

Annex D: Tables of Actions to Improve the Equality Evidence Base



March 2023

This Annex sets out, in tabular form, the actions identified by the Scottish Government and NRS across a number of key themes. These actions cover improvements to the data on a range of equality variables, including data on all nine of the protected characteristics, and improvements are to be completed within a timeframe until the end of 2025.

Many of the actions focus on improvements to routinely-used datasets and statistical outputs to ensure investment in evidence sources known already to inform significant decision making. However, there are also likely to be numerous social research questions that will arise over the course of the strategy which will be considered and prioritised locally based on policy needs, stakeholder input and available resources. These social research projects are likely to result in the collection of new evidence. We will report on progress made towards achieving these actions in an interim progress report in 2024 and again following the conclusion of the strategy. In the interim progress report we will also include a summary of additional action taken by the Scottish Government to strengthen the equality, including social research commissions and capacity building activity, not represented in these tables. We will also consider whether additional actions should be added to the plan in light of emerging priorities.

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Education

Many statistical outputs in the education domain are based on data collected from large-scale data collections, such as the teacher, school staff and pupil censuses. These data collections rely on local authorities and there is currently no resource available for expansion. Some data collections have been redeveloped recently and so there is insufficient resource to make further changes, whilst others are based on small populations, which limits the scope for data disaggregation. There has been progress on some improvements to equality data availability over the past year, including the presentation of subgroup analyses by gender and disability in the [Life at age 14: initial findings from the Growing Up in Scotland study](#), published in February 2022.

No.	Dataset	Action	Timeline	Variables
1	Looked after children	<p>Publish statistics for the 'Prefer not to say' option for data on sex, in line with recent Scottish Government guidance.</p> <p>Improve the completeness of data collected on ethnicity and provide more disaggregated data by ethnicity.</p> <p>Explore the development of more granular disability data.</p> <p>Explore the development of data to be collected on trans status for looked after children aged 16+.</p>	<p>These are all longer-term actions, started in late 2022.</p> <p>Specific milestones for the development of disability data and possible data on sex and trans status:</p> <p>October 2022 (complete): Engagement event to begin consultation on user need for each action.</p> <p>Spring 2023: Draft specification of future data collection.</p> <p>End July 2023: Final data specifications agreed by the Scottish Government and each local authority.</p>	<p>Religion Race Disability Sex Gender reassignment</p>

No.	Dataset	Action	Timeline	Variables
			<p>August 2024: Recording of new data begins in local authority social work management information (MI) systems.</p> <p>August 2025: Data collection begins.</p>	
2	Child protection	<p>Work directly with data providers to improve the completeness of data collected on religion and provide more disaggregated statistics.</p> <p>Improve the completeness of data collected on ethnicity and provide more disaggregated statistics in published tables and any future dashboard presentation of statistics, where currently only some headline statistics at a national level are disaggregated by ethnicity.</p> <p>Explore the development of more granular disability data, to identify specific types of disability/specific health conditions.</p> <p>Explore the development of data to be collected on trans status for older children, and 'Prefer not to say' option for data on sex, in line with recent Scottish Government guidance.</p>	<p>These are all long-term actions, starting in late 2022.</p> <p>Specific milestones for the development of disability data and possible data on sex and trans status:</p> <p>October 2022 (complete): Engagement event to begin consultation on user need for each action.</p> <p>Spring 2023: Draft specification of future data collection.</p> <p>End July 2023: Final data specifications agreed by the Scottish Government and each local authority.</p> <p>August 2024: Recording of new data begins in local</p>	Race Disability Sex Gender reassignment

No.	Dataset	Action	Timeline	Variables
			<p>authority social work MI systems.</p> <p>August 2025: Data collection begins.</p> <p>Milestones for the improvement of completeness of religion and ethnicity data:</p> <p>May 2022: (complete) Liaise with local authority data providers to understand any recording issues and highlight uses made of this data.</p> <p>August 2022 (complete): Data collection period for 2022-23 statistics begins, and any improvements to recoding introduced.</p> <p>August 2023: Data collection begins.</p>	
3	Growing Up in Scotland (GUS)	<p>A: Include analysis of equality variables in reports produced by the Scottish Government where sample sizes allow for this without risking disclosure.</p> <p>B: Ensure that analysis of equality variables is conducted in any reports commissioned by the Scottish Government that use GUS data through inclusion in the specification of requirements used in any procurement exercises where sample sizes allow for</p>	<p>A: Spring 2024 (estimated) for the Life at Age 17 report.</p> <p>B: Ongoing.</p> <p>C: Sweep 12 questionnaire design is scheduled for 2023/24.</p>	<p>Will consider a range of variables, but gender and disability in particular as they can be included in the Life at Age 17 report.</p>

No.	Dataset	Action	Timeline	Variables
		<p>this without risking disclosure.</p> <p>C: Ensure that future data collections continue to include questions collecting data on equality variables, including adding a question about marriage to the Sweep 12 questionnaire – this will now be appropriate as the participants will be aged 20.</p>		
4	School leaver attainment	Based on feedback from the consultation respondents, we will investigate the addition of a supplementary table covering the attainment of school leavers who have been assessed or declared as disabled. This will bring the tables into line with other associated education statistics by providing data for disabled school leavers in addition to data on school leavers with Additional Support Needs.	These statistics are published annually. The latest release of these statistics was 28 February 2023.	Disability

Justice

Justice officials have recently taken several initiatives to support equality analysis and evidence. Principal among these is an investment in analytical capacity to support improvements to equality data and evidence through the creation of a new Equality and Justice Research team. This team will ensure a coordinated approach to identifying and progressing priority areas for equality analysis within justice including qualitative and quantitative research and statistics. The team will work with policy teams, partners and stakeholders across the justice system to ensure a broad range of people input into our equality research. The team will also engage in ongoing dialogue with the Scottish Government Equality Analysis team, ensuring a joined up approach to equality analysis across the Scottish Government.

Justice analysts have recently been supporting a number of working groups with remits to improve equality data, including the aforementioned [Cross Justice Working Group on Race Data and Evidence](#). Recent initiatives have been focused on race and sex.

Justice analysts often use data collected by other organisations as the basis for publication of Official Statistics and other analyses, but they do not control the

content of the datasets. Any improvements will largely be achieved through working with and supporting other organisations. As such, justice analysts' equality work relates less to the improvement of specific datasets, and instead focuses on working holistically with justice partners to drive improvements in the collection, reporting and analysis of equality data, supporting relevant working groups, and exploring the potential of qualitative and lived experience research, to better understand the experiences which lie behind the numbers.

No.	Dataset	Action	Timeline	Variables
5	Various	We will improve the consistency of ethnicity recording across Justice Organisations through adopting the 2022 Scottish Census Ethnicity Classifications.	The Justice Board endorsed adopting the 2022 categories and organisations are working towards implementing as soon as practicable.	Race
6	Various	We will publish a compendium of ethnicity information as it relates to individuals who have been in contact with the justice system. It is intended this will also include ethnicity analysis from the Scottish Crime and Justice Survey (SCJS) using a pooled sample of data from 2008/09 to 2019/20.	We will co-ordinate and publish the final compendium on the Scottish Government website in 2023.	Race
7	Scottish Crime and Justice Survey (SCJS)	We will undertake analysis of the SCJS by ethnicity using a pooled sample of SCJS data (from 2008/09 to 2019/20) to investigate how experiences and perceptions of crime may vary for people of different ethnicities in Scotland.	We plan to publish the final ethnicity analysis as part of the ethnicity compendium mentioned above, in 2023.	Race
8	Various	We will undertake a series of equality “deep dive” research projects into specific aspects of criminal activity including on police recorded crime, cyber-crime and drugs analysis.	Ongoing throughout the strategy period. Second hate crime deep dive was published January 2023 in the Police recorded hate crime - characteristics:	Disability Race Religion or belief Sexual orientation Gender reassignment

No.	Dataset	Action	Timeline	Variables
			<p>updated study publication.</p> <p>Cyber crime analysis was published in 2022 in the Police recorded cyber-crime in Scotland - Recorded Crime in Scotland, 2021-2022 publication.</p> <p>Drugs analysis will be published in spring 2023.</p>	
9	Police Scotland homicide data	We plan to request ethnicity data on crimes of homicide from Police Scotland from 2021/22 onwards for inclusion in the Homicide in Scotland publication.	<p>We will explore the possibility of collecting historic ethnicity data (for the years prior to 2021/22) with Police Scotland.</p> <p>Note: due to the relatively small number of homicide cases recorded each year, many of the published breakdowns use the preceding ten years' worth of data. It therefore may not be possible to publish this data until the 2030/31 bulletin.</p>	Race
10	Various	We will 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	By end 2025 (ongoing action throughout the period of the strategy).	Sex Gender Disability Race Age Religion or belief

No.	Dataset	Action	Timeline	Variables
		undertaking a feasibility study across our publications to explore the practicability of developing more intersectional analysis.		Sexual orientation Gender reassignment Marriage and civil partnership Pregnancy and maternity
11	Various	We will promote best practice and support justice organisations with their data collection and reporting, including workforce data, through mutual support and sharing of good practice.	By end 2025 (ongoing action throughout the period of the strategy).	Sex Gender Disability Race Age Religion or belief Sexual orientation Gender reassignment Marriage and civil partnership Pregnancy and maternity
12	Various	We will aim to better understand what available evidence exists on experiences of people with different characteristics in the justice system. We will consider the feasibility of collating and publishing this for more characteristics (e.g. disability) as has already been done with ethnicity and gender and consider the feasibility of updating these existing compendiums.	By end 2025 (ongoing action throughout the period of the strategy).	Disability Race Gender

Social Security

Statistics on devolved benefits produced by Social Security Scotland provide information on the applications and payments for benefits in Scotland. While equality statistics are published for all current benefits where Social Security Scotland received an application, the likely volume of information will increase for disability and carer benefits, which are being launched in the next few years. The good

practice in the collection and use of equality data undertaken by Social Security Scotland was set out in a [recent case study](#). The need for increased intersectional breakdowns, and the interaction of disability status with other equality characteristics and variables relating to the application process and outcome, will result in a significant analytical requirement.

No.	Dataset	Action	Timeline	Variables
13	Social Security Official Statistics (Social Security Scotland benefits)	<p>Seven of the nine protected characteristics are currently collected (no data collected on pregnancy and maternity or on marriage and civil partnership).</p> <p>By 2025, we will publish equality analysis of outcomes, and key process variables by disability category. This will be additional to existing high-level equality breakdowns of benefit outcomes currently published. An assessment will be undertaken during 2023 of the quality of data collected on Adult Disability Payment (benefit launched late in 2022), including the equality data, and the appropriate time to publish breakdowns for various category of disability.</p> <p>An assessment will take place during 2023 of possible new intersectional analysis of low-income benefit award outcomes on the basis of cumulative data since benefit launch, leading to a revised intersectional analysis for publication by the end of 2024.</p>	<p>This will be undertaken in the longer time-scale – to end 2025 – due to the launch of Adult Disability Payment during 2022, the need to accumulate caseload on low-income benefits, and the need to assess the quality of data which is being collected.</p>	<p>All nine protected characteristics, except for pregnancy and maternity and marriage and civil partnership.</p>
14	Social Security Scotland Client Survey	<p>The Analysis and Insight team will set out their plans for benefit-specific client surveys, and the initial round of related fieldwork. This will include surveys dedicated to Child Disability Payment and Adult Disability Payment.</p>	<p>Delivery of increased analysis will take place by 2025.</p>	<p>All nine protected characteristics, except for pregnancy and maternity and marriage and civil partnership.</p>

No.	Dataset	Action	Timeline	Variables
		<p>During 2023, a review will take place on the quality of the survey data that has been gathered in the above surveys, and to scope the possibility of producing equality breakdowns of new variables, breakdowns by impairment categories for those with disabilities and a projection for intersectional analysis from client survey data. At present, it is considered that there will be only a small likelihood of further breakdowns by refugee, trans status, and sexual orientation, and intersectional breakdowns where base sizes allow.</p> <p>By 2025, a cycle of reporting will be established that delivers this additional analysis. This is likely to include amendments to the annual report, and some benefit-specific reports on a less frequent basis.</p>		
15	Scottish Welfare Fund	<p>In July 2023, a client diversity report will be published that breaks down high-level indicators by equality characteristics already collected: age, disability, sex, religion and race. This will be part of the July 2023 annual update and will establish a yearly cycle of equality data on the Scottish Welfare Fund. Some analysis may take place in 2022, but the 2023 report will be pending any observations by the Review of the Scottish Welfare Fund reporting in 2023 and subsequent discussions with local authorities around</p>	<p>To commence in January 2023 with a view to conclude the improvement process by June 2024.</p>	<p>Age Disability Sex Religion or belief Race Others tbc</p>

No.	Dataset	Action	Timeline	Variables
		<p>possible improvements to data collection.</p> <p>During 2023, consideration of the relevant aforementioned review recommendations for equality data for new data collections will take place, with a view to implement ahead of the 2024 annual update.</p>		

Poverty

The Family Resources Survey (FRS) is the data source for the official poverty and household income statistics in Scotland. Data is collected for a broad range of household and individual characteristics, including all protected characteristics apart from gender reassignment. The Scottish Government will continue to provide additional equality analysis in response to user needs.

No.	Dataset	Action	Timeline	Variables
16	Family Resources Survey (FRS): Food security data	We will publish further analysis of the food security data collected in the FRS.	By 2025.	Age Disability Sex Sexual orientation Race Religion or belief Marital status
17	Various: poverty related surveys/associated analytical resources	<p>The following actions are not solely focused on statistical data improvements. To improve the broader evidence base on poverty and disadvantage we will carry out a:</p> <p>Scoping exercise to assess key gaps in users' awareness of existing information (both statistical and broader), and development of a minimum viable product to address this.</p>	These scoping exercises will initially be informed by responses to the Equality Evidence Strategy 2023-2025 consultation with further validation as required, milestones to be confirmed dependent on scope, delivery by 2025.	Equality variables affected by this action will depend on the outcome of the scoping exercises.

No.	Dataset	Action	Timeline	Variables
		Scoping exercise to assess potential for further evidence synthesis/primary research and appropriate dissemination for diverse range of stakeholders.		

Equality

Equality analysts often carry out cross-cutting projects using data and evidence sources from across a range of ministerial portfolio areas to improve the collection, analysis and use of equality data, including through the [EDIP](#).

Equality analysts are also working with colleagues on the [Public Sector Equality Duty Review](#), which may have implications for equality data collection in the public sector.

No.	Dataset	Action	Timeline	Variables
18	ONS Time Use Survey (OTUS)	<p>Analyse gender breakdowns of the 2023 OTUS data and analyse all OTUS data by a range of equality variables (age, disability, socio-economic disadvantage) and, where possible, intersectional breakdowns.</p> <p>Publish the OTUS analysis in Scottish Government reports. This will add to the gender analysis of this data already published in December 2020 and feed into the 2023 Gender Equality Index (see Action 19).</p>	<p>This is a short-term action as the 2020 data has already been collected and the dataset is available to the Scottish Government, and the 2023 data will be collected in March 2023 and should be available by June 2023.</p> <p>The key deliverable will be reports published on the Scottish Government website by end of 2023.</p>	<p>Dependent on a review of available sample size for sub-groups in the OTUS 2020 and 2023 datasets but breakdowns by the following equality variables (and intersections between them) would be produced: gender, age, disability, race.</p>
19	Scotland's Gender Equality Index	<p>Publish an updated version of Scotland's Gender Equality Index.</p> <p>This action will be supported by an expert working group comprised</p>	<p>The next iteration of Scotland's Gender Equality Index will be published in December 2023.</p>	<p>Primarily sex and gender, but where available and relevant, intersections with other equality</p>

No.	Dataset	Action	Timeline	Variables
		of gender stakeholders and data analysts to support the next iteration of Scotland's Gender Equality Index.		variables will be highlighted.
20	Scottish Social Attitudes Survey (SSAS) – Attitudes to Discrimination module	Gather data on public attitudes to discrimination in the SSAS. Publish findings from the SSAS module on attitudes to discrimination in a Scottish Government report.	A report presenting findings from the SSAS module on attitudes to discrimination will be published by December 2025.	This module will gather data on attitudes towards the following equality variables: age, disability, sex, race, religion, gender reassignment and sexual orientation.
21	Various datasets	Undertake research to synthesise available evidence on key structural intersectionalities, identify gaps and suggest ways in which evidence gaps can be captured through both qualitative and quantitative research.	By end 2024	It is expected that this research will cover a number of characteristics, but the intersections focussed on will depend on available data and evidence in the first instance. Additionally, priority intersections of focus will depend on user needs.
22	Various	We will undertake work to strengthen the evidence base on the experiences of non-binary people in Scotland: By the end of 2023, we will carry out and publish a review of available quantitative and qualitative evidence on the	Action complete in full by end of 2025	Gender reassignment

No.	Dataset	Action	Timeline	Variables
		<p>experiences of non-binary people in Scotland.</p> <p>Throughout the period of the strategy, we will expand the range of evidence on non-binary people's experiences presented on the Equality Evidence Finder to include third sector and academic research.</p> <p>By the end of 2024, we will engage with stakeholders to identify and agree priorities for filling evidence gaps.</p> <p>By the end of 2024, we will work with key stakeholders to co-design research to fill priority gaps, working within available budget and other resource constraints.</p> <p>By the end of 2025, we will publish a report of findings from the commissioned research.</p>		
23	Equality Evidence Finder Platform	<p>While we are aware of other dashboard tools, the nature of the Equality Evidence Finder means that R shiny is still the best tool for the job, however this continues to be monitored. The following areas will be improved in the EEF:</p> <p>Accessibility. The main areas of inaccessibility on the EEF are charts. We will research and implement the most accessible way to produce charts using R shiny.</p>	By end 2025	Age Disability Race Sex Gender Religion Sexual orientation Gender reassignment

No.	Dataset	Action	Timeline	Variables
		<p>Usability. We have received constructive feedback on the user interface. Work is ongoing to create a shiny template for the EEF that follows the principles of the Scottish Government Design System which will render the EEF more familiar to users of SG websites, as well as more generally user friendly.</p> <p>Automation. As part of the above redesign, work to automate more of the EEF's data acquisition will be prioritised. This will include working with analysts to provide data via statistics.gov.scot, to improve the efficiency of uploading data onto the platform and improve the transparency of equality data held by the Scottish Government.</p> <p>Presenting intersectional data. We are aware of user demand for intersectional breakdowns of data. We will improve the presentation of intersectional data that is already collected. The redesign will attempt to take this into account such that, as more intersectional breakdowns become available they can be added to the EEF without significant further work.</p>		
24	No specific dataset	Run workshops and seminars for public sector attendees to showcase best practice in collecting,	Ongoing throughout the period of the strategy.	Sex Gender Disability Race

No.	Dataset	Action	Timeline	Variables
		analysing and presenting equality evidence.		Age Religion or belief Sexual orientation Gender reassignment Marriage and civil partnership Pregnancy and maternity

Housing and Homelessness

Housing and homelessness analysts have identified the following actions to include in this improvement plan. It should be noted that many of their datasets do not include data about individuals or households and sometimes the scope for improvement is limited due to the dataset being owned outwith the Scottish Government. It should also be noted that some improvement activities are expected to take place beyond 2025. In addition, there have already been some recent improvements made to existing housing datasets. For example, the Housing Revenue Account Statistics recently included two new questions on the annual survey to ask about council income and expenditure on Gypsy/Traveller sites, with data published in January 2023.

No.	Dataset	Action	Timeline	Variables
25	Homelessness data collections (HL1 and PREVENT1)	<p>By 2025, work to consider the appropriateness and feasibility of gathering equality data via the HL1 and PREVENT1 collections will have concluded.</p> <p>Agreement will be reached with data providers (i.e. local authorities) on the changes to be made, and there may be some progress made as to implementing these.</p>	A full review of the homelessness data collections aimed at bringing these up to date, improve consistency and better meet user needs is ongoing, estimated to conclude by 2025. As part of this, the appropriateness and feasibility of gathering protected characteristic information will be fully and	All protected characteristics will be considered as part of the data review work, although the extent of this will depend on demand for, relevance and feasibility of collection.

No.	Dataset	Action	Timeline	Variables
			<p>carefully considered.</p> <p>It may be possible to implement changes sooner, including those surrounding protected characteristics, however, only where there are well-defined collection requirements and where this can be agreed upon with data providers (i.e. local authorities).</p> <p>To add further value, consideration will also be given to the feasibility of enabling homelessness data to be readily linked to other sources.</p>	
26	Scotland's Census 2022 equality results: housing analysis	During 2023, Scottish Government housing analysts will work with NRS to establish the range of equalities-based output tables that are already planned to be published as part of the Census 2022 output tables. We will also assess the additional analysis that would need to be produced, along with establishing an appropriate mechanism for analysis of the data, for example by obtaining secure access to the source data, or for	Publication of results by 2025.	Age Sex Gender reassignment Marriage/civil partnership Sexual orientation Country of birth Long-term conditions Long-term health problem or disability Religion

No.	Dataset	Action	Timeline	Variables
		<p>additional output tables to be produced by NRS.</p> <p>Subject to the feasibility of undertaking this approach, during 2024 to carry out the analysis of the Census equality data, focussing on a cross-tab/intersectionality approach looking at how dimensions of equality relate to results from other Census questions, focusing on those on housing. It is intended that the analysis will include reporting on detailed equalities output classifications where possible, such as on detailed age bandings, as well as looking at regional dimensions to results, although this will depend on statistical disclosure control limitations.</p>		Ethnic group

Health and Social Care

The data sources utilised by Health and Social Care officials within the Scottish Government have a mixture of ownership. Data owners include Public Health Scotland (PHS), the Scottish Government, NHS Scotland/NHS Scotland Education for Scotland, the Care Inspectorate and a further mix of public bodies, universities and private companies.

The Scottish Government and Public Health Scotland continue to support the implementation of the recommendations of the Expert Reference Group on COVID-19 and ethnicity (ERG). They also support a range of further equality-related activity, including a Racialised Health Inequality in Health and Social Care Steering Group, the Women's Health Plan, NHS Gender Identity Services Strategic Action Framework and a Primary Care Data and Intelligence oversight group.

No.	Dataset	Action	Timeline	Variables
27	Health and Care Experience Survey	By the end of spring 2023, produce cross-tabulations of headline survey results by equalities variables and publish them as additional	By end of spring 2023.	Age Disability Race Sex Gender

No.	Dataset	Action	Timeline	Variables
		<p>analysis where disclosure rules allow.</p> <p>Carry out and publish a 'Variations in Experience' analysis using a generalised linear mixed model (GLMM) model to control for confounding factors within the data.</p> <p>This analysis will examine the relationship between self-reported experiences of patients and a range of patient, GP practice and regional level characteristics.</p> <p>We will use a statistical modelling technique to allow us to take into account all the available factors that have an effect on the likelihood of a patient reporting a positive experience.</p>		<p>Religion or belief</p> <p>Sexual orientation</p>
28	Primary Care Out of Hours Workforce Survey	<p>A: Improve the data collected on age and gender identity by improving the completeness of responses, response numbers from 'opted-in' services and the introduction of age and gender identity collection for all staff groups who are employed/ directly managed by out of hours services.</p> <p>B: Investigate the potential introduction of new fields in dataset on race and disability, including exploration of linking data from other sources such as the GP In-hours survey and</p>	<p>A: December 2024 to allow time for introduction to new survey.</p> <p>B: December 2025 to allow time for engagement and exploration and information governance of data linkage.</p>	<p>A: Age and gender identity.</p> <p>B: Race and disability.</p>

No.	Dataset	Action	Timeline	Variables
		NHS Scotland Workforce data.		
29	Various (data relating to women's health)	<p>Review of existing data landscape to understand the current data available and identify gaps in data provision (complete).</p> <p>Consultation with Scottish Government stakeholders to ascertain women's health data needs (ongoing).</p> <p>Engagement with dataset owners to understand the availability of further Management Information and barriers to publication (ongoing).</p> <p>Engagement with stakeholders and dataset owners to discuss possible data collection reforms to improve the quality and availability of data on women's health.</p> <p>Negotiate and agree a data reform action plan with stakeholders and dataset owners.</p> <p>Support implementation of the data reform action plan and track progress.</p>	Estimated end date – December 2025.	Sex and gender identity – ideally with ability to gather intersectional data on other characteristics as required.
30	Primary Care (General Practice) Workforce Survey Scotland	<p>A: Improve the quality of data collected on age and sex by improving response rates and exploring linkage to National Primary Care Clinician Database (NPCCD).</p> <p>B: Investigate the quality of data collected on maternity leave.</p>	<p>A: December 2025 to allow time for data governance processes around linkage of datasets, if appropriate.</p> <p>B: December 2023 so this can be explored both on existing</p>	<p>A: Age and sex.</p> <p>B: Pregnancy and maternity.</p> <p>C: Race and disability.</p>

No.	Dataset	Action	Timeline	Variables
		C: Investigate the potential introduction of new fields in this dataset on race and disability.	<p>datasets and for a new collection period.</p> <p>C: December 2025 to allow time for engagement, first collection (expected poor quality) and then collection for second time.</p>	
31	Core Dataset for Tier 2 and Tier 3 Weight Management Services for Children/Young People and Adults in Scotland	<p>A: Review existing dataset to identify: (1) where additional fields are required; (2) where options/values/guidance for existing fields needs to be revised and updated.</p> <p>B: For each field identified in (1) above consult with stakeholders and subject matter experts to develop a proposal. Stakeholders include Scottish Government officials (Equalities, Diet & Health Weight Policy, Type 2 Diabetes / Weight Management Professional Advisers), PHS (data processor responsible for dataset analysis and reporting of national statistics) and expert reference group with representatives from NHS boards (data owner).</p> <p>C: Consultation to allow mechanism for gathering feedback from data owners in NHS boards (Healthy Weight Leads).</p>	Start date 2023, estimated end date 2025 to allow for engagement with stakeholders, IT development and established data collection and reporting timelines.	Age Disability Race Religion or belief Pregnancy and maternity

No.	Dataset	Action	Timeline	Variables
		<p>D: Final revised dataset agreed (between the Scottish Government and PHS).</p> <p>E: Specification of changes required to data collection system (IT system changes required).</p> <p>F: IT system changes made.</p> <p>G: Dataset completion guidance updated and communicated to NHS boards.</p> <p>H: NHS boards begin collecting improved equalities data using updated dataset.</p> <p>I: Improved equalities data forms part of annual data collection, analysis and publication going forwards.</p>		
32	Mental Health Inpatients Census (MHIC)	<p>The MHIC is split into 3 parts:</p> <p>Part 1 covers Mental Health and Learning Disability Inpatient Beds.</p> <p>Part 2 covers Mental Health, Addiction and Learning Disability Patients: Out of NHS Scotland Placements Census.</p> <p>Part 3 of the MHIC covers Hospital Based Complex Clinical Care and Long Stay patients.</p> <p>The MHIC is in the process of being reviewed. The MHIC was paused in 2020 and 2021 due to the</p>	<p>Improvement work to be completed by December 2025.</p> <p>Work has already begun on reviewing and improving the MHIC. This will inform options ahead of the 2022/23 census to be run in 2023.</p> <p>Any improvements on data and survey content and the associated priorities for implementation</p>	<p>For parts 1 and 2, gender reassignment, religion/belief, sexual orientation.</p> <p>For part 3, disability, gender reassignment, religion/belief, sexual orientation, pregnancy and maternity, marriage and civil partnership.</p>

No.	Dataset	Action	Timeline	Variables
		<p>COVID-19 pandemic and the need for health boards to prioritise critical activities. The MHIC will run in its current form in April 2022. The Scottish Government is exploring new ways of collecting the information for the MHIC primarily to reduce the burden on health boards and to also examine what other data sources might be available to complement or replace parts of the MHIC. Alongside this, the content of the MHIC is also being reviewed to ensure that we are collecting the right data for users to meet their needs. As part of this work, we intend to expand the range of data that is collected to cover all nine of the protected characteristics if possible.</p>	<p>will be in line with any stakeholder feedback and in parallel with any changes to data collection options that are available.</p>	
33	Various	<p>Improve availability of social care equalities data by:</p> <ul style="list-style-type: none"> a) completing the Care Home Data Review and associated actions to streamline and improve data b) working with PHS to examine options for developing Source data and related data collections, including utilisation of an ethnicity reference file currently being developed c) completing work to help facilitate the transition to an Integrated Health and Social Care Record 	By end 2025	Race

No.	Dataset	Action	Timeline	Variables
		for the National Care Service (NCS)		

Transport

Transport Scotland have identified two relevant data collections through the internal Equality Data Audit for improvement, the transport components of the Scottish Household Survey (SHS) and Reported Road Casualties.

No.	Dataset	Action	Timeline	Variables
34	Scottish Household Survey (SHS): Transport Components	We will consider whether we can include combined years analysis in our annual statistics publications (latest publication) to provide breakdowns of data by equality variables where year-on-year analysis is not supported.	We will consider this improvement for the next publication of Travel and Transport in Scotland which is scheduled for publication in April 2023.	Those for which we lack robust year on year data or data at all on. This includes some categories of ethnicity and religion/belief data; sexual orientation; and gender reassignment.
35	STATS 19 – Reported Road Casualties	Transport Scotland to liaise with PHS to establish the viability of publishing ethnicity information collected by hospitals for those receiving hospital care as a result of road traffic accidents, whether by Transport Scotland as part of their Reported Road Casualties publications, or through PHS.	May 2023: Publication of ethnicity analysis.	Race
36	Scottish Household Survey (SHS): Transport Components	We will continue to publish our Disability and Transport report on an annual basis, alongside Transport and Travel in Scotland which also includes analysis of disabled people's travel behaviour.	Annual publication. The next publication of Travel and Transport in Scotland which is scheduled for publication in April 2023.	Disability

Local Government

The majority of datasets used by local government analysts in the Scottish Government are either aggregated at local authority level or have individual level records with only financial/non-person data.

The datasets used to inform the National Performance Framework Indicators (NPI) 'Quality of Public Services' and 'Influence Over Local Decisions' collect and currently publish a range of equality variables. The NPI Trust in Public Organisations dataset is currently in development and more information about planned equality data disaggregation can be found in the proposed action below.

No.	Dataset	Action	Timeline	Equality Variables
37	Scottish Household Survey (SHS) - Trust in Public Organisations – National Performance Framework Indicator	Publish the range of breakdowns as part of the next SHS data release (SHS 2021 data).	This will be undertaken in 2023, when the 2022 SHS report and data is published.	Age Disability Race Gender identity Religion or belief

Labour Market and the Economy

Several of the datasets used by officials working on the economy, employability and the labour market capture statistical information about businesses in Scotland or the UK as a whole, including economic performance or outlook, rather than about individuals or households. As such, it is often not possible or appropriate to record sensitive equality information. For example, survey responses can be provided on behalf of a company by a representative who is not the business owner or a senior board member. In addition, the availability of equality data for these datasets must be considered in the round rather than individually. Given that the same equality data can be obtained from different sources or surveys, it is often not necessary or cost-effective to try and capture equality information in every dataset.

Several of the economy and labour market datasets identified in the equality data audit are owned and maintained by UK Government departments or agencies, or by external organisations. The Scottish Government is working with the Office for National Statistics (ONS) and other partners to support existing improvement activity for some of the datasets, including in relation to the collection, analysis and publication of equality data.

As well as the ongoing work the Scottish Government participates in to support and improve the equality data in collections, including in relation to No One Left Behind, Fair Start Scotland and the Small Business Survey Scotland, the following actions have been identified to enhance the analysis of the ONS Annual Population Survey (APS).

The Scottish Government [published detailed analysis of minority ethnic groups in the labour market in Scotland](#) from the APS in December 2022. This analysis included intersectional breakdowns of ethnicity by age, sex and disability. We are currently seeking feedback on this publication.

No.	Dataset	Action	Timeline	Variables
38	ONS Annual Population Survey (APS)	<p>Further analysis and publication of equality data already collected.</p> <p>The Scottish Government plans to publish detailed analysis on disability in the labour market in Scotland from the APS by the end of 2023. This analysis would include intersectional breakdowns of disability by age, sex and ethnicity etc.</p>	End of 2023	Intersectional breakdowns of disability by age, sex and race.
39	<p>Fair Start Scotland Employability Provider Return</p> <p>No One Left Behind Local Authority Return</p>	<p>Analysis and publication of equality data collected through new No One Left Behind data template including on trans status and disability.</p> <p>The Scottish Government plans to publish more detailed analysis on different characteristics for its devolved employability services including intersectional breakdowns of disability, age, sex and ethnicity.</p>	End of 2023	<p>Gender reassignment</p> <p>Intersectional breakdowns of disability, age, sex and race.</p>

Constitution, International and Migration

Constitution, International and Migration analysts cover a number of areas such as organisational readiness, governance and elections, the constitution, Open Government and Freedom of Information, European Union / Brexit, population and migration, international relations and development.

A significant recent achievement was the completion of the [Diversity in Political Representation in Scotland: Data Improvement Project](#). The 2022 local government candidate diversity survey (2022 LGCDS) was carried out during the nomination period of the 2022 local government elections (March – April 2022). All candidates standing for the election were asked to complete a non-mandatory survey asking

questions on their demographic characteristics, previous experience and any caring responsibilities they may have. The [report and tables](#) were published in November 2022, along with [conclusions and recommendations](#).

Two data collections for improvement are listed in the table below. Other data-sets in this area were not selected for improvement due to a variety of reasons, including data not collected at an individual level and very small sample sizes.

No.	Dataset	Action	Timeline	Variables
40	Scottish Household Survey (SHS) - Importance of Voting in Local Elections questions	<p>The 2020 ‘importance of voting in local elections’ data was published for the first time in January 2021. Due to the impact of the move from a face-to-face to a telephone survey in 2020 due to COVID-19, no comparisons were made with previous years in the 2020 report and the data was not broken down by equality variables.</p> <p>When the 2022 data is available in 2023 an assessment will be made as to what is possible to publish given the sample sizes. The Scottish Government elections policy team will be consulted to see what would be useful. It should be possible to provide breakdowns by age, sex, disability, ethnicity, sexual orientation and religion. The general rule of thumb is that we don’t publish breakdowns if the base is smaller than 50. However, even with bases of 50 or larger, the confidence intervals can be quite wide, and so the results need to be interpreted carefully.</p>	This will be undertaken in 2023, when the 2022 SHS report and data is published.	Age Sex Disability Race Sexual orientation Religion or belief
41	Scottish Social Attitudes Survey: Attitudes to Government	We will review what equality data is collected and published before the next core module runs. If the core module runs in 2022/2023 data would be published around autumn 2023.	This will be undertaken in the longer time-scale – in 2023 or 2024 – when the 2022 or 2023 report and data is published.	Assess whether data on disability, race and gender reassignment could be

No.	Dataset	Action	Timeline	Variables
	and Political Engagement			published. Investigate whether we could collect and publish data on sexual orientation and marriage and civil partnership.

Rural and Environment

The Agricultural Census team are aware that improvements need to be made to the equality data collected. Hence, they are reviewing all statistical publications within the team as part of a Transformation Programme and a component of this will be to address equalities issues. Any short-term improvements will be featured within the next iteration of the publication which is due to come out in 2023. They are also looking at alternative longer-term options such as data linkage to the population census to help provide context around the farming community and inform policy and support provisions for farmers.

No.	Dataset	Action	Timeline	Variables
42	June Agricultural Census	As part of the Scottish Government's agricultural statistics group's Transformation Programme, we are building a new product to replace the June Agricultural Census. Within this work we will improve timeliness, relevance and accuracy of data we will also improve how we report on equality data. The current route to these improvements are unknown however are likely to involve redesigning of questions and/or in the future looking to data linkage with the Population Census.	The new product which will replace the June agricultural census will need to be delivered summer 2023. The census team will not be producing any publications prior to this time. Longer-term plan of data linkage we would hope to achieve by 2025 if initial feasibility testing suggests this is possible.	Full scope unclear yet but will include age, and marriage and civil partnership.

National Records of Scotland (NRS)

NRS is a Non-Ministerial Department of the Scottish Government. Its purpose is to collect, preserve and produce information about Scotland's people and history and make it available to inform current and future generations. It publishes statistics on –

vital events (births, deaths and marriages), population & migration, households, and the Census.

In June 2022, NRS added a table on civil partnerships by country of birth of parties to the [Vital Events Reference Tables 2021](#) and added an additional table on age of mother and/or father for stillbirths

In addition it has identified the following key areas where it can improve the collection and publication of equality data.

No.	Dataset	Action	Timeline	Variables
43	Scotland's Census 2022	<p>Scotland's 2022 Census included questions on all characteristics previously included. Additionally, new census questions gathered information on the characteristics of sexual orientation and trans status/history.</p> <p>The planning and delivery of the 2022 Census predates the development of this plan, including actions that we know will improve equality data, but is ongoing through the period of the next Equality Evidence Strategy so is presented in this improvement plan.</p> <p>Actions include:</p> <p>Consultation and planning – gather feedback and review, then finalise plans.</p> <p>Live Census collection.</p> <p>Processing and quality assurance for the Census.</p> <p>Producing outputs – National Stats Accreditation and UK Harmonisation.</p>	<p>2022 census outputs to be released over 2023-25.</p> <p>Information on the Census release schedule can be found in the Scotland's Census 2022 Outputs Strategy.</p>	<p>Age</p> <p>Disability</p> <p>Race</p> <p>Sex</p> <p>Gender</p> <p>Religion or belief</p> <p>Marriage and civil partnership</p> <p>Sexual orientation</p> <p>Gender reassignment</p>
44	Vital Events - Deaths	<p>We will issue a revised version of the laminated card which Registrars show to the next of kin when asking about ethnicity of the</p>	<p>We are seeking confirmation from NRS Registration on details. Likely to be 2023 or later.</p>	<p>Race</p>

		<p>deceased. This would provide a clearer explanation of the need for the question and how it should be answered.</p> <p>We will reorder the sequence of questions to ask about ethnicity before country of birth to avoid the two answers being conflated. Revise guidance to Registrars.</p>		
45	Small Area Statistics on Households and Dwellings	<p>2022-23: We will consult local authorities on the feasibility and cost of providing more granular data from their council tax billing systems on households with ‘disregarded adults’, in particular so that data on households with disabled adults can be separately identified within the statistics.</p> <p>2023-24: Subject to confirmation from local authorities of the feasibility of providing data from their council tax billing systems on households with disabled adults, and the availability of funding for them to pay for any software upgrades necessary, trial and evaluate the extended data collection.</p> <p>2024-25: Commence routine collection of data on households with disabled adults within the annual collection of data for the small area household estimates.</p>	Timeline is detailed within the actions.	Disability