendation 3 (a) – Test and Protect and Future Health Measures	27 Completed
	Action #: 12 Systemic Recommendation 3 (b) - Ensure the needs of minority ethnic communities are considered on vaccination.	27 Completed
	Action #: 13 Systemic Recommendation 3 (c) - Ensure the needs of Minority Ethnic communities on the highest risk list (formerly shieling) are considered	27 Completed
	Action #: 14 & 15 Systemic Recommendation 3 - Reinvigorate efforts on culturally competent health promotion and disease prevention of diabetes and cardiovascular disease for people from Minority Ethnic communities	26 On track

	Action #: 16 Systemic Recommendation 4 - Fair Work Practices (increasing the numbers of minority ethnic staff in senior and executive team roles through our Leadership and Talent Management Programmes.)	29 On track
	Action #: 17 Systemic Recommendation 5 - Investment in ME organisations and Mental Health Services (5 (a) Investment - Improve CAMHS)	27 On track
	Action #:17 Systemic Recommendation 5 - Investment in ME organisations and Mental Health Services (Community Health and Wellbeing Fund)	27 On track
	Action #: 17 Systemic Recommendation 5 - Investment in ME organisations and Mental (5 (a) Invest in Primary Care)	27 On track
	Action #: 17 Systemic Recommendation 5 - Investment in ME organisations and Mental Health Services (5 (a) Invest in digital service capacity)	27 On track
	Action #: 17 Systemic Recommendation 5 - Investment in ME organisations and Mental Health Services 5 (b) Mental Health Strategy	27 On track
	Action # 17 Systemic Recommendation 5 - Investment in ME organisations and Mental Health Services (5 (b) Culturally competent and multi-lingual psychotherapists and counsellors - launch of new website to support mental wellbeing	27 On track
	Action #: 17 Systemic Recommendation 5 - Investment in ME organisations and Mental Health Services (5 (b) Scottish Government and NHS Scotland should deploy culturally competent and multi-lingual psychotherapists and counsellors as there are ethnic inequalities in accessing mental health services (build on work already done and follow models such as Black Thrive London).	27 On track
	Action #: 18 Ensure inclusivity of public health messaging. This should take into account language barriers, literacy levels, cultural factors, religious beliefs, differential access to health-related information among diverse communities and recent SAGE advice.	27 On track
	Action #: 24 Systemic Recommendation 13 – Housing and Overcrowding (New Deal for Tenants/Rented Sector)	30 On track
	Action #: 24 Systemic Recommendation 13 – Housing and Overcrowding (Housing Charter)	30 On track
	Action #: 24 Provide funding through the Gypsy/Traveller Accommodation Fund part of Systemic Recommendation 13 – Housing and Overcrowding	30 On track

	Action #: 30 Develop a CHI field for ethnicity (Health & Social Care)	Section 13 To be Actioned
	Action #: 31 Primary Care Ethnicity Data Collection (Health & Social Care)	Section 13 To be Actioned
	Action #: 32 Data Recommendation 10 - Monitoring Workforce Data	27 On track
	Action #: 33 Data Recommendation 11 – NHS Workforce Data	27 On track
	Action #: 35 Data Recommendation 11 – NHS Workforce Data	27 On track

5. Introduction

Following the racialised outcomes of the Covid-19 pandemic, and the follow-on from the Black Lives Matter movement, the Scottish Government is committed to tackling systemic and structural racism, recognising that '*understanding racism and taking a truly anti-racist position means acknowledging the existence of formal and informal structural, institutional and cultural processes...*' (Immediate Priorities Plan, Scottish Government 2021). This understanding must be evidence-based and clear that a “one size fits all” approach to anti-racism for racialised minorities will fail to deliver for all.

Furthermore, a [review of anti-racist policymaking over the last two decades](#) by the Coalition for Racial Equality and Rights (CRER) identified that while devolved policymaking has been able to identify clear themes and priorities across national strategies to tackle deep-rooted inequalities, actual progress has been limited in terms of design and implementation. In particular, the need to embed long-term change in systems and processes was highlighted, moving away from short-term action plans. Furthermore, there is clear importance placed on appropriately utilising and retaining information gathered from engagement and lived experience, whilst avoiding consultation fatigue.

The [Race Equality Framework for Scotland 2016 to 2030](#) was informed through extensive engagement with communities, and remains the overarching strategic framework for the Scottish Government until 2030. Due to its relevance and current validity, its themes and outcomes will continue to be progressed and evaluated as part of the overall work, alongside other identified strands.

Subsequently, there have been two action plans to implement the REF:
2016-2021 [Race equality action plan: final report](#)
2021-2023 [Race equality: immediate priorities plan](#)

The Immediate Priorities Plan focused on supporting communities to recover from Covid while implementing the recommendations of the Expert Reference Group on Covid-19 and Ethnicity (ERG). As such, there is a need to ensure there is an ongoing focus on implementing the REF that may have been lost through pivoting to responding to the pandemic.

Feedback from stakeholders on the above action plans have been that it has been difficult to track and measure progress. Furthermore, some actions have been vague and therefore there is a lack of tangible and meaningful outcomes. Ensuring continued relevance, accountability and measuring impact were also challenging areas.

According to a recent CRER report on anti-racist policymaking in Scotland, findings show that a:

“[L]ack of evaluation and detailed progress monitoring provides insufficient evidence to determine which previous approaches worked. Progress reporting focuses on stating that the proposed actions have been taken. The only knowledge that policy makers can gain from this is that the strategy was implemented.”⁵

This supports the need to move to a programme of high-level systemic change in bringing about equity. Systemic change will entail working to identify and tackle high-level issues, to bring about meaningful change and create structures that work for all, moving away from short-term actions that simply serve to maintain inequitable systems.

A significant proportion of the ERG recommendations focus on systemic and structural change. Furthermore, a key recommendation of the ERG was to establish an observatory to provide a range of functions, including oversight and governance.

Following this, the short-life [Anti-Racism Interim Governance Group to Develop National Anti-Racism Infrastructure](#) (AIGG) was established. This short-life group was established in April 2022 as an independent group to provide advice directly to Scottish Ministers and the Scottish Government. It will operate up to the end of August 2023 and until its remit is fulfilled; and a permanent race equality governance body is established and functioning. Its remit is to:

- provide independent oversight and to hold Scottish Government accountable for progress against the actions in the Immediate Priorities Plan (IPP);
- provide scrutiny and advice on the work to establish a programme of systemic change on race equality;
- consider, gather evidence, and propose the model to support the establishment of an independent observatory;
- support and advise on the transition to a permanent governance body; and
- provide advice and feedback to Scottish Ministers.

We recognise that to effectively address racial inequality and racism, it is crucial we have robust accountability mechanisms and oversight in place, and that we can measure and evidence outcomes and impacts. More information on forthcoming accountability and engagement approaches can be found in Section 14 of this report.

The [Improving the lives of Gypsy/Travellers: 2019-2021](#) Action Plan has been extended to 2023 due to the pandemic impacting on delivery of actions and outcomes. We will continue to work with stakeholders to understand how this work can be taken forward as well as consider its’ relationship to the wider race equality and anti-racism work. Benefits of alignment include potentially strengthened accountability and advantages associated with the resource and profile offered by the observatory. However, there is recognition that the Gypsy/Traveller communities

⁵ [Anti-racist policy making: Learning from the first 20 years of Scottish devolution: Coalition for Racial Equality and Rights \(squarespace.com\)](#)

are amongst the most marginalised groups in society, and they have distinct needs benefitting their culture and lifestyle (e.g., accommodation and sites), and this may become diluted or lost if this is not distinct.

There have been some successes drawn from the Gypsy/Travellers work that should be applied more widely and considered as part of the options assessment around coherence. Collaboration in particular has been key, with the community, third sector partners, Convention of Scottish Local Authorities (COSLA), and others. Having dedicated funding for the community and the building of trust have been other significant factors.

This report focused on what we have achieved to date in relation to both the REF and the IPP. Content has been mapped according to the six themes of the REF:

Theme 1: Overarching work

Theme 2: Community cohesion and safety

Theme 3: Participation and representation

Theme 4: Education and lifelong learning

Theme 5: Employability, employment and income

Theme 6: Health and home

For information on commitments/actions that are outstanding, see section 13 of this report.

6. Overview of REF Goals and Actions

Theme 1: Overarching work			
Goal	Actions	Lead	Status
Goal 1: An accountable approach to support and drive forward the implementation of the Race Equality Framework is established	1.1 Develop our overarching approach to implementation and monitoring in partnership with key stakeholders, including governance and review arrangements, over the first six months of the Framework's life cycle.	Equality	Complete
	1.2 Develop implementation planning mechanisms to cover the initial four-year phase of work, with ongoing reviews and updates of the Framework built into longer-term planning over the 15-year period.	Equality	On track
	1.3 Develop progress reporting mechanisms establishing a transparent, accountable approach to monitoring.	Equality	On track
	1.4 Work with stakeholders to further explore intersectional issues around the goals and actions set out in the Framework.	Equality	On track
Goal 2: Strategic work within Scotland's public sector better addresses race equality, including through more effective practice linked to the Scottish Specific Public Sector Equality Duties	2.1 Support the wider public sector to improve equality practice through the work of the Scottish National Equality Improvement Project (SNEIP).	Mainstreaming & Inclusion	On track
	2.2 Work with public authorities to improve the gathering, monitoring and use of ethnic data in policy and practice.	Communities Analysis	On track
	2.3 Collect and share examples of innovative race equality workplace practices, including best practice in the use of positive action.	Fair Work & Labour Market Strategy	On track
	2.4 Explore opportunities to further consider the role that external scrutiny can and should play in supporting improvement on equality issues through discussions with audit and inspection bodies about future development of approaches to scrutiny.	Mainstreaming & Inclusion	On track

Goal 3: Scotland's public sector has improved capacity to tackle racial inequality and meet the needs of minority ethnic people	<p>3.1 Ensure that public sector service delivery is respectful, person-centred and responsive to the challenges, barriers and discrimination experienced by minority ethnic service users by working with public sector partners to look at what can be done to:</p> <ul style="list-style-type: none"> - Review current approaches to training and development on race equality including within higher education programmes designed for future public sector workers. - Embed race equality effectively into induction and CPD for public sector staff. 	Mainstreaming & Inclusion	On track
	<p>3.2 Work with the Scottish Councils Equality Network to explore potential ways in which Scottish Local Authorities could contribute towards meeting the goals and visions of the Race Equality Framework.</p>	Equality	On track
	<p>3.3 Engage with senior public body leaders to promote race equality and diversity issues through their senior management forums, equality and HR networks and with the Scottish Government sponsors.</p>	Equality	To be actioned
	<p>3.4 Explore with partners across the Public Sector the potential opportunities to improve on translation and interpretation practice, so that service users can be supported more reliably and consistently.</p>	Communications	On track
Goal 4: Policy processes in Scotland are based on a robust range of data on ethnicity	<p>4.1 Build on the current Evidence Finder approach to continue to bring together a comprehensive range of evidence on ethnicity which can be used in policy development and review throughout Scotland's public sector, working in partnership with experts across sectors to identify relevant content and improve presentation.</p>	Communities Analysis	On track
	<p>4.2 Identify opportunities to improve the range and scope of the disaggregated ethnicity data available and make this available to policy makers across the Scottish Government and the wider public sector.</p>	Communities Analysis	On track
	<p>4.3 Ensure that ethnicity statistics and social research findings are effectively used to inform action, including through building it into the implementation process for the Framework.</p>	Communities Analysis	On track

Goal 5: Scotland's minority ethnic voluntary sector is stronger, more effective and sustainable	5.1 Review Scottish Government's approach to funding work on race equality to drive forward the actions within the Race Equality Framework and to meet Ministerial priorities for equality.	Equality	On track
	5.2 Build on our understanding of the contribution that minority ethnic voluntary organisations make to communities and public services in Scotland to support our Race Equality Framework and to inform future funding processes.	Equality	On track

Theme 2: Community Cohesion and Safety

Goal	Actions	Lead	Status
Goal 6: There is greater cohesion between all communities in Scotland	6.1 Undertake work to better understand the context of community cohesion in Scotland and identify effective practice in community cohesion work, using the results to inform collaborative approaches with key partners in the public and third sectors.	Mainstreaming & Inclusion – Hate Crimes	On track
	6.2 Explore ways to support public bodies in implementing the 'fostering good relations' element of the Public Sector Equality Duties with regard to race equality and community cohesion.	Mainstreaming & Inclusion – Hate Crimes	On track
Goal 7: Access to justice and safety for minority ethnic individuals is improved and the effectiveness of the justice process in dealing with racism is reviewed	7.1 Ensure effective engagement of minority ethnic communities, particularly young people, in considering what more can be done to tackle issues of discrimination and hate crime, to ensure their lived experience informs this work.	Mainstreaming & Inclusion – Hate Crimes	On track
	7.2 Work with Police Scotland and other key stakeholders to identify ways of encouraging better reporting of hate crime, including exploring potential improvements in the Third-Party Reporting system.	Mainstreaming & Inclusion – Hate Crimes	On track
	7.3 Ensure effective engagement of minority ethnic communities in the development of the Scottish Government's Strategic Police Priorities.	Police Division	On track
	7.4 Work with Police Scotland and other key stakeholders, including the Scottish Police Authority, equalities and human rights organisations and organisations representing the	Police Division	On track

	interests of children and young people, to develop an effective process for monitoring and evaluating the impact of stop and search practice on minority ethnic communities.		
Goal 8: Scotland's police workforce is better able to tackle racism and promote equality and community cohesion in the delivery of police services	8.1 Work with the Scottish Police Authority and Police Scotland to promote effective equality and intercultural competency training within initial training for the police workforce, combined with appropriate CPD for those already in post.	Police Division	On track
Goal 9: Police Scotland's workforce better reflects the diversity of its communities	9.1 Work with the Scottish Police Authority and Police Scotland to promote positive action to increase the number of minority ethnic entrants to the police workforce, and to improve opportunities for development and promotion, to reflect the minority ethnic population in Scotland.	Police Division	On track

Theme 3: Participation and Representation

Goal	Actions	Lead	Status
Goal 10: Increase participation and representation of minority ethnic individuals in governance and influence in decision making at local and national level	10.1 Through our Public Boards and Corporate Diversity Programme, continue to drive forward activity to improve the diversity of Scotland's boardrooms, including outreach activity with disabled people and minority ethnic communities.	People Advice	On track
	10.2 Co-produce with equality stakeholders and communities a plan of action to increase diversity in elected office.	Elections and FOI Division	On track
	10.3 Further review the Scottish Government grant funding process to see what more can be done to promote equal opportunities, for example by making action to progress board diversity a requirement of funding.	Fair Work & Labour Market Strategy	To be actioned
	10.4 Review the existing consultation good practice guidance through an equality's lens. This will include a focus on improving consultation (including digital engagement) with all equality groups, including addressing concerns raised by minority ethnic communities.	Public Service Reform	On track

	10.5 Work to ensure that the Honours system recognises the contributions made by people across all of Scottish society, including those from minority ethnic individuals. We will consider the use of undertake work to ensure that all diversity targets are met and that lists are representative of Scotland's minority ethnic population at large. ⁶	Protocol & Honours	On track
Goal 11: Minority ethnic people have a fair and proportionate influence on community planning	11.1 Further encourage Community Planning Partnerships to embed effective minority ethnic community participation as part of good community planning; and to consider the needs, circumstances and aspirations of minority ethnic communities in the priorities they set for improving local outcomes and tackling inequalities in their area and in their actions to deliver improvement on these priorities.	Public Service Reform – Community Planning	Complete
	11.2 Review the role of third sector interfaces in linking minority ethnic community groups into community planning structures, with recommendations for improvements based on the findings of the review, to inform future development.	Public Service Reform – Third Sector	On track
	11.3 Work with stakeholders with expertise in race equality and community engagement to develop a relevant resource to sit alongside the National Standards for Community Engagement which addresses the issues raised in the framework development process around public sector engagement with minority ethnic communities.	Equality/Public Service Reform – Community Empowerment	To be actioned
	11.4 Work with stakeholders and minority ethnic communities to develop the statutory guidance for Participation Requests ready for the Community Empowerment Act coming into force in late summer 2016.	Public Service Reform – Community Empowerment	On track
Goal 12: Informal community action within minority ethnic communities is better understood and valued	12.1 Consider whether there is a need for a programme of research into informal minority ethnic led approaches to community action that identifies the benefits and impact of this work for individuals, communities and wider society.	Equality	On track

⁶ This action has been updated to reflect the current work being undertaken by Honours & Protocols.

Goal: 13 Promote inclusiveness and participation by making better connections between minority ethnic communities, organisations and institutions involved in heritage, culture, sports and media	<p>31.1 Continue to support engagement with minority ethnic communities in the Themed Years and Scotland's Winter Festivals, the refreshed 2016/17 Youth Music Initiative and Scotland's first Youth Arts Strategy, Time to Shine in order to increase and widen the participation of Scotland's minority ethnic population in culture activities.</p>	Cultural Access & Organisations	On track
	<p>13.2 Encourage our funded bodies and other key partners (e.g., Historic Environment Scotland, Creative Scotland, VisitScotland, local authorities, National Performing Companies and organisations which manage our national collections) to share good practice around targeted marketing and promotion and also to consider other opportunities to proactively work together to promote their programmes to minority ethnic communities.</p>	Cultural Access & Organisations	On track
	<p>13.3 Engage with Scotland's minority ethnic communities around their involvement in the culture and heritage sectors - at board/senior level, at management/operational level, as artists and performers, volunteers, visitors and audiences.</p>	Cultural Access & Organisations	On track
	<p>13.4 Encourage our funded bodies and other key partners (e.g. Historic Environment Scotland, Creative Scotland, VisitScotland, Local Authorities, National Performing Companies (NPC) and organisations which manage our national collections) to review their strategies to ensure that arrangements are in place to help broaden the participation of minority ethnic communities, and where gaps are identified to address these.</p>	Directorate For Culture & Major Events	On track
	<p>13.5 Advance work with sportscotland, the Equality and Human Rights Commission (EHRC), and other partners to reduce inequality and increase participation of minority ethnic communities in physical activity and sport, in line with our Active Scotland Outcomes Framework and building on the recent report published by sportscotland into equality in Scottish sport.</p>	Strategic Capabilities Division	On track

	13.6 Work to improve ethnic diversity in the media workforce and how minority ethnic communities are represented and portrayed including through the Scottish Government's proactive negotiations on the BBC Charter renewal.	Cultural Futures & Major Events	On track
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Theme 4: Education and Life-long Learning			
Goal	Actions	Lead	Status
Goal 14: Innovative, inclusive and effective approaches to education (whether through teaching or pupil support) which take account of the individual needs and experiences of pupils in all ethnic groups are embedded throughout Scotland's education system.	14.1 Development and implementation of the Anti-Racism in Education Programme and its focus on professional learning and leadership, curriculum reform, tackling racism and racist incidents and diversity in the workforce. ⁷	Curriculum and Qualifications and Improvement, Attainment and Wellbeing	On track
	14.2 As the additional language policy is moving into a new phase, we will review how we can integrate cultural awareness whether at home or abroad which could support Goal 6: There is greater cohesion between all communities in Scotland. ⁸	Curriculum & Qualifications	On track
	14.3 Work with the National Parent Forum of Scotland to ensure that the experiences and views of minority ethnic parents and pupils are reflected within the NPFS review of the impact of parental engagement policy and legislation, and continue to support early learning and childcare settings and schools in Scotland to fully involve parents from minority ethnic communities in the life of the establishment and in their children's learning.	Education Reform	On track
	14.4 Continue to work with delivery partners to ensure the Education Maintenance Allowance programme is promoted so that young people and parents (including those from minority ethnic communities) are aware of the programme, as a means to help 16–19-year-olds overcome financial barriers to access and remain in learning.	Skills	On track

⁷ This action has been updated to reflect the significant developments in anti-racism education over the last two years.

⁸ This action has been changed to reflect that it is the schools' responsibility to decide which languages they offer to their pupils and many will already have selected their L3.

Goal 15: Minority ethnic pupils are provided with careers guidance that helps to improve transition into employment and tackles occupational segregation in relation to race	15.1 Work with Education Scotland and Skills Development Scotland to ensure that all age careers service delivered in Scotland meets the needs of all people including those from minority ethnic communities.	Skills	On track
	15.2 Along with national partners, ensure the Career Education Standard 3-18, the Work Placements Standard and the Guidance for School/Employer Partnerships supports delivery of the best quality careers guidance for minority ethnic young people, transitions to employment and, as part of their broader career education, contributes to tackling occupational segregation.	Education reform	On track
	15.3 Work with Education Scotland and national partners to ensure that the experiences and views of minority ethnic parents and pupils are reflected when the Career Education Standard 3-18 and Work Placement Standard are revisited as part of Developing the Young Workforce commitments.	Skills	On track
Goal 16: Minority ethnic pupils have confidence in, and are effectively supported by, approaches in schools to prevent and respond to prejudice-based bullying and racist behaviour or incidents	<p>16.1 Continue to support anti-bullying services, to build confidence and capacity to-address bullying effectively, aligned 'Respect for All: The National Approach to Anti-bullying.'</p> <p>Continue to carry out review of 'Respect for All', to include consideration of prejudice-based bullying, engaging with a working group of stakeholders including respectme, Scotland's anti-bullying service.</p> <p>Continue to work with a wide range of anti-racism organisations to further strengthen resources and approaches to prevent and respond to racist incidents through the Anti-Racism in Education Programme. This includes developing guidance on a whole-school approach to anti-racism.⁹</p>	Improvement, Attainment & Wellbeing	On track
	16. 2. Continue to work closely with Education Scotland to provide support around promoting positive relationships with children and young	Improvement, Attainment & Wellbeing	On track

⁹ This action has been updated to reflect current work on anti-bullying, racism and racist incidents.

	people, and resources around anti-bullying strategies (including around prejudice-based bullying).		
	16.3 Continue to work closely with Education Scotland to support local authorities to review, develop, plan and implement policy frameworks on positive relationships and behaviour including consideration of racism and racist incidents, linked to related key policies and frameworks. ¹⁰	Improvement, Attainment & Wellbeing	On track
	16.4 Work with Education Scotland on reviewing and further developing its process of inspection, taking into account race equality considerations.	Improvement, Attainment & Wellbeing	On track
Goal 17: Scotland's educators are confident and empowered to promote equality, foster good relations and prevent and deal with racism	17.1 Ensure that equality and intercultural competency training resources are developed and made available to practitioners at all stages of their careers - through initial teacher education, induction and career long professional learning.	Workforce, Infrastructure & Digital / Education Scotland Professional Learning & Leadership Directorate	On track
Goal 18: Scotland's education workforce better reflects the diversity of its communities	18.1 Work with the DiTP&EW to consider how to address the lack of diversity in the Scottish education workforce - in particular the gender balance and the ethnic diversity of the workforce. ¹¹	Workforce, Infrastructure & Digital	On track
Goal 19: Minority ethnic people experience better outcomes in completing further and higher education, and in transitioning to the labour market after completion	19.1 Through college and university Outcome Agreements, ensure that minority ethnic people do not face barriers to full participation and successful outcomes across Further (FE) and Higher Education (HE) that other students might not face.	Lifelong Learning and Skills	On track
	19.2 Ensure that minority ethnic people continue to be represented across FE and HE proportionately to the general population, and continue to experience positive outcomes in completing courses.	Lifelong Learning and Skills	On track
	19.3 Ensure access to effective careers guidance and employability support for minority ethnic people in FE and HE to enable positive transitioning to the labour market after completion.	Lifelong Learning and Skills	On track

¹⁰ This action has been updated to reflect current work on anti-bullying, racism and racist incidents.

¹¹ This action has been updated to reflect the current position within Education Workforce.

Theme 5: Employability, Employment and Income

Goal	Actions	Lead	Status
Goal 20: Identify and promote practice that works in reducing employment inequalities, discrimination and barriers for minority ethnic people, including in career paths, recruitment, progression and retention	20.1 Respond to the Fair Work Convention Framework and its recommendations, and address the issues raised in the engagement process of the development of the Race Equality Framework including recruitment, retention, career progression, occupational segregation and in work poverty.	Fair Work & Labour Market Strategy	On track
	20.2 As part of our response to the Fair Work Convention Framework, establish approaches to drive good practice for all equality groups in the workplace.	Fair Work & Labour Market Strategy	On track
	20.3 Review current approaches to supporting in-work training, including Individual Learning Accounts; within this, we will identify the level of take up amongst minority ethnic learners and ensure that any future approaches consider how under represented groups could better access these.	Skills	On track
Goal 21: Ensure robust policy responses that support race equality in relation to income and poverty	21.1 Ensure that our response and approach to Social Justice considers measures to tackle poverty across all ethnicities reflecting the public input into our National Conversation on 'A Fairer Scotland' and building on the First Minister's Poverty Adviser's report 'Shifting the Curve'.	Tackling Child Poverty Financial Wellbeing	On track
	21.2 Work to fill the gaps in current knowledge on how and to what extent minority ethnic people are accessing the benefits they are entitled to and work to ensure that relevant policies developed to address benefits take up and provide access to advice services (including financial advice) are equality impact assessed, with a programme of activity developed to address the results.	Social Security Scotland/ Programme Management & Delivery	On track
	21.3 Implement the powers being devolved as a result of the Scotland Bill 2015-16 in a way that makes full use of those powers to tackle poverty across all ethnicities.	Social Security Scotland/ Programme Management & Delivery	On track
	21.4 Make all possible efforts to assess, understand and where we can, mitigate the impact of any UK	Mainstreaming & Inclusion	On track

	<p>policies out with our control which have a financial impact on minority ethnic people with low incomes.</p> <p>21.5 Stipulate in future funding and procurement arrangements for money advice services that grant recipients collect data and monitor how far their services meet the needs of people across all ethnicities; we will use this information to feed into future policy development.</p> <p>21.6 Work with the Credit Union Working Group to take forward its recommendations, ensuring that this work takes account of needs across all ethnicities.</p>		
		Tackling Child Poverty Financial Wellbeing	On track
		Third Sector And Public Bodies – Social Enterprise	Complete
Goal 22: Ensure access to appropriate early learning and childcare for minority ethnic families	22.1 Work to develop policy and practice so that early learning and childcare meets the needs of parents and children across all ethnicities.	Early Learning & Childcare	On track
	22.2 Consider the feasibility of collecting accurate ethnicity information on children within early learning and childcare as part of our current data transformation work	Education Analytical Services	On track
	22.3 Work with key stakeholders to promote greater diversity during our expansion of across the early learning and childcare workforce. ¹²	Early Learning & Childcare	On track
Goal 23: Reduce barriers and provide support for minority ethnic people who are new to the labour market, including school leavers and new migrants	23.1 Work with Skills Development Scotland (SDS) in their delivery of the Equality Action Plan for Modern Apprenticeships in Scotland, to ensure that the number of individuals from minority ethnic backgrounds who are apprentices increases to equal the population share by 2021. This will be reviewed annually.	Skills	Target not met
	23.2 Develop a long-term 2020 vision for employability services. Our devolved employability services are person centred and consider participant's individual needs, experiences, and barriers to gaining and sustaining fair work. We will use feedback from service users and race equality stakeholders to continue to develop our offer to those groups with protected characteristics with a view to tackling inequalities in the labour market. ¹³	Employability	On track

¹² This action has been updated to reflect the current situation in Early Learning & Childhood.

¹³ This action has changed from the original action, to reflect the Scottish approach to employability.

	23.3 Include measures to improve access to high quality advanced, vocational and conversational ESOL provision, linked to both employability schemes and with employers across all sectors to promote uptake for staff in post within the Implementation plan for the refreshed ESOL Strategy.	Adult Learning	On track
	23.4 Work with partner organisations through the Refugee Integration Forum and New Scots working groups to explore what more we can do on the recognition of overseas qualifications including commissioning a short project to review and update the recommendations of the 2010 'Scoping Study on Support Mechanisms for the Recognition of Skills, Learning and Qualifications of Migrant Workers and Refugees' within the current context.	Skills	On track
Goal 24: Minority ethnic entrepreneurs and business owners have equal access to business and enterprise support	24.1 Map information and data needs around self-employment and minority ethnic enterprise in order to better understand minority ethnic entrepreneurship to inform a programme of future activities.	Third Sector & Public Bodies – Social Enterprise	On track
	24.2 Ensure effective engagement of minority ethnic communities in the development of the Scottish Government Social Enterprise Strategy to ensure issues relevant to race are considered as part of this wider review.	Third Sector & Public Bodies – Social Enterprise	On track
	24.3 Consider future approaches to gathering and reporting data on ethnicity in relation to social enterprises.	Third Sector & Public Bodies – Social Enterprise	On track
Goal 25: Scotland's public sector workforce is representative of its communities	25.1 Review the Scottish Specific Equality Duties and their role in improving race equality in employment across the public sector in Scotland.	Mainstreaming & Inclusion	On track
	25.2 Work to ensure that by 2025 the Scottish Government's own workforce reflects the minority ethnic population in Scotland at every level.	People Development	On track
	25.3 Consider the role that targets might play to address under-representation of minority ethnic staff within the public sector.	Health Workforce/ Fair Work & Labour Market Strategy	To be actioned

	25.4 With partners, consider scoping a programme of work around improvements in workplace equality practice which might include:		
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Theme 6: Health and Housing			
Goal	Actions	Lead	Status
Goal 26: Minority ethnic communities and individuals experience better health and wellbeing outcomes	26.1 As recommended by the Expert Reference Group on Covid-19 and Ethnicity, Scottish Government must take action to ensure inclusivity of public health messaging, taking into account language barriers, literacy levels, cultural factors, religious beliefs and differential access to health-related information among diverse communities. ¹⁴	DG Health & Social Care	On track
	26.2 ¹⁵		On track
	26.3 Ensure effective engagement with minority ethnic communities and action to address racialised health inequalities in the development of the Scottish Government’s Mental Health and Wellbeing Strategy and Delivery Plan. ¹⁶	Directorate for Mental Health	On track
	26.4 Ensure effective engagement so that minority ethnic voices are heard and meaningfully involved in improving health and social care services. ¹⁷	DG Health & Social Care	On track

¹⁴ Making It Easy which is referenced in the Race Equality Framework for Scotland 2016 - 2030 was superseded by Making it Easier (A Health Literacy Action Plan for Scotland), published in 2017. Making it Easier runs until 2025. The action has been updated to align with the Expert Reference Group on Covid-19 and Ethnicity recommendation on inclusive public health messaging.

¹⁵ This action has been merged with action 26.4 to reflect developments in Health & Social Care. The Healthier Scotland engagement programme has been completed and a summary is available here [Creating a healthier Scotland - What matters to you - gov.scot \(www.gov.scot\)](http://www.gov.scot). Effective engagement must still be a priority across Health & Social Care.

¹⁶ This action has been updated to reflect recent developments in Mental Health.

¹⁷ The Our Voice framework has now been superseded by the Citizens’ Panel. The membership of the Citizens’ Panel has recently been refreshed to ensure that minority ethnic communities are meaningfully represented within its membership. This action has been updated to reflect the ongoing importance of effective engagement in improving health and social care services.

Goal 27: Minority ethnic communities and individuals experience improved access to health and social care services at a local and national level to support their needs	27.1 Promote action to address racialised health inequalities through integration authorities strategic planning. ¹⁸	Directorate for Social Care & National Care Service	On track
	27.2 Work with Public Health Scotland (PHS), NHS Boards, Health and Social Care Partnerships, anti-racism experts and other stakeholders to improve the collection and use of ethnicity data. ¹⁹	Directorate for Digital Health & Care, Population Health Directorate, Directorate for Social Care & National Care Service	On track
	27.3 Develop an impactful action plan with stakeholders to address racism and racialised health inequalities in health and social care, with a focus on improving access, experience and outcomes for minority ethnic staff, patients and service users. ²⁰	DG Health & Social Care	On track
Goal 28: Scotland's health and social care workers are better able to tackle racism and promote equality and community cohesion in delivery of health and social care services	28.1 Ensure that every NHS Board can demonstrate that it requires all staff to participate in training on equality, diversity and human rights, including anti-racism and other protected characteristics under the Equality Act 2010. ²¹	Directorate for Health Workforce	On track
	28.2 Encourage social services employers to provide opportunities for their staff to participate in training on equality, diversity and human rights, and encourage NHS Boards to ensure staff have access to up-to-date training on anti-racism and our responsibility to support people from all protected characteristics under the Equality Act 2010. ²²	Directorate for Health Workforce/ Adult Social Care Workforce & Fair Work	On track
Goal 29: Scotland's health and social care workforce better reflects the diversity of its communities	29.1 Work with relevant bodies to take positive action to encourage a greater representation of the minority ethnic population within the workforce of NHS Scotland.	Directorate for Health Workforce	On track

¹⁸ This action has been updated to reflect developments within Health and Social Care.

¹⁹ This action has been updated to reflect developments within Health and Social Care.

²⁰ This action has been updated to reflect developments within Health and Social Care.

²¹ This action has been updated to reflect developments within Health and Social Care.

²² This action has been updated to reflect developments within Health and Social Care

	29.2 Ensure that relevant bodies who will be able to contribute to future work to encourage a greater representation of the minority ethnic population within the social services workforce are identified and engaged with.	Directorate for Health Workforce/ Adult Social Care Workforce & Fair Work	On track
Goal 30: Minority ethnic communities experience fewer housing inequalities	30.1 Work in partnership with the Scottish Housing Regulator and other stakeholders to make the best use of available housing data and research to identify issues affecting minority ethnic communities and promote race equality.	Better Homes	On track
	30.2 Strengthen minority ethnic tenant participation and influence in the housing sector by enabling effective engagement with minority ethnic communities to ensure that their experiences and views are reflected in the review of the Scottish Social Housing Charter.	Better Homes	On track

The REF was originally published in 2016 and a number of actions have been superseded by other work, therefore the following narrative report addresses progress made in relation to REF goals as opposed to individual actions. Furthermore, a focus on goals was a preference articulated by our stakeholders.

7. Theme 1: Overarching work

Vision: Our Vision for a fairer Scotland is that by 2030 Scotland is a place where people are healthier, happier and treated with respect, and where opportunities, wealth and power are spread more equally. The Race Equality Framework aims to ensure that this vision is achieved equally for people from all ethnicities, helping to build a Scotland where we all share a common sense of purpose and belonging.

The Scottish Government is clear that there is no place for racism or intolerance within our society. Diversity and equality, which includes embedding antiracism, should be at the heart of all our policies. Strategic areas of work including policy and planning provide the foundation for promoting race equality across the work of the Scottish Government and other public bodies. Over the last two years we have undertaken the groundwork required to help ensure we have the right strategic environment to assist us achieve success across the other themes contained within the REF.

Goal 1: An accountable approach to support and drive forward the implementation of the Race Equality Framework is established.

Accountability and scrutiny of race equality work in Scotland

In November 2021, in responding to Recommendation 7 of the Expert Reference Group on Covid-19 and Ethnicity it was agreed by Scottish Government to set up new oversight, governance and accountability structures to begin to address processes that create and reinscribe racialised systemic inequity. The initial step in this process was the establishment of the Anti-Racism Interim Governance Group to Develop National Anti-Racism Infrastructure (AIGG) in April 2022. The AIGG was established to advise the Scottish Government on the establishment of a National Anti-Racism Observatory (which will incorporate an oversight role, amongst other functions). The AIGG has worked tirelessly over the last year to fulfil its remit to consider, gather evidence, and propose the model to support the establishment of this observatory which will embed the following elements:

- An Anti-Racism Observatory which brings together quantitative and qualitative data on ethnic and racial inequalities in Scotland. This should not only include epidemiological data but also cultural, historical and other socio political and economic factors.
- A repository which holds historical and current evidence from arrange of different sources to maintain awareness and inform actions.
- Collaboration that reflects the consensus between the Scottish Government and all other relevant stakeholders that Scotland needs to better engage with the experiences of those racialised in society.
- Co-production processes led by those who are most affected by its outcomes.

The AIGG has undertaken work to introduce a robust accountability process. They will provide feedback and recommendations directly to Scottish Ministers following the first iteration of this process that took place in January 2023, assessing progress made against actions in the Race Equality Immediate Priorities Plan (IPP). The AIGG also commissioned participatory work to engage with racialised minorities and communities across Scotland to ensure they are informed and engaged with the work being done in establishing the Observatory and progressing anti-racism in Scotland.

Goal 2: Strategic work within Scotland's public sector better addresses race equality, including through more effective practice linked to the Scottish Specific Public Sector Equality Duties.

Review of the Public Sector Equality Duty (PSED)

The Scottish Government is committed to reviewing the operation of the PSED in Scotland. As part of this, we ran a [public consultation](#) from December 2021 to April 2022, containing a series of detailed and ambitious proposals for changes to the PSED regime. This included proposals to extend the current duty on gender pay gap reporting to include ethnicity (alongside disability), with an appropriate reporting threshold to ensure that individuals cannot be identified on the basis of their protected characteristics. The [analysis of responses](#) to the consultation report was published 30 November 2022. The review was paused in June 2023 because the team working on it were re-deployed to support the Scottish Government's response to the Ukraine resettlement crisis. The review restarted in early 2023 and later this

year, we will engage further with stakeholders to ensure that revised regulations – and the implementation environment around them – can help to deliver our goal of better outcomes for those who continue to experience inequality.

Equality and Human Rights Mainstreaming Strategy

The Scottish Government is driving an ambitious and progressive agenda to ensure equality, inclusion and human rights are embedded in all we do. The 2022/23 Programme for Government stated our commitment to mainstreaming equality and human rights throughout government and the public sector. This was recently reaffirmed by the new First Minister in April 2023 when he published the Scottish Government's new policy prospectus. An Equality and Human Rights Mainstreaming Strategy is in development which will include competence and culture as a key theme. Following a period of intense stakeholder engagement, the strategy will proceed to formal consultation in late 2023, with publication of the strategy scheduled for later in 2024. As part of this, consideration is being given to developing a comprehensive knowledge and skills framework for Equality and Human Rights in the public sector which would allow more effective embedding into induction and continuing professional development (CPD).

The Strategy will be underpinned by a comprehensive approach to improving data collation and analysis and will ensure that the voices of those impacted shape our approach and policies. As part of the development of the Mainstreaming Strategy we are building the capability and capacity of public sector staff to embed equality and human rights in their work including using equality and human rights data and evidence to develop sound, inclusive policies and services. A stronger and more complete equality evidence base will support the collective effort across the public sector to fulfil the requirements of the Public Sector Equality Duty, including conducting Equality Impact Assessments. The publication of Scotland's new [Equality Evidence Strategy](#) in March 2023 highlights action to make equality evidence more wide-ranging and robust, enabling policy makers to develop sound, inclusive policy (see goal 4 for more information).

Human Rights Bill

Plans to introduce world-leading human rights legislation in Scotland were announced in March 2021. The new Human Rights Bill will incorporate four United Nations Human Rights treaties into Scots law, including legislation to strengthen human rights for women, disabled people and racialised minorities. The new Bill, which will be introduced during the current parliamentary session, will give effect to a wide range of internationally recognised human rights, within the limits of devolved competence, from the following treaties:

- the International Covenant on Economic, Social and Cultural Rights (ICESCR);
- the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW);
- the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) and;
- the Convention on the Rights of Persons with Disabilities (CRPD).

The Scottish Government is benefitting from the ongoing engagement and constructive input of stakeholders – in particular, our Human Rights Lived Experience Board, Advisory Board and Executive Board – while developing this legislation, with a [consultation paper](#) published on the 15th June 2023. The responses to the consultation and continued input of stakeholders will help to inform development of the Human Rights Bill.

Positive Action Guidance for employers

In 2020, the Scottish Parliament's Equalities and Human Rights Committee published a report following its inquiry into race equality, employment and skills to look at what positive action measures, as per the Equality Act 2010, public authorities have taken to improve employment practice for racialised minorities, and what more can be done to deliver further progress. Since then, work has begun to develop guidance for employers on how to apply positive action measures when considering recruitment and retention of racialised minorities. This guidance will be extended to include positive action measures in relation to other protected characteristics, including sex, age, pregnancy and disability, and will be finalised by the end of 2024.

As part of the work of the Cross Justice Working Group on Race Data and Evidence and the Cross Justice Working Group on Race and Workforce (discussed further under Theme 2: Community Cohesion and Safety, Goal 7), the EHRC was invited to present to members of these working groups on the PSED, which has supported their understanding of the requirements on public bodies to collect and report equality data under the PSED.

Goal 3: Scotland's public sector has improved capacity to tackle racial inequality and meet the needs of minority ethnic people.

Accessibility - improved translation and interpretation services

Scottish Government has worked closely with stakeholders to ensure messages from key marketing campaigns reach all geographies and seldom heard communities, including racialised groups, in an inclusive way. During the peak of the Covid-19 pandemic there were many communications work streams dedicated to improving availability of translations and accessible formats. Ongoing stakeholder relationships have helped shape Scottish Government marketing activities and allowed increased reach and message penetration across communities via community trusted voices. Key learnings, gained through working with public and third sector partners, are currently being disseminated to share knowledge of language and accessibility requirements.

The Scottish Government has aimed to increase awareness of the [Interpreting, Translation and Transcription Services Framework](#) via targeted communications to public sector bodies, local authorities and the third sector. This framework has been in place since November 2021 and runs until November 2025, and covers:

- Face-to-face, remote video and telephone interpreting
- Translation and transcription services
- Text to speech (audio)

Further work is required to ensure collaboration across organisations to share best practice and signpost to translation, interpretation and transcription services. To ensure service users can be supported more reliably and consistently, it will be an area of focus for the newly established Observatory.

As part of our review into the operation of the Public Sector Equality Duty (PSED) in Scotland (outlined above) we are proposing to create a new duty that would seek to ensure inclusive communication is embedded proportionately across the work of listed authorities when they are communicating with the public. The details of this requirement are yet to be decided and will be developed after engagement with stakeholders throughout the course of 2023, but we intend to adopt a wide definition of inclusive communication that would include translation and interpretation into other languages.

Promoting race equality and diversity issues across public bodies

We recognise that a more concerted effort is required to promote race equality and diversity issues across public bodies and local authorities. Future focus will be with senior management forums, equality and HR networks and with Scottish Government sponsorship teams to ensure public bodies are fulfilling this goal. The recently launched [Leading to Change Programme](#) is a great example of current work being undertaken to promote race equality and promote diversity within the health, social work and social care workforces in the public, independent and third sectors. The programme aims to identify and equip systems leaders at all levels with the skills to lead with kindness and inclusion, utilising a collaborative approach (see section 12 – Health & Home; Goal 29, to read more about this work).

As part of the Mainstreaming Strategy, culture and competence will be included as key themes, and consideration is being given to developing a comprehensive knowledge and skills framework for Equality and Human Rights in the public sector which would allow more effective embedding into induction and continuing personal development (CPD).

In September 2022 Police Scotland launched its [Policing Together Strategy](#) which brings together multiple strands of work already in progress within Police Scotland to improve equality, diversity and inclusion (EDI). This has been bolstered by the Chief Constable's commitment to ensure there is no tolerance for misogyny, racism and discrimination in the ranks or across wider society. The strategy also outlines the action Police Scotland are taking to champion equality and inclusion so that Police Scotland tackles discrimination and becomes a Service where every officer and member of staff can flourish and thrive with the knowledge, they are welcome and valued for their true and authentic selves.

In November 2022, we initiated discussions with the Scottish Councils' Equality Network (SCEN) to consider how they can best work with local authorities to meet the goals and visions of the Race Equality Framework. Specific actions taken by each local authority will be dependent on the population of each area and identified needs. Where data is not already known nor readily available within local authorities, further work to improve this has been encouraged.

An example of good practice is North Lanarkshire Council, where the Wellbeing & Tackling Poverty Committee has approved a 2023-2024 race equality action plan which sets out clear, measurable and timebound actions to advance race equality in their workforce, their communities and their schools. This was informed by a report they developed which provided details on:

- the extensive quantitative and qualitative information gathering that was undertaken by the Council to understand the experiences of North Lanarkshire's minority ethnic workforce, communities and schools' environments;
- a summary of what the information means;
- what they have achieved to date;
- the action plans now in place to address the issues that have arisen from this work; and
- how the plans will be implemented, monitored and reviewed.

Race for Human Rights Programme (R4HR)

The Scottish Government provides funding to our strategic partner the Council of Ethnic Minority Voluntary Organisations (CEMVO) to implement their R4HR programme. The development of the R4HR programme has been in response to the changing landscape of human rights law in Scotland and legal requirements placed on public bodies to protect, fulfil and respect human rights.

The aim of the R4HR programme is to support public service providers embed race equality and human rights in their strategic planning and day-to-day functions, through the adoption of anti-racism and human rights-based approaches. Work has included delivering training and learning webinars, the dissemination of good policies and practice, facilitating the Ethnic Minority Women's Network and the provision of support to mainstream organisations to engage with racialised minorities.

Goal 4: Policy processes in Scotland are based on a robust range of data on ethnicity.

Equality Data Improvement Programme (EDIP)

The Scottish Government and its agencies collect, analyse and publish evidence by equality characteristics across a wide range of policy areas. We know that there are many barriers and challenges to collecting, analysing and reporting intersectional equality data and, despite improvements in recent years, there remain significant gaps in Scotland's equality evidence base. In April 2021 we launched the first phase of our [Equality Data Improvement Programme \(EDIP\)](#) to take action to make equality evidence more wide-ranging and robust, enabling policy makers to develop sound, inclusive policy. A stronger and more complete equality evidence base will support the collective effort across the public sector to fulfil the requirements of the Public Sector Equality Duty.

The publication of Scotland's new [Equality Evidence Strategy](#) in March 2023, covering the years 2023 to 2025, marked the conclusion of the first phase of the EDIP. The first phase helped to build appropriate understanding and evidence to ensure that the new strategy is based on a good understanding of the challenges and opportunities. It also allowed time for the updated Mainstreaming Equality and

Human Rights Strategy to be further developed so that data improvement can align fully with this approach.

In autumn 2021 an internal network of lead analysts covering all ministerial portfolios completed an audit of equality data collected and published in key datasets used to produce official or national statistics, update National Performance Framework (NPF) indicators, and inform significant ministerial decision making. The results of this audit were used to develop an action plan for equality data improvement across the Scottish Government and including National Records of Scotland (NRS).

The Scottish Government carried out a public consultation²³ in summer 2022 on the draft action plan and commissioned the external analysis of responses. The responses received through this consultation helped to shape this plan, which formed the basis of the new Equality Evidence Strategy. The new Equality Evidence Strategy re-examines key aspects such as the vision and purpose (via engagement with stakeholders) and is accompanied by an Equality Data Improvement Plan which sets out key milestones and priorities to filling equality gaps rather than just identifying them.

The consultation sits within our wider planned approach to engaging with stakeholder organisations throughout the development of the Equality Evidence Strategy 2023-25. Alongside the written consultation we also recently carried out a series of stakeholder engagement events to develop a shared vision for equality data improvement, and to further understand what practical steps the Scottish Government can take to address the barriers to collecting, analysing and using equality evidence.

Our equality data platform, the [Equality Evidence Finder](#), has been updated with a range of new equality evidence, including revising school leaver attainment and destinations data across the characteristics of disability, ethnicity, and gender, plus socio-economic status. Work continues to ensure that the Equality Evidence Finder is as effective as possible at providing clear and accessible equality data. It is important that we take on board CRER's recommendation to "*address the remaining gaps and standardisation issues with ethnicity data (particularly around reporting on the National Performance Framework and on ensuring granular disaggregation of data to match Scotland's Census ethnicity categories)*".²⁴ It should be noted that the NPF team are reliant on other Scottish Government analytical areas to provide the required data to achieve this.

Linking Equalities Data with the Census

Work is being overseen by [Research Data Scotland](#) with the support of Public Health Scotland (PHS), the Scottish Government, NRS and the University of Edinburgh to create an equalities dataset for research. This project will draw together anonymised protected characteristics data (including ethnicity) from a range of sources, including census data. The approach has been informed by engagement with equalities groups and members of the public to ensure the project is ethical and accountable. Work to produce this dataset is ongoing, alongside the Scottish Government's EDIP.

²³ [Equality Evidence Strategy 2023 to 2025 consultation paper](#)

²⁴ CRER: *Anti-racist policy making: Learning from the first 20 years of Scottish devolution*, September 2021: 11.

The aim of the project is to develop as complete a picture of the protected characteristics across the Scottish population as possible using existing administrative and census data. This will allow research and statistics to be produced for public bodies who want to monitor and understand the equality of access to, and impact of, their services.

The initial dataset has been assembled and tested, however, during 2023 a proof-of-concept project will be established, linking the dataset as part of a research study administrative data, to test fitness-for-purpose for carrying out equalities research. In addition, the demand for the dataset in its current form by researchers, needs to be established and processes for improving and maintaining the dataset are required. The dataset needs to be aligned with other ethnicity data improvements initiatives in PHS and elsewhere and an approach for public engagement agreed.

A programme of work focused on improving the evidence base around ethnicity and the justice system is underway and discussed further under REF Theme 2: Community Cohesion and Safety (Goal 7).

Another programme of work focusing on improving ethnicity data within health and social care is underway and is discussed in detail under the REF Theme 6: Health and Home (Goal 27).

Goal 5: Scotland's minority ethnic voluntary sector is stronger, more effective and sustainable.

Since October 2021, the Scottish Government Equality and Inclusion Division has provided funding to fourteen race equality organisations, through the [Equality and Human Rights Fund](#) to deliver a range of activities and initiatives related to areas such as health and wellbeing, supporting access to education, policy development, legal and welfare rights advice, advocacy, and raising awareness of anti-racism through a human rights lens. The fourteen funded organisations are:

- [Black and Ethnic Minority Infrastructure Scotland \(BEMIS\)](#)
- [Boots and Beards](#)
- [Central Scotland Regional Equality Council \(CSREC\)](#)
- [Coalition for Racial Equality and Rights \(CRER\)](#)
- [Council of Ethnic Minority Voluntary Organisations \(CEMVO\)](#)
- [Ethnic Minority Law Centre \(EMLC\)](#)
- [Feniks. Counselling, Personal Development and Support Services](#)
- Friends of Romano Lav
- [Grampian Regional Equality Council \(GREC\)](#)
- [Intercultural Youth Scotland \(IYS\)](#)
- [Minority Ethnic Carers of People Project \(MECOPP\)](#)
- [Multicultural Family Base \(MCFB\)](#)
- [Scottish Traveller Education Programme \(STEP\)](#)
- [West of Scotland Regional Equality Council \(WSREC\)](#)

The Scottish Government anticipates that new Grant Offer Letters will be issued to the above listed organisations for the period April-September 2024, and that this funding round will end in September 2024, as originally planned. We are in the initial stages of planning a review of the current Equality and Human Rights Fund to inform the development of a new funding programme, which we anticipate would commence in October 2024.

Given the pressure on public finances, all expenditure must be justified; Equality and Human Rights funding is no exception to this. As a result, there may be changes to a new funding programme. We will update relevant stakeholders when we have more information.

8. Theme 2: Community Cohesion and Safety

Vision: We build good race relations and community cohesion across all communities, and all minority ethnic individuals feel safe, protected and included, and experience less racism

We continue to be resolute in our determination to prevent and tackle hatred and prejudice in all of its forms in order to build a more a cohesive society where everyone feels they belong; a society in which the diversity of people's backgrounds, beliefs and circumstances are appreciated and valued, and similar life opportunities are available to all.

We want to foster communities where everyone feels empowered, included and safe – and we want to address the societal attitudes that perpetuate discrimination and prejudice, including hate crime. It is unacceptable in a modern Scotland for anyone to live in fear or be made to feel like they do not belong. Crucially, we emphasise that we all have a role to play in tackling hatred and prejudice and to ensure our communities are truly inclusive. We are clear that preventative work that builds strong, respectful and cohesive communities can reduce the likelihood of narratives that foster prejudice from taking hold and help us create inclusive and empowered communities.

Goal 6: There is greater cohesion between all communities in Scotland.

Hate Crime Strategy

Our new Hate Crime Strategy for Scotland sets out our vision for a Scotland where everyone lives free from hatred and prejudice. The strategy makes a number of commitments including ensuring improved support for victims of hate crime, improving data and evidence on hate crime and developing effective approaches to preventing hate crime. It will also support implementation of the [Hate Crime and Public Order \(Scotland\) Act 2021](#).

The strategy was developed in partnership with organisations with expertise in tackling prejudice, building cohesive communities and advancing human rights, including the Ministerial chaired [Hate Crime Strategic Partnership Group](#). Importantly, it has also been informed by people with lived experience of hate crime, with a commitment to supporting a range of on-going, participatory engagement to help inform every stage of our delivery – and importantly, to understand if our interventions are making a positive difference.

In the development of the strategy, we heard examples of the types of abuse people have faced, and the impact it has had on them, and we heard about how experiences of hate crime can feel different for different people, especially when a combination of characteristics interact and amplify its impact.

The strategy provides evidence from two published studies into the [Characteristics of Police Recorded Hate Crime in Scotland](#) which present statistics on the number of hate crimes recorded by the police in Scotland over 2014-15 to 2021-22, and provide helpful insight into the nature of hate crimes and the characteristics of both victims and perpetrators. The latest report shows that the police recorded 6,927 hate crimes in 2021-22 and that since 2014-15, the number of hate crimes recorded has remained relatively stable, fluctuating between 6,300 and 7,000 crimes a year. In 2021-22, just over three-fifths (62%) of hate crimes included a race aggravator, however, within these characteristics, we can gain further insight into the nature of hate crime.

- Where information was available on the ethnicity of victims, almost two-thirds (or 64%) of race aggravated hate crimes had a victim from a visible minority ethnic (non-white) group. This compares to 4% of Scotland's population at the time of the last census in 2011.
- An estimated 18% of race aggravated hate crimes had a victim of African, Caribbean or Black ethnicity. This was followed by Polish or Other White and Pakistani, Pakistani British or Pakistani Scottish (with both groups accounting for 17% of cases each).

We also acknowledge however that hate crime is under-reported and that different groups in society may be more or less likely to report to the police that they have been the victim of a hate crime.

The Hate Crime and Public Order (Scotland) Act 2021 once in force will maintain current legislative protections against offences aggravated by prejudice including race as well as the existing offence of stirring up racial hatred that has been part of

our criminal law and the law of the whole of the UK for decades. The Act also makes a provision requiring information about police recorded hate crime and convictions data to be published annually, and with greater detail where known.

Following publication of the Hate Crime Strategy for Scotland, we will work with partners to develop a delivery plan which will set out immediate and medium-longer term activity required to fulfil the new strategy over its lifetime.

We are committed to supporting a range of on-going, participatory engagement to help inform every stage of our delivery – and importantly, to understand if our interventions are making a positive difference. This includes working with organisations that support communities affected by hate crime to understand the issues, so as not to overburden individuals with requests to continually share their experiences. We recognise that more can be done to hear from those who may not engage with stakeholder organisations, and we will work widely with our engagement partners and representative groups to understand more about these voices where possible.

Goal 7: Access to justice and safety for minority ethnic individuals is improved and the effectiveness of the justice process in dealing with racism is reviewed.

Policing and access to justice

Dame Elish Angiolini's (2020) review of complaints handling, investigations, and misconduct in relation to policing in Scotland sought to bring greater fairness, transparency, accountability, and proportionality, protecting the human rights of all involved. Her 111 recommendations included improvements to systems, procedures, and the legislative framework.

Since publication of Dame Elish's final report, Police Scotland has established and is delivering a substantial programme of work aimed at transforming its culture. This includes enhancing recruitment processes, leadership, and training to develop a culture which reflects its values of integrity, fairness, respect and commitment to upholding human rights.

Almost all of the recommendations relating to equalities, diversity and inclusion within her report have now been delivered. This includes Police Scotland's establishment of a Sex, Equality and Tackling Misogyny Working Group and the creation of a Policing Together strategy to embed equality and inclusion and become an actively anti-racism organisation. A new Assistant Chief Constable has been appointed who will lead implementation of this programme of work.

A suite of new and revised training products and guidance has also been developed by Police Scotland, Scottish Police Authority (SPA) and Police Investigations & Review Commissioner (PIRC) to enhance workforce capability, and work is underway within Police Scotland and SPA to collect and publish diversity data to facilitate better analysis and understanding of issues relating to discrimination.

Additionally, as outlined in the 2022-23 Programme for Government the Scottish Government will introduce a Bill on Police Complaints and Misconduct Handling this parliamentary session (2022-23). This builds on the significant non-legislative improvements already delivered, delivering major business transformation and service redesign to improve how complaints are handled, bringing greater transparency, fairness and accessibility to systems, policies and processes.

Stop and Search

On 13 June 2019, the Independent Advisory Group on Stop and Search published a full report reviewing the first 12 months of the operation of the Code of Practice on Stop and Search. [Stop and Search code of practice: twelve month review by independent advisory group - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/independent-advisory-group-on-stop-and-search-reports/pages/12-month-review-by-independent-advisory-group-on-stop-and-search-reports.aspx)

The operation of the Code is a matter for Police Scotland. It has been designed to ensure searches will be conducted with fairness, integrity and respect, and irrespective of ethnicity. Police Scotland have mechanisms in place to effectively monitor and evaluate the impact of stop and search practice through their Stop and Search Assurance Group. Membership of this Group includes the Scottish Government, the SPA and academics, who along with Police Scotland, oversee the use of stop and search powers.

Enhancing data quality across the justice system

In October 2020, the Justice Board - as the forum responsible for leadership of the Justice sector in Scotland, set up two separate groups called the Cross Justice Working Group on Race Data and Evidence, and the Cross Justice Working Group on Race and Workforce.

The Groups were established to improve the collection and reporting of race data and evidence on people's interactions with the justice system and to provide a strategic and cohesive approach to tackling barriers to employment across the justice system. The Groups include representatives from all the main justice organisations, community groups and academia and are working to ensure equity of access in recruitment, retention, promotion and leadership processes across the justice sector.

The Cross Justice Working Group on Race and Workforce has evolved into an expert reference group and has reviewed and commissioned evidence to help shape how we address the challenges faced across the justice sector.

Through the work of the Cross Justice Working Group on Race Data and Evidence, members have agreed to improve the consistency of ethnicity recording across the justice system by adopting the 2022 Scottish Census Ethnicity Classifications in their data collection as soon as is practicably possible.

The Scottish Government have recently published a review of quantitative evidence relating to ethnicity in the justice system in Scotland. The [Ethnicity in the Justice System: Evidence Review](#) collates existing data from a range of sources into one compendium for the first time - presenting a picture of what is currently known about the experience of different ethnic groups within Scotland's justice system. The evidence review includes analysis of the Scottish Crime and Justice Survey data by ethnicity using a pooled sample of survey data (collected from 2008/09 to 2019/20) to

investigate how experiences and perceptions of crime may vary for people of different ethnicities in Scotland. The analysis includes people's experiences and perceptions of crime, community safety, and the justice system in Scotland. Key findings include:

- People who identify as African, Caribbean or Black have a higher rate of victimisation than the national average (22% compared to 17%)
- People who identify as White Minority Ethnic (56%) and African, Caribbean or Black (53%) are more likely than the national average (46%) to think that the national crime rate has stayed the same or gone down in the last two years.
- Those who identify as Asian and African, Caribbean or Black have a higher level of fear that they will be victim to both property crimes and violent crimes.
- People who identify as Asian (64%) are less likely to say that they feel safe walking alone in their local area after dark, whilst those from a Mixed or Multiple (81%) or White Minority Ethnic (76%) group feel safer, compared to the national average (70%).
- People from all minority ethnic groups are more likely to hold positive views of the police than the national average.
- People from minority ethnic groups tend to have more positive views of the justice system than the national average. However, there are exceptions, where those from minority ethnic groups have a more negative view of the justice system. These relate to the fairness and treatment of those accused of a crime.

The Scottish Government have also published an [Occasional Paper: analysing the ethnicity of individuals subject to hearings in Scottish courts](#). The paper presents new experimental analysis based on the Scottish Courts and Tribunals Service's management information, on the ethnicity of individuals who were proceeded against and sentenced from April 2016 to February 2023. The analysis, a first of its kind, explores how individuals move through the criminal justice system and compares the journeys of people from different ethnic groups. Key findings include:

- Out of cases completed in court since 2017, White Scottish/White Other British and White minority ethnic people were more likely to be convicted than any other ethnic group.
- For people convicted of any crime or offence since 2017, White Scottish/White Other British individuals were the most likely to receive a prison sentence.
- Of those people sentenced to prison since 2017, individuals from all minority ethnic groups received longer sentences than White Scottish/White Other British individuals on average. Some of this difference is explained by differences in crime type, as more severe crimes tend to receive longer sentences.

The Cross Justice Working Group on Race Data and Evidence will continue to promote best practice and support justice organisations with their data collection and reporting, including workforce data, through mutual support and sharing of good practice. Building on the reports already published around ethnicity and justice, the Working Group will consider evidence gaps and options for further research to better understand experiences of minority ethnic people in the justice system.

The Scottish Government will seek to promote an intersectional approach to justice data and evidence, including through aiming to better understand intersectionality in the justice system by reviewing existing evidence and undertaking an initial scoping study across our datasets to explore the feasibility of undertaking intersectional analysis, to better understand the interaction of race with other protected characteristics such as gender on justice system perceptions, experiences and outcomes.

Goal 8: Scotland's police workforce is better able to tackle racism and promote equality and community cohesion in the delivery of police services.

Strategic Policing Priorities – equality, diversity and inclusion

Strategic Policing Priorities (SPPs) in Scotland were developed through a public consultation, both online and with in-person events including one hosted by the Scottish Human Rights Commission. These were published in December 2019. An [equalities impact assessment](#) was created as part of the consultation, using evidence from the Coalition for Racial Equality and Rights (CRER). An emphasis on equality and human rights are at the core of the SPPs, including a commitment to a diverse workforce. Police Scotland's own [Code of Ethics](#) also highlights awareness of cultural issues, beliefs and values. We expect that these priorities will remain in place for a period of two years ahead of the next full review consultation is due to take place in 2025.

The SPA is committed to eliminating discrimination based on all the protected characteristics as identified from the Equality Act 2010. SPA undertakes Equalities Impact Assessments (EQIA) to understand the potential or actual effect of policies, practices and decisions across all protected characteristics. The [Joint Equality Outcomes 2021-2023](#) published in May 2021 by the SPA and PS have eight Equality Outcomes covering both equality in employment and in service delivery, to ensuring equality is at the heart of policing.

In September 2022 Police Scotland published its Policing Together - Police Scotland's Equality, Diversity and Inclusion Strategy for 2022-26 and its accompanying Implementation Plan. This is in addition to the establishment of its Strategic Oversight Board to mainstream equality, diversity and inclusion throughout the organisation, in all aspects of planning and delivery while ensuring that its statutory obligations of the Equality Act 2010 are fulfilled.

Police Scotland have also established an Independent Review Group (IRG) to function as a critical friend and partner supporting Police Scotland to deliver sustainable improvement to Equality, Diversity and Inclusion (EDI) outcomes across the service. EDI is a key element of leadership training through Police Scotland's 'Your Leadership Matters' programme. EDI is also included in probationer training and a plan is in place for force wide EDI refresher training. The IRG has an independent chair, two vice chairs and seven other members all of whom have vast experience in matters relating to equality, diversity and inclusion and have experience in advocating on behalf of minority communities. The IRG will report their findings publicly in early 2024. Police Scotland has also developed an [Equality, Diversity and Inclusion Strategy 2022-26](#).

Goal 9: Police Scotland's workforce better reflects the diversity of its communities.

Increasing diversity in the Police Scotland workforce

The Scottish Government provides financial support to 4 Police diversity staff associations: The Scottish LGBTI Police Association, Scottish Police Muslim Association, SEMPER and Women's Development Forum. The [HMICS Thematic Inspection of Police Scotland Training and Development - Phase 2](#) – included the following recommendation, 'Police Scotland should consider improving its understanding of the specific needs of each diversity staff association and reviewing the level of support provided accordingly'.

SEMPER (Supporting Ethnic Minority Police employees for Equality in Race) Scotland is the primary staff association that exists to support and represent all minority ethnic employees on issues of equality in race and to ensure that the Scottish Police Authority (SPA) and the Police Service of Scotland (Police Scotland) uphold the principles and practices of racial equality.

Police Scotland works with the Diversity Staff Associations and the Scottish Government will continue to engage with them regarding value for money of the funding, evidencing the impact of the associations' work and how best we can assist the service to reach its equality and diversity targets.

In January 2023, His Majesty's Inspectorate of Constabulary in Scotland (HMICS) published the terms of reference of its thematic inspection of organisational culture in Police Scotland. The inspection is currently underway and will make an assessment as to whether Police Scotland has a healthy organisational culture and ethical framework and whether the appropriate values and behaviours are consistently lived across the organisation. HMICS are due to publish a report of their thematic findings in the summer 2023.

9. Theme 3: Participation and Representation

Vision: Minority ethnic participation and representation is valued, effective, fair and proportionate at all levels of political, community and public life.

Participation in political and public life is crucial to empowering individuals and groups. It is essential to eliminating marginalisation and discrimination. It is inseparably linked to other human rights, such as the rights to freedom of opinion and expression and the rights to peaceful assembly and association. The key purpose of participation is to shift power.

As outlined in the Scottish Government Participation Framework (See Goal 12), those facing the greatest inequalities also face the greatest barriers to participating in decision and policy making processes. These include direct and indirect discrimination on the basis of race, ethnicity, sex, language, religion, political or other opinion, national, ethnic or social origin, birth, disability, nationality or other status. Participation methods must be designed with equality, equity and inclusivity in the forefront, otherwise inequality continues to be reproduced and power is not shifted. This is a vicious circle – without understanding the perspectives of those most excluded in our society, policies continue to be designed that do not meet their needs and which continue or even worsen inequality.

The Scottish Government believes that fair, proportionate representation at both local and national levels is essential to achieving racial equality. It is important that the individuals and communities who are at greatest risk of poor outcomes are enabled to contribute to decision making to reach relevant solutions and build capacity and wellbeing.

Increasing social and community participation is also a key focus for Scottish Government. We committed to helping racialised minorities be represented as well as have equal chances to participate across civic and creative life in Scotland, including in the arts, leisure and heritage spaces. This is an essential part of making a better Scotland which values and benefits from the creativity and involvement of all its people. Since the Race Equality Framework was published, we have seen progress being made in this area.

Goal 10: Increase participation and representation of minority ethnic individuals in governance and influence in decision making at local and national level.

Increasing diversity within public body boards

A [race equality action plan](#) (2019 – 2022) for Public Appointments was published in 2019. It aimed to encourage people from racialised minorities to apply for public appointments, for those applications to be successful, and for the conditions to be right for people to be able to give their best when they are on a board. The number of racially minoritized people applying and being successful in the appointments process is improving as outlined in the table below.

Race				
	Applied	Reached Shortlist	Invited to Interview	Appointed
2017	7.0%	7.0%	3.2%	1.8%
2018	6.3%	6.3%	2.8%	3.6%
2019	8.7%	8.7%	4.5%	5.9%
2020	8.5%	8.4%	4.1%	5.6%
2021	10.3%	10.3%	7.3%	8.0%

New appointments made are increasingly diverse:

New appointments made	Total (new appts. per year)	Women %	Race %	Disability %	Sexual Orientation %	Under 50 %
2017	94	53.2%	1.8%	6.3%	5.4%	28.8%
2018	168	52.4%	3.6%	7.1%	7.1%	22.6%
2019	135	48.1%	5.9%	11.9%	3.7%	27.4%
2020	71	53.5%	5.6%	12.7%	5.6%	28.2%
2021	150	46.0%	8.0%	14.0%	6.0%	27.3%

The profile of key protected characteristics of **all appointees** is as follows:

All public appointees*	Total number of appointees	Women %	Race %	Disability %	Sexual Orientation %	Under 50 %
2017	662	46%	3%	8%	4%	18%
2018	673	49%	3%	7%	5%	18%

2019	704	50%	3%	7%	5%	18%
2020	717	52%	4%	7%	5%	18%
2021	701	51%	4%	8%	5%	18%

Historic Environment Scotland (HES) Board members recently started to receive remuneration, with the aim of attracting greater diversity to the HES Board. While there is no specific mention about the need to diversity board members within the organisations that HES fund, the recent grants refresh does reference diversity and fair work first principles.

Increasing diversity within the honours work

Sir Geoff Palmer is the Honours Independent Reviewer to the Scottish Government and is assisting with the diversity within honours work. The Protocol and Honours team continue to interact with the Honours Champions appointed within each Scottish Government Directorate to discuss their role in promoting honours internally and externally and to increase diversity of nominees. The team will review the quota once results of the latest round and pending Census is released to ensure all people of Scotland are represented proportionally.

Increasing diversity in elected office

The ambition to increase diversity in elected office forms part of the Bute House Agreement (the Shared Agreement with the Green party to build a greener, fairer, independent Scotland) reflected in the commitment to encourage more people to register to vote, to stand as candidates and to remove barriers some people experience so they can vote independently. A number of actions have been undertaken to seek to make progress on increasing diversity in elected office:

- The Scottish Government funded workshops provided by Elect Her, for women of colour to support them in their political journeys and once they are elected. The workshops were well-attended and attracted positive feedback from participants.
- In response to the call from organisations and others for more reliable data on candidates standing for local government elections, the Scottish Government worked closely with a range of stakeholders, including the Electoral Management Board for Scotland, the Electoral Commission, COSLA and the Improvement Service to run a candidate survey for the 2022 Local Government elections. This was published in November 2022.

The [Local Government candidate diversity survey](#) suggests that among those who responded (~28% of candidates so a quite low response rate), 6.7% of candidates in 2022 identified as “Asian” or “All other ethnic groups” (rather than “White” or “Prefer not to say”). For those who went on to be elected the figure was 4.0%. We are looking at ways to improve the collection of data in the future as the voluntary approach clearly has its limitations. This survey does however confirm the view that racial minorities are under-represented in local government and more needs to be done.

We recognise that pay may be a barrier to some people standing to become a councillor. The Scottish Government and COSLA have jointly committed to undertake an independent review of Councillor remuneration. The inaugural meeting of the Scottish Local Authorities Remuneration Committee was held in April 2023. A report with recommendations for Ministers will be published at the end of November 2023.

The Scottish Government funds a post based in COSLA until March 2024, to support the work of the Cross-Party Barriers to Elected Office Special Interest Group. The group involves elected members from each of COSLA's Political Groups, and seeks to identify changes in culture and practices, and support our ambition to deliver greater equality and diversity within local democracy.

Community Councils

The Scottish Government is currently working with COSLA, the Improvement Service and local authorities to update the Community Council Model Scheme of Establishment and associated documents, including updating the Good Practice Guidance for Local Authorities and Community Councils launched in 2009.

The purpose of the guidance is to support the Model Scheme of Establishment of Community Councils as well as provide guidance based on good practice. It provides an overview of the relevant equality and diversity legislation that community councils must be cognisant of, with new community councillors encouraged to read this as part of their induction. It is envisaged the refreshed guidance will be published this year.

Goal 11: Minority ethnic people have a fair and proportionate influence on community planning.

Community Planning and Community Planning Partnerships

Statutory Arrangements for Community Planning Partnerships (CPPs) are in place to take such steps as are reasonable to enable community bodies who wish to participate in community planning to do so. Community participation should inform a clear understanding of distinctive needs and aspirations of communities of place and interest within the CPP area; and decisions about the CPP's priorities and actions. These duties also apply to how public sector bodies engage with racialised minorities and the bodies that represent them.

Scottish Government has developed [participation request guidance](#) in consultation with a wide range of stakeholders for both public service authorities and community bodies to use. Public service authorities are required to follow guidance issued by the Scottish Ministers in carrying out their functions in relation to participation requests. This guidance will be revisited as part of the review of the Community Empowerment (Scotland) Act 2015 which is currently underway (July 2022), and the views of stakeholders across the sector will be taken into consideration. The review will have a particular focus on community ownership and strengthening decision-making to improve outcomes for the local community and should finish in the second half of 2023.

Scottish Government also provides support to the Scottish Community Development Centre, who support community groups engaging with the participation request process. They have produced various accessible guides; a 30-minute easy read introduction to participation requests; a participation request resource pack; FAQ's; and hosted workshops round the country specifically aimed at community groups experiencing inequality and disadvantage. As part of this work, they have produced an Equal Outcomes Guide to further equality and reduce race inequality.

Third Sector Interfaces

An independent [evaluation](#) of Scotland's Third Sector Interface (TSI) network model was carried out in 2016 which looked at the role, function and effectiveness/impact of the Third Sector Interface network model. The review covered the four main functions of a TSI including 'Building the relationship with Community Planning: engaging and connecting the Third Sector.' It also considered the extent to which the TSIs are responsive to the diversity of the community.

The evaluation noted that equalities is one of the core values of the TSI network, and inherent in the common approach. There were numerous examples of where the TSIs promoted equalities within the sector (for example raising awareness of equalities or providing training on equalities and diversity for the Third Sector), and how they worked to promote services and engage with more disadvantaged groups. In more recent times the TSIs have established a nationwide project [THRE](#) (Third Sector and Human Rights Equality) to develop resources, training and networks to support third sector organisations towards taking a human rights and equalities first approach to their organisational development and delivery.

There is currently a review of the Community Empowerment (Scotland) Act 2015 underway and findings from this review will help shape recommendations for improvements in increasing participation across communities and reducing inequalities.

Goal: 12 Informal community action within minority ethnic communities is better understood and valued.

The Participation Framework

Engaging with people is an important way to ensure that we get a range of views when developing policies or making decisions. In February 2023, the Scottish Government published the [Participation Framework](#). The Framework was developed as part of Scotland's Open Government action plan commitments and acts as a guide to good practice in participation work across Scottish Government. It includes information about participatory methods and when to use them, guidance on the development of an effective participation strategy, support to carry out informed conversations with colleagues and analysts to develop and deliver effective participation and signposts to further resources. It primarily works to make it clearer for staff what the key questions and considerations are to think about when planning inclusive engagements with people, and what further support and expertise they will require.

This resource is also publicly available so stakeholders and potential participants can inform themselves about Scottish Government's approach. It will provide a framework to support overall change in Scottish Government to improve the way people take part in open policymaking and delivering services. We are now considering ways in which to better involve those with protected characteristics. We commissioned work by an expert on race equality to better understand what should be included from an antiracism perspective and outcomes from this work have now informed a series of public workshops. We have commissioned two expert facilitators to deliver these workshops which have been designed to consider equality and diversity, as well as inclusive practices with regards to the Participation Framework. A report detailing the outputs from the workshops will be produced and published. Findings from the report will feed into the next iteration of the Participation Framework.

Engaging with racialised minorities

Ensuring that communities are engaged with policy developments, including in long-term oversight and governance, is of utmost importance. We are looking to explore mechanisms and routes to achieve that in the best way possible. At the end of 2022, a programme of work was commissioned to disseminate information on the establishment of an Observatory on ethnicity and racial inequalities, and to gather community members' and organisations' perspectives on the Observatory and how it can work best to deliver genuine change-making policy in Scotland. The Observatory will focus on how best to ensure community involvement in antiracism policy and practice through collaborative and co-production approaches with those most affected by outcomes.

Goal: 13 Promote inclusiveness and participation by making better connections between minority ethnic communities, organisations and institutions involved in heritage, culture, sports and media.

Participation and inclusion in the heritage, culture, sports and media sectors:

Historic Environment Scotland (HES)

The Sponsorship, Funding and Historic Environment Scotland (HES) team engage regularly with Equality leads within sponsored public bodies as outlined in the [HES Equality Report 2021](#). Additionally HES's [Mainstreaming and 2021-25 Equality Outcomes Report](#) provides a review of HES's first Mainstreaming and Equality Outcomes Report 2017-21.

The following are examples of initiatives and projects that promote inclusion and participation via building better connections with racialised minorities, organisations and institutions:

- The Managing Imperial Legacies project: A two-year partnership project between HES, the University of Edinburgh, and the Coalition for Racial Equality and Rights (CRER) funded by a Royal Society of Edinburgh Networking Grant. The project enabled conversations involving academics, heritage organisations, professionals, and communities on the subject. In June 2022, the first phase of the project culminated in a conference hosted by HES. The second phase of the project is underway where a Black artist is working on creating an artwork that will focus on discussions linked to Empire (including but not limited to the transatlantic slave trade) and Scotland's built environment.
- West of Scotland Regional Equality Council (WSREC) has secured funding from the Scottish Government's Workplace Equality Fund (WEF) to work in partnership with Historic Environment Scotland over the next two years. The Partnership Project combines the expertise of a highly experienced third sector equality council, a lead public sector heritage organisation and a specialist collective in leadership development to overcome structural barriers to race equality in the workplace. WSREC will provide Historic Environment Scotland with training, advice and guidance to ensure recruitment campaigns are accessible to racialised minorities through each stage of the process from advertising to hiring. All the work that WSREC has been funded to do is built around the outcomes from Historic Environment Scotland's Mainstreaming and 2021-25 Equality Outcomes Report Mainstreaming and 2021-25 Equality Outcomes Report.
- HES has established a new staff network - The Global Diversity Network comprising a group of colleagues from different departments and different parts of the world who want to embrace the cultural diversity within our organisation. Our aim is to ensure that underrepresented voices within HES are heard and that topics that affect them are addressed.

On the 19 April 2023, HES published their [Annual Operating Plan 2023-24](#). HES are committed to improving access to, and widening participation in, Scotland's historic environment, and there are many examples of how they work with a range of partners to deliver activities that seek to reduce inequalities. HES plan to improve and strengthen their approach, putting the needs and expectations of diverse groups

at the heart of our service delivery and shining a light on more hidden histories to widen participation, engagement, and involvement in the historic environment.

As part of HES's revised Grants programme advice for applicants, the advice states that recent research undertaken by HES shows that engagement with the historic environment can lead to a greater sense of wellbeing. If this is a specific objective of a project, applicants should use appropriate evaluation methods to measure people's attitudes about wellbeing after they have taken part in the project. Applicants should also consider how to increase the diversity of people who are engaging with the historic environment through any grant-funded activities. This could be by involving new audiences and people of diverse social backgrounds, ethnicities, ages or abilities. Applicants are particularly encouraged to consider how their grant-aided activities can provide opportunities for young people.

Scotland's Winter Festivals/arts & cultural initiatives

In 2022 budgetary constraints meant a discontinuation of Scotland's Winter Festivals programmes for the foreseeable future, however other cultural/arts-based work involving people from minority ethnic backgrounds was undertaken: Scotland's Year of Stories (2022) when there were 21 Open Fund events (397,284 in person attendees) and 180 Community Stories events (357,543) involving a number of communities²⁵ with events offering opportunities for enhanced community engagement, cultural participation, empowerment, fairness and social inclusion; and Dandelion (a time-limited creative project, driven by the concept of "Sow, grow, share" commissioned by EventScotland and funded by the Scottish Government) which in partnership with Black and Ethnic Minority Infrastructure in Scotland (BEMIS), offered grants of up to £2,000 for twenty-one community groups and non-profit organisations who aimed to start growing their own food and to create opportunities for diverse communities across Scotland to celebrate the results and to take part in the cross-Scotland series of Harvest Festivals in September 2022.

A Culture Strategy for Scotland highlights that everyone should have an equal opportunity to experience culture and aims to make sure everyone can take part in culture throughout their lives. Two of the programmes launched under the auspices of the Culture Strategy demonstrate how we are working to achieve this aim.

The Culture Collective programme launched in November 2020 and has successfully establish a national network, supporting creative practitioners, organisations and communities to work together across Scotland to help shape the future of local cultural life, and to share and learn from each other as they progress. Culture Collective projects were awarded funding on the basis that they provided a considered and actionable commitment to equalities, diversity and inclusion, demonstrating how their approach genuinely engages people in developing the cultural life of their community, how their activity is inclusive and accessible, and the positive outcomes this will achieve.

One of the projects within the Culture Collective portfolio is Art27@Southside which employs artists as catalysts for the reactivation of a traditional community centre, to transform it into a vibrant cultural hub which is relevant, inclusive, reflective and

²⁵ [Equality Impact Assessment: Scotland's Year of Stories 2022 \(www.gov.scot\)](http://www.gov.scot)

driven by everyone, including the many ethnically diverse communities in its neighbourhood. Everyone has the right to fully and freely participate in the cultural life of their community and Art27@Southside aims to make this happen.

The Creative Communities programme was launched in 2020 and aims to support and empower communities to develop cultural activities. It seeks to extend high quality opportunities for people to take part in culture, including in areas with more limited opportunities and lower levels of cultural engagement. Projects within the programme included the Now You See Me project run by Stronger Together Enterprise which offered artist led workshops for minority ethnic children and young people.

There are obligations which are set out in each National Performing Companies (NPC) annual grant letter as part of the criteria for attaining and maintenance status as an NPC, which work to ensure consideration of the potential impact of resource expenditure on different people in society and across the protected grounds outlined in the Equality Act 2010 to ensure equality of access to culture is protected and promoted, and cost-effectively delivering broad access to music.

Sportscotland

sportscotland's corporate strategy, [Sport for Life](#), sets out the direction for sport and sportscotland. It celebrates how everyone in Scotland can benefit from sport and it sets out their commitment to inclusion underpinning everything they do.

sportscotland's goal is to build a system that is inclusive by design. Their approach is about creating the environment for change and ensuring equality, diversity and inclusion is embedded in their work. People who are part of diverse ethnic communities are one of sportscotland's four new focus groups for equality outcomes.

In June 2021, the five Sports Councils responsible for funding sport and physical activity across the UK, published the outcomes of their [joint review into Tackling Racism and Racial Inequality in Sport](#). The review's findings were based on an extensive analysis of publicly available data on race and ethnicity in sport, as well as research into the lived experiences of more than three hundred people. The review made clear that racism and racial inequalities exist in sport in the UK and have resulted in ethnically diverse communities and individuals being consistently disadvantaged, discriminated against, and excluded from sport and physical activity.

In response to these findings, the Sports Councils made clear their determination to learn from the review and do everything in their power to bring about transformational change to stamp out racism in sport; creating a sporting system that is truly inclusive and representative of UK society. To underline sportscotland's commitment to equality, diversity and inclusion, sportscotland created a new internal post specifically aimed at driving this work forward.

In January 2023, sportscotland announced a partnership with Sporting Equals. The partnership will focus on making a positive impact in tackling race inequality through building trust, capacity, and capability within the sport system in Scotland, empowering communities to deliver change and strengthening research and communications.

sportscotland also continues to work with and develop partnerships with key Race and Ethnicity focussed bodies, including the Scottish Ethnic Minority Sports Association, Council of Ethnic Minority Voluntary Organisations (CEMVO), the Scottish Association of Minority Ethnic Educators (SAMEE), and continue to be involved in the Scottish National Diversity Conference and Diversity Awards.

Scottish Screen

In 2022, Screen Scotland launched a pilot of the [BFI Diversity Standards](#), which means productions need to meet those standards to be eligible for funding. The Standards apply across the Protected Characteristics under the Equality Act (including race), as well as seeking to address under-representation in regional participation, socioeconomic background, and caring responsibilities. To meet the Standards, productions must demonstrate their commitment to inclusion, and meet a range of criteria in front of and/or behind the camera. The pilot, which has been extended until April 2024, applies to two of Screen Scotland's funding streams, but will apply across all streams, following the pilot's success.

We provided funding support to the National Film and Television School, one of the world's top film schools, to help them establish a subsidiary in Scotland and a bursary fund to widen diversity and equality in the screen sector.²⁶

Through the Workplace Equality Fund, we provided over £20,000 to support The Research Centre's (known as TRC) rad Scotland programme, a training course where candidates are paid to work full time with a Scottish TV production company. It was developed to address the lack of inclusivity and diversity in broadcasting. The rad Scotland programme continues to support new trainees and returned for a third year in 2022 to support the next generation of diverse TV Talent.²⁷

Scottish broadcasting

Note: Broadcasting is reserved, and the broadcasters are independent of government.

In relation to BBC Charter renewal, since 2016 we have delivered a memorandum of understanding that has allowed the Scottish Government (and Scottish Parliament) to play a key role in the BBC Charter renewal. While broadcasting is reserved, we continue to make the case in our communications with UK Government, the broadcasters and the UK communications regulator Ofcom on the need to improve diversity in broadcasting both on and off screen. This includes responding to Ofcom's consultation, to review its diversity in Broadcasting Workforce Surveys. The Scottish Government supports improvements in data collection, which enable a better understanding of areas of underrepresentation in the industry and allow monitoring of broadcasters' efforts to improve representation through their diversity and inclusion work.

Scottish media

The Scottish Government short-life [Public Interest Journalism Working Group](#) published its [recommendations](#) on developing a sustainable future for public interest

²⁶ [Prestigious film and TV school to open in Scotland | Creative Scotland](#)

²⁷ [rad Scotland returns for third year to support next generation of diverse TV Talent \(trcmedia.org\)](#)

journalism in Scotland on 17 November 2021. The Working Group's key recommendation was to establish an independent Scottish Public Interest Journalism Institute. In the report, the Working Group envisaged the Institute would play a role in supporting and upskilling marginalised communities wishing to establish their own trusted news and information sources, to ensure a level playing field for their entry into the sector. The Working Group also envisaged the Institute would encourage people from backgrounds typically under-represented in journalism to enter the profession and remain in it.

The Scottish Government welcomed the Working Group's recommendation on the Institute and convened a Roundtable on 23 November 2022 to consider the best model for an Institute, and to transition the Working Group into a new Steering Group, with a remit to consider how best to deliver the Institute. Once established, the Institute will be independent of government, to ensure the clear separation of press and state.

Empire, Slavery and Scotland's Museums Steering Group

Our 2020-21 Programme for Government, set out a commitment to sponsor an independent expert group to recommend how Scotland's existing and future museum collections can better recognise and represent a more accurate portrayal of Scotland's colonial and slavery history. A review into [Scottish Government race equality over 20 years](#), by the Coalition for Racial Equality and Rights (CRER) in 2021 found inequalities exist in cultural participation for individuals from racialised minorities, including within the historic environment, arts and creative industries.

Since then an [Empire, Slavery & Scotland's Museums Steering Group](#) led by Sir Geoff Palmer was established to consider what form the museum would take, its scope, and, whether a physical museum is recommended. To inform this process, the expert group led a national consultation in collaboration with CRER and Glasgow Life to understand both public and expert perspectives, and to ensure all views on how Scotland's museums can contribute to our understanding of the legacies of empire, colonialism, and slavery were considered. The consultation launched on 16 September and closed on 7 November 2021.

In June 2022, informed by the consultation analysis, the expert group made 6 [recommendations](#) about how Scotland's involvement in empire, colonialism, and historic slavery can be addressed using museum collections and museum spaces. If followed, the recommendations could address some of the concerns identified by CRER; including encouraging racialised groups to be engaged in heritage and culture; fostering greater social cohesion; reducing levels of isolation; the realisation of creative potential and undiscovered talent; and building good relationships at a community level.

Ministerial meetings have been held with members of the group and other interested stakeholders. The Scottish Government response to the recommendations will be issued in summer 2023.

John Smith Minority Ethnic Emerging Leaders Programme

In 2022 the Scottish Government funded fifty places on the John Smith Minority Ethnic Emerging Leaders Programme. The programme provided young people with a

nine-month long internship across the public, third or private sector organisations, backed by mentoring, and living wage placements. Its focus was on developing the professional and personal skills of participants, including negotiating and communication with the aim of breaking down barriers for minority ethnic young people wishing to access and contribute to public service.

At the end of the programme, over 95% of the programme participants reported an improvement in their leadership, negotiation and influencing, presentation, organisational and research skills while on the programme. By the end of their internships eleven participants had secured full time employment, seven had secured part time employment and three were undertaking a new internship or placement. A further ten participants were in tertiary education and three had applied to study at degree level. Due to its success the Minority Ethnic Emerging Leaders Programme was nominated for a SAMEE Award.

10. Theme 4: Education and Life-long Learning

Vision: Everyone has the opportunity to learn in an inclusive environment without disadvantage in relation to racial inequality or racism.

Our ambition is to make Scotland the best place to grow up and to make sure that everyone has the opportunity to learn in an inclusive environment which is actively anti-racist. Our mission is to shape the education and skills opportunities for all Scottish citizens, throughout their lives, to support them in leading fulfilling lives and so that they can contribute to a competitive and inclusive economy.

The Scottish Government is clear that there is no place for racism or discrimination within our early learning and childcare settings, schools, further and higher education institutes and community learning settings. Inclusion, diversity and equality are at the heart of policies that underpin education and learning in Scotland and are a key aspect of safeguarding children's rights, promoting social justice and ensuring child-centred learning. We need to be vigilant in challenging any racist and abusive behaviour that occurs within our institutions. Where it occurs, it must be challenged through educating our children and young people about all faiths and belief systems, and ensuring they learn tolerance, respect, equality and good citizenship, as well as healthy relationships. All staff are expected to be proactive in promoting positive relationships and behaviour in the classroom, playground and the wider school community - a condition of teachers' ongoing registration with the General Teaching Council for Scotland.

While progress in articulating and embedding anti-racism is being made across the education system, including in curriculum development and building racial literacy at all levels within the workforce, other areas such as ensuring effective careers guidance and employability support for individuals from racialised minorities requires renewed focus and commitment going forward.

Goal 14: Innovative, inclusive and effective approaches to education (whether through teaching or pupil support) which take account of the individual needs and experiences of pupils in all ethnic groups are embedded throughout Scotland's education system.

Anti-Racism in Education Programme

The Scottish Government has acknowledged that race inequality in school remains evident, and the need to tackle it imperative. In response the [Anti-Racism in Education Programme](#) (AREP) was established to make fundamental changes to our education system to ensure that it is fundamentally anti-racist. This followed a three-month programme of stakeholder roundtables between the then Deputy First Minister and a range of race equality and education stakeholders as well as children and young people from racialised minorities in early 2021.

It is envisaged that the actions of the AREP will result in race literate as opposed to race evasive education staff; increased numbers of racialised minority educators in schools; a decolonised curriculum with race cognisant resources and teachers and staff who are better equipped to address and prevent racism in Scotland's schools.

In 2021 a [Race Equality and Anti-Racism in Education Programme Stakeholder Network Group](#) was established to bring lived experience, anti-racism and education system expertise together with evidence, to develop a set of actions to address race inequality in schools across four distinct workstreams each with its own sub- group:

1. Education Leadership and Professional Learning. The work of this group aims to create educators and leaders that are confident, committed and empowered to promote equality, foster good relations and identify, prevent and deal with racism. As a result of understanding race in an education context, and by deploying skilled and passionate leadership they can empower and support an anti-racism culture across school communities.

- A successful professional development opportunity, entitled 'The Building Racial Literacy Programme' has been developed as part of this group's work programme. To date three cohorts of educators and education system leaders have completed this professional learning which has supported them to be actively anti-racist and to take forward their learning within their professional and personal environments. Evaluations from the most recent third cohort indicate that educators and education system leaders completing the programme felt inspired and motivated by the professional learning, believing the programme helped them improve their practice. Longer-term impact evaluation forms completed by cohort 1 and 2 participants reveal that the Building Racial Literacy programme empowers participants to influence changes to the culture of their establishments, with emerging evidence of the programme's positive wider impact on participants' colleagues and learners.

2. Diversity in the Teaching Profession and Education Workforce (DITPEW). The work of this group focusses on diversifying the education workforce to ensure that it reflects and supports the racial diversity of modern Scotland, thereby enriching the education experience for the whole community. The AREP and Scottish Government

recognise that a diverse and racially cognisant education workforce is beneficial for everyone, not just for students and teachers from racialised minorities.

- The DITPEW subgroup publish a [diversity in the teaching profession annual data report](#) relating to the diversity of the teaching profession in Scotland. This allows us to better understand the intersectionality between the diversity of the teaching profession, including representation within promoted posts, and geographical location. This informs policy making to ensure that it is most effective at impacting change across the whole of Scotland.
- The Scottish Council of Deans of Education, represented on this working group, have commissioned an academic from a racialised minority to develop an [anti-racism framework for Initial Teacher Education](#) (ITE) which was published in April 2023. The aim of this framework is to embed anti-racism practice within the entire ITE experience (from initial marketing to student placement.) The purpose of this is to encourage diversity in ITE and, as a result, within the wider teaching workforce.

3. Curriculum Reform. This workstream aims to articulate, promote and embed anti-racism through all areas of the curriculum. The workstream has created new Principles for an Anti-Racist Curriculum as a way to capture the rights and expectations of children and young people and leaders and educators. Education Scotland have published guidance for educators and continue to develop resources and examples of practice to support and inspire - [Race Equality and Anti-Racist Education website](#).

4. Racism and Racist Incidents. The work of this subgroup focuses on strengthening resources and approaches to prevent and respond to racist incidents. This group will develop guidance on a whole-school approach to anti-racism, including strengthening approaches to recording and monitoring. The workstream are in the early stages of this work. Education Scotland staff contribute to the subgroup.

An expert external facilitator, Calabar Education Consultants Ltd., has developed an evaluation framework for the AREP. The framework includes a mixed approach of quantitative and qualitative measures which will provide the opportunity to assess responsive change and improvement. It will also provide an insight into the impact of the workstreams and how the AREP is having an impact on the education system as whole.

We will continue to progress the actions of the AREP subgroups going forward, which includes:

- We will pursue additional engagement with children and young people to inform the AREP programme; work is underway with organisations to take this forward. Currently we are at the funding application stage, this will need to go through our Programme Board before going to ministers for sign off.
- Completion of the Evaluation Framework for the AREP, being carried out by Calabar Education Consultants Ltd.
- Continued co-delivery of the Building Racial Literacy programme, with plans to run more cohorts in 2023 – 2024.
- Publication of the Anti-Racist Principles for the Curriculum with links to supporting guidance and materials. The principles have been refined in

consultation with a range of ‘critical friends’ from the education sector (learners and educators) and Education Scotland’s Building Racial Literacy programme participants. We believe that they reflect a comprehensive and coherent new approach that addresses the ambitions and expectations of an anti-racism curriculum, and, crucially, that they have been created through a robust process that has centred anti-racism expertise and lived experience of racism.

- Working with the Scottish Qualifications Authority and its successor body to ensure appropriate inclusion of race equality and anti-racism practice and content in the development of new or adapted course specifications, and relevant guidance.

Publication of the third annual Diversity in the Teaching Profession data report – scheduled for 28 March 2023. Last year’s report can be found here - [Diversity in the Teaching Profession Scotland Annual Data Report \(www.gov.scot\)](https://www.gov.scot/publications/diversity-in-the-teaching-profession-scotland-annual-data-report-2022/pages/1-introduction.aspx)

- The Racism and Racist Incidents Subgroup will develop, in collaboration with the other AREP working groups where relevant, resources for schools to prevent and respond to racism and racist incidents, including strengthening approaches to recording and monitoring.
- Support the Scottish Council of Deans of Education (and individual institutions) to encourage engagement with their upcoming Anti-Racism in Initial Teacher Education Framework – framework was soft launched in April 2023 with a formal launch event on the 9th of June 2023.
- Continue to fund and support the General Teaching Council for Scotland’s National Race Diversity Lead to carry out his role on improving ethnic diversity of the teaching workforce and ensuring that the recommendations from the Diversity in the Teaching Profession Working Group and subsequent actions identified, are acted upon.

Learning additional languages

Scottish Government is considering the next steps for language policy after the successful implementation of the 1+2 approach. This will provide an opportunity to consider support for schools and local authorities to make language choices within this approach that take account of the needs of their young people, including in terms of the languages of racialized minorities.

Additional support for Learning

Additional support for learning (ASL) policy seeks to ensure that all children and young people get the support they need to achieve their full potential, including those who are Gypsy/Travellers. We are determined to improve the educational experiences of children and young people with additional support needs through our ongoing ASL Action Plan, due for completion by the end of this parliament. In November 2022 we published an updated progress report showing that twenty-four actions had been completed. We are working closely with local government partners through the Additional Support for Learning Project Board to deliver the remaining actions.

We are also funding specific work to support the education of Gypsy/Traveller children, through our delivery partner, the Scottish Traveller Education Programme (STEP). In 2022, the Scottish Government commissioned research into the

educational experiences of Gypsy/Traveller children and their families. This was completed in April 2023 with a report on findings due at their November conference which will help inform improvement in the way this community is supported into and through their education. STEP, with input from young people from the Gypsy/Traveller community, developed a transitions toolkit to support access to education and post-school destinations. Guidance was produced encouraging parents and schools to work together to support visits to secondary schools so children and young people can make informed choices. We are working with Education Scotland to share these resources with professionals and families and gather metrics on how they are being used. Furthermore, a Digital Rapid Assessment Guide (D-Rag) was produced ensuring teachers can access pupil attainment levels quickly, avoiding gaps in learning following travelling. The materials in the Guide are culturally relevant to Gypsy/Traveller families. We will, alongside Education Scotland, promote and monitor the uptake of this resource.

In November 2023, STEP, supported by the Scottish Government, are organising an education conference, bringing together key strategic keyholders involved in education. This event will showcase findings from our education research and how this can be utilised to improve practice and support community engagement in education. In 2023, STEP will launch a school pledge. Schools which are leaders in providing a culturally appropriate curriculum and building positive relationships with the Gypsy/Traveller community can have this recognised

Parental involvement in their children's education

The National Parent Forum of Scotland (NPFS) published their [review](#) of the impact of Scottish Schools (Parental Involvement) Act 2006 Act in 2017. A consultation was undertaken in 2020 on updating the draft of the statutory guidance for the Scottish Schools (Parental Involvement) Act 2006. This work was paused due to Covid-19 and initial discussions on restarting this work have been undertaken. By updating the guidance, we aim to ensure that parental involvement and engagement – and the legal duties that underpin this important aspect in education – is given due prominence and recognition.

Our vision for improving parental involvement and engagement was set-out in the '[Learning Together Action Plan \(2018-2021\)](#)'. This was a joint plan between Scottish Government and COSLA with close involvement from ADES. When the Deputy First Minister launched the "Learning Together" parental engagement plan in 2018 it was announced that up to £350,000 in funding would be available over two years as part of a new equalities and equity fund. The aim of the fund was to address barriers that may be faced by groups including disabled parents, parents of children with additional support needs, black and parents from other racialised minorities, parents living in poverty, fathers and various other groups. Following a bidding exercise, eight projects were identified for funding, one of which was focused solely on minority ethnic parents. This fund opened for bids in Autumn 2019 and the projects began in early 2020.

While most of these projects are now complete, there are some that are in their final stages following a delay due to Covid-19. We will continue to work with Education Scotland to promote and disseminate within the system, where appropriate, a selection of outputs from this work.

The Scottish Association of Minority Ethnic Educators (SAMEE) were commissioned to gather the views of minority ethnic parents and carers during the listening phase of the National Discussion on Education, which took place last year. These views will be taken account of as the Scottish Government and partners consider the outputs of the National Discussion, which are set to be published later in the Spring.

Education Maintenance Allowance Programme

We continue to work with delivery partners, local authorities and colleges (via the Scottish Funding Council), who lead on the promotion of Education Maintenance Allowance (EMA) to ensure all young people, including those from ethnic minority backgrounds are aware of the support. Local authorities and colleges continue to promote EMA through a number of ways, such as through school/college websites, newsletters, social media, posters, local libraries and college prospectus. The promotional campaigns have created increased awareness of the programme, which helps young people overcome financial barriers to access and remain in learning.

Goal 15: Minority ethnic pupils are provided with careers guidance that helps to improve transition into employment and tackles occupational segregation in relation to race.

Careers guidance for transition into employment

As part of the Careers Review an Implementation Plan has been developed to take forward the current careers strategy with a particular focus on the equalities remit with support from the Equalities team in Skills Development Scotland (SDS). The [Careers Final Review Report](#) was published in March 2023. Each [recommendation](#) from the Career Review is accompanied by an equality statement.

SDS work with local and national groups who support people from minority ethnic communities, including people who are refugees, asylum seekers or who are Gypsies or travellers. SDS helps these groups find out about our services and websites, to facilitate increased awareness and access to support. SDS work with local and national groups, TENET (the Scottish Traveller Education Network) and the Scottish Refugee Council to do this.

People coming to live in Scotland will have skills or qualifications from another country. SDS work with Skills Recognition Scotland to better understand these skills and qualifications. This will help people who have moved to live in Scotland get more education, training or work at the correct level. SDS also let people who have come to live in Scotland know about their rights covering education, training and employment, to help more of these people get more education, training or work.

As a core element to the Careers Information, Advice & Guidance (CIAG) School Service Offer, advisers continue to take all opportunities to promote the full range of routes and pathways to young people and to challenge preconceptions and stereotypes in group and 1:1 settings. SDS CIAG enhanced offer, in line with the Career Education Standard, extended 1:1 engagements to first subject choices S2/S3, as well as the core group engagements to challenge stereotypes and preconceptions and raise aspirations.

Experiential career education will be key for minority ethnic pupils and as such we would recommend that this framework recognises this by encompassing not only career guidance but career education, information, and advice.

Education Scotland continued to support the Developing the Young Workforce (DYW) Regional Employer - Equalities Focus Group advising on the educational developments and integration. Education Scotland also incorporated equalities and inclusion throughout their work in this area. (For more information see: [Career Education Standards 3-18: Learning Resource 7](#) that was followed by the delivery of a series of Continual Professional Development sessions).

The outputs from the DYW programme (the Career Education Standard 3-18 and Work Placement Standard) have been actively used in schools for over 5 years. Education Scotland maintain the profiles (from an operational perspective), continuously supporting the professional development of teachers and practitioners on implementing DYW, and they form part of the current school inspection programme. This is all of course caveated by the education reform agenda. The thought paper - [Learner Pathways: A key to successful curriculum design](#) collaboratively developed by Education Scotland and NoTosh, is the culmination of the Learner Pathways work. Its aims were not only to share and explore the views of the participants, but also their vision for the Scottish education system in the years ahead. Education Scotland are re-convening all the participants to reflect upon the initial paper and evaluate its relevance in a post lockdown, OECD and Muir informed education system.

DYW Regional Groups are the conduit through which SG facilitates employers and schools to interact, with a strong focus on the senior phase, to support young people transition into the world of work. Scottish Government works with Skills Development Scotland and training providers to highlight the importance of vocational pathways, including apprenticeships, in a young person's journey to the labour market and for the economy. This work is enhanced by the implementation of DYW School Coordinators providing additional resource in every secondary school across the country to highlight those work based and vocational pathways.

DYW is committed to supporting all young people achieve their potential, including those from ethnic minorities. By working collaboratively with third sector organisations, including Intercultural Youth Scotland (IYS), DYW Regional Groups aim to increase work-based learning and employer engagement opportunities for those who would benefit most. IYS define themselves as "a leading charity for Black and People of Colour (BPOC) youth." They provide support to school leavers, ensuring the pupils can express themselves, receive adequate pastoral support in cases where challenging circumstances hinder career plans, and access opportunities after leaving school that suit them. IYS also work with other third sector organisations, schoolteachers and Skills Development Scotland to ensure there are opportunities for work experience and advice relevant to specific industries and fields.

Goal 16: Minority ethnic pupils have confidence in, and are effectively supported by, approaches in schools to prevent and respond to prejudice-based bullying and racist behaviour or incidents.

In November 2017, the Scottish Government published anti-bullying guidance '[Respect for All: The National Approach to Anti-bullying for Scotland's Children and Young People](#).' Respect for All provides the overarching framework for all adults working with children and young people to address all types of bullying, including prejudice-based bullying. In 2019, Scottish Government funded the Coalition of Racial Equality and Rights (CRER) to publish a [resource](#) on racist bullying and racist incidents, in line with Respect for All.

We have begun a review of Respect for All, which will include consideration of prejudice-based bullying, and are engaging with respectme, Scotland's anti-bullying service, to consider these very serious matters. We have established a working group of stakeholders to support this work.

The Racism and Racist Incidents workstream of the [Anti-Racism in Education Programme](#) (AREP) (outlined in Goal 14, above) is focussed on developing the support to schools and school staff to improve understanding of racism and to ensure that these issues are properly identified and addressed. The primary role of the working group is to develop resources for schools to prevent and respond to racism and racist incidents, including strengthening approaches to recording and monitoring, and developing guidance on a whole-school approach to anti-racism.

[A summary of anti-bullying resources](#) has been developed by Education Scotland which includes information on prejudice-based bullying and hate crime. A webpage on Education Scotland's Promoting Race Equality and Anti-Racist Education, "[Dealing Effectively with Racist Bullying and Racist Incidents](#)," has been developed to signpost and present further guidance to practitioners. Education Scotland is working with SAGRABIS to further develop teacher professional learning resources on promoting positive behaviour using restorative practices. This includes learning at an informed level of knowledge and skilled levels.

Goal 17: Scotland's educators are confident and empowered to promote equality, foster good relations and prevent and deal with racism.

Building racial literacy within the education workforce

Education Scotland (ES) offers a range of anti-racism professional learning opportunities available at all stages of an educator's career. The Stepping Stones programme for Early Career teachers signposts participants to professional learning activities on anti-racism education and is working to create links with national networks to support BME early career teachers. The Educator Leadership programme is centred around individual practitioner enquiry which for some focusses on equalities and anti-racism education. The [Middle Leaders Leading Change Programme](#) includes anti-racism as a core component. For aspiring head-teachers, the [Into Headship](#) programme includes race equality as part of its core module on the Equality Act, with opportunities for participants to deepen their learning with additional webinars on anti-racism and racial literacy. These have also been provided as seminars at national conferences. For experienced head-teachers, the Excellence in Headship offers sessions on leading for social justice, with a strong focus on anti-racism. For educators and education system leaders, the [Building Racial Literacy](#)

(BRL) programme is an anti-racism professional learning programme which requires participants to produce a personalised anti-racism action plan.

Past participants from the BRL programme have been supported to implement their action plans and, through further development opportunities, have been supported to use the programme's resources to design and deliver anti-racism professional learning in different settings (e.g. school in-service training). The BRL+ webinar series bring together new collaborators and showcase innovative practice developed by past participants on the Building Racial Literacy programme. To date these include a webinar on Anti-Racist Clubs and a webinar on Anti-Racist Curriculum Design.

Other professional learning opportunities available to all include sessions at the Scottish Learning Festival and three Professional Learning Activities on anti-racism accessible on the Education Scotland Professional Learning and Leadership (PLL) website. Education Scotland's PLL team continue to seek ways to further embed anti-racism in programmes and to add to the bank of resources freely available to all educators at every stage of their career. Education Scotland has continued to build the Promoting Race Equality and Anti-Racist in Education website where practitioners can access guidance support for whole-establishment approaches to anti-racism. Curriculum areas of Literacy, Numeracy and Health & Wellbeing are live, with plans to publish the Anti-Racist Curriculum Principles emerging from the Anti-Racism in Education Programme's Curriculum Reform workstream.

Goal 18: Scotland's education workforce better reflects the diversity of its communities.

The Scottish Government is committed to ensuring that Scotland's education workforce reflects the communities and population that it serves (see also Goal 14). Initial ambitions to meet this goal focused on the teaching profession only, with the Strategic Board of Teacher Education establishing a short-term working group as part of the Race Equality Action Plan (REAP) 2017-21. Chaired by Professor Rowena Arshad it considered how to tackle the underrepresentation of minority ethnic teachers in Scotland and published *Teaching in a Diverse Scotland*.

Building upon that group's work, the Diversity in the Teaching Profession and Education Workforce (DITPEW) subgroup of the [Anti-Racism in Education Programme](#) (AREP) is taking forward the actions in Professor Arshad's report including the ambition that by 2030 4% of the teaching population will identify as being Black or minority ethnic. Actions underway include:

- Working with the Scottish Council of Deans of Education to implement their new Anti-Racism in Initial Teacher Education Framework.
- Funding and supporting a new National Race Diversity post within the General Teaching Council for Scotland.
- Working with internal and external stakeholders to better understand how they can utilise the provisions of the Equality Act 2010 with regards to using positive action to increase diversity within their workforce.
- DYW Live sessions are being developed and are due to be available during the new school term (2023-24), as part of the ambitions of the DITPEW subgroup of the AREP to directly engage with Black and minority ethnic young

people to help attract more students from minority ethnic backgrounds into the teaching profession and wider education workforce.

The Teacher Recruitment Campaign while focused on STEM also aimed to increase the diversity of those applying for initial teacher education programmes. At the beginning of April, the Scottish Council of Deans of Education published a [National Anti-Racism Framework for ITE](#) which aims to assist recruitment and support those from a diverse background.

Goal 19: Minority ethnic people experience better outcomes in completing further and higher education, and in transitioning to the labour market after completion.

We expect all institutions to meet their statutory obligation to tackle discrimination, prejudice, and disadvantage suffered by students due to their race. The Public Sector Equality Duty (PSED), created under the Equality Act 2010, means that institutions must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

In line with the PSED, institutions must publish a set of Equality Outcomes every four years, and a report updating on progress made towards achieving these outcomes every two years, at the mid-way point of the reporting cycle.

As part of its March 2020 Memorandum of Understanding with the Equality and Human Rights Commission (EHRC), the Scottish Funding Council (SFC) worked with them to produce guidance to support institutions in setting evidence based, measurable equality outcomes for the period 2021-2025.

In addition, the SFC and EHRC jointly produced a report, '[Tackling persistent inequalities together](#)', published in January 2023. This outlines the most pressing persistent inequalities in the tertiary education system and asks institutions to address them by contributing to a set of National Equality Outcomes (NEOs). Institutions will be expected to prioritise, and demonstrate progress against these NEOs, in line with their reporting requirements under the PSED.

With regard to race, the following NEOs have been identified for institutions to prioritise and report on:

- Staff and students feel supported and safe and are confident that complaints of harassment or bias on the grounds of race will be dealt with appropriately because complaints procedures are fit for purpose and offer effective redress.
- Institutions should also have regard to attainment levels by racial group and ensure that their curriculum is diverse and anti-racist.

The Scottish Government will continue to work with the SFC as they seek to develop a national measurement framework to understand the impact of actions and progress on the NEOs as outlined above.

It is for individual institutions to ensure that minority ethnic students transitioning into the labour market, have access to effective guidance.

Continuing action in this area will be taken forward as part of the Scottish Government's ongoing reform of further and higher education. Consultation on those reform proposals is underway.

11. Theme 5: Employability, Employment and Income

Vision: Minority ethnic people have equal, fair and proportionate access to employment and representation at all levels, grades and occupation types in Scotland's workforce and experience fewer labour market, workplace and income inequalities.

Our vision, shared with the Fair Work Convention, is for Scotland to be a leading Fair Work Nation by 2025, where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations, and society. This means better Fair Work outcomes for all, as well as specific improvements in the experience of work and the workplace for women, disabled people, the over fifties workforce and people from racialised minorities.

Fair Work is underpinned by the principles of equity and equality of opportunity for all. We know, however, that structural barriers persist in and beyond our labour market, and not everyone benefits from the same opportunities. Systemic racism, disablism, sexism, and ageism are still a real experience for many people. Stereotyping is one of the mechanisms that creates inequity from an early age and drives occupational segregation that moves people into certain industrial sectors, or limits expectations of what some groups of people can achieve. For example, people from racialised minorities are often stereotyped as people with low levels of literacy or educational attainment which can impact on their employment opportunities. Unless these mechanisms are addressed, inequity will continue to exist and will continue to show in gaps in pay and employment.

Accessing and sustaining Fair Work can be even harder for people who face intersecting inequalities, for example, disabled racialised minorities. This is why we have taken an intersectional approach and are continuing to focus our actions on removing barriers to employment, tackling discrimination and promoting equality within the workplace to ensure the actions being taken can benefit as many people as possible, and level the playing field for those most disadvantaged by inequality.

Goal 20: Identify and promote practice that works in reducing employment inequalities, discrimination and barriers for minority ethnic people, including in career paths, recruitment, progression and retention.

Fair Work, including the Anti-Racist Employment Strategy

In March 2021, the Scottish Government held the Public Sector Leadership Summit on Race Equality in Employment which produced a [Joint Commitment](#) pledging the Scottish Government and public sector leaders to take action to address racial inequality in the workplace. To support their delivery of the Commitment we have continued to engage with public sector employers, including co-hosting, with the Council of Ethnic Minority Voluntary Organisations (CEMVO), the National Conference on Race Equality in Employment which took place in December 2021 and follow-up workshop in April 2022 on the collection of ethnicity workforce data.

For these workshops, good practice models were identified and presented to participants to stimulate discussion and generate ideas for how best to embed these practices within public sector workplaces. We are continuing to engage with public sector leaders with a further series of engagements planned for 2023, including one held in May which focussed on effective staff networks as one way to support racialised minority staff in the workplace.

The Joint Commitment now sits within the broader context of our new [Anti-Racist Employment Strategy](#) which we published in December 2022. The strategy seeks to support employers through practical guidance and case studies and build capability and understanding of the issues affecting racially minoritised staff. The strategy also outlines a series of actions for the Scottish Government to continue to support and encourage employers to address racial inequality, and these are incorporated into our refreshed [Fair Work Action Plan](#) which takes an intersectional and cohered approach across Fair Work to addressing workplace inequality and realising our ambition to become a leading Fair Work Nation by 2025.

As part of delivering against the strategy, we have so far developed the first stage of an anti-racism workplace training framework due for completion in 2024, which will enable employers to assess their training needs, develop their own learning pathways and access good quality anti-racism training for all levels in an organisation. We have begun to develop guidance on how to apply Positive Action as per the Equality Act 2010 to encourage greater use of this measure among employers to improve the representation of racialised minorities in the workplace. This will be completed by the end of 2024.

Workplace Equality Fund

We are also continuing to fund the Workplace Equality Fund which was established in 2018 and continues to support employers to look at addressing barriers for those disadvantaged in the labour market, including racialised minorities. Thirteen projects were provided with £752,300 worth of funding in year one, of which four focus on addressing barriers for racialised minorities. The Workplace Equality Fund Impact Report, which looked at the impact of the Fund between 2018 and 2021 was published in April 2021.²⁸

²⁸ <https://www.oscr.org.uk/news/workplace-equality-fund/>

We will continue to promote good practice and knowledge exchange through our commitment to work with partners to join up provision of advice and support for employers by establishing a central Fair Work resource by the end of 2023. This will include advice and tools to promote the benefits of Fair Work and workplace equality; good practice case studies; and advice on networking and establishing peer support groups.

We will also continue to use the levers available to us to further embed Fair Work in all public sector investment wherever possible. This includes updating the Fair Work First criteria to better reflect priority action required to address labour market inequalities faced by people from racialised minorities, ensuring they can enter, remain and progress in work.

Alongside operational practice, we recognise the pivotal role leaders play in advancing the agenda to address racial inequality in the workplace. That is why we have committed to establishing senior leadership networks to build capability and understanding of racism and racial inequality in the workplace by the end of 2023.

The Scottish Government is also working in collaboration with NHS Education Scotland and others to design and deliver the [Leading to Change](#) Programme to support compassionate and collaborative diverse systems leaders at all levels across health, social work and social care in Scotland. This work will deliver towards commitments made in the Scottish Government's Improving Wellbeing and Workforce Culture Strategy, due for publication in 2023.

Goal 21: Ensure robust policy responses that support race equality in relation to income and poverty.

Covid recovery

The Fairer Scotland Action Plan ended in 2021 and was superseded by the work of the Social Renewal Advisory Board and subsequently the Covid Recovery Strategy. The [Covid Recovery Strategy](#), published in October 2021, focuses on reducing the systemic inequalities that were exacerbated during the pandemic, including for racialised minorities. Covid Recovery activity is overseen by a [Programme Board](#) which is co-chaired by the Deputy First Minister and COSLA President; this Board met most recently on 7 September 2022 and minutes are published on the Scottish Government website.

Tackling Child Poverty Delivery Plan

Minority ethnic families are at higher risk of child poverty (39% of children in minority ethnic families were in relative poverty in 2019-22 compared to 24% of all children in Scotland). Families from some minority ethnic groups are more likely to have three or more children, and larger families are also a priority group at higher risk of child poverty. We also know that minority ethnic people face heightened barriers (including racism and discrimination, language and cultural barriers) both in terms of access to the labour market and progression opportunities during employment. Despite better

attainment levels amongst minority ethnic people, evidence suggests this does not translate into better job prospects²⁹.

The [Best Start, Bright Futures: tackling child poverty delivery plan 2022 to 2026](#) was published in March 2022. It is the second tackling child poverty delivery plan due under the Child Poverty (Scotland) Act 2017. 'Best Start, Bright Futures' focuses on the six priority family types most at risk of child poverty – including families from minority ethnic backgrounds. During consultation for the plan, we consulted organisations representing Black/ethnic minority communities to learn what was working, what was not, and to understand opportunities, barriers and priorities for action. In addition to this, we worked in partnership with the Poverty Alliance to engage individuals with lived experience and community-based organisations to input into the delivery plan. This included engaging with community-based organisations representing Black/ethnic minority communities.

The plan includes a range of actions to tackle child poverty amongst minority ethnic families, with targeted actions such as the fair work action plan, action that should have a disproportionate positive impact on minority ethnic families, such as action in the private rented sector, alongside efforts to ensure wider child poverty action such as childcare and holistic family support are designed, delivered and evaluated through the lens of priority families.

Work is ongoing to further develop and deliver the commitments in 'Best Start, Bright Futures.' This includes new cross-Government governance structures that have been established to enhance accountability and oversight of delivery performance and impact on outcomes, further refining and developing new policy commitments contained within the plan. The Scottish Government is pursuing pathfinder projects in Dundee and Glasgow which will innovate, test, evaluate and share learning on tackling child poverty and reducing wider inequalities.

Local Child Poverty Action Reports

In December 2022, Scottish Government published refreshed, non-statutory [guidance on developing local child poverty action reports](#) (LCPARs). The guidance is a living document which we will update with new resources as we learn more about what works in tackling child poverty. It was developed following engagement with the Coalition for Racial Equality and Rights (CRER) taking into account their recommendations³⁰ as well as those of the Joseph Rowntree Foundation³¹ who undertook research into child poverty in minority ethnic families in Scotland. LCPARs are published jointly by health boards and local authorities and report on actions planned and actions taken to tackle child poverty.

The Scottish Government plan to engage with equality stakeholders to support local child poverty leads to embed equalities (utilising an intersectional approach) in the LCPARs. This will ensure alignment with the statutory reporting requirement to

²⁹ [First year Progress Report 2018-19 : Annex C \(www.gov.scot\)](#)

³⁰ Coalition for Racial Equality and Rights, October 2022: *Black and Minority Ethnic Child Poverty in Scotland: A Review of the Local Child Poverty Action Reports 2020/21* accessed at: <https://www.crer.org.uk/crer-publications>

³¹ The Joseph Rowntree Foundation Oct 2021, *Ethnicity, poverty, and the data in Scotland* accessed at: [Ethnicity, poverty, and the data in Scotland | JRF](#)

account for protected characteristics and the encouraged focus on priority groups – including minority ethnic families.

Household Debt, Welfare and Income Maximisation Advice

In relation to Household Debt, Welfare and Income Maximisation Advice all the agencies the Scottish Government funds to deliver free advice, offer an open and accessible service that supports any individual or family regardless of ethnicity. Moreover, Citizen's Advice Scotland, who receive over £4m of funding for holistic advice, which is distributed to Citizen Advice Bureau's across Scotland, have committed, as part of the Service, to engagement and partnership activities focussing on reaching priority family groups which includes minority ethnic families. Funding also supports the Money Talk Team that is delivered both face to face in Bureaux but also by phone and online. The Money Talk Team website offers a translation service so all the online information can be accessed in a myriad of languages.

to the Scottish Government will launch a 24-month Local Cash First partnership programme in the new financial year. This new bid-in fund aims to support up to eight area-based partnerships to strengthen cash-first responses to financial hardship, with the aim of reducing the need for food banks. There is evidence of higher prevalence of food insecurity and food bank use in people with some protected characteristics, including race. Action to reduce the need for food banks is likely to have a significant impact on these groups.

Social Security and benefits

Scottish Government published Social Security Scotland's [client diversity and equalities analysis report](#) in 2021 which provides information on the diversity of clients applying to Social Security Scotland for Best Start Grant and/or Best Start Foods, Funeral Support Payment, Young Carer Grant, Job Start Payment and Scottish Child Payment. It also compares the outcomes of the applications by each of the equalities groups to assess if there is any variation in the rate of applications that are approved to receive the benefit payment. This publication does not cover Carer's Allowance Supplement or Child Winter Heating Assistance, as there are no applications for these payments. The publication does not yet cover Child Disability Payment, as applications for this benefit have only been received since July 2021. The data covers the period 1st December 2020 to 31st May 2021. An updated equalities publication is expected in August 2023 which will cover the period from June 2021 to October 2022; Social Security Scotland plans to publish annually thereafter.

In terms of take-up (the extent to which people eligible for benefits go on to receive them), the Scottish Government has committed to publishing estimates of take-up rates of Scottish benefits, where possible, on an annual basis. The most recent estimates were published in October 2022 and an updated report will be published in Autumn 2023. Although these estimates do not yet include breakdowns of take-up rates by region, group or characteristic, Scottish Government analysts continue to work on producing take-up rates for benefits not yet reported on, including assessing if more granular take-up rates can be produced. A progress update of this work will be included in the publication in 2023.

Social Security policy evaluations covering all devolved benefits consider the experience of applicants and recipients and as part of their recruitment strategies for these evaluations, they are committed to ensuring diversity within their samples. In published [evaluations of Best Start Foods](#) and [Scottish Child Payment](#), they heard from families from across the family types identified as being at higher risk of child poverty, including those from racialised minorities. Where relevant, they highlight if experiences differ across groups and how this could impact on wider social security outcomes such as addressing poverty.

When developing communications and marketing campaigns to raise awareness of benefits, Social Security Scotland aims to reach as many people as possible and considers those who have particular communication requirements. For example, the agency proactively produces materials in twelve community languages, which have been agreed with stakeholders, including British Sign Language; Ukrainian was also added in 2022. More than one hundred languages are available on request including Braille. Factsheets about each of the Social Security Scotland payments are proactively translated into different languages and are free to access and download via the Social Security Scotland website, with free printed copies available to order for stakeholder organisations who may need translated materials to support people who want to apply and for whom English is not their first language; Social Security Scotland was recognised nationally with a Happy to Translate Award for its work in this area. Publications are also available in Easy Read and large print.

Social Security Scotland recently published and is implementing its first [inclusive communications plan](#). The plan was co-produced with organisations representing people who communicate in different ways, including the Council of Ethnic Minority Voluntary Organisations (CEMVO). Action will embed inclusive communication good practice in all communications with actual and potential clients and prospective and current colleagues. This enables everyone to understand services and express themselves in ways they find easiest including those who may not speak, read or write in English.

Social Security - Procurement

The Social Security Scotland Procurement team has a contract for Interpreting and Translation services and the printing contracts also offers printing in multiple languages. The contract for printing services includes information printed in minority ethnic languages. Service users can access interpreting services for face to face and online processes such as appeals. Positive action has been taken with regards the development and distribution of websites/leaflets in various languages. Furthermore, there is a contract in place with a company that offers this advocacy support which is a statutory requirement and can be used by anyone accessing social security services.

Equality and Fairer Scotland Budget Statement

The [Equality and Fairer Scotland Budget Statement](#) looks at the impact that the Scottish Budget might have on people in Scotland and is published with the Scottish Budget every year. It assesses what the Scottish Government is proposing to spend public money on, whether this is likely to benefit some types of people more than others, and how it might help reduce inequality between different people. In 2022 two

additional analyses were published relating to the [Resource Spending Review](#) and the [Emergency Budget Review](#).

No Recourse to Public Funds (NRPF) - Ending Destitution Together

We are determined to ensure that Scotland is a fair country where everyone is treated with dignity and respect, and where destitution and homelessness are issues of the past. We cannot achieve this until everyone living in our communities has equal rights to access support in times of need, including people in the UK immigration and asylum systems. The Scottish Government and Local Government remain committed to supporting the human rights of those fleeing violence and persecution, as illustrated most recently by the work undertaken to support Ukrainians across Scotland throughout 2022.

In March 2021, we published our [Ending Destitution Together Strategy](#) (EDT) which builds on the inquiry by the Scottish Parliament's Equalities and Human Rights Committee. The Committee highlighted the increased risk of destitution facing those with no recourse to public funds who were found to be increasingly vulnerable to human trafficking, violence, and coercion because of insecure immigration status and restricted access to support services.

NRPF can lead to an increased risk of race discrimination when people apply for public support or engage with public services. The discrimination risk can be caused by assumptions about immigration status and, therefore, presumptions about entitlement to services. Through the strategy, we will work to protect and uphold people's rights, tackle racism and discrimination. Action 12 in the strategy commits to contributing to the development of the next Race Equality Action Plan to ensure that it considers the challenges faced by people with NRPF and explore what further action can be taken to ensure no one faces destitution.

This first year of progress^[1] via the EDT Strategy has included joint work at a national level with key partners to deliver: a Hardship Fund in partnership with the British Red Cross to support those facing destitution including those with no recourse to public funds; work to ensure dignity in the provision of culturally appropriate food for those facing destitution in partnership with the Govan Community Project; the establishment of the Everyone Home Collective which seeks to end destitution and homelessness through aligning the Ending Destitution Together and Ending Homelessness Together strategies; guidance and training for councils on migrant rights and entitlements; increased access to advice and casework support for migrants via a COSLA partnership with the International Organization for Migration; and work piloted by Safe in Scotland and Simon Community Scotland to increase access to mental health support for those facing destitution.

Over the coming year we will look to learn from our experience of supporting those at risk of destitution throughout the pandemic and integrate the voices of those with lived experience of destitution.

^[1] <https://www.gov.scot/publications/ending-destitution-together-progress-report-year-one-2021-2022/>

Cost of Living campaign

The Cost of Living paid-for-media marketing campaign ran from 28 September 2022 to 22 November 2022, with further PR and partnerships activity running until end December 2022.

Marketing communications has an essential role to play when it comes to increasing awareness of the support available by reaching those worst hit by the cost-of-living crisis, motivating and prompting action to increase uptake of the support available and tackling the known stigma that serves as a barrier to benefit uptake.

The primary audience for the campaign was low-income families with little or no savings, with people from ethnic minority backgrounds being one of the specific groups within this audience who are likely to be disproportionately affected by increases to the cost of living.

The campaign directed people to gov.scot/costoflivingsupport which brings information about all benefits, support and grants available into one place. A leaflet was produced to reach those people who may have barriers to accessing information online, featuring information and key phone numbers. The leaflet was translated into seven languages, as well as British Sign Language, Easy Read and Audio versions. 300,000 leaflets and 6,500 posters were distributed via Public Health Scotland to GP surgeries, libraries, community centres and leisure centres.

A partnership was also secured with BEMIS to ensure information could be shared to those directly supporting minority ethnic communities across Scotland. Two events were attended by community and third sector leaders where translated leaflets were distributed, and information was included in the Black and Ethnic Minority Infrastructure in Scotland (BEMIS) weekly newsletter for four weeks.

Independent research was conducted to evaluate the campaign which found it met or exceeded all SMART marketing objectives. Action taken and tackling the stigma that exists (agreement that the campaign makes them feel okay about seeking support if they need it) was even higher among the core audiences of renters (at 66% and 85% respectively) and lower income parents (78% and 88% respectively) than overall. The BEMIS partnership provided over 1,400 opportunities to see among trusted voices for this priority audience.

The Parental Employability and Financial Support campaign

The Parental Employability and Financial Support campaign ran from 13 February to 26 March 2023 with a particular focus on the six priority family types as defined in Scotland's tackling child poverty delivery plan, [Best Start, Bright Futures](#), including minority ethnic families.

The campaign acknowledged the overwhelming financial pressure families are facing and highlighted that tailored support is available to help improve their financial situation and employment opportunities. The [Parent Club website](#) guided parents and carers to trusted advisors at the Money Talk Team and Local Authority Employment services and also included mental health and wellbeing advice, recognising that this can be impacted by the stress of their situation. In depth

qualitative research was undertaken with all six priority family types, ensuring that the campaign was developed to address the specific barriers for families for minority ethnic families.

The campaign was delivered across multiple channels including TV, radio, digital, PR and partnerships. Minority ethnic specific radio stations were included to help ensure as many minority ethnic families as possible were reached. In addition, a leaflet was produced which included information about the key services available and was translated into nine languages including British Sign Language, and alternative formats including Easy Read, Large Print, Audio and Braille. Leaflets and posters were distributed via Public Health Scotland to GP surgeries, libraries, community centres, health boards, primary schools and nurseries (posters only), food banks and health and social care settings (leaflets only). Third sector organisations also received leaflets upon request.

Further partner outreach and support was provided to priority minority ethnic families through key partners including BEMIS, Multi-Cultural Family Base, the Council of Ethnic Minority Voluntary Organisations (CEMVO), the Minority Ethnic Carers of People Project (MECOPP), and Grampian Regional Equality Centre, to help drive deep engagements with the campaign. A campaign toolkit of key messages, social media assets, editorial copy, an A4 printable poster, WhatsApp text and the leaflet in the alternative languages and formats was circulated to partners for further dissemination to key target groups.

Full evaluation of the campaign is still in progress, but initial results are positive showing the campaign met or exceeded all SMART marketing objectives, contributing to the delivery of policy outcomes.

Goal 22: Ensure access to appropriate early learning and childcare for minority ethnic families.

Early Learning and Childcare

Delivery of high-quality Early Learning and Childcare (ELC) experiences for all children is at the heart of the approach to ELC. Through *Funding Follows the Child and the National Standard* (Criteria 6 – Inclusion), we are committed to reducing inequalities from the earliest years. The Equality Act 2010 is clear that settings must not discriminate in offering a service. This applies both to funded ELC and to privately purchased ELC. Guidance is available for ELC providers.^[1]

Inspection has a critically important role in ensuring that children are safe, secure and protected from harm, well cared for and able to flourish, and are offered high quality learning and development experiences. The Care Inspectorate [Quality Framework](#) for Day-care of Children, Childminding and School-aged Childcare (quality standard 1.4 - Family Engagement) recognises the need to ensure that children's and families' rights are respected and promoted.

^[1] [Funding follows the child and the national standard for early learning and childcare providers: operating guidance](#)

We are developing the annual Early Learning and Childcare Census to make it an individual child level collection and to collect more data on the characteristics of children accessing funded ELC, including child ethnicity data. This project has been delayed due to delays with developing a new data management system for use in local authorities and ELC settings which this project is dependent on. They are planning to have the first child level collection of the new process in May 2024, with data being published in autumn 2024.

A new Strategic Framework for Scotland's Childcare Profession is currently being developed in collaboration with partners, setting out a range of actions to support a high quality ELC profession which represents Scottish society and provides learning and development which embraces the individual and diverse needs and circumstances of children and families.

In addition, professional learning continues to be offered through the [Anti-Racism in Education Programme](#) (AREP), into which early years is fully integrated. The following are examples of further activities undertaken to diversify the childcare workforce:

- Worked with CEMVO to promote employment opportunities among our racialised communities and to help prepare potential recruits to apply to such roles.
- Via their workforce delivery group invited colleagues who had successfully recruited those from our racialised communities to share best practice with employers across the childcare sector.
- Via their national recruitment campaign, they featured those from racialised communities in their high-profile TV and online advertising to encourage applications from underrepresented groups in the childcare workforce. The recruitment campaign featured a wide variety of advertising across different media and platforms.^[2]

Ensuring that the curriculum is inclusive, reflects the diversity of Scotland and embeds authentic racial and cultural literacy is a further component of supporting access. Through the work of the AREP there will be a new focus on anti-racism in the curriculum with plans for specific guidance and support for the early year's workforce.

Goal 23: Reduce barriers and provide support for minority ethnic people who are new to the labour market, including school leavers and new migrants.

Young Persons Guarantee

The [Young Persons Guarantee](#) was launched as per the recommendation of [Sandy Begbie in his Youth Guarantee – No One Left Behind initial report](#) in response to the adverse impact the Covid-19 pandemic had on the opportunities and outcomes for young people (aged 16-24). Through the Young Person's Guarantee, between November 2020 and March 2023, the Scottish Government invested funding in excess of £175m to create additional opportunities with a focus on those furthest from a positive destination. This has included funding to all 32 Local Authorities to support young people in their areas into a positive destination, with a particular focus on those with protected characteristics and/or multiple barriers to employment.

^[2] www.childcarecareersscotland.scot

The Guarantee was supported by an [equality action plan](#) which was developed in consultation with equalities organisations, such as Intercultural Youth Scotland to ensure that the needs of young people with protected characteristics, i.e. those from ethnic minority backgrounds, were considered in the implementation and delivery of the Guarantee. As part of governance arrangements for the Guarantee, regular meetings were held with the Equalities Subgroup. As we start to mainstream elements of the Guarantee, into the national offer of support for young people, the Equalities Subgroup has been stood down at the end of this financial year (2022-23). We will continue to work with partners in the third sector to develop a whole system approach to supporting all young people, work to eliminate discrimination and ensure that no one is left behind.

Modern apprenticeships

Skills Development Scotland (SDS) lead on the operational delivery of apprentices and take forward work to ensure that the number of individuals from racialised minorities who are apprentices increases to equal the population share. Although work is underway to promote equal access, evidence shows that there are still barriers, and we are committed to identifying, understanding, and addressing these. This will require us to effect systemic change with a cultural shift in career pathways, as well as the recruitment and employment practices of businesses.

The most recent [Modern Apprenticeships Statistics, Quarter 3, 2022/23](#) published in February this year shows the most recent statistics around ethnicity. The ethnicity rate was 3.3% in quarter 3, 0.3 pp higher than the same point last year (3.0%). Although the percentage had increased from previous reporting period it remains under target.

Employment services

In 2023-24 we will provide more than £108m for the delivery of employability support, demonstrating Scottish Ministers commitment to support those who face the most significant challenges in entering and staying in the labour market.

The Scottish approach to employability support, currently delivered through both No One Left Behind and Fair Start Scotland, is underpinned by a commitment to place dignity and respect at the heart of our support services. A key aim is to deliver employment services to those groups with protected characteristics with a view to tackling inequalities in the labour market, whilst playing an essential role in delivering the Scottish Government's aims of creating a fair and prosperous Scotland, tackling poverty, and promoting inclusion and social justice.

Our employability services are open and accessible to all, regardless of circumstance.

Support is tailored to the individual. Participants from racialised minorities and refugees (among others) have immediate entry to support which considers their personal circumstances and barriers to gaining and sustaining fair work, working in partnership with a range of other services such as health, housing and advice services.

Fair Start Scotland launched successfully on 3 April 2018 and is delivering the devolved employability powers of the 2016 Scotland Act, supporting people with significant barriers towards and into sustainable work through personalised support, tailored to individuals' circumstances.

Building on the successful delivery of Fair Start Scotland, we are working with local government partners and the public, third and private sector to develop an employability system that delivers joined up, flexible, responsive, person-centred provision through our No One Left Behind approach.

No One Left Behind, launched in April 2019, is our approach to transforming employment support in Scotland. It has a crucial role in achieving our vision for place based, economic transformation and tackling child poverty, aiming to deliver a system that is more tailored and responsive to the needs of people of all ages who want help and support on their journey towards and into work.

[Published Statistics](#) show that a total of 29,279 people started receiving support in the first three and a half years of No One Left Behind from April 2019 to September 2022. The overall proportion of participants that were from racialised minorities was 9%. In the most recent quarter (July to September 2022), 9% of participants were from a racialised groups, 85% of participants were white, with ethnicity unknown for the remaining 6%. Monitoring changes to the proportion of racialised minorities over time is difficult due to the fluctuating proportion of unknowns and there is ongoing work to improve data quality and collection.

There have been 54,030 starts on Fair Start Scotland with 18,819 job starts between its launch in April 2018 and end December 2022.

Published statistics show that overall, 6% of people who have joined Fair Start Scotland were from racialised minorities and 73% were white, with ethnicity unknown for the remaining 21% of participants. In the most recent quarter (October - December 2022), 12% of participants were from a racialised group and 82% of participants were white with ethnicity unknown for the remaining 6% of participants.

Of the Fair Start Scotland starts that were from racialised minorities and where enough time has passed in both pre-employment support and to measure job outcomes, 39% went on to start work, compared to 36% of white participants. Small differences were also seen for 13-week outcomes (29% for racialised minorities; 27% for white participants), 26-week outcomes (24% for racialised minorities and 22% for white participants), and 52-week outcomes (18% for racialised minorities and 17% for white participants).

Monitoring changes to the proportion of participants from racialised communities over time is difficult due to the percentage being low and high proportion of unknowns. However, the proportion of unknowns fell to 5% in the most recent quarter (October – December 2022) and 13% across year 4, compared to higher proportions in the earlier years of the service (year 3: 29%). Work continues to improve data quality and collection.

Employability is a key pillar of our second Tackling Child Poverty Delivery Plan and one of the key employability actions in Best Start, Bright Futures is our 'Offer to Parents' including those from racialised communities.

5,944 parents received support through No One Left Behind during the period April 2020 – September 2022 (Parental status was not collected from participants in year 1) in which 16% of parents accessing support were from racialised groups. In the latest quarter (July – September 2022) the proportion was 18%.

Of the 722 parents accessing Fair Start Scotland support for the first time, in the most recent quarter (October – December 2022), 17% were from a racialised group. In the previous quarter, 641 parents accessed Fair Start Scotland support for the first time. Overall, of people joining Fair Start Scotland for the first time 10,393 were parents, while there has been 11,247 total parent starts on the service since its launch in April 2018, including participants who have re-joined the service. Overall, 10% of parents were minority ethnic parents.

Impact assessments were completed during the development of both Fair Start Scotland and No One Left Behind, including an Equalities Impact Assessment (EQIA), which supported the inclusion of disadvantaged groups. A new combined and updated EQIA was developed to reflect the second phase of the implementation of No One Left Behind. The EQIA reflects the implementation of the National Strategy for Economic Transformation, the addition of the Young Person's Guarantee and the Child Poverty Best Start, Bright Futures plan. The EQIA summary was published on 30 September 2022 and will continue to be reviewed as the phased introduction continues.

As a condition of the grant funding agreement, local government areas are required to ensure that support is appropriately tailored to meet individual need and is open and accessible to all. Employability support services are Equality Impact Assessed to ensure that they take account of the protected characteristics of people and to develop an EQIA outlining how they will meet their needs.

We recognise that we need to do more to raise awareness amongst racialised communities to offer employability support across the country.

The Fair Start Scotland continuous improvement action plans have focused on engaging with racialised community groups and other under-represented groups and representative organisations. In 2022-23 pilot work has been delivered by CEMVO Enterprises CIC to look at improving engagement among employers and employability service providers with racialised minorities. This work also included looking at improving EQIA processes across local government. Another output of the pilot was establishing a network of employers, employability service providers and community organisations to support racialised minorities throughout the employment journey. We are exploring how best to maintain the network following conclusion of the pilot, and how it can inform our broader employability service policy and delivery.

ESOL provision

The Scottish Government is committed to ensuring that everyone in Scotland whose first language is not English can contribute to Scotland's future and the society they live in.

The Adult Learning Strategy published in May 2022 includes the strategic actions and expected outcomes which focus on reviewing ESOL provision (action 4) and increasing awareness and strengthening links between Community Learning and Development (CLD) and employability (actions 8 and 11). A key action within the Adult Learning Strategy for Scotland is to undertake a review with ESOL learners and practitioners on the impact of the ESOL Strategy. It will produce recommendations on next steps for ESOL within the context of the Adult Learning Strategy.

Skills Recognition Scotland Programme

The distinct approach to talent attraction, which the Scottish Government is developing with stakeholders, includes recognising skills, experience and qualifications obtained outside the UK. This is the focus of the Skills Recognition Scotland (SRS) Project. Over the past four years the project has developed the processes for employers and people from overseas (including refugees and asylum seekers) to understand the transferability of skills. The Scottish Government is working with stakeholders to embed this work into the skills system, so that more workers and employers can benefit from this process and to attract further talent from the rest of the UK.

Through the Skills Recognition Scotland pilot project, a process has been created to:

- identify how the individual's qualifications gained out with the UK relate to the levels of the Scottish Credit & Qualifications Framework (SCQF).
- benchmark the individual's English language level against the Common European Framework for Languages.
- benchmark the evidence of work-related skills and experience against the levels of the SCQF.

The result is a Skills Profile which the individual can submit as part of a job application. In addition to creating the process outlined above, the SRS Project Team has also developed a strong Quality Assurance process which sets out the role of partner organisations in delivering the SRS service.

Goal 24: Minority ethnic entrepreneurs and business owners have equal access to business and enterprise support.

Our [Social Enterprise Strategy 2016-2026](#) set us on a wide-ranging, ambitious and long-term programme to develop the potential of Scotland's social enterprise sector. It described a clear path to stimulating social enterprise activity, developing stronger organisations, and realising market opportunity over a ten-year timeframe. In March 2021, we published the [Social Enterprise Action Plan](#) (SEAP) reasserting our long-term vision of social enterprise at the forefront of a new wave of ethical and socially responsible business in Scotland. This action plan has been produced collaboratively with the sector and sits within that overarching strategy, setting the approach to social enterprise over the next 3 years by focussing on three priorities: stimulating the sector, developing stronger organisations and realising market opportunities.

We are working across the Third Sector Unit to ensure that all activity we support is calibrated to tackle the barriers faced by people with protected characteristics. Initial scoping with external stakeholders has informed further research and consideration internally as to what a systematic and embedded approach to equality, diversity and inclusion means in practice. This work is ongoing and informs our approach to promoting equity of access for minority ethnic groups particularly through our funded support programmes. We have, for example, revised the specification for the new business support contract for the third sector following an [Equality Impact Assessment](#) to ensure the [Just Enterprise](#) consortium partners and advisers delivering the service are trained specifically in approaches to equality, diversity and inclusion (EDI) and proactively promote the service across equality networks. It also includes additional support for the enterprising third sector on how to improve equality data collection, monitoring and reporting going forward, a specific need flagged up in the biennial [Social Enterprise in Scotland – Census 2021](#), as well as building on tailored support for minority ethnic people through the contract currently delivered by CEMVO.

The [Social Enterprise Action Plan Steering Group](#) (SEAP SG) recognises EDI as a priority area for action and has established an EDI subgroup to consider how existing commitments around, for example, increasing Board diversity, can most effectively be achieved, recommendations around improving the knowledge base going forward, as well as identifying other key areas for targeted action responding to available data. The subgroup, whose membership is drawn from a range of people with lived experience working across the social enterprise sector, will report their findings to the SEAP SG during 2023-24 for endorsement and subsequent implementation.

Goal 25: Scotland's public sector workforce is representative of its communities.

Recruitment and retention in Scottish Government

Our approach to recruitment and retention in Scottish Government is guided by the *In the Service of Scotland* vision and values, which sets a new standard for embedding inclusion into everything that we do. We have two equality outcomes as an employer which are:

- Outcome 1: our workforce increases in diversity to reflect the general Scottish population by 2025.
- Outcome 2: foster an inclusive workforce culture and value the contribution of employees from all backgrounds.

The full range of actions we are taking and the progress we are making towards achieving our employer equality outcomes is set out in the Scottish Government [Equality Outcomes and Mainstreaming Report 2023](#) which is published every two years. Specific actions to drive change are set out in our: [Race Recruitment and Retention Action Plan](#) (RRRAP), which was published in February 2021.

As of December 2021 3.5% of core staff were from a racialised group. This is up from 2.9% in 2019. In 2021, 6.3% of new joiners to Scottish Government were from a racialised group compared to 4.1% of leavers. Our target is 5% as published in the

RRRAP.³² This population in Scotland has now however risen to 5.8% since publication. Of those applying to Scottish Government as of December 2021, applications from individuals from racialised groups was 10.4%

To help embed a greater understanding of equality, diversity and inclusion, the Scottish Government Diversity and Inclusion (D&I) team developed a refresh of the D&I mandatory objective setting framework based upon anti-racist principles which were developed with the Coalition for Racial Equality and Rights (CRER). These are accessible for staff on the Scottish Government intranet and provide guidance on how to develop a clearly defined and measurable mandatory D&I objective. This now includes a specific anti-racist example for the Senior Civil Service (SCS) which has been incorporated into the refresh also.

³² [Ethnic group \(data.gov.scot\)](https://data.gov.scot)

12. Theme 6: Health and Housing

Vision: Minority ethnic communities in Scotland have equality in physical and mental health as far as is achievable, have effective healthcare appropriate to their needs and experience fewer inequalities in housing and home life.

Health and wellbeing are strongly linked with family life and the home environment, and equality in these areas of life is vital to improving life chances. The pandemic highlighted the existence of unjust and avoidable health inequalities in Scotland. While much of the work on health inequalities has tended to focus on socioeconomic circumstances as a fundamental cause, an extensive body of research shows that structural racism and discrimination are intertwined and overlap resulting in deepened health inequalities for minority ethnic groups/communities. Much of our work to address this has been via our Immediate Priorities Plan and based on the data and systemic recommendations of the Expert Group on Covid-19 and Ethnicity. Work to improve our evidence on ethnicity within the health and housing sectors has been progressing, but the task is complex and will require an ongoing commitment and focus to ensure we better meet the needs of people from minority ethnic communities.

Goal 26: Minority ethnic communities and individuals experience better health and wellbeing outcomes.

Work to improve population health and reduce health inequalities requires a whole of Government response covering economic, environmental, education, justice, housing and other policies. This is evidenced by numerous studies, including the [Fair Society, Health Lives Report](#) (The Marmot Review), which reaffirmed the need for more coordinated efforts to improve the conditions of everyday life and reduce socioeconomic inequalities through activities spanning six key policy objectives. This list of policy objectives was recently updated in a [10 Years On Report](#) to include strategies that address structural and systemic racism and discrimination.

The Care and Wellbeing Portfolio, established in 2022, is the Scottish Government's principal vehicle for health and social care reform. It brings oversight and coherence to the major health and care reform programmes designed to improve population health and wellbeing, reduce inequalities and achieve health and care system sustainability. To maximise opportunities for early intervention and prevention, the Portfolio has adopted the eight Marmot policy objectives as its overarching policy framework. The framework is clear on the breadth of factors (determinants of health) that impact on people's health and wellbeing, many of which go beyond what the health and social care system itself can deliver. The Portfolio approach provides a means by which to coordinate and maximise health and care's contribution to these wider policy areas to address the wider determinants of health and in turn reduce health inequalities.

The principal work of the Portfolio is led through three interlinked programmes: Place and Wellbeing (P&W), Preventative and Proactive Care (PPC) and NHS Recovery, Renewal and Transformation (NHS RRT). All Programmes are tasked with considering the health and wellbeing outcomes of racialised communities and individuals, alongside other groups who experience health inequalities disproportionately. The PPC Programme is currently developing the Getting It Right Together for Everyone (GIRFE) model which looks at new ways to support households at greatest risk of child poverty, including minority ethnic families. Work is also being led by the P&W Programme's Anchors workstream to support Scotland's health and social care bodies to operate as effective and collaborative Anchor Institutions. Their Workforce Group has an outcome that health and social care bodies recruit and retain a workforce that is representative of the local population and to improve to prospects of local people.

Scottish Government issues guidance to Health Boards on what to consider and prioritise as part of their operational planning process. Current guidance includes a focus on reducing health inequalities. However, our approach to reducing health inequalities and articulating priorities for Health Boards and the wider health and care system is evolving. As already noted, the Care and Wellbeing Portfolio is helping to bring greater oversight and coherence to this through the coordinated activities of its Programmes and Enablers, which together form a comprehensive and progressive health and social care reform package.

Type 2 Diabetes and Cardio-Vascular Disease (CVD)

Research shows that the South Asian ethnic groups in Scotland, comprising mostly people of Pakistani and Indian origins, have substantially higher rates of CVD and type 2 diabetes (3-4 times higher for diabetes) compared to the White Scottish population.³³ We are focused on addressing this by reinvigorating efforts on culturally competent health promotion and disease prevention of type 2 Diabetes and CVD for people from minority ethnic communities. In November 2022, we published [Minority ethnic groups - understanding diet, weight and type 2 diabetes: scoping review](#). This is supporting the evidence base to inform future approaches. We are currently exploring a pilot project to take action to meet the IPP recommendations.

Health literacy

Health literacy is about enabling people to have sufficient knowledge, understanding, confidence and skills to cope with the complex demands of modern health care. Meeting people's health literacy needs and communicating in meaningful ways is key to delivering person-centred care. It also improves the safety and effectiveness of care and helps address health inequalities.

We have recently undertaken a programme with the intention of updating [Making it Easier - Health Literacy Action Plan](#) and are working with our partners NHS Shetland on small-scale test pilots to improve health literacy and build capacity to generate improvement projects. Among other things the projects looked at how to discover barriers people face in engaging with healthcare and how to work with them to overcome these.

Goal 27: Minority ethnic communities and individuals experience improved access to health and social care services at a local and national level to support their needs.

The Scottish Government acknowledges there are health inequalities between racial minorities and majority white groups, as well as between different minority ethnic groups. The picture is complex and needs to be addressed by government, service providers and communities working together. Whilst the root causes of poor health lie largely outside of the health system, we have an important role to play in narrowing the gap, particularly in improving health and care access, experiences and outcomes.

A number of prominent reports and studies have highlighted the health inequities experienced by minority ethnic populations and the extent to which Covid has exacerbated these. Whilst our understanding is limited by the lack of good quality ethnicity and intersectional data, we have no reason to believe that the situation in Scotland is any different to the rest of the UK. This is substantiated by Scottish publications such as Public Health Scotland's report '[Monitoring ethnic health inequalities in Scotland during COVID-19](#)', the Mental Welfare Commission for Scotland's '[Racial Inequality and Mental Health in Scotland](#)' report, and the findings and subsequent recommendations made by the Scottish Government commissioned Expert Reference Group (ERG) on Covid-19 & Ethnicity in relation to data, evidence, risk and systemic issues. Around half the recommendations made by the ERG were

³³ Scottish Health and Ethnicity Linkage Study (SHELS)

for health and social care to take forward; all recommendations were accepted by Ministers in November 2020.

Good progress has been made on several recommendations, including initial work to improve the collection of ethnicity data through the vaccinations programme (further details below). Significant work was undertaken to make public health messaging more inclusive, notably through efforts to improve Covid vaccine uptake through targeted communications and stronger collaboration with minority ethnic, religious and community groups. Specific workstreams have also been established in various parts of the Scottish Government including Population Health, Vaccines and Health Workforce to improve equity for minority ethnic patients and staff, as well as other equality groups.

Racialised Health Inequalities in Health & Social Care in Scotland Steering Group.

The overarching aim of the Group is to address structural racism within health and social care in Scotland, and to pursue equity of access, experience and outcomes for minority ethnic people. The Group is co-chaired by the Director of Population Health and Director of Evidence at Healthcare Improvement Scotland. Core membership includes the Scottish Government's Chief Medical Officer, Directors and Deputy Directors from policy areas across Health and Social Care, the Chair of the NHS National Ethnic Minority Ethnic Forum, as well as representation from NHS Health Board Chief Executives and Directors of Public Health.

The Group, which was set up in April 2022, has prioritised the development of a high-level action plan focussed on existing ERG commitments and other areas where action is needed to achieve its overarching aim and Race Equality Framework for Scotland goals.

Ethnicity Data

Improving the quality and completeness of ethnicity data is a high priority if we are to effectively identify and address racialised inequalities in health and social care, and measure progress.

As part of the work being taken forward by the Steering Group, a short life working group, led jointly by Public Health Scotland and Scottish Government, has been established with the aim of developing a cohesive, coordinated approach to improving ethnicity data collection and use within health and social care, adhering to ethical and anti-racism principles, and ensuring our work is aligned to our new Data Strategy for Health and Social Care – 'Greater access, better insight, improved outcomes: a strategy for data-driven care in the digital age' (Feb 2023).

The Scottish Government works closely with partners to monitor the impact of COVID-19, including Public Health Scotland (PHS) who published data by ethnicity on a regular basis as part of its weekly national respiratory infection and COVID-19 statistical report. This included:

- data on the uptake of COVID-19 vaccinations released as part of the equalities analysis on the [Flu and COVID-19 vaccination uptake in Scotland dashboard](#).

- data relating to ethnicity of hospital admissions released as part of the [COVID-19 & Respiratory Surveillance in Scotland interactive dashboard](#).

The collection of ethnicity data for COVID-19 vaccinations was introduced in November 2021, with ethnicity now routinely collected for COVID-19, influenza, shingles and pneumococcal vaccines, where a record is not already held. Ethnicity data collected through the vaccination programme is combined with data held from other health systems to achieve more robust ethnicity data. Analysis of the Winter 2022 influenza and COVID-19 Vaccination uptake on 29 January 2023 showed ethnicity has been assigned to over 93% of the eligible COVID-19 records and to 90% of eligible influenza records.

Public Health Scotland (PHS) has also published a summary report '[Monitoring ethnic health inequalities in Scotland during COVID-19](#)' (March 2022) which collates the data and analyses that have been published by PHS on ethnic health inequalities in Scotland during the pandemic, and sets out actions that PHS and partners are undertaking to improve ethnicity data collection and use. For instance, ethnicity recording has been made mandatory on hospital admission datasets submitted by NHS Boards to PHS.

PHS will be publishing a second annual report on monitoring racialised health inequalities in Scotland on 30 May 2023. It provides information on ongoing improvements in ethnicity data collection and analysis to allow routine monitoring of racialised health inequalities across the health and care system. This year's report:

- Focuses on ongoing work within Maternity and Early Years data. This reflects both the importance of public health advice and interventions during maternity and early years in improving the health of the population and the progress being made in capturing ethnicity information in these key areas.
- Updates on an evaluation of the COVID-19 vaccination programme, looking at factors affecting vaccine uptake among different ethnic groups and how the lessons learned can be used to improve uptake in future vaccination programmes.
- Updates on ongoing work to refresh the Happy to Ask Happy to Tell toolkit which seeks to empower health and care professionals to ask data providers about their equality characteristics, including ethnicity.
- Provides information on work PHS is doing, in partnership with others, to address the health inequalities faced by Gypsy, Roma and Travellers.

The new SG Data Strategy for Health and Social Care – '[Greater access, better insight, improved outcomes: a strategy for data-driven care in the digital age](#)' (Feb '23) commits to further improving the quality and consistency of protected characteristics data, including ethnicity data, to ensure that equitable care is provided to everyone in Scotland requiring it. The strategy emphasises the importance of treating privacy, particularly of protected characteristics like ethnicity, sensitively to prevent bias or discrimination. It also includes a commitment to assess the fairness and impartiality of data processes and working with experts in systemic racism, disability, and social policy to ensure appropriate analysis, and to mitigate bias and discrimination.

We are taking forward a multi-agency and multi-year partnership to make improvements to the quality of ethnicity data within social care:

- We are currently working on a data improvement programme which focuses on consolidating current data and tackling barriers to sharing management information between organisations. This includes engaging with local partnerships to better understand how ethnicity data is recorded at source and assessing how to better use what ethnicity data is currently collected.
- A data review has commenced which will enhance the quality, completeness of information on care homes.
- We are working closely with PHS to examine options for developing Source data and related data collections, including utilising an ethnicity reference file (currently being developed) and investigating whether linkage to other sources of ethnicity data, such as health datasets, could be used to enhance the quality of ethnicity data in social care.
- We will develop a nationally consistent, integrated, and accessible health and social care record to allow safe, secure and efficient sharing of social care and health data cross relevant care settings, and with the individual. We will co-design the record to ensure the person is at the centre of the record and individuals are enabled to engage positively with their care, including their own care and health information.

Leadership & Awareness

Embedding anti-racism leadership across health and social care is essential. In addition to the Racialised Health Inequalities in Health & Social Care Steering Group, work is in hand to ensure senior leaders across DG Health & Social Care have anti-racist performance objectives. To support effective delivery of those objectives, the Coalition for Racial Equality and Rights (CRER) is delivering anti-racist leadership development sessions to Steering Group members and senior civil servants across DG Health & Social Care.

To build capability within the DG Health & Social Care and our delivery partners, we have also established a Community of Practice on addressing racialised health inequality in health and social care. Over one hundred policy and delivery colleagues have joined the community so far, with meetings to date focused on a range of topics including racialised determinants of health outcomes, mental health, anti-racism policy-making and inclusive communication.

Inclusive Public Health Messaging

In response to the ERG recommendation on improving public health messaging for minority ethnic groups, Scottish Government and Public Health Scotland are jointly funding MECOPP to take forward a project on inclusive communication. Specifically, it will look at the process of developing culturally appropriate and accessible public health messaging in partnership with those from a minority ethnic community.

Focusing on the Gypsy/Traveller community, the project will establish testing panels who will review existing information resources, as well as supporting and advising on the development of new materials. SG will use the findings from the project to further build on the work carried out during the pandemic to make public health messaging more inclusive and culturally competent. This will inform the development of resources for staff across SG Health & Social Care on practical steps that can be

taken to ensure specific sensitivities, barriers and cultural differences are routinely considered as part of relevant work.

Improving Health Outcomes for the Gypsy/Traveller (G/T) Community

We continue to progress the health related actions in the SG/COSLA [Gypsy Traveller Action Plan](#), with the aim of improving health outcomes for the Gypsy/Traveller community who continue to face some of the most significant health inequalities in Scotland. Health specific commitments have a strong focus on improving Gypsy/Traveller awareness of their rights and entitlements in relation to health care and services, as well as ensuring services are responsive to specific Gypsy/Traveller needs.

Our work is closely aligned with key third sector partners, with funding supporting targeted projects including the establishment of MECOPPs (Minority Ethnic Carers of People Project) Community Health Matters Programme. A key aspect of this project was to recruit, train and support Gypsy/Traveller Community Health Workers, enabling them to provide information and support on a wide range of health and social care issues to those in the Gypsy Traveller community. The positive impact the health workers are having in the community has been highlighted by stakeholders and community members, as well as in the interim evaluation report undertaken by Dundee University. Scottish Government has confirmed funding for the remainder of financial year 2023/24 to enable continued learning from the project to be gathered, as plans to mainstream it into Health Board core provision (from 2024/25) are taken forward.

Maternal and Infant Health

A number of recent reports have further emphasised the inequality in outcomes for Black and Asian minority ethnic groups in particular across the UK. For example, Black women are 3.7% more likely to die than white women in pregnancy or childbirth, with Asian women 1.8% more likely to die than white women.

While it is encouraging that the most recent [MBRRACE-UK report](#) (Nov '22) highlighted improved pregnancy outcomes for Black and Asian women, much more can be done to ensure continued improvements. As such, we are actively considering the findings from recent reports, such as those from Birthrights and FIVEXMORE, alongside the actions and recommendations from all audit reports and the MBRRACE-UK confidential enquiries and working with clinical leads to develop a programme of improvement activity in Scotland.

Mental Health

A range of work is being progressed to ensure that ethnic inequalities are being considered as part of our work on mental health. Our Mental Health Transition and Recovery Plan, published in October 2020, commits to making the mental health of minority ethnic groups a priority. The plan lays out specific actions including engagement with these groups to better understand and respond to mental health inequalities which may impact them. We have established an Equality and Human Rights Forum to provide advice on the implementation of the Transition and Recovery Plan and wider equalities work within mental health policy. This includes representation from ethnic minority groups, ensuring that the causes of minority ethnic mental health inequalities are considered in policy development and delivery.

We have also increased investment in NHS services and third sector mental health organisations to improve access, experience and outcomes for minority ethnic groups. NHS Mental Health expenditure rose from £1.25bn in 2020-21 to £1.3bn in 2021-22, an increase of £51.5m or 4.1% - representing 8.8% of total NHS expenditure. Expenditure on CAMHS also rose from £88m in 2020-21 to £97.6m in 2021-22, an increase of £9.3m or 10.6% - representing 0.66% of total NHS expenditure.

As part of our focus on prevention and early intervention, we have made a number of investments. In 2021-22, this included:

- £250K in the Mental Health Foundation's Covid Response Programme which focussed on minority ethnic and refugee communities. A minority ethnic peer learning network has been established with minority ethnic led partner organisations with the aim of building the organisations capacity to promote, create and sustain the mental wellbeing of different minority ethnic communities going forward.
- £150K in MECOPP to work in and with Gypsy/Traveller communities to raise general awareness of mental health and improve mental health and wellbeing outcomes and support for children and young people.
- £20K in Progress in Dialogue to set up a project to tackle the hate crime, stigma and discrimination that exacerbate mental health outcomes for Gypsy / Traveller communities.

We have also invested £36m in our Communities Mental Health and Wellbeing Fund for adults over the past two years, with approximately 3300 grants being made to local organisations across Scotland. A further £15 million of funding for 2023/24 was announced on the 24 April 2023, bringing total investment to £51 million over three years. The Communities Mental Health and Wellbeing Fund has supported grass roots community groups in building resilience and tackling social isolation, loneliness and the mental health inequalities made worse by the pandemic and, more recently, the cost crisis. It prioritises a range of 'at risk' groups such as minority ethnic people. For example, in South Lanarkshire, Hope Amplified Gardening Project offers 50 families (aged 18-40) from the African community, an opportunity to learn gardening and cook healthy, nutritious, inexpensive meals in a setting that boosts family bonding, improves confidence, and raises self-esteem whilst acquiring valuable social skills at the Fern Brae Gardening Allotment.

Through the Community Mental Health and Wellbeing Supports and Services Framework, we have provided local authorities with £15 million per annum in 2021/22 and 2022/23 to fund community-based mental health supports for children and young people aged 5-24 (26 if care-experienced), their family members and their carers. Through the framework funding, services for minority ethnic young people have been put in place by Edinburgh City Council and Glasgow City Council.

Scotland now has record levels of investment to improve support and services and we are working to ensure everyone's right to access appropriate mental health care is realised. Our forthcoming Mental Health and Wellbeing Strategy will build upon our work to date and set out a vision for Scotland that has addressing mental health

inequalities at its heart. The Strategy will be evidence based, informed by lived experience and underpinned by equality and human rights. We will take full account of the experience of minority ethnic people and set out actions to address racialised mental health inequalities. We will continue to engage with our Equality and Human Rights Forum in the development of the Strategy and accompanying EQIA. A standalone research report on mental health in equality groups, including minority ethnic groups, will also be published alongside the Strategy and support robust EQIAs of actions going forward.

Our forthcoming Mental Health and Wellbeing Workforce Action Plan will also set out intentions for a more culturally competent and diverse workforce. As part of the development of the Workforce Action Plan and the associated impact assessments we will be working with partners to have a robust evaluation and monitoring framework that supports the actions and intended outcomes.

Covid-19 Test and Protect

The Scottish Government fairly and equitably transitioned away from an emergency response in line with the publication of the Test and Protect Transition Plan. The strategic aims of the transition plan include protecting those in highest risk settings, where minority ethnic individuals are over-represented in jobs with increased exposure risks to COVID-19. Risk of exposure to COVID-19 in health and social settings is mitigated by ongoing access to testing alongside other infection prevention and control measures. Additionally, health and social care workers continue to be eligible for COVID-19 vaccination.

Throughout the Covid pandemic accessibility and inclusivity has been a key priority for Test and Protect. We worked with local partners to plan locations of walk-through test sites in areas of higher deprivation and low car ownership, ensuring disabled access routes, additional space to accommodate families and those who required privacy while being tested, and provided instructions in languages other than English. For those with access to a car, six drive-through regional test sites across Scotland had assisted PCR testing for 12-year-olds and over. We also developed a network of twenty-six small-scale test sites in partnership with NHS Highland, NHS Grampian, the Scottish Fire and Rescue Service and the British Red Cross to provide access to testing for rural communities; and we increased the accessibility of the home test kit system to island communities in NHS Highland.

Furthermore, we worked with local partners to establish community testing sites to reach underrepresented groups, which included test sites in mosques and churches, and have worked with local partners to distribute PCR and LFD kits to high prevalence neighbourhoods when new variants of concern appeared in Scotland. LFD kits were available to collect at pharmacies across Scotland, which research showed are highly trusted services among ethnic minority groups. In addition to establishing test sites and distribution points, we worked with local partners to embed local communication strategies and widen the reach of messaging with translations in languages local communities speak. NHS Inform updated guidance in easy read, British Sign Language (BSL) and language translations regularly.

We have also ensured that the needs of different groups with protected characteristics were met via the testing system. Those without digital access phoned

the 119 Freephone service to order PCR and LFD kits, report their LFD test result, or receive their PCR test result. In addition, those with visual impairments used the 'By My Eyes' service for assistance with PCR testing.

Vaccination

The collection of ethnicity data through the Covid-19 vaccination programme began in November 2021 and this data has been included in PHS Covid-19 statistical reports since January 2022. PHS developed evidence papers with recommendations for increasing uptake in communities where data showed uptake was lower (e.g., African, Black, Caribbean, Polish and Pakistani) and followed up with sessions for Boards to share experience and practice. The Scottish Government, PHS, NHS Boards, third sector and community organisations worked in partnership to promote vaccine uptake and remove barriers. NHS Boards developed dedicated inclusion plans within the vaccination programme outlining how they would actively offer vaccination to people who may face barriers to uptake.

The national Vaccine Inclusive Steering Group shares learning and solutions co-produced with those who know their communities best and develops community engagement to support and promote vaccine uptake among minority ethnic communities.

Shielding: meeting the needs of minority ethnic communities

An announcement was made in Parliament on 27th April 2022 that Scotland's Highest Risk List (HRL - for those at risk from Covid-19) would be ending on 31st May 2022. We published the [Coronavirus \(COVID-19\) advice for people on the Highest Risk List evidence review](#) on 27 April 2022 to help individuals on the Highest Risk List understand their reduced risk from COVID-19 following the vaccination programme and new treatments. We carried out user testing in May 2022 on letters/messages around the ending of the HRL with people on the List (aiming to be as representative and include protected characteristics as possible with small sample numbers for qualitative work) to ensure they were understood and accessible.

The Chief Medical Officer wrote to everyone on the HRL thereafter to explain the decision in ending the HRL, setting out the identification process the NHS would retain to quickly identify people who should be prioritised for vaccination, treatments, and to ask individuals to follow the same advice in relation to COVID-19 as the general public, unless advised otherwise by their GP/Clinician. The Scottish Government continued to offer translation the [letters](#) into any format and language needed and we completed an Equality and Fairer Scotland Impact Assessment for the ending of the Highest Risk List which was published on 31st May 2022. We also carried out engagement with various medical charity stakeholders to ensure they were fully briefed and able to respond to questions and concerns from people they represent in relation to the ending of the HRL.

Goal 28: Scotland's health and social care workers are better able to tackle racism and promote equality and community cohesion in delivery of health and social care services.

Scottish Government are working to ensure that Equality, Diversity and Inclusion training for Health and Social Care staff incorporates up to date messaging and

relevant information on equality including anti-racism, sexual harassment, ageism, LGBTI+ equality, and identifying/reporting incidences of equality-based harassment.

We have committed to develop anti-racist training resources for NHS staff, with the Coalition for Racial Equality and Rights (CRER) awarded the contract to develop these resources by the end of 2024. CRER will work in collaboration with the NHS National Ethnic Minority Forum (EMF), NHS employers and other key partners to ensure that the resources developed are relevant to the experiences of staff and patients in Scotland.

The resources will have a specific focus on:

- Understanding and identifying systemic and structural racism both in general and within the health and social care settings in particular.
- The impact of racism on mental and physical health of both the victims and the witnesses.
- Racialised health inequalities.
- Intersectional racism, including islamophobia, and prejudice affecting specific groups such as minority ethnic women, asylum seekers and refugees.
- Reporting of incidents; and
- Support structures and resources across NHS Health Boards in Scotland.

The NHS National Ethnic Minority Forum (EMF) was established in April 2021 and aims amplify the voices of ethnic minority staff across the health service and tackle issues of systemic racism. We continue to work closely with EMF on their priorities for 2023/24, which include:

- the development of a 'How to Talk about Race' in the workplace guide.
- considering support for staff reporting incidents of racial abuse/harassment
- supporting the development of anti-racism training resources for staff (an action that Scottish Government are taking forward).

We are also working with EMF to develop a longer-term workplan.

As social care staff are employed by local government, third sector providers or independent providers, the Scottish Government does not have the statutory powers to mandate them to take forward actions such as mandatory training for managers or redress procedures. However, we are committed to work with our partners to ensure Fair Work is central in the delivery of social care. This includes improving staff welfare through the introduction of collective bargaining, improved pay and conditions and enhancing effective voice at a local level, ensuring all staff have equal access of opportunity and ways to raise matters of concern and importance to them. We are working with partners to further develop ethical commissioning principles and practice.

Goal 29: Scotland's health and social care workforce better reflects the diversity of its communities.

The [Leading to Change Programme](#) offers a range of talent management and leadership development opportunities for the health, social work and social care workforce that promotes collaborative, compassionate systems leadership, underpinned by the requirement to foster an empowering and inclusive culture.

Efforts will also focus on enabling and encouraging diverse leaders at all levels to be identified and supported into more senior roles across health, social care and social work. A number of interventions are live including the Diversity Coffee Connect Programme and the Diversity Blog Series. More interventions including supporting line managers and others to be active allies, targeted assistance for groups of diversity networks, and a tailored programme to support the minority ethnic workforce are currently in the scoping and planning phase.

Diversity and Inclusion objectives have been set for NHS Chairs, on a rolling basis as their appraisals coincide with their appointment dates. These are in the process of being reviewed to ensure they fully align with their assurance and scrutiny roles.

Goal 30: Minority ethnic communities experience fewer housing inequalities.

A review of evidence on the housing needs of minority ethnic groups was published in January 2021: [Housing needs of minority ethnic groups evidence review](#)

A [review of evidence](#) about the accommodation needs of Gypsy/Travellers in Scotland, drawing on both academic and grey literature, was published in October 2020. [Housing to 2040](#) sets out a vision for housing in Scotland to 2040 and a route map to get there. It aims to deliver our ambition for everyone to have a safe, good quality and affordable home that meets their needs in the place they want to be.

Gypsy/Traveller accommodation

As set out in Housing to 2040, the Gypsy/Traveller Accommodation Fund is providing up to £20 million to local authorities, between 2021-26, for more and better accommodation.

To drive a significant improvement in the quality of sites going forward, we have published an [Interim Site Design Guide](#) for Gypsy/Traveller sites, developed in conjunction with local authorities and with input from members of Gypsy/Traveller communities. This is intended to assist new build and site re-development of a high quality, to meet the varying needs of families, including children, older and disabled people and to align with key principles of Housing to 2040 such as accessibility and energy efficiency.

The fund and Interim Site Design Guide will help us deliver our shared objectives with COSLA under the Gypsy/Traveller Action Plan [Improving the lives of Scotland's Gypsy/Travellers](#) for more and better Gypsy/Traveller accommodation.

We are commissioning an evaluation of the Fund and Design Guide in 2023 which will gather the key points of learning from the demonstration projects to inform future projects, a final Site Design Guide and policy on Gypsy/Traveller accommodation.

In 2023 we plan to commission work on an Accommodation Needs Toolkit - This has a practical focus, aimed at improving the way that Housing Needs and Demand Assessments, Local Housing Strategies and Development Plans reflect the needs of Gypsy/Travellers and helping Local Authorities to meet their duties under the Planning (Scotland) Act 2019 in relation to Local Development Planning and Evidence Reports.

The Scottish Government published Minimum Standards for Gypsy/Traveller sites in 2015. The Minimum Standards are now part of the Scottish Social Housing Charter. Compliance with the standards is monitored and reported on by the Scottish Housing Regulator (SHR).

The Site Design Guide does not replace Minimum Standards. The Minimum Standards for Gypsy/Traveller sites remain in place as a threshold below which site standards should not fall.

The SHR plans to undertake a thematic study on Gypsy/Traveller accommodation during 2023. SHR and the Scottish Government will liaise on the outcomes of this and what it may mean for their respective regulatory/policy approaches.

Social Housing

In relation to social housing, the SHR worked with the social housing sector to produce (and then updated) equality data collection [guidance](#) for social landlords. This follows new data collection requirements introduced by SHR to help landlords better understand their tenants which in turn informs better and 'equal' policymaking in the things that affect social housing tenants particularly those that are ME and disabled.

SHR is working with the Scottish Human Rights Commission (SHRC) to produce a briefing note / guidance on the human rights aspects of housing. This is part of a broader approach that requires landlords to consider a human rights approach in their provision of social housing.

The Scottish Social Housing Charter

As part of the review of the Scottish Social Housing Charter (the Charter), Scottish Government held a range of "Involving All" Charter consultation sessions that covered a range of stakeholders including with Black and minority ethnic communities. Their feedback helped us to revise the Charter to incorporate a reference to human rights and the 'right to housing' for all individuals into the equalities outcome. The revised Charter was approved by Parliament and took effect from November 2022.

The New Deal for Tenants

The New Deal for Tenants – consultation on a Rented Sector Strategy (RSS) included specific questions to explore any particular barriers people with protected characteristics face in their experience of the rented sector. The consultation closed on 15 April 2022.

As part of the RSS consultation, we were seeking to develop specific consultation sessions for those in minority ethnic groups as well as for disabled people. However, due to prior workload commitments within the teams approached, alternative engagement methods were undertaken. The analysis of responses to the consultation was published in August 2022 and we will aim to look at the responses in more detail as part of our [Housing to 2040 commitments](#).

In terms of the Private Rented Sector, the Joseph Rowntree Foundation (JRF), in partnership with the Scottish Government, published the tenant insights report: [What](#)

[do lower income tenants in Scotland's private rented sector want to see from a new Rented Sector?](#). We are currently considering the findings of this report to assess how best to take forward the recommendations.

[Living in scotland PRS survey report sept 2022.pdf \(housingevidence.ac.uk\)](#) was published in September 2022 (as part of the overall findings of the above report) and this survey noted some interesting equality findings.

We are looking to further development engagement in the private rented sector with the creation of a tenant participation panel and we will seek to understand the views, experiences, and housing needs from minority ethnic groups as well as other protected characteristics. However, it must be noted that participation, is fairly challenging given the fragmented nature of the sector.

13. Outstanding actions/commitments from the REF and the IPP

In the previous sections of this report, we have described what we have done, or are currently undertaking to achieve the systemic change required to deliver racial equality and equity for all in a sustained way. In this section, we set out the outstanding IPP and REF actions and where possible, how we intend to progress these.

Outstanding IPP Actions

Outstanding IPP actions	Lead	Plans to progress action	Intended start date	Intended end date
<p>Action #: 23 Systemic Recommendation 12 – A measure of racism</p>	<p>Equality</p>	<p>A measure of racism is yet to be developed, and further work will need to be undertaken to progress this recommendation. We will look to explore this further with the Anti-Racism Observatory once it is established and investigate how it can be progressed.</p>	<p>Once Observatory is established - 2024</p>	<p>2026</p>
<p>Action #: 34 Data Recommendation 13 – Reporting Data by Ethnicity 13a - A dashboard is created by the Scottish Government to report regularly on the impact of decisions made by the public bodies on minority ethnic people and communities during the COVID-19 pandemic, this should also include data from the disruption to health and social care (second-order effects), and financial poverty (third-order effects).</p>	<p>Health improvement/ Public Health Scotland/ Communities Analysis</p>	<p>There has not been the resource to develop and maintain a separate dashboard as proposed in this recommendation.</p> <p>However, the Scottish Government works closely with partners to monitor the impact of COVID-19, including Public Health Scotland (PHS) who published data by ethnicity on a regular basis as part of its weekly national respiratory infection and COVID-19 statistical report. This included:</p> <ul style="list-style-type: none"> • data on the uptake of COVID-19 vaccinations released as part of the equalities analysis on the Flu and COVID-19 vaccination uptake in Scotland dashboard. • data relating to ethnicity of hospital admissions released as part of the COVID-19 & Respiratory Surveillance in Scotland interactive dashboard. <p>In March 2022, PHS published a report on monitoring ethnic health inequalities in Scotland during COVID-19, collating available data, setting out the actions that PHS had undertaken or planned with partners in response to the emerging data and evidence and summarising the current status of ethnic data collection in health datasets and plans for improvement.</p>	<p>N/A</p>	<p>N/A</p>

		<p>The Scottish Government, in conjunction with key stakeholders, also established an Equality Data Improvement Programme (EDIP) in April 2021. This was designed to improve and strengthen data on the equality characteristics collected and utilised across the public sector. The first phase of this programme comprised a series of projects led by the Scottish Government and was undertaken over the period to March 2023.</p> <p>The publication of Scotland's new Equality Evidence Strategy (covering the years 2023 to 2025) in March 2023 marked the conclusion of the first phase of the EDIP. To inform this strategy, the Scottish Government carried out a public consultation in summer 2022 on a draft action plan to improve equality data and commissioned the external analysis of responses. The responses received through this consultation helped to shape the new equality evidence strategy. Alongside the written consultation, Scottish Government equality analysts also carried out a series of stakeholder engagement events to develop a shared vision for equality data improvement, and to further understand what practical steps can be taken to address the barriers to collecting, analysing and using equality evidence.</p>		
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Action #: 30 Develop a CHI field for ethnicity (Health & Social Care)	Digital Health and Care	As part of the SLWG on Ethnicity Data for Health & Social Care, the Scottish Government is working with Public Health Scotland and others to consider the most appropriate approach to the normalisation of ethnicity data capture and use of ethnicity data across health and social care, in a way the considers individuals own preferences and identity.	2023	Ongoing
Action #: 31 Primary Care Ethnicity Data Collection (Health & Social Care)	Primary Health	As part of the SLWG on Ethnicity Data for Health & Social Care, the Scottish Government is working with Public Health Scotland and others to consider the most appropriate approach to the normalisation of ethnicity data capture and use of ethnicity data across health and social care, in a way the takes into account individuals own preferences and identity.	2023	Ongoing

Outstanding REF actions

Outstanding REF actions	Lead	Plans to progress action	Intended start date	Intended end date
3.3 Engage with senior public body leaders to promote race equality and diversity issues through their senior management forums, equality and HR networks and with the Scottish Government sponsors	Equality	We will look to explore this recommendation further in conjunction with the Anti-Racism Observatory once established and investigate how it can be progressed.	Once Observatory is established - 2024	Ongoing

<p>10.3 Further review the Scottish Government grant funding process to see what more can be done to promote equal opportunities, for example by making action to progress board diversity a requirement of funding</p>	<p>Fair Work</p>	<p>The Minority Ethnic Recruitment toolkit is a tool “for recruitment managers in the public sector looking to improve the diversity of their workforce by recruiting more people from minority ethnic backgrounds”. The toolkit can help lead to recruitment into governance and decision-making structures, such as public boards. Guidance has been published to support grant makers and recipients to adopt Fair Work criteria, including creating diverse and inclusive workplaces.</p>	<p>2023</p>	<p>Ongoing</p>
<p>11.3 Work with stakeholders with expertise in race equality and community engagement to develop a relevant resource to sit alongside the National Standards for Community Engagement which addresses the issues raised in the framework development process around public sector engagement with minority ethnic communities</p>	<p>Equality</p>	<p>We will look to explore this recommendation further in conjunction with the Anti-Racism Observatory once established and investigate how it can be progressed.</p>	<p>Once Observatory is established - 2024</p>	<p>Ongoing</p>
<p>23.1 Work with Skills Development Scotland (SDS) in their delivery of the Equality Action Plan for Modern Apprenticeships in Scotland, to ensure that the number of individuals from minority ethnic backgrounds who</p>	<p>Skills</p>	<p>The Equalities Action Plan (EAP) for Modern Apprenticeships in Scotland ended in April 2021. The EAP aimed to ensure the number of apprentices from racialised communities increases to equal the population share. Work is ongoing to promote equal access and increase opportunities for individuals from racialised communities to enter into apprenticeships.</p>	<p>2021</p>	<p>Ongoing</p>

<p>are apprentices increases to equal the population share by 2021. This will be reviewed annually</p>		<p>We are committed to working with Skills Development Scotland and Scottish Funding Council to identify and understand how we can improve participation in apprenticeships for all underrepresented groups.</p>		
<p>25.3 Consider the role that targets might play to address under-representation of minority ethnic staff within the public sector</p>	<p>Health Workforce/Fair Work and Labour Market Strategy</p>	<p>Health Workforce are still considering setting a diversity recruitment target relating to senior executive (non-medical and dental) roles in health. Exploratory work is underway and expected to complete soon.</p> <p>Consideration of targets to address under-representation was made during the development of the Anti-Racist Employment Strategy that was published in December 2022. Considering the challenges noted around the availability and quality of organisational-level data, the stakeholder group co-producing the strategy agreed that the immediate focus for employers should be on improving their data to evaluate progress, rather than setting targets. The Strategy supports employers to do this through outlining practical advice, case studies and suggested actions, whilst supporting them to review their practices across recruitment, retention and progress; and monitor progress and impact.</p>	<p>2022</p>	<p>Ongoing</p>

14. The Way Forward/Next Steps

Mainstreaming

We are continuing to take action to mainstream equality, inclusion and human rights to secure Scotland's position as a global leader in human rights and equality. Our ambition is for strong communities that are inclusive, empowered, resilient and safe, and where human rights are respected. We have laid out our next steps in our recently published Equality Outcomes and Mainstreaming Report 2023³⁴.

Engagement

The Scottish Government is committed to working closely with our partners to realise the strength and expertise they bring, given their vast years of experience and proximity to the people we collectively want to improve outcomes for. The Strategic Team for Anti-Racism is therefore developing an engagement strategy that will be launched in 2023 and will guide and help us to:

- build trust and strengthen stakeholder relationships;
- better understand the stakeholder landscape, including understanding stakeholder and community needs and supporting ambitions to creating a fairer Scotland for all;
- ensure the lived experience of racialised minorities is central to our consultation processes and policy delivery, and that we create safe and trauma-informed environments which allow people to share their experiences and;
- support policy areas across SG to engage in a safe and meaningful way with a range of diverse communities to appropriately inform their work.

We are also currently exploring the possibility of reigniting the Ambassador Programme with our strategic partners, which helped inform the development of the Race Equality Framework (2016-2030). It provided an open, transparent, inclusive and participatory way and ensure that the experience, needs and priorities of racialised minorities were fed into the policy development process.³⁵

The [National Standards for Community Engagement](#) are good-practice principles designed to improve and guide the process, and should be followed.

Internal oversight and governance

It is vital that individual policy areas throughout Scottish Government embed anti-racism work and actions, including ensuring REF/IPP actions progress and that there is work ongoing to identify new work that is needed. Some policy areas are already progressing in this manner and developing strategies – for example, Education and Fair Work.

The focus for the Strategic Team for Anti-Racism will be on developing internal processes and governance mechanisms to provide oversight, scrutiny and support of policy areas throughout Scottish Government. We will take on board the feedback we

³⁴ Equality outcomes and mainstreaming report 2023. [Equality outcomes and mainstreaming report 2023 - gov.scot](#)

³⁵ For more information on the Ambassador Programme see 'Developing the Framework in Partnership' section of the [Race Equality Framework for Scotland \(2016 to 2030\)](#)

receive from the [Anti-Racism Interim Governance Group to Develop National Anti-Racism Infrastructure](#) (AIGG) and our experiences of the first iteration of the accountability process.

We will also consider what support, including learning & development, is required for officials throughout Scottish Government to enable them to be better equipped to embed anti-racism in their work.

This publication will act as an evidence base in the interim to ensure actions are maintained and not lost, and act as a baseline.

Accountability process

The AIGG will provide feedback and advice following their scrutiny and assessment of the first iteration of the accountability mechanism piloted in January 2023. The Scottish Government will consider this.

Anti-Racism Observatory for Scotland

The Observatory will provide external oversight and governance, and reporting/relationship arrangements will be developed and formalised in due course.

It is expected that this will be aligned to internal reporting requirements, and vice versa, and further discussions will take place once the Observatory is established.

We envisage that the Observatory will be a valuable source of advice and support, and Scottish Government will ensure there are robust links, lines of communication, and that there are ongoing opportunities for knowledge exchange.

AIGG recommendations

The AIGG will provide recommendations and advice to the Minister for Equalities, Migration and Refugees, and the Scottish Government will consider this and subsequently, next steps.



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