

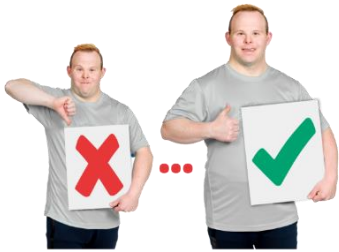
Equality Evidence Strategy

2023-2025

Responses to the consultation – what did you tell us?



What was the consultation about?



In 2017 the vision of the Scottish Government was that Scotland would get better equality evidence from more organisations.

This would support national and local organisations to make policies that include everyone and to check how policies affect different groups of people.



A **consultation** is a way to ask people what they think about something.

We had a consultation to ask people what the Scottish Government could do to get better equality evidence



Evidence or **data** is facts, figures and information.

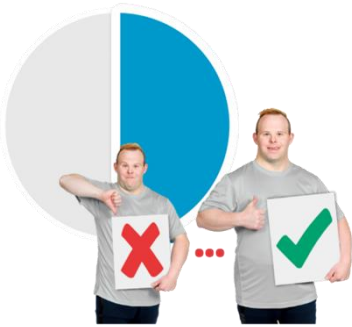
Equality means treating people fairly and giving people the same choices and chances.



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

A **strategy** is a big plan.

What did you tell us in the consultation?



Respondents are people who answered the consultation.

Just under half (47%) of the respondents – felt the Scottish Government should change the vision that was developed in 2017.

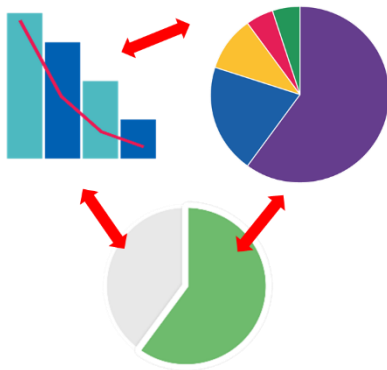


Most respondents agreed that they need good information about equality to make decisions about designing services.



Some respondents were worried that the data is not strong enough:

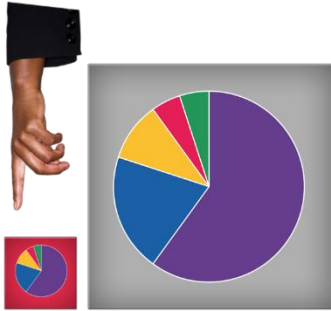
- small sample sizes mean they need data from more people
- because we need more data from all equality groups



Some people wanted data about **characteristics** to be collected in the same way to make it easier to link **datasets**.

Datasets are collections of data. **Characteristics** describe us as people.

A characteristic is how you see yourself or a group that you feel part of.



Many respondents wanted to have:

- a way to divide data into smaller groups so they can understand the experiences of different people
- **intersectional** data

Intersectionality is a way to understand how identities work together.

An identity is how you see yourself.



Some people wanted help and guidance about:

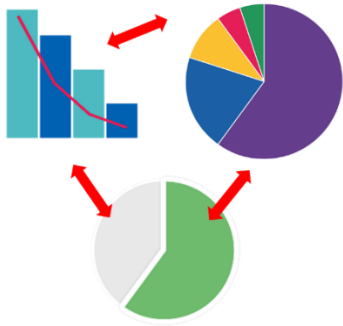
- collecting equality data
- how to work with and analyse equality data and how to use it to make decisions

Analyse means to check very carefully to understand it better.



People thought the [Equality Evidence Finder](#) was useful.

The **Equality Evidence Finder** is an online tool that helps people find information and research about equality in Scotland.



Some respondents thought the Equality Evidence Finder needed to:

- be easier to use
- be more accessible, with up to date information
- link into other datasets



When they were asked about the vision, respondents wanted:

- it to include how COVID-19 and the current cost of living crisis has affected people



- ways of checking what improvements have been made



- different organisations to use the same ways of checking and collecting equality data



- more understanding of what the words used to describe different characteristics mean

Most respondents thought that all the actions were important.



From the respondents who made a choice the most popular actions were:

- Action 33 - Scotland's Census 2022
- Action 15 - Scotland's Gender Equality Index
- Action 1 - Looked after children
- Action 16 - Scottish Social Attitudes Survey



Just over half (51%) of the respondents felt that some of the actions should be changed, especially Actions 33, 15, 16, 13, 3, 12, 19, 21, 28 and 2.



Just under half (43%) of respondents would like to work with the Scottish Government.



Just under half (45%) of respondents said the Scottish Government should work with:

- campaigning groups supporting women
- equalities organisations
- councils





The most popular places to get equality evidence from were:

- Scotland's Census
- the Scottish Household Survey
- the Scottish Government Equality Evidence Finder
- the Scottish Government website
- The Office for National Statistics



Just under half (46%) of respondents often use equality evidence.

Respondents use equality evidence:

- when making decisions
- when making plans and policies
- in reports
- for Equality Impact Assessments - ways to make sure the way people work, and work policies treat everyone fairly and equally.
- to make services better and check if they are working well for everyone to make ways of working better





Half the respondents said their organisation has things that make it difficult to get more equality evidence including:

- not having enough time or staff to collect data
- people not sharing sensitive or personal information
- not enough data about some groups
- organisations collecting data in different ways