Equality Outcomes and Mainstreaming Report 2017

MINISTERIAL FOREWORD

"The priorities that will guide this Government over the next five years will have one central ambition at their heart – to make real and lasting progress towards true equality of opportunity for all" - First Minister: May 2016

What we do in Government and across the public sector touches on so many aspects of people's lives – our health, our education, our care, our safety and wellbeing, our access to justice, our housing, our employment, our land, our culture, and our economy.

In a vibrant, modern Scotland, everyone should be treated equally. Equality is everyone's business and there can be no compromise in our drive to achieve this

Our focus in Government is on making real improvements to the lives of people across all our communities. Equality is therefore central to our business and runs through our Programme for Government. The strong framework provided by the Public Sector Equality Duty helps us to deliver on our ambitions for a more equal and just Scotland.

Over the last five years, since we introduced the Public Sector Equality Duty regulations in 2012, there have been some significant shifts in equality in Scotland: for example the introduction of Same Sex Marriage; strengthened protections on domestic abuse, rape and forced marriage; legislation on British Sign Language; and improvements in childcare and gender equality.

In the period covered by this report, we have also seen some welcome developments such as the 3% drop in the number of reported incidents of domestic abuse and the drop in the gender pay gap for Scotland from 7.7% to 6.2%. As a result of our concerted action, there has been an increase in women's representation in public appointments and the most recent Scottish Social Attitudes Survey has shown that the overall trend in Scotland of reducing discriminatory attitudes is continuing.

I am proud of Scotland's record in welcoming refugees and enabling the integration of asylum seekers from day one. We have now provided safety and sanctuary to around 1,600 Syrian refugees under the Syrian Resettlement Programme, and it's been fantastic to see people extend the hand of friendship to their new neighbours.

It is to Scotland's credit that we did not see an increase in the level of xenophobia or hate crime during and following the Brexit referendum campaign.The work undertaken by this and previous Scottish governments and a wide range of organisations to promote equality, foster good relations, respect the diversity of our communities and to strengthen their cohesion and resilience has been important and will be increasingly so in the period ahead.

However, we are not complacent. We are very clear that the pace of change is too slow in some areas and that there remains much still to do.

That is why I and my Ministerial team have focused on taking action to drive forward change. As part of that work we have published the following significant strategic plans: *the Fairer Scotland Action Plan; the Race Equality Framework for Scotland; the Fairer Scotland for Disabled People; the refreshed Equally Safe: Scotland's Strategy to Prevent and Eradicate Violence against Women and Girls and New Scots: Integrating refugees into Scotland's communities.*

In addition we were keen to secure opportunities to advance equality through the transfer of new powers to Scotland through the Scotland Act 2016 including the ability to legislate to achieve gender balance on the boards of public bodies. We have now completed the consultation on the Gender Representation on Public Boards (Scotland) Bill and will be introducing it shortly into the Scottish Parliament.

One of the most significant transfer of powers since devolution will be the social security powers being devolved through the Scotland Act 2016. The delivery of a new system of social security in Scotland will be one of the biggest challenges for my portfolio. However it will demonstrate how we can do things differently and better, when we have the levers of change in our own hands. Our overarching aim is to create a social security system that is based on dignity, fairness and respect, that is there to help and support those who need it, when they need it. It will be a system of which all Scots can be proud.

We are determined that the new system will be shaped with the help of those who have lived experience. We are already making that real through our wide ranging consultation and through the experience panels which we are setting up to allow us to harness directly the views of benefit recipients. A case study on our progress so far is included in this report.

I know that the progress we have made has been possible because we are able to work collaboratively with a wide range of partners and because there are dedicated people across all our communities who continue to fight for change and improvement. I am very grateful to all those who have contributed to Scotland's journey towards equality so far. Together we can make a difference and I look forward to working with you in the period ahead.

Angela Constance MSP
Cabinet Secretary for Communities,
Social Security and Equalities

PERMANENT SECRETARY'S STATEMENT

As the Permanent Secretary for the Scottish Government I want us to become a world leading, diverse employer.

This is an ambitious aspiration – and in order to achieve it we need to be fully representative of modern Scotland and the public and communities we serve.

Our investment in the development and wellbeing of our workforce is a key component of Scotland's distinctive approach to public services. Underpinning this approach is a belief that everyone has a right to equality of opportunity and should be able to fulfil their potential free from barriers which limit aspiration. No one should be defined by the circumstances or characteristics of their birth, or held back by poverty, ethnicity or culture.

Tackling poverty and inequality in Scotland is one of this Government's central aims - our success depends upon our working together to deliver a strong economy whilst supporting a fairer society. Achieving greater equality and achieving sustainable economic growth are mutually supportive. A fairer and more equal society is also one that's more prosperous and economically successful.

In helping to meet this aspiration the Scottish Government aims to champion and broaden its own diversity and ensure equal opportunities are embraced and reflected in its work and that of all public bodies. Our ambition is to be a government that truly reflects the people it serves.

LESLIE EVANS
Permanent Secretary

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EXECUTIVE SUMMARY

Equality is an integral part of the Scottish Government's business. The public sector equality duty requires us to give due regard in our policies, legislation and activities to eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations between people with different protected characteristics. We, and the other listed public authorities subject to the duty, make decisions that affect the lives of everyone in our communities and it is therefore important that we consider the equality impact of all that we do.

There has been considerable progress on equality over the last two years and a number of very significant policy developments that provide the basis for further advance in the coming period. This document provides an update on how the Scottish Government is making progress on incorporating equality across its activities and provides a final update on the equality outcomes which we set in 2013 to cover the period up to 2017.

The Scottish Government as a Policy Maker

The equality brief is held by Angela Constance MSP the Cabinet Secretary for Communities, Social Security & Equalities. This is a reflection of the importance attached to equality and human rights within the Scottish Government. Importantly equality is also a shared objective across Cabinet, strongly championed by the Cabinet Secretary and First Minister, and reflected in activity across all Ministerial portfolios.

It features strongly in the Programme for Government and it is an integral part of the process for determining the Scottish Budget. The equality analysis and assessment of the Scottish Government's spending plans are outlined in the Equality Budget Statement which is published alongside each Draft Budget. Scotland remains a leader in this work.

A wide range of policies developed and implemented over the past two years will help drive forward equality. Key among these are the Fairer Scotland Action Plan, the Race Equality Framework, A Fairer Scotland for Disabled People, Equally Safe: Strategy for the prevention of Violence against Women and Girls and the Fair Work Framework.

Since we last reported in 2015, we have continued to improve data and evidence to strengthen our policy work and inform the decisions that we take. The Equality Evidence Finder remains publicly available and is an extremely helpful resource for those working on equality. The Equality Evidence Strategy will shortly be published. This will provide the basis for further improvement in the data on equality.

We are fortunate to have an extensive range of equality stakeholders in Scotland and we value their engagement with us. The Scottish Government continues to work closely and collaboratively with them and the communities they represent. The report provides a number of examples of involving equality communities in policy development, including co-production, and also provides details of the Scottish National Equality Improvement Project, through which we discharge Scottish' Ministers duty to support the better delivery of the public sector equality duty.

The Scottish Government as an Employer

The Scottish Government is committed to giving all its staff the opportunity to shine, to nurturing talent at all levels and to having a diverse workforce reflective of the communities we serve.

Our aspiration is to be open, capable and responsive so that we can continue to improve outcomes for people in communities across Scotland. We place value on relationships. We pride ourselves on the depth and breadth of our advice and analysis. We have strong commitments of value and intent and are keen to ensure that there is no gap between the rhetoric and reality – this is central to our credibility and integrity.

We are clear that everyone should be able to be themselves at work, knowing that they will be treated fairly and supported to achieve their potential. Diversity and equality by their very nature are not 'one size fits all' policies or initiatives. A fairer, more inclusive society, community or workforce is one where everyone feels confident to play their part.

This vision is underpinned by the People Strategy. This sets out our ways of working: creating an environment, in partnership with our trade unions, where individuals can thrive and be successful and creating the conditions for consistently good people management and development - for all of our staff.

The People Strategy underpins our SG2020 transformation programme. We are in the process of developing a People Plan to set out how that transformation will be embedded across our core services and processes and encouraged through changes to local practice and culture. Our approach is to build the evidence base and to use this to inform further action and future policy.

To inform our actions with regard to the public sector equality duties we have used evidence from a range of sources: our annual People Survey, our electronic HR systems, specific evaluations and interaction with our staff networks and individuals.

Equality Outcomes 2013 – 17

The Public Sector Equality Duty requires public authorities including the Scottish Government to publish equality outcomes which it will work to achieve. In April 2013, the Scottish Government set a suite of equality outcomes to cover the period up to 2017. These were on the following topics:

- Scottish Government Representative Workforce
- Scottish Government - Equality and Diversity Matters
- Ministerial Public Appointments
- Violence Against Women and Girls
- Gypsy/Travellers
- Women and Employment
- Disability and Access to Justice and Advice
- Education

Progress against these outcomes is outlined in this report.

Equality Outcomes 2017 – 21

In the light of the evidence and data and taking account of the priorities and views of stakeholders, a further suite of equality outcomes has been developed on the following themes:

- Employment – both as a policy maker and as an employer
- Participation in Decision Making
- School Education
- Hate Crime
- Violence Against Women and Girls
- Social Security
- Mental Health
- Children affected by Domestic Abuse and the Justice System

Information about the process of developing the outcomes as well as details of the evidence base for their inclusion, how they will be measured and early actions which will be taken to progress them are included in this report.

INTRODUCTION

The Scottish Government is clear in its commitment to ensuring that equality is considered as part of all that we do. It is not only desirable to do so but it is a legal responsibility. Policies, legislation and activities have to give due regard to the public sector equality duty and its three requirements:

- To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

There are real benefits in doing so – a more equal society, a more inclusive economy and more fulfilling lives for all the people of Scotland.

The public sector equality duty is a powerful tool to support public authorities to deliver services and policies which take account of the differences between us, which are not 'one size fits all' and which ensure that there are there are no barriers or discrimination that impede our ability to progress and achieve to our fullest potential.

There have been significant developments over the period of this report and we are making progress on equality. We provide some highlights in Part 1 of this report.

We have invested over £100 million since 2012 and are providing over £20 million of funding from the Equality Budget during 2016-17 to help promote equality and tackle discrimination.

And we have strengthened the duties on Scotland's public bodies and expect them to be more active in promoting and embedding equality in all they do.

We have recently launched A Fairer Scotland for Disabled People – over 90 cross-government commitments ranging from education and health to transport, which will go a long way in making life for disabled people in Scotland fairer. We firmly believe that disabled people's rights are human rights, and that human rights must apply to everyone.

We have set up a British Sign Language (BSL) National Advisory Group to advise Scottish Ministers on the development of the first BSL National Plan. We are consulting on our BSL National Plan currently and will launch the plan in October 2017.

And we are investing record levels of funding to tackle violence against women. Alongside nearly £12 million per year since 2012 from the Equality Budget, in 2015 the First Minister announced an additional £20 million over three years would also be invested by the Scottish Government to help our commitment to tackle and eradicate all forms of violence against women.

Equally Safe is Scotland's strategy for preventing and eradicating all forms of violence against women and girls. We are continuing to work closely with key partners this year to implement this and are consulting on a delivery plan.

Domestic abuse is an abhorrent and inexcusable crime and in addition to funding, we have introduced a new domestic abuse offence to Parliament that will recognise psychological abuse as well as physical abuse and make us one of a handful of countries that will recognise this behaviour as criminal.

We have also published minimum quality standards for Gypsy Traveller sites run by social landlords, to be met by June 2018. We will review progress towards implementing the standards with site tenants, site providers and other key stakeholders, in 2017. And we have also published new guidance for local authorities on managing unauthorised sites by Gypsy Travellers, following visits, meetings, and discussions with Gypsy Travellers, the police, local authorities and others.

We have made clear our opposition to any move to repeal the Human Rights Act or to diminish equality protections in any way.

The Scottish Government has also welcomed refugees and asylum seekers and is doing all it can to ensure refugees have happy and productive new lives in Scotland.

There is absolutely no place for racism in Scotland and we are determined to show leadership in advancing race equality in Scotland. That is why we have published a Race Equality Framework, which has been developed to advance race equality and address the barriers that can prevent people from minority ethnic communities from realising their potential. We have also appointed a Race Equality Framework Adviser to be a 'critical friend' to Government and help us to advance race equality and tackle racism.

However, we know that we are still on a journey and that we have further to travel before reaching our goal. We have published a range of strategic plans to help us move forward and have identified a number of specific outcomes that we will work to achieve in the period 2017- 2021. We will provide our first report on the progress being made towards these outcomes in April 2019.

As detailed in our Equality Outcomes and Mainstreaming Report 2015 (http://www.gov.scot/Publications/2015/04/7781) , Scotland is an increasingly diverse country. The Scottish Government recognises the value of this increased diversity and the benefits that it brings to our economic, social and cultural life. One measure of how well Scotland is doing on equality is social attitudes. The Scottish Government has continued to fund the discrimination module of the Scottish Social Attitudes Survey over a number of years in order to chart our progress as a nation towards greater acceptance of difference.

Between 2002 and 2010, the overall pattern shown in these surveys was one of little or no change in the majority of discriminatory attitudes measured. Two notable exceptions to this were that discriminatory attitudes towards gay people and lesbians declined, and there was an increase in discriminatory attitudes towards Muslims.

Changes between 2010 and 2015 showed a very different pattern. The predominant trend was one of discriminatory attitudes declining – across a wide range of measures, and towards all equality groups.

The decrease in discriminatory attitudes between 2010 and 2015 was seen across **all** groups in Scottish society.

As one of our equality outcomes for 2013 – 17 was a reduction in discrimination experienced by Gypsy Travellers, we were particularly pleased to see that attitudes have shifted positively in relation to these communities. That is not, however, to suggest that we have succeeded in eliminating discrimination towards Gypsy Travellers as that is clearly not the case. Much further work is required to ensure that they receive access to services and opportunities on the same basis as others and the strategic programme of work on Gypsy Traveller issues which the Scottish Government will publish during 2017 will help to focus activity on those areas which require further attention.

General attitudes to prejudice

Decrease in the proportion who would **prefer to live in an area where most people are similar to them,** suggesting a greater acceptance of diversity

2002	46%
2006	49%
2010	43%
2015	33%
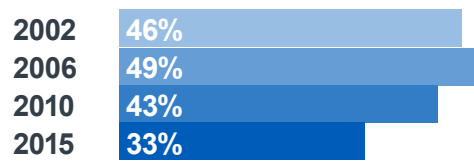
Decrease since 2010 in the proportions who think that the following groups **take jobs away from other people in Scotland**

People from ethnic minorities

2002	20%
2006	27%
2010	31%
2015	26%

People from Eastern Europe

2006	32%
2010	37%
2015	30%
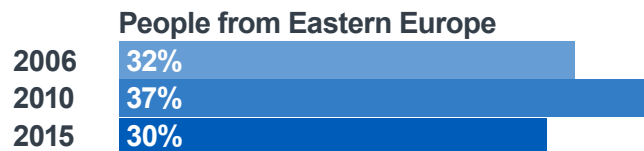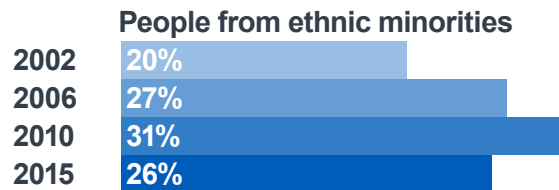
Discriminatory attitudes towards different groups

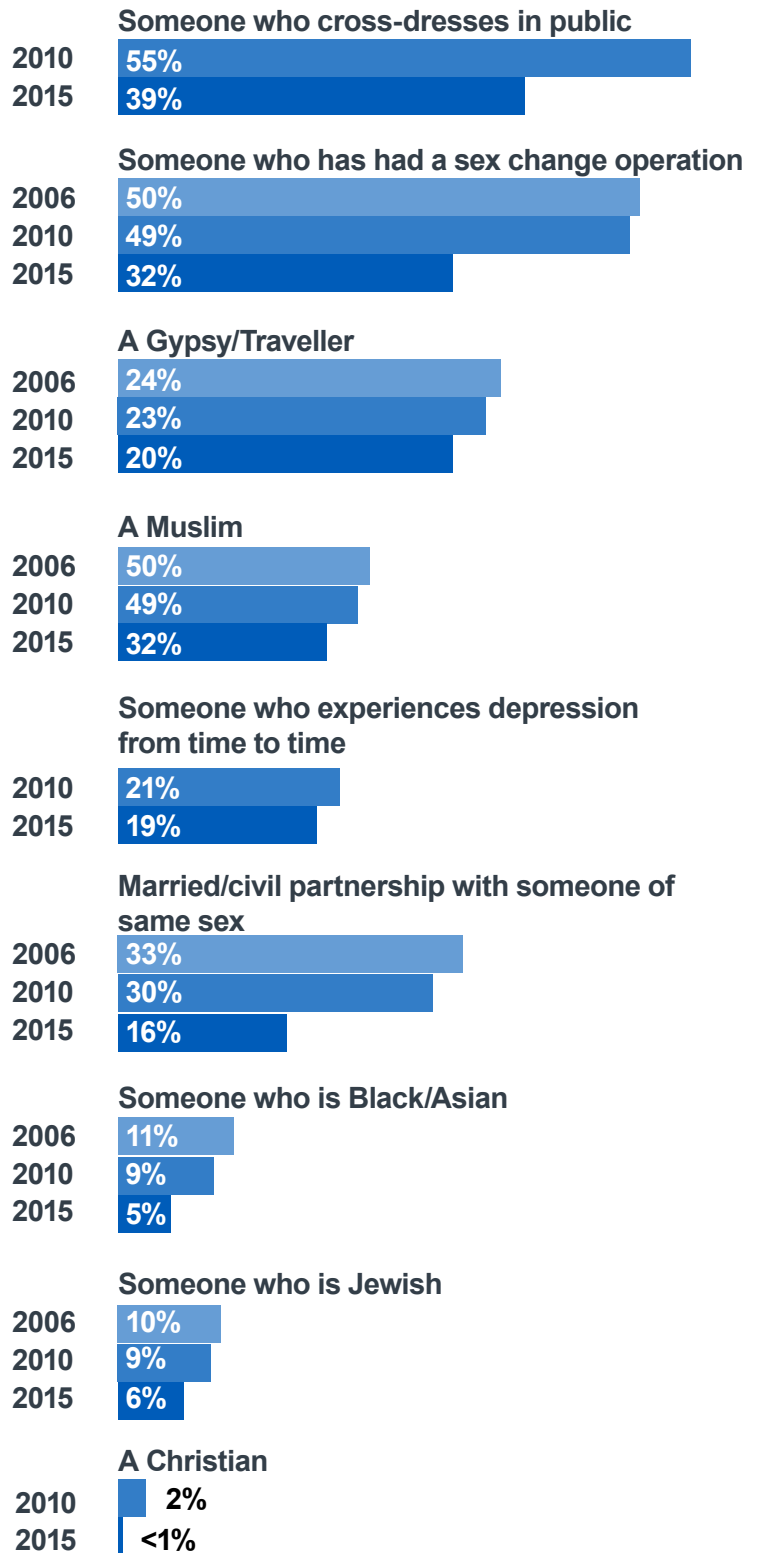General **decrease** in proportions saying they'd be **unhappy about a close relative marrying** someone from each of the following groups (though no significant decrease in relation to someone who experiences depression)

Someone who cross-dresses in public

2010	55%
2015	39%

Someone who has had a sex change operation

2006	50%
2010	49%
2015	32%

A Gypsy/Traveller

2006	24%
2010	23%
2015	20%

A Muslim

2006	50%
2010	49%
2015	32%

Someone who experiences depression from time to time

2010	21%
2015	19%

Married/civil partnership with someone of same sex

2006	33%
2010	30%
2015	16%

Someone who is Black/Asian

2006	11%
2010	9%
2015	5%

Someone who is Jewish

2006	10%
2010	9%
2015	6%

A Christian

2010	2%
2015	<1%

Decrease since 2010 in proportions saying the following are **unsuitable as primary school teachers**

A Gypsy/Traveller

2006	48%
2010	46%
2015	34%

Someone aged 70

2006	49%
2010	39%
2015	31%

Someone who from time to time experiences depression

2006	51%
2010	41%
2015	29%

Someone who has had a sex change operation

2006	30%
2010	31%
2015	20%

Gay men and lesbians

2006	21%
2010	18%
2015	13%

A Muslim person

2006	15%
2010	15%
2015	13%

A black or Asian person

2006	4%
2010	6%
2015	3%
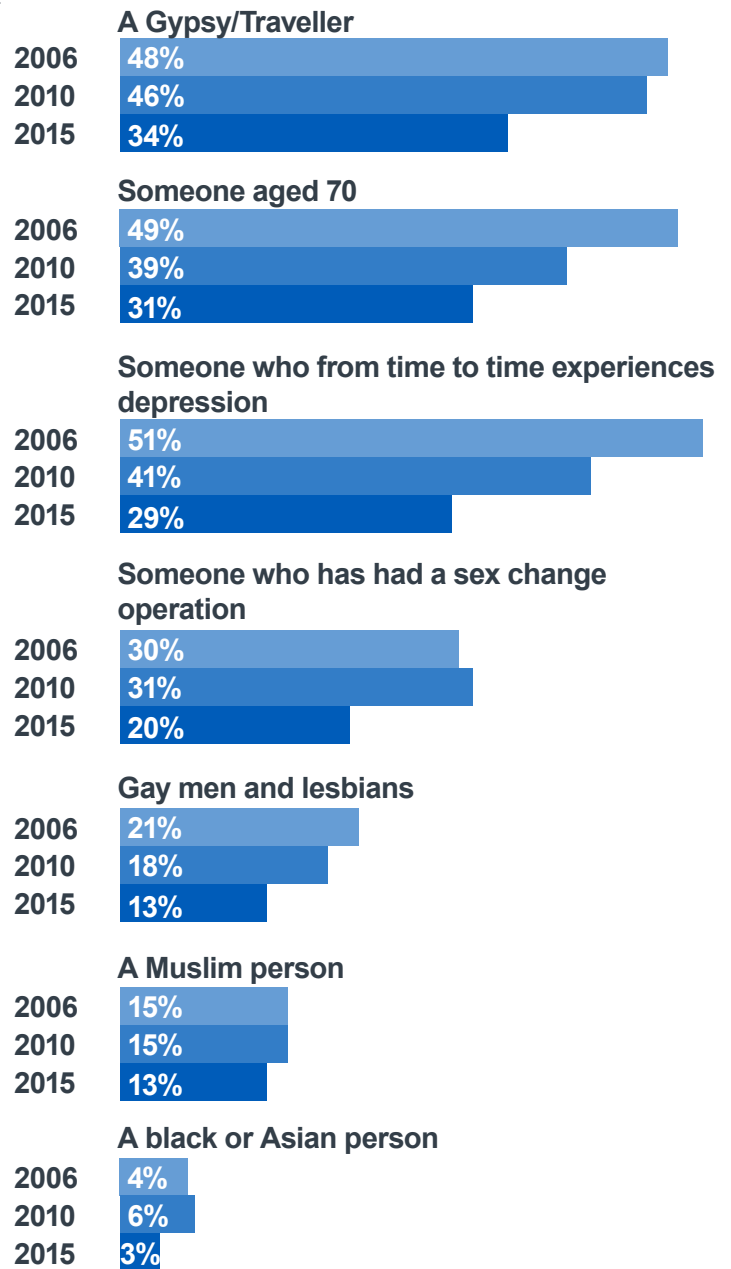
Increase in the proportion who think **sexual relations** between two adults of the **same sex are 'not wrong at all'**

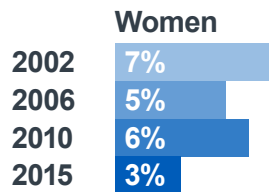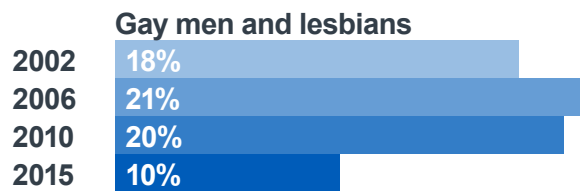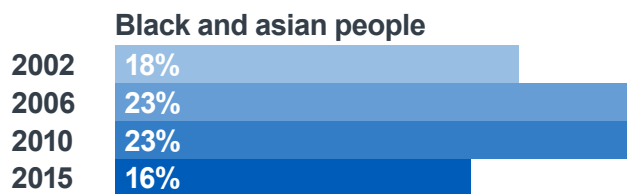|	
2000	46%
2004	46%
2005	49%
2010	43%
2015	33%
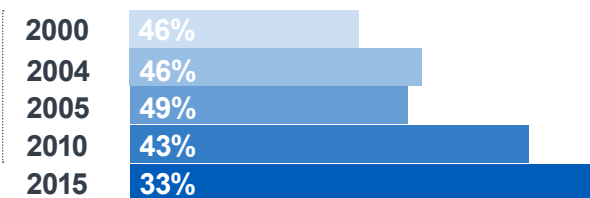
Equal opportunities and positive action
Decrease since 2010 in people thinking that **attempts to promote equal opportunities** for the following groups in Scotland have **'gone too far'**

No change in proportion thinking it's wrong to make people retire just because they have reached a certain age.

2005	76%
2010	75%
2015	76%

No change in proportion thinking it's wrong to make people retire just because they have reached a certain age.

Black and asian people

2002	18%
2006	23%
2010	23%
2015	16%

Gay men and lesbians

2002	18%
2006	21%
2010	20%
2015	10%

Women

2002	7%
2006	5%
2010	6%
2015	3%

Structure of the Report

Part 1 – Mainstreaming Equality

Our last report on how we are mainstreaming equality was published in April 2015. This report provides an update on the activities we are undertaking and progress we are making to incorporate equality into our activities and to improve the experiences and outcomes for the people of Scotland.

Section 1 of the report covers the Scottish Government's role in making and delivering policy and legislation for the people of Scotland. It includes our overall approach to developing and using equality data, our engagement with equality communities, and how we use the evidence from data and engagement to inform our work on equality impact assessment. We provide a number of examples of recent legislation and policies that help to advance equality. We also refer to equality within corporate systems and practices, and in our budget-making process, and we report on equality within our procurement activities.

Examples of mainstreaming equality from a number of Agencies covered by this report are also provided.

At **Section 2** we discuss the actions we are taking as an employer – to support staff and to promote equality and diversity, including how the employee diversity information is being used to help the organisation inform our employment policies and practices. This section also highlights the work on staff engagement, including the diversity networks.

At **Section 3** we provide a summary of the Scottish Government employee diversity information and our gender, race and disability pay gaps.

Part 2 – Equality Outcomes

In 2013, the Scottish Government set a suite of equality outcomes to cover the period to 2017. In Part 2 we report on the progress made on these outcomes and we set out our new suite of outcomes for 2017 – 2021, also providing details of the process we have gone through to develop them.

Coverage of the Report

The work of the Scottish Government is carried out by Directorates and Agencies.

This report covers all Scottish Government Directorates and the following Agencies:
- Accountant in Bankruptcy
- Disclosure Scotland
- Education Scotland
- Historic Scotland
- Scottish Public Pensions Agency
- Transport Scotland

The Scottish Prison Service, an Agency, is producing its own report, and the Crown Office and Procurator Fiscal Service, a distinct part of the Scottish Government, has also chosen to produce its own report.

PART 1

Mainstreaming Equality

SECTION 1: THE SCOTTISH GOVERNMENT AS A POLICY MAKER

1.1 INTRODUCTION

"The Scottish Government has a plan. It is a plan that I am asking all of us to get behind. It is a plan to build a more prosperous nation with a dynamic, sustainable and inclusive economy, with public services that put people's needs first, and where every individual has true equality of opportunity."

(First Minister)

As the Programme for Government, https://www.gov.scot/About/Performance/programme-for-government, clearly demonstrates, equality is firmly embedded throughout all the Government's activities. The programme focuses on an education system providing opportunities for all, an economy with more jobs and fair work, public services fit for the future, empowering people and communities through strengthened local democracy and safeguarding Scotland's place in the world. None of this is achievable without ensuring that barriers to participating for all are removed, and that we are able to make the most of the talents of all of Scotland's people.

"THE SCOTLAND WE WANT TO SEE HAS A RESILIENT AND GROWING ECONOMY, AN EDUCATION SYSTEM THAT ENABLES TRUE EQUALITY OF OPPORTUNITY FOR ALL, PUBLIC SERVICES THAT ARE EFFICIENT, FAIR, FLEXIBLE AND VALUED, AND A VIBRANT, OPEN AND INCLUSIVE CULTURAL LIFE." (PFG, PAGE 4)

"WE WILL ALSO CREATE A NEW CRIMINAL OFFENCE OF DOMESTIC ABUSE TO DEAL WITH FORMS OF PSYCHOLOGICAL ABUSE THAT CAN BE DIFFICULT TO DEAL WITH UNDER EXISTING LAWS.'
(PFG PAGE 6)

"INTRODUCE A GENDER BALANCE ON PUBLIC BOARDS BILL TO REDRESS THE GENDER IMBALANCE OF PUBLIC AUTHORITY NON-EXECUTIVE BOARD MEMBERS" (PFG, PAGE 9)

"WE WILL CONTINUE TO SUPPORT DEVELOPING THE YOUNG WORKFORCE (DYW), OUR EARLY INTERVENTION YOUTH EMPLOYMENT STRATEGY, TO BRIDGE THE GAP BETWEEN EDUCATION AND INDUSTRY, TO PRODUCE MORE WORKREADY YOUNG PEOPLE AND PROMOTE THE VALUE OF WORK-BASED LEARNING."
(PFG PAGE 17)

"MORE EQUAL SOCIETIES ALSO TEND TO BE HEALTHIER, SAFER, MORE PRODUCTIVE AND MORE INNOVATIVE. MAKING GROWTH MORE INCLUSIVE IS THEREFORE IMPORTANT FOR IMPROVING SCOTLAND'S ECONOMIC COMPETITIVENESS AND WELLBEING, REDUCING WIDER INEQUALITIES, AND IMPROVING OPPORTUNITIES FOR ALL." (PFG, PAGE 47)

"THE GOVERNMENT IS COMMITTED TO FURTHER THE DEVELOPMENT OF A CULTURE WHICH PROMOTES EQUALITY, VALUES DIVERSITY AND RECOGNISES THE HUMAN RIGHTS OF THOSE WORKING WITHIN THE NHS IN SCOTLAND. WE HAVE ENTERED INTO A NEW NATIONAL PARTNERSHIP AGREEMENT WITH STONEWALL SCOTLAND TO SUPPORT HEALTH BOARDS IN THEIR APPROACHES TO SUPPORTING LGBTI UNDERSTANDING, INITIATIVES AND SERVICE PROVISION" (PFG, PAGE 66)

- CONTINUE TO PROVIDE FUNDING TO EXPAND THE CURRENT MEDICS AGAINST VIOLENCE ASK, SUPPORT, CARE PROGRAMME TO TRAIN MORE HEALTHCARE STUDENTS, NHS STAFF AND NON-HEALTH CARE PROFESSIONS (E.G. HAIRDRESSING, BEAUTICIANS AND VETS) TO SPOT, DOCUMENT AND RESPOND TO THE SIGNS OF POTENTIAL ABUSE. THIS PROGRAMME HAS THE POTENTIAL TO REACH OUT AND SUPPORT THOUSANDS OF PEOPLE WHO MAY BE AFFECTED BY DOMESTIC ABUSE" (PFG, PAGE 68)

"EVERYONE HAS A RIGHT TO FEEL AND BE SAFE WHEREVER THEY ARE, AND WHERE INDIVIDUALS OR GROUPS TRY TO USE VIOLENCE AND ABUSE TO ADVANCE THEIR AIMS, WE WILL FIRMLY COUNTER THEM." (PFG PAGE 73)

- CONTINUE OUR SCOTTISH APPROACH OF SAFEGUARDING SCOTLAND'S PEOPLE AND COMMUNITIES AND BY WORKING COLLABORATIVELY WITH COMMUNITIES, POLICE AND AGENCIES, BY BUILDING COMMUNITY COHESION AND TACKLING HATE CRIME" (PFG PAGE 77)

"THERE WILL BE SPECIFIC ACTIONS TO IMPROVE PROVISION ON GENDER RECOGNITION, TO LEGISLATE FOR GENDER BALANCE ON PUBLIC BOARDS, TO STRENGTHEN LEGISLATION." (PFG, PAGE 83)

"WE WILL WORK WITH THE CONVENTION OF SCOTTISH LOCAL AUTHORITIES (COSLA) TO REPRESENT THE INTERESTS OF REFUGEES BEING RESETTLED IN SCOTLAND AND THE LOCAL AUTHORITES WHICH ARE RECEIVING THEM. AS PART OF THIS WORK, WE WILL DELIVER A NUMBER OF PROJECTS TO SUPPORT THEIR INTEGRATION, INCLUDING A PILOT OF A NEW ASSETS BASED APPROACH TO ENGLISH LANGUAGE LEARNING. WE WILL ALSO ENSURE A SIMPLIFIED CRISIS GRANT FUND FOR REFUGEE FAMILIES WHO SETTLE HERE UNDER FAMILY REUNION RULES." (PFG PAGE 88)

Much has been achieved since we last reported in 2015, and we have included a number of highlights in this report. Of particular note are two major equality frameworks that will be driving our actions for years to come – the Race Equality Framework (http://www.gov.scot/Publications/2016/03/4084), published in March 2016 and A Fairer Scotland for Disabled People: our disability delivery plan to 2021 for the United Nations Convention on the Rights of Persons with Disabilities, (https://consult.scotland.gov.uk/equality-unit/rights-of-persons), published in December 2016. More details of these two important documents follow. The Fairer Scotland Action Plan was also published in 2016 and these three documents link together to provide a robust narrative for change.

The British Sign Language (BSL)(Scotland) Act 2015 was a particularly significant development. The Scottish Government supported this Member's Bill and successfully secured scores of amendments designed to strengthen the legislation and make it more action orientated and more accessible. The National Action Plan for BSL is out for consultation and the final draft will be published later this year. The BSL Act will greatly increase opportunities and participation for Deaf and deafblind people.

Regulation 6A of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on 18 March 2016. It places certain duties on the Scottish Government and listed public authorities in Scotland to encourage and support Board diversity, in terms of the relevant protected characteristics of Board members. We have also lowered the threshold for listed public authorities to publish their gender pay gap and equal pay statements from those with more than 150 employees to those with more than 20.

This report includes, for the first time, information about the pay gap and occupational segregation for race and disability as well as gender - another important milestone in terms of holding public authorities, including the Scottish Government, to account.

One of our biggest challenges going forward will be delivering our new Social Security powers. We have made clear that we intend to embed equality and human rights throughout the operation of the 11 benefits which have been devolved to us. The following case study illustrates work to date.

Social Security (Scotland) Bill

This Bill will set out how we use the social security powers devolved to the Scottish Government from the UK Government through the Scotland Act 2016. Only 15% of UK Social Security is being devolved to Scotland. Eleven benefits in total are being devolved, which currently support 1.4 million people across Scotland.

The Social Security (Scotland) Bill sets out an over-arching legislative framework for the administration of social security in Scotland which relates to the general functions of social security administration (e.g. overpayments, fraud, error, appeals and adjudications etc.) rather than provisions associated with specific benefits.

This Bill will transpose the 11 existing benefits onto a Scottish legislative platform, allowing for the modernisation of the benefits and/or some adjustment to reflect how Scottish Ministers may wish the benefits to operate in the future.

The devolved benefits are: Disability Living Allowance (DLA); Personal Independence Payment (PIP); Attendance Allowance (AA); Severe Disablement Allowance (SDA); Industrial Injuries Disablement Benefit (IIDB); Carer's Allowance (CA); Sure Start Maternity Grants; Funeral Payments; Cold Weather Payments; Winter Fuel Payments; and Discretionary Housing Payments.

Background on the Principles

The Bill will be based on the vision and principles set out in "A New Future for Social Security in Scotland" (http://www.gov.scot/Resource/0049/00496621.pdf) published in March 2016 which shapes Scottish thinking around social security.

"A New Future for Social Security in Scotland" outlines the vision and set of principles to underpin the development and implementation of the new social security powers in Scotland. The vision states that "Social Security is important to all of us and able to support each of us when we need it" and is supported by the following principles:

Principle 1: Social security is an investment in the people of Scotland.

Principle 2: Respect for the dignity of individuals is at the heart of everything we do.

Principle 3: Our processes and services will be evidence based and designed with the people of Scotland.

Principle 4: We will strive for continuous improvement in all our policies, processes, and systems, putting the user experience first.

Principle 5: We will demonstrate that our services are efficient and value for money.

Structure of the Bill

The Bill is expected to be divided into 3 parts, as follows:

Part 1 – Principles

The first thing the Bill will do is embed in legislation the principles of the Scottish social security system, including a commitment to a human rights based approach. It will require the production of a charter which is informed by the principles and it will require the Scottish Government to report to Parliament on their delivery against the charter. The Bill will also set out the basic machinery through which the Scottish Government will provide social security dealing with everything from applications through to appeals.

Part 2 – Legislative Machinery

A significant amount of the existing UK legislation provides an administrative background to delivery of individual benefits and we consider that some of this should be replicated, with amendments where appropriate. Work to develop operational policy is ongoing but we currently anticipate that we will need provision for:

General benefits administration, including the requirement to apply, powers to prescribe how applications are to be made and what is to happen to them, and how payments are to be made. Also, powers will be required in relation to the ability of the delivery agency to revisit awards that have been made and the length of awards. Powers will be needed to investigate suspected fraud;

Uprating of benefit amounts;

Appeals and complaints handling within and from the benefits system. It is anticipated that this will mostly be in regulations and similar to existing provision, using existing tribunal machinery and its legislative structure;

Data protection/sharing of information;

Passporting between benefits and other entitlements;

Recovery of over-payments which will inevitably arise. Although this can mostly be effected through existing debt recovery legislation, we will need to provide powers to recover from ongoing benefits and probably provision for reciprocal Scottish Government/Department

of Work and Pensions recovery, since people may be receiving one sort of benefit but not another;

General definitions, such as entitlement to benefits in the current UK system, which generally depends on habitual residency, but with variations. We are considering whether we can develop some general definitions of this type that might apply across all benefits, with specific variations or powers to vary where appropriate.

Part 3 – The Devolved Benefits

The Bill will then define the types of social security assistance which the Scottish Government will give (ie benefits in the areas being devolved by sections 22, 23 and 25 of the SA 2016). This part of the Bill will give a brief description of each type of assistance, and confer powers on the Scottish Government to set out the rules for eligibility and entitlement to subordinate legislation.

Ill Health and Disability benefits currently include Disability Living Allowance (DLA) and Personal Independence Payment (PIP), Attendance Allowance (AA), Severe Disablement Allowance (SDA) and Industrial Injuries Disablement Benefit (IIDB).

Benefit for carers currently consists of Carer's Allowance (CA).

Benefit for maternity expenses currently consists of the Social Fund Sure Start Maternity Grant.

Benefit for funeral expenses currently consists of provision through a Social Fund payment.

Assistance with heating costs in cold weather, currently provided as Cold Weather Payments to benfit recipients for weeks of exceptionally cold weather and annual Winter Fuel Payments to older persons.

Discretionary Housing Payments.

Carer's Allowance

The Scottish Government has acknowledged the huge contribution that all of our carers make to society caring for family, friends and neighbours. The devolution of Carers Allowance provides us with an opportunity to better recognise this contribution through the benefits system, as we believe it is essential that carers are properly supported in their role. The Scottish Government has committed to increasing Carer's Allowance to the level of Jobseeker's Allowance when it is within its power to do so. Over the longer term, the Scotland Act 2016 provides flexibility to change the definition of a carer for the purposes of paying a benefit. For example, we are considering changing the eligibility criteria and the rules relating to the stopping and starting of the benefit. Whilst caring can be a rewarding and positive experience for both carers and the cared for, we know that carers often feel undervalued and struggle financially. Caring often restricts opportunities to participate fully in society as it can be difficult to juggle work and caring responsibilities. We want to develop a Scottish carer's benefit which helps deliver positive experiences and outcomes for carers. We want carers to be able to access the carer support they need, to take part in education or employment if they want. Overall, we want to improve carers' health and wellbeing. Our ambition is to develop a Scottish carer's benefit which, although not a payment for care, provides some financial support and recognition for those who choose to, or who have had to, give up or limit their employment or study because of caring responsibilities.

We are committed to working collaboratively with carers and organisations which represent carers to develop our policy. We received a large number of consultation responses from carers and carer organisations. We also hosted and supported a number of consultation events aimed specifically at carers across the country. The Cabinet Secretary and the Minister for Social Security attended a number of these events, which took place the length and breadth of the country.

For example, we worked with the Coalition of Carers to set up local and national consultation events. The local events were held at the South East Carers Centre, the HIV-AIDS Carers & Family Service Provider Scotland, the Highland Carers Centre and the East Ayrshire Carers Centre. Those attending these events included carers from the Asian community, carers looking after people with HIV/AIDS, young carers, parent carers and mental health carers, carers from rural and remote communities (including Caithness, Sutherland, Lochaber, Dingwall, Dornoch, Inverness, Nairn and Thurso). The national events were held by the Coalition of Carers and Carers Trust in Edinburgh and Glasgow. Carers and staff from local carer support organisations from local authorities areas across Scotland attended, including those from outside the central belt and more rural locations (including the Highlands, Dunoon, Dundee, Shetland, Lochgilpead, the Borders and Aberdeenshire). Through these events, we were able to reach out to carers from a range of different communities across the country.

Through our Carer Benefit Advisory Group, and its short-life working groups, we are working alongside stakeholders to develop options for the carer benefit. These groups consist of representatives from the national carer organisations, including Carers Scotland, Carers Trust and the Coalition of Carers. There are also a number of local welfare advisors sitting on these groups who have a unique understanding of carers' needs in their area, as well as representatives from other organisations, such as Engender and Marie Curie.

Further, the Scottish Government is aware that many carers under the age of 16 currently undertake caring responsibilities. Although some young carers are supported by young carers' projects and other services, we have heard that many continue to face challenges to their health and well-being as well as not being able to access opportunities that are the norm for other young people; for example, further education. As Carer's Allowance is currently only available for those aged 16 and over, the Scottish Government has committed to considering the introduction of a young carer's allowance. We have set up the Young Carers Allowance Working Group, specifically to look into options for support to be made available to young carers. This group consists of key individuals from organisations such the Scottish Young Carers Services Alliance, the Scottish Young Parliament and Carers Trust.

1.2 INVOLVING EQUALITY COMMUNITIES/ CO-PRODUCTION

RACE EQUALITY FRAMEWORK (REF) FOR SCOTLAND: 2015 -2030

On 21 March 2016, the Scottish Government published the Race Equality Framework for Scotland, setting out our long term ambition and approach to promoting race equality and tackling racism and inequality between 2016 and 2030.

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.

Developing the Framework

During 2015, with support from the Coalition for Racial Equality and Rights (CRER), Scottish Government engaged with a wide range of people from grassroots community organisations to practitioners working in the public and third sector, academics and other key experts and encouraged them to have their say about advancing race equality and tackling racism.

A wide range of engagement activities was held throughout summer 2015 to ensure that the Framework was shaped by and reflects the voices of minority ethnic communities in Scotland. In total, we reached an estimated 700 people via the following engagement activities:

1. The Community Ambassadors Programme linked members of the minority ethnic community into the development of the Framework;
2. Reference Planning Groups – brought together a small group of people with particular expertise to assist with planning and evidence gathering;
3. Strategic Action Forums bringing together key stakeholders from the public and voluntary sectors and academia;
4. Survey on Race Equality in Scotland;
5. Desk based research and evidence gathering.

Through the **Community Ambassadors Programme**, minority ethnic community representatives, nominated by grassroots organisations and groups across Scotland, received training and support to conduct structured focus groups with community members. 42 Community Ambassadors completed the programme, supporting around 350 members of minority ethnic communities to engage with the policy development process.

In summarising the information we received, we identified core themes that reflect the views of those who engaged and from which we have developed 6 themed visions. The first vision sets out the overarching ambition for race equality in Scotland which we aim to achieve by 2030 and the following five core visions are: Community cohesion and safety; Participation and representation; Education and lifelong learning; Employability, employment and income; Health and home.

"Involvement as a Community Ambassador working with ethnic minority people living with sight loss gave us a crucial voice in this process. We hope for positive developments from Scotland's direction of travel away from racial discrimination."

Gozie Joe Adigwe; Senior Eye Health and Equalities Officer, RNIB Scotland; Community Ambassador

Implementation of the Framework

The work to progress the actions has been ongoing within Scottish Government and across our partner organisations throughout 2016 and beyond. Our approach to implementation looks at how the Framework can remain responsive and flexible to accommodate new evidence and change in the demographic and policy environments over the later phases of the Framework's life span and to reflect the progress made to date. As a model of mainstreaming, implementation against the actions includes linking and engaging external delivery partners and policy areas across Scottish Government, with an expectation that there will be a highlight report and action plan in 2017, an actions update report at the end of Year Two, and a published refresh of the plan in 2021, to take account of reviews and updates of the Framework over the 15 year period.

We are doing this collaboratively with key stakeholders and published a summary of our approach to implementation on 23rd February 2017. We have also taken forward new work around intersectionality and are scoping out a programme of engagement with both young people and minority ethnic women to make sure their voices are heard.

We held an event on 21 March 2017 to mark a year since the launch of the Framework; to provide further opportunity for engagement with stakeholders, and to mark the International Day for the Elimination of Racial Discrimination.

We have continued our commitment to ongoing engagement throughout the implementation of the Race Equality Framework.

Fairer Future

Young Scot is working with the Scottish Government's Race Equality Team, through a co-design model with young people from minority ethnic backgrounds and communities to realise the vision and ambition of the Race Equality Framework.

Launched on 1 March, Fairer Future involves working collaboratively with young people and with partner organisations including BEMIS and CRER, to support young people to gather insights, experiences and views of the 6 themes of the Race Equality Framework. Using Young Scot's Co-design process, participants will identify issues of importance to the young people to begin to shape ideas, solutions and recommendations for the Scottish Government, and to create a young people's vision for race equality in Scotland for 2030. An Ideas Gathering Event to launch the final report is planned for 29 June 2017.

Minority Ethnic Women's Network

A minority ethnic women's network is being established with events being held in 2017 to link in to the REF actions. The first event was held on 22 February with over 90 women attending. As well as looking at the vision, purpose and structure of the network, employability issues were discussed in the afternoon, with potential solutions identified, which will feed into the ongoing implementation of the Framework.

Themed Roundtables

Additionally over the course of 2017 we are organising a series of Themed Roundtables linked to REF themes involving policy officials with key experts from a range of statutory and third sector organisations and academia. The first Roundtable event is scheduled for 3 May and will focus on Housing.

RACE EQUALITY FRAMEWORK ADVISER

On 7 December 2016, the Cabinet Secretary for Communities, Social Security and Equalities, Angela Constance, announced the appointment of Ms Kaliani Lyle as an independent Race Equality Framework Adviser. In this innovative role Ms Lyle will champion race equality and help drive forward the implementation of the Race Equality Framework for Scotland. The appointment builds on the momentum and enthusiasm seen since the launch of the Framework in March 2016, and delivers on the commitment given in the Programme for Government to appoint an independent Race Equality Framework Adviser to help deliver its key actions.

Kaliani Lyle and Angela Constance

"I welcome the opportunity to work with Ministers and stakeholders to tackle racism and advance race equality through the implementation of the Race Equality Framework.

The Framework was developed jointly with organisations and minority ethnic communities throughout Scotland. We know from evidence that while there has been some progress in tackling discrimination and changing attitudes over the past 30 years there exists today a huge gap between aspiration and achievement. We need to come up with new and innovative ways to remove the blockages that fail to recognise diversity of need; to co-ordinate and embed race equality across government and public sector policy. This is a critical time in our history. I believe that Scotland can take a lead in demonstrating the strength inherent in the creation of a fair and just society for all its people."

Kaliani Lyle

Measures to increase participation in the Modern Apprenticeship programme by ethnic minorities

Our evidence gathering and stakeholder involvement processes demonstrated that there are areas in which school leavers from minority ethnic backgrounds could be better supported. We know that Modern Apprenticeships have historically had low levels of participation from minority ethnic groups, and as part of an action within the Race Equality Framework, we will work with Skills Development Scotland (SDS) in their delivery of the Equality Action Plan for Modern apprenticeships.

Furthermore, SDS and our key race equality partner BEMIS have jointly embarked on a pilot project to raise visibility and awareness of Modern Apprenticeships within the ethnic and cultural minority communities, and increase their participation in the programme.

The Project aims to:

1. Raise knowledge and understanding of apprenticeship programmes;
2. Build networks of new referral routes;
3. Raise capacity and confidence within apprenticeship providers;
4. Raise visibility through targeted campaigns.

SDS has continued to invest in the project in 2016-17. This work will help us deliver the goal to "Reduce barriers and provide support for minority ethnic people who are new to the labour market, including school leavers and new migrants".

DISABILITY DELIVERY PLAN

23%

Disability in Scotland 2014

76%
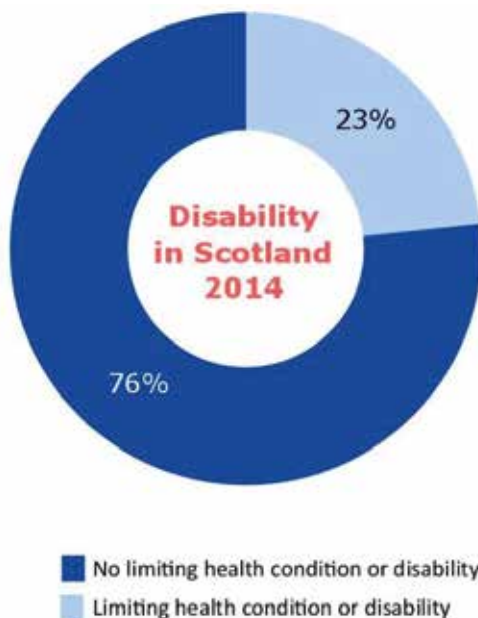
In **2014**, more than **1 in 5** (23%) adults **living** in Scotland had a long term limiting health condition or disability.

■ No limiting health condition or disability
■ Limiting health condition or disability

"It is vital that action to make disabled people's human rights a reality is led by us, disabled people ourselves. Only we know first-hand what needs to be done."

Dr Sally Witcher OBE Chief Executive, Inclusion Scotland

The Scottish Government is committed to promoting and protecting equality and human rights for disabled people and is working in co-production with disabled people, the experts on what needs to change, to shape our policies and services.

A Fairer Scotland for Disabled People – our Delivery Plan to 2021 for the UN Convention on the Rights of Persons with Disabilities was launched on Friday 2 December 2016 to mark International Day of Disabled People on 3 December.

It is the Scottish Government's contribution to the UK Government's report to the United Nations Committee on the implementation of UNCRPD, and sets the overall direction of travel for the Scottish Government over the lifetime of this parliament (2016-21).

The Delivery Plan has five long-term ambitions aimed at transforming the lives of disabled people in Scotland and ensuring that their human rights are realised. These are: Support services that meet disabled people's needs; Decent incomes and fairer working lives; Places that are great to live in; Protected rights; and Active participation.

The plan also sets out 93 actions which will be taken forward during the current parliamentary term, and includes:

1. halving the employment gap for disabled people;
2. setting a target to increase the percentage of disabled people in the public sector workforce;
3. offering the highest level of financial support to disabled Modern Apprentices;
4. introducing a work experience scheme for disabled young people;
5. providing additional support to disabled children and young people at points of transition;
6. implementing the Accessible Travel Framework in full;
7. increasing supply of wheelchair accessible housing.

The Access to Elected Office Fund, which was introduced in 2016, will continue beyond the local government elections in 2017 to support potential candidates for the Scottish Parliament elections in 2021.

Inclusive Communication Hub – one of the actions in the Disability Delivery Plan
Inclusive communication means sharing information in a way that everybody can understand. It is both important and is a right.

For service providers, it means recognising that people understand and express themselves in different ways, whilst for people who use services, it means receiving information and expressing themselves in ways that meet their needs.

A Fairer Scotland for Disabled People states that we want communication to be accessible to, and inclusive of, all. It includes an action to actively promote a new Inclusive Communication hub across the public sector in early 2017, providing advice and practical assistance.

The Inclusive Communication Hub, which was launched on 21 November 2016, is the first of its kind for Scotland, and is an easy to use online tool, for all who wish to be more inclusive with the information they give.

It will provide a central place for information about a lot of good work that has been developed by many organisations throughout Scotland and will provide tools and guidance on how to make information accessible to people.

It can be accessed at http://includeusall.org.uk/.

Disabled People's Annual Summit

Independent Living in Scotland (a project of Inclusion Scotland) hosts the Disabled People's Annual Summit with and on behalf of Scotland's disabled people. The Summit is held on or near to 3 December 2015, the International Day of Disabled People.

The first Summit was held on 3 December 2015 and was organised around the theme "Getting our Rights Right". It provided disabled people and their organisations with an opportunity to discuss the Scottish Government's consultation on its Delivery Plan. It was addressed by the then Minister, Marco Biagi MSP. The report of the 2015 Summit was submitted as a collective response to the consultation on behalf of attendees.

The second Summit was organised around the theme "Our Place Our Space", and was held on 2 December 2016. It was attended by Jeane Freeman MSP, Minister for Social Security, who spoke about *A Fairer Scotland for Disabled People*, which had been launched at the Royal Conservatoire of Scotland earlier that day. The remainder of the Summit focused on disabled people's housing.

The report and other outputs of the Summits will be shared with decision and policy makers and used to influence actions which will protect and accelerate delivery of disabled people's rights to independent living.

British Sign Language (Scotland) Act 2015

On 17 September 2015 the British Sign Language (BSL) (Scotland) Bill was unanimously passed by the Scottish Parliament. The aim of the Act is to promote and facilitate the use and understanding of BSL, including tactile BSL, across the public sector.

Among other things the Act requires Scottish Ministers to publish a BSL National Plan by October 2017 and listed authorities (including local authorities and regional NHS boards) will have to publish their own BSL plans by October 2018 – based on the national plan.

The Act will improve the way we understand and respond to the needs of people in Scotland whose first or preferred language is BSL and will make a real, tangible difference to the day to day lives of BSL users and their communities.

A BSL National Advisory Group (NAG) has been set up to advise the Government on what should be in the BSL National Plan. It is made up of ten Deaf BSL users (two of whom are deafblind and three of whom are under 18) and one hearing parent of a Deaf child, working alongside nine public bodies and supported by BSL interpreters and electronic note takers.

Membership of NAG enabled Deaf citizens to continue to play an active role in shaping the future for their community.

The draft BSL National Plan was signed off by NAG in January 2017 and following consultation the first BSL National Plan will be published in October 2017.

SCOTTISH OLDER PEOPLE'S ASSEMBLY

The Scottish Older People's Assembly (SOPA) is an organisation which provides a voice to older people about their concerns and experience of life in Scotland, and also raises issues about equality of older people.

It identifies matters of concern to the older population, conveys messages from the grassroots to the Scottish and Westminster Governments and arranges an annual assembly to discuss matters of concern to older people throughout Scotland.

The 2016 national Assembly took place in the main chamber of the Scottish Parliament on 25 November and was attended by over 160 people. The event was opened by the Parliament's Presiding Officer and addressed by, among others, Jeane Freeman MSP, Minister for Social Security, John McCormick, Chair of the Commission on Parliamentary Reform and representatives for older people's organisations and networks.

An interactive session was chaired by Alex Cole-Hamilton MSP, Deputy Convener of the Equalities and Human Rights Committee.

Topics discussed at the Assembly included:

1. funeral poverty;
2. recruitment and retention of EU nurses and care workers after Brexit;
3. preventing older people from adult mental health services by age capping at 65;
4. marginalisation of certain groups, such as older people of African origin and war veterans.

Questions were also asked about:

5. loneliness, falling, the cost of joining sports centres and problems with home care services.

Top: Rt Hon Ken Macintosh MSP, Presiding Officer and Assembly Chair, Tom Berney, Chair SOPA

Below: Jeane Freeman OBE MSP, Minister for Social Security

The 2016 Assembly was streamed live from the debating chamber of the parliament and was viewed widely across Scotland.

Courtesy of SOPA 2016

FAIRER SCOTLAND CONVERSATION

200 DISCUSSIONS

4,500 IDEAS

OVER 7,000 VOICES

OVER 17,000 VISITORS TO OUR SOCIAL MEDIA

LEADING TO 50 ACTIONS ACROSS 5 THEMES (FAIRER SCOTLAND ACTION PLAN PUBLISHED IN OCTOBER 2016; WHICH INCLUDES 14 PLEDGES MADE BY OTHERS)

Objectives:

1. To engage with disadvantaged communities and individuals across Scotland – those who don't normally get involved – to ensure they had their say;

2. To really hear what matters to them on how Scotland can be a fairer country;

3. To focus on doing things with rather than to individuals and their communities;

4. To capture every single view;

5. To feed these views back to Minsters and into the development of social justice policy.

What was different:

1. Engagement took different forms, speaking at conferences, running workshops, informal chats in community cafés, churches, mosques, prisons, town halls and with the homeless community

2. At a time and place that was convenient to communities – we went to them!

"I did not think the Scottish Government would come to our café – I am glad they did";
"The Civil Servants were real people too – they shared their own stories"

1.3 EQUALITY DATA

Good equality evidence is key to the performance of the Public Sector Equality Duty. We are committed to improving the gathering, collation and use of equality data. New developments since the 2015 report are described below.

The Scottish Surveys Core Questions (SSCQ)[1]

Since the 2015 report the SSCQ has gained 'Official Statistics' status and is now the key annual source of equality data in Scotland. SSCQ enables the production of reliable and detailed information on the composition, characteristics and attitudes of Scottish households and adults across a number of topic areas including equality characteristics, housing, employment and perceptions of health and crime.

The latest statistics from the SSCQ, published in November 2016, relate to the 2015 collection period. Statistics from the 2014, 2013 and 2012 collection periods have also been released as Official Statistics. The main analytical report for the 2014 data focused on equality group themes and provided analysis of the differences between groups, sub-national areas and changes over three years.

Scottish Government equality analysts used the SSCQ data to inform its report 'Sexual Orientation in Scotland 2017 - A Summary of the Evidence Base'[2] which was released in January 2017. This report examined the differences between heterosexual adults in Scotland and those who self-identify their sexual orientation as lesbian, gay, bisexual or other in major household surveys.

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1   The Scottish Surveys Core Questions (SSCQ)
    http://www.gov.scot/Topics/Statistics/About/Surveys/SSCQ

2   Sexual Orientation in Scotland 2017 - A Summary of the Evidence Base
    http://www.gov.scot/Publications/2017/01/4911/0

2011 Census Analysis

The census is the most comprehensive source of equality data in Scotland, allowing for detailed analysis by equality group and sub-national geography. Following the release of the census datasets in 2014, Scottish Government statisticians carried out a large equality analysis, producing a series of tables and reports. Since the 2015 report further reports were published using the 2011 Census data:

1. Gypsy Travellers in Scotland - A Comprehensive Analysis of the 2011 Census[3]. This report provides a comprehensive and wide-ranging evidence base on Scotland's Gypsy Travellers. It presents analysis of key areas such as health, education, housing, transport and economic indicators to reveal important information on the lives and life chances of Gypsy/Travellers.

2. Which Ethnic Groups Have the Poorest Health?[4] This report examines differences in the health of ethnic groups in Scotland and uses census health data to identify variations between groups. The analysis employs age-standardised rates to compare people of similar age, which avoids the often misleading direct comparisons between populations with very different age structures.
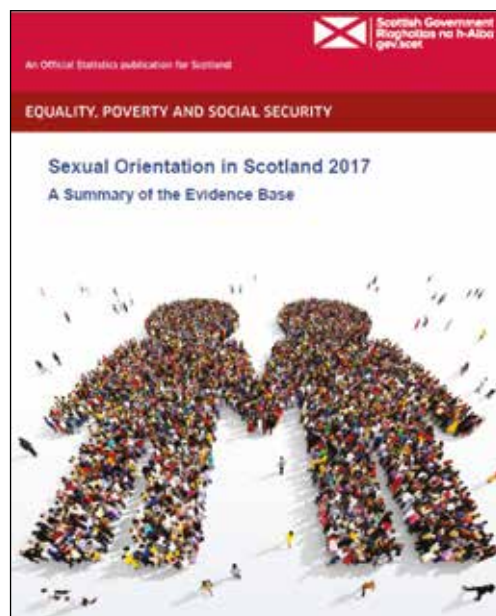
Scotland's Census 2021

National Records of Scotland (NRS) carried out a 2021 Census topic consultation and published a report[5] of the findings in August 2016. In addition to the equality topics covered in 2011, this consultation identified a user need for information on sexual orientation and gender identity. NRS is working closely with the Office for National Statistics (ONS) and stakeholders to further explore the need for data on these topics. Public acceptability testing took place in early 2017 and stakeholder workshops were held to further explore the need for this data with users.

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3   Gypsy/Travellers in Scotland - A Comprehensive Analysis of the 2011 Census
    http://www.gov.scot/Publications/2015/12/5103

4   Which Ethnic Groups Have the Poorest Health?
    http://www.gov.scot/Publications/2015/08/7995

5   Scotland's Census 2021 Topic Consultation Report
    http://www.scotlandscensus.gov.uk/documents/census2021/Scotlands_Census_2021_Topic_Consultation_Report_August_2016.pdf

Equality Evidence Finder

The Scottish Government Equality Evidence Finder[6] is a key resource for the Scottish Government, public authorities and other organisations to find equality evidence to inform policy and decision making. Since the 2015 report we have improved consistency across the site and added user-friendly infographics to make the statistics more engaging for users. The pages are kept up-to-date by a network of Scottish Government analysts.

Equality Evidence

	Age	Disability	Ethnicity	Gender	Religion	Sexual Orientation	Transgender
Business, Enterprise & Tourism	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Children & Families	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Crime & Justice	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Culture	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Demographics	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Employability, Skills & Lifelong Learning	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Health, Social Care & Sport	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Housing & Regeneration	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Income & Poverty	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Labour Market	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Local Government	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Rural & Environment	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
School Education	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Third Sector	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ
Transport & Travel	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ	ⓘ

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6   Equality Evidence Finder
     http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid

Equality Evidence Toolkit for Public Authorities[7]

This online resource, first published in April 2015, aims to help public authorities source and use equality evidence to meet requirements of The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. This evidence can be used for: reporting progress towards equality outcomes; equality mainstreaming; and reporting information on employees. The resource was updated in August 2016 - it can be used by public authorities to help develop new outcomes and prepare for reporting in April 2017.

Equality Evidence Strategy

The Fairer Scotland Action Plan[8] committed the Scottish Government to publishing an Equality Evidence Strategy 2017-21, based on consultation with equality groups and other stakeholders, setting out how it is going to improve equality evidence and analysis in Scotland. This strategy will be published in Spring 2017.

Gender

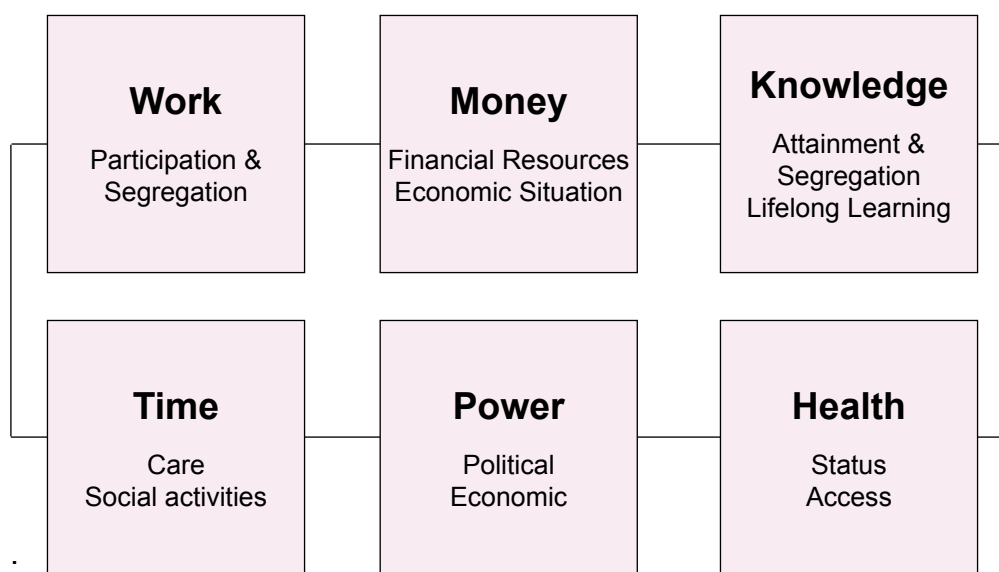New Perspectives On The Gender Pay Gap: Trends And Drivers[9]

Scottish Government analysts released a report in June 2016 which explains the different measures of the Gender Pay Gap and considers how it has been changing over time. It also considered underlying drivers and described Scottish Government policy intended to help encourage the decline of the pay gap.

Gender Equality Index for Scotland

The Fairer Scotland Action Plan also committed the Scottish Government to publishing a new Gender Equality Index for Scotland.

The index will bring together indicators relevant to gender equality and economic growth and track progress over time. Our methodology will be based on the Gender Equality Index published by the European Institute for Gender Equality (EIGE). We hope to publish the first index in Spring 2017.

In line with the EIGE index, it will cover the following key themes

Work Participation & Segregation	**Money** Financial Resources Economic Situation	**Knowledge** Attainment & Segregation Lifelong Learning
Time Care Social activities	**Power** Political Economic	**Health** Status Access

:

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7   Equality Evidence Toolkit for Public Authorities
    http://www.gov.scot/Publications/2015/03/6567

8   Fairer Scotland Action Plan
    http://www.gov.scot/Publications/2016/10/9964

9   New Perspectives On The Gender Pay Gap: Trends And Drivers
    http://www.gov.scot/Publications/2016/06/4807

The National Performance Framework

Work continues to develop Scotland Performs to better show performance around inequalities as well as protected equality characteristics. Scotland Performs contains all available data disaggregated by protected characteristics for the current indicators as well as some inequalities data.

The Scottish Government is consulting on a new set of national outcomes for the National Performance Framework to meet its obligations in the Community Empowerment (Scotland) Act 2015, Part 1. The Act places a duty on the Scottish Ministers to consult on, develop and publish a set of national outcomes for Scotland. The Scottish Ministers must also regularly and publicly report on progress towards these outcomes and review them at least every five years. They must have regard to the reduction of inequalities of outcomes which result from socio-economic disadvantage when setting the outcomes. Equality organisations are involved in this process.

We have tackled the significant inequalities in Scottish society

We have improved the life chances for children, young people and families at risk

We live our lives safe from crime, disorder and danger

We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

We take pride in a strong, fair and inclusive national identity

Women in Agriculture Research Project - a case study

As a result of the lack of data relating to the position of women on farms, and women's under-representation in agricultural organisations, the Scottish Government did not have a good understanding of the experiences and perspectives of women in agriculture in Scotland.

The Scottish Government commissioned the Women in Agriculture research to seek to address this information gap in order to inform the development of appropriate policy interventions. The main objective of the research is to establish a baseline position on women in farming and the agriculture sector, which then will influence future policies to enhance the role of women in these sectors going forward.

The project will identify the challenges for, and potential policy tools to improve, women's participation in farming and in the leadership of the agricultural sector. The Final Report is due to be published this Spring and will support maximising the economic resources within family farms, making direct policy recommendations and helping to inform the development of appropriate government policy interventions.

'Farming is an extremely fascinating and hugely important industry where a wide range of people from different backgrounds and with a variety of knowledge and skills come together to ensure that the ground we work can feed a nation. A lot of businesses I know rely on women taking roles of great responsibility, be it in a leading position or by working away in the background to allow for a smooth workflow of the business. …I believe gender should not be a barrier to anybody wishing to work and be recognised within the farming industry. We are all unique in our skills and abilities, irrespective of our gender, and it is that combination of skills that makes a business successful.

I therefore hope that this research project will be able to highlight the huge contribution made by women and that this will give more women the courage to step up and pursue a successful career within agriculture. If the findings are enough to convince even a handful of women to do so, then I believe the efforts put into this research are worthwhile.'

Claire Simonetta – a SRUC 2017 Final Year Agriculture Student, an Inaugural British Education Awards (BEA) 2017 Regional Winner for Scotland, and Farmers Weekly 2016 Agricultural Student of the Year]

1.4 EQUALITY IN THE BUDGET PROCESS

2017 Report: Equality Budget process

The Scottish Government has a strong commitment to promoting equality and tackling inequality which is reflected in the way in which the Budget is allocated. The equality analysis and impact assessment of the Scottish Government's spending plans inform the Equality Budget Statement (EBS), a document which is published every year alongside the Draft Budget. Equality assessment and analysis of spending plans help us to arrive at informed decisions and to make the best judgements about how to target government resources. It ensures that we understand, as far as possible, the equality impacts of the spending decisions set out, and where impacts appear negative for advancing equality, we can try and mitigate against these.

The production of the EBS is included alongside arrangements for managing and overseeing the main Draft Budget process. Equality Budget chapters are produced for each portfolio, reflecting Draft Budget portfolio chapters. The latest EBS offers details on the equality impact of spend by ministerial portfolio in addition to supplementary chapters which consider socioeconomic inequality, the impacts on child rights and wellbeing, child poverty and inclusive growth.

The Equality and Budget Advisory Group (EBAG) has continued to advise, shape and inform the Scottish Government's approach. In response to advice from EBAG, the EBS documents produced in 2015 and 2016 were more focused and streamlined than previous iterations. The issues discussed in the separate thematic chapters in the 2015-16 EBS were incorporated into the relevant portfolio chapters in the 2016-17 EBS.

A further development for the 2017-18 EBS included a discussion on intersectionality and a chapter on inclusive growth. The former demonstrates the consideration that needs to be given to approaches to and services for individuals with various combinations of the protected characteristics, whilst the latter reflects the importance the Scottish Government places on tackling socioeconomic disadvantage. Making growth more inclusive is important for improving Scotland's economic competitiveness and wellbeing, reducing wider inequalities, and improving opportunities for all.

2017-18 is also the first year the Scottish Government has the ability to set the rates and bands for income tax which increases the options available to the Scottish Government to deliver responses to the UK Government's austerity agenda. Taken together, the Scottish Government's tax and spending proposals provide the resources needed to build a resilient and inclusive economy, provide high quality public services, and empower people and communities across the country.

1.5 PROCUREMENT

The public sector spends around £11 billion a year buying goods, services and works. This means that public procurement is significant in helping to support inclusive growth.

The Scottish specific duties include an explicit procurement duty which applies to public authorities listed in the Schedule to the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 and which meet the definition of a "contracting authority" in the Public Contracts (Scotland) Regulations 2015 (PC(S)R 2015). The procurement duty applies when an authority proposes to enter into a public contract or a framework agreement that is regulated by PC(S)R 2015 i.e. procurements with a value in excess of the EU contract threshold (around £106k for central government and Health; £164k for local authorities when procuring goods and services).

PC(S)R 2015 says that technical specifications shall, except in duly justified cases, be drawn up so as to take into account accessibility criteria for disabled people or design for all users, and where mandatory accessibility requirements are adopted by a legal act of the Union, technical specifications shall, as far as accessibility criteria for disabled people or design for all users are concerned, be defined by reference thereto.

1. We continue to work with the Equality and Human Rights Commission (EHRC), and a number of other public bodies on the inclusion of equality and human rights-focused criteria within procurement exercises. This builds on previous work with EHRC which saw guidance published for the wider public sector in 2014 on the public sector equality duty and procurement, including examples of good practice in Scotland;

2. We continue to work with Scottish Fair Trade Forum (SFTF) to increase public sector knowledge and uptake of fairly and ethically traded goods and services in public procurement. An event was run by SFTF and the British Medical Association (BMA) in 2016 to encourage buyers to think about how they can build ethical & fair Trade into their procurements;

3. A national reserved Framework Agreement was established in 2012, which covers four product groups: textiles and personal protection equipment; document management; furniture and associated products; and signage. The framework provides all Scottish public bodies with an easier route to contracts with selected supported businesses. Work is currently on going to determine the appropriate course of action on the expiration of the framework agreement. The Scottish Government is in discussions with stakeholders on how we best facilitate market access for supported businesses in line with the changed definition under the European procurement legislation and taking account of the legislative requirements within the Procurement Reform (Scotland) Act 2014 (the Act).

The Act provides a national legislative framework for sustainable public procurement that supports Scotland's economic growth through improved procurement practice. The Act complements the requirements laid out in the Equality Act 2010 to further advance equality through procurement strategy and process. The majority of provisions of the Act came into force from 18 April 2016. Scottish Ministers published a suite of statutory guidance in March 2016 providing advice on what a contracting authority should do to comply with the Act. The Statutory guidance covers: procurement strategies and annual procurement reports; sustainable procurement duty; community benefit requirements in procurement; selection of tenderers and award of contracts; procurement for health or social care services; and Addressing Fair Work Practices, including the Living Wage (published in November 2015). The Act requires:

1. A contracting authority to consider how, by the way in which it conducts the procurement process, it might improve economic, social and environmental well-being; facilitate the involvement of small and medium enterprises, third sector bodies and supported business; and promote innovation. There is a requirement for 'well-being' to include reducing inequality (this provision came into force on 1st June 2016). By applying the sustainable procurement duty we have identified equality as central to some forthcoming projects (More Powers and Interpreting Services as per the Procurement Strategy) and we will be working with EHRC to maximise equality outcomes in these;

2. Any contracting authority that spends £5 million or more in any financial year to have a procurement strategy that sets out how it intends to carry out procurements regulated by the Act, and produce an annual procurement report. Statutory guidance was published relating to the strategy and annual report that cross references equality reporting duties. Scottish Government's strategy was published in December 2016;

3. Statutory guidance under the Act was also published on 5 October 2015, providing guidance to public bodies on how to address Fair Work Practices, including the Living Wage, when selecting tenderers and awarding contracts. Contracting authorities must have regard to this guidance when selecting suppliers to participate in a procurement process.

1.6 SCOTTISH NATIONAL EQUALITY IMPROVEMENT PROJECT (SNEIP)

The Scottish Ministers have a legal duty to publish a set of proposals every four years to assist public authorities in Scotland to eliminate discrimination, progress equality of opportunity and foster good relations. The first set of proposals were published in December 2013 with a progress report published in 2015. A fresh set of proposals will be published in December 2017.

To assist with the implementation of the proposals, the Scottish Government established the **Scottish National Equality Improvement Project** (SNEIP) in 2014.

The 2016 SNEIP work plan concentrated on creating opportunities for Scottish public authorities to share ideas, knowledge and best practice amongst one and other.

During the course of 2016, work was ongoing to develop content for a conference which would be open to equality practitioners working within Scottish public authorities.
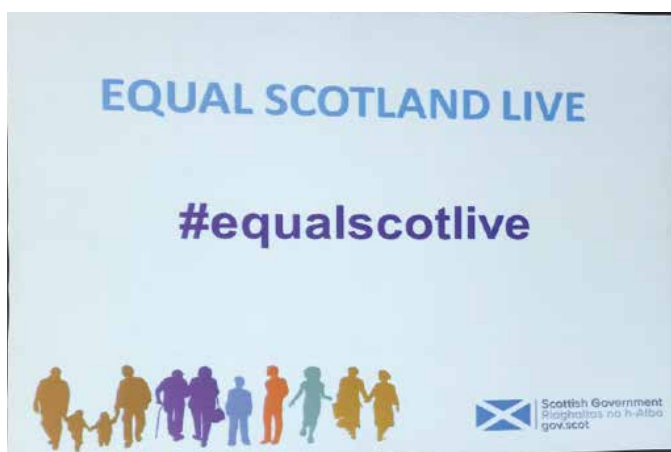
Photo credit @ScotGovEquality

The event was held on 21 November 2016 within the Doubletree by Hilton Glasgow Central Hotel. Attendees had an opportunity to hear from four key-note speakers: **Angela Constance**, Cabinet Secretary for Communities, Social Security and Equalities; **Mel Young**, Chair of the Board of SportScotland; **Nick Croft**, Partnership and Locality Manager, City of Edinburgh Council and **Leslie Evans**, Permanent Secretary.

Great speech from @PermSecScot highlighting her personal experience of sexism in the workplace #equalscotlive

Inspiring opening speeches at #equalscotlive

Stakeholder via Twitter

The conference provided networking opportunities for delegates with other equality practitioners and equality stakeholder organisations within the networking space.

Great networking opportunities.

It was excellent to hear from other organisations facing similar challenges to my own organisation.

Delegates taking advantage of the networking opportunities on offer at the Conference and a selection of equality stakeholder organisations in attendance at the event.

Twenty four learning sessions were on offer to delegates throughout the course of the event comprising of twenty different topics.

Selction of learning sessions available on the day.

Excellent presentation from a highly knowledgeable individual.

Delegate

Proud to be here at #equalscotlive presenting our work on #prejudice and #discrimination.

Presenter via Twitter

Really useful, interesting and valuable.

EQUAL SCOTLAND LIVE CONFERENCE
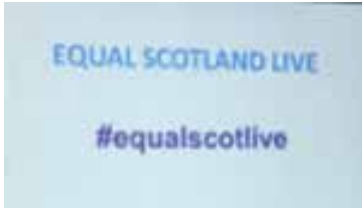
Over 140 delegates attended, representing nearly **100** public authorities

Over 80% of delegates said networking opportunities with equality stakeholders were **"good"** or **"very good"**

First event of its kind held by Equality Unit
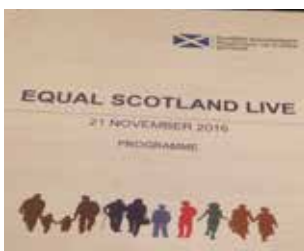
93% of delegates want to see similar events in the future

85% increase in learning topics on offer to publice authorities compared to 2015.

Almost **74%** of delegates found the learning sessions on offer **"good"** or **"very good"**

78% of delegates said networking opportunities with fellow practitioners were **"good"** or **"very good"**

On average **78%** of delegates found the learing sessions **"beneficial"** or **"very beneficial"**

1.7 POLICY EXAMPLES

Open Government Partnership (OGP)

The OGP is a multilateral initiative that aims to secure concrete commitments from governments to promote transparency, empower citizens, fight corruption, and harness new technologies to strengthen governance. In 2016 Scotland was selected as one of 15 Pioneer governments bringing new leadership and innovation into the OGP at all levels of government.

The Scottish Open Government Action Plan, published in December 2016, has been developed in partnership with the civil society Open Government Network, coordinated by Scottish Council for Voluntary Organisations, and sets out how we will use the opportunity of being Pioneers to improve the lives of all people living in Scotland. It also sets out how we will learn from others and to share our experience of Open Government throughout 2017. The plan also outlines the wider work across Scottish Government in support of the Open Government agenda and how we will use the Pioneer year to ensure that government at all levels is responsive to the needs of all of our people, and we are able to make a significant move towards co-creating a more open and transparent Scotland where people have confidence in their future.

The five commitments laid out in the Scottish Plan aim to help people living in Scotland to better understand how government works so that they can have real influence and more effectively hold government to account.

1. **Financial Transparency**: to clearly explain how public finances work, so people can understand how money flows into and out of the Scottish Government, to support public spending in Scotland;

2. **Measure Scotland's progress**: by making understandable information available through the National Performance Framework, which will be reviewed to reflect our commitments to Human Rights and the Sustainable Development Goals;

3. **Deliver a Fairer Scotland**: through implementation of the Actions developed with civil society in the Fairer Scotland action plan;

4. **Participatory budgeting**: to empower communities through direct action ensuring they have influence over setting budget priorities;

5. **Increasing participation**: improving citizen participation in local democracy and developing skills to make sure public services are designed with input from users and with diversity and user needs to the fore.

Pregnancy and Maternity Discrimination Working Group

The Scottish Government is working with the Equality and Human Rights Commission (EHRC) to tackle pregnancy and maternity discrimination. This follows EHRC research published in 2015 which found that 11% of women interviewed reported having been dismissed, made compulsorily redundant, or felt that they had to leave their jobs when they were pregnant or on maternity leave. As stated in the Programme for Government, our work with the EHRC is part of continuing work with strategic partners to deliver a more inclusive workforce.

Jamie Hepburn, Minister for Employability and Training, is chairing a Pregnancy and Maternity Discrimination Working Group the remit of which includes improving employers' access to advice to ensure best practice; developing an industry-specific communications strategy around the benefits of positive pregnancy and maternity policies and strengthening health and safety advice.

Mr Hepburn has said:

"It is hugely disappointing that in 2017 pregnant women or new mothers returning to work after maternity leave should face discrimination in the workplace.

"Clearly circumstances vary but ultimately we want to ensure that no-one is forced to choose between pursuing their career or their family responsibilities. Employers need to be more flexible wherever possible and give everyone the same opportunities to work.

"Our new working group will look at how we can remove these barriers and show employers that flexible working can boost morale and productivity.

"Recent female employment figures have been positive, particularly when compared to the rest of Europe. We are closing the gender pay gap and we are making progress on the 5050 by 2020 pledge, with a number of organisations signing up. However we must not be complacent and I look forward to working on new guidance and advice with this new group so we can keep highlighting that motherhood does not detract from a worker's productivity or value."

The working group met in Glasgow for the first time in December 2016 and again in March 2017. It will continue to meet quarterly. Membership consists of representatives from the public, private, union and third sectors, including Family Friendly Working Scotland, STUC, COSLA, the NHS and Police Scotland. The group's work plan addresses issues such as improving the recruitment, retention and development of pregnant workers, as well as increasing access to flexible working when women return from maternity leave.

EHRC research and findings reports:

[Read the Employers full research report (PDF)](#)

[Read the Mothers full research report (PDF)](#)

[Read the summary of the key findings (PDF)](#)

[Read the interim report released in the Summer of 2015 (PDF)](#)

Video tweet from Mr Hepburn

This was recorded in the foyer of BT straight after the first meeting of the Working Group on 6 December:

.@jamiehepburn talks about the first meeting of a new group to tackle pregnancy & maternity discrimination in the workplace pic.twitter.com/jqAwTS4TZK

Photo of Mr Hepburn and BT employees

This was taken when Mr Hepburn met Robert Cole, Interim Head of Diversity and Inclusion, and female BT employees who have benefited from BT's positive pregnancy and maternity policies.

Mr Hepburn meeting Robert Cole, Interim Head of Diversity and Inclusion, and female BT employees who have benefited from BT's positive pregnancy and maternity policies.

Delivery Plan for Education

The National Improvement Framework

Our vision:

- **Excellence through raising attainment**: ensuring that every child achieves the highest standards in literacy and numeracy, set out within Curriculum for Excellence levels, and the right range of skills, qualifications and achievements to allow them to succeed; and
- **Achieving equity**: ensuring every child has the same opportunity to succeed, with a particular focus on closing the poverty-related attainment gap.

We need Scottish education to deliver **excellence** in terms of ensuring children and young people acquire a broad range of skills and capacities at the highest levels, whilst also delivering **equity** so that every child and young person should thrive and have the best opportunity to succeed regardless of their social circumstances or additional needs.

Within this broad overall aim we created the National Improvement Framework, revised in December 2016 when an Improvement Plan was also added, to galvanise efforts and align our collective improvement activities, across all partners in the education system, to address our key priorities, which are:

- Improvement in attainment, particularly in literacy and numeracy;
- Closing the attainment gap between the most and least disadvantaged children;
- Improvement in children and young people's health and wellbeing; and
- Improvement in employability skills and sustained, positive school leaver destinations for all young people;

Key drivers of improvement will build on much of the positive work already underway in Scottish education. They provide a focus and structure for gathering evidence which can then be analysed to identify where we can make further improvements. These areas have been identified[10] to ensure that we have the right type of evidence sources which contribute to our priorities and minimise unintended consequences:

Key drivers of improvement
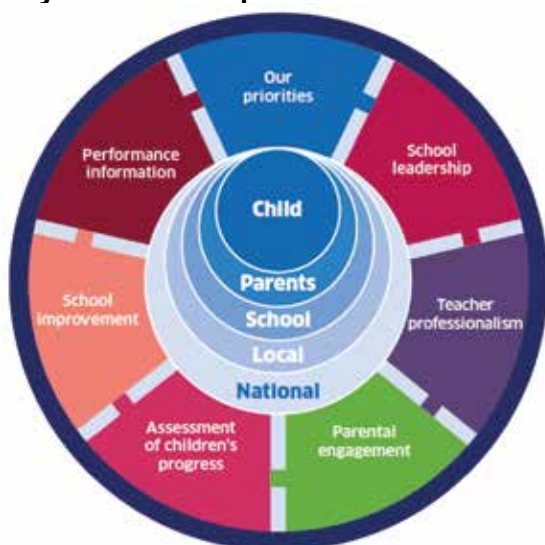
"This Framework has the potential to provide a robust evidence base in ways that enhance rather than detract from the breadth and depth of the Curriculum for Excellence. Given Scotland's previous bold moves in constructing its assessment frameworks on the best available research evidence at the time, it now has the opportunity to lead the world in developing an integrated assessment and evaluation framework." Improving Schools in Scotland:

An OECD Perspective. OECD, 2015

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10   As recommended by the OECD in the 2015 OECD review

Marketing Campaign – Raising Public Awareness

Disability (One Scotland)

The Scottish Government has developed a new marketing campaign to help small to medium sized (SME) employers in Scotland recognise the benefits of employing disabled staff.

With only around 40 per cent of disabled people aged 16-64 in employment compared to 80 per cent of non-disabled people, the campaign is focused on working towards redressing this imbalance, by getting more businesses in Scotland to think about the positive benefits of employing disabled people.

The campaign has been designed to get the issue on the radar of SMEs, through highlighting the untapped talent pool that exists in Scotland, whilst directing them to sources of information and support online.

The campaign will run across multiple channels including radio, social media and PR.

1.8 MAINSTREAMING EQUALITY IN SCOTTISH GOVERNMENT AGENCIES

ACCOUNTANT IN BANKRUPTCY

Learning, Development and Performance Management: Fairness at Work sessions are included as a mandatory part of all inductions. An on-going management training programme was delivered in 2015 and one of the modules on this training programme is Equality, Diversity and Fairness at Work for Line Managers. The agency also supported a group of staff to complete a customer service qualification, part of which focuses on equality and diversity and how to ensure the service that is being delivered is appropriate. A series of staff awareness seminars is delivered every year. Since April 2015 topics have included guide dogs for the blind, dealing with the effects of bullying; and a session delivered by the Employee Assistance Service to raise awareness of the service available to staff.

Further training included 4 sessions covering an overview of equality and diversity; a disability awareness session following the completion of the Paralympic games; a session on gender discrimination; and a race awareness session which was delivered during race awareness month. The agency also invested in the delivery of Mental Health First Aid Training, which saw 6 members of staff trained to this standard. Additional spaces on this training course were offered to Scottish Government employees. The agency also arranged for the Cynthia Show to be put on for staff. The show deals with the subject of mental health in a sensitive way. This interactive show brings issues to life and enables participants to explore their attitudes, communication, empathy and how these impact on our health and well-being.

Equality consideration in decision making: the standard template for all AiB committee meeting papers includes a section to detail potential equality or diversity implications of proposed recommendations or changes to process. The papers are presented to the Senior Management Team and Board, and the minutes of Board meetings are published online. This ensures that equality issues are considered and recorded for all decisions, not just those subject to full equality impact assessments. For example, in recognition that the majority of AiB's workforce is female, including a high proportion with care responsibilities, a decision was taken to sign up to Civil Service Learning, which provides access to a bank of e-learning products, rather than require (often early) travel to Glasgow or Edinburgh to attend training courses in person.

Access to information and services: AiB responds quickly to any requests for

information in alternative languages and formats to ensure that there are no barriers to accessing information and services. Where a public document has been translated, the translated version will be published online as a resource for others to use. Case-specific translations will not be published online. On request AiB arranges for interpreters to attend meetings with Citizens Advice representatives to provide important information in relation to the insolvency process, options and consequences. AiB is responsible for the administration of a number of websites. All of the websites comply with website accessibility standards and can be accessed on all devices to ensure further compatibility.

Procurement: In March 2016 AIB purchased 175 new operator chairs from an organisation on the SG supported business framework. A supported factory/business is "an establishment where more than 50% of the workers are disabled persons who by reason of the nature or severity of their disability are unable to take up work in the open labour market". Supported Factories and Businesses have a valuable role in assisting people with disabilities to integrate into the labour market and in helping to improve their overall independence and wellbeing, which is crucial in building a healthier and fairer Scotland.

Social Responsibility: In our sector we understand the importance of financial literacy and as such are keen to promote the concept of a Financial Health Service for Scotland. Skills4bills is a project where employees of the Accountant in Bankruptcy volunteer to visit local primary schools to show pupils, aged 10-11, how to be financially savvy. This is done through a game called Skills4bills. These sessions are delivered in conjunction with other financial education initiatives run by the schools with a view to firmly establishing an understanding of financial awareness.

DISCLOSURE SCOTLAND

Disclosure Scotland (DS) has focused on making equality issues an integral part of the way it operates and a key element of its culture. This is a progressive journey for DS, building on previous work on changing attitudes, language and behaviours. An increased focus on communication and awareness raising has assisted in this journey. DS staff have participated in equalities networking groups, including the Non-Departmental Public Bodies Mainstreaming Equalities Group, LGBTI Ally and Role Model Programmes as well as Family Friendly Working Scotland Events to learn from and share best practice.

Disability - Mental Health

Awareness Weeks

The Internal Comms Team ran events for Mental Health Awareness Week in May 2015 and 2016, including:

1. mindfulness sessions from the Glasgow Mindfulness Centre;
2. mindfulness sessions delivered by a member of the Internal Comms team;
3. talk from Tony McLaren, Head of Breathing Space;
4. talk from COPE Scotland.

In addition to organising face to face sessions, the team has put resources in place for staff, such as leaflets, keyrings and pens with helpline numbers, stress reduction booklets and posters. Posters have been placed around the office, received from the charity MIND, to promote the themes of both Mental Health Awareness weeks.

Information and support for staff

The Internal Comms Team launched the Disclosure Scotland Mental Health and Wellbeing Page in May 2016, to coincide with Mental Health awareness week. This page brings together guidance, e-learning, policies and contacts. It is updated and promoted regularly – most recently when a section on Mental Health First Aid was added in June 2016.

Scottish Government Mental Health Committee

The Internal Communications Manager represents Disclosure Scotland on this committee. In addition to wider Scottish Government work, the Internal Comms Manager has delivered face to face briefings to staff to raise awareness of the Scottish Government Mental Health Network and to increase membership. In addition, at these briefings staff were shown the 'Power of Okay' video from the SeeMe campaign, to help reduce stigma.

The Internal Comms Manager wrote an article about the Mental Health Network, which was published in May 2016 on The Scottish Government Intranet, Saltire. This was then publicised widely throughout DS using a range of communication channels to reach all audiences.

Mental Health First Aiders

Five Disclosure Scotland staff received Mental Health First Aid training this year. They are publicised on the intranet and have been added to the lists of physical first aiders throughout the building.

Gender Equality

Our senior team has 58.3% female representation, which exceeds government targets. International Women's Day has been promoted in Disclosure Scotland in 2015 and 2016. This involved an intranet article, posters, TV slides and discussions on Yammer, an internal discussion forum.

A member of Disclosure Scotland staff, Sharon Martin, wrote the anthem for the Scotland Women's National Football Team. She provided a blog for the Disclosure Scotland intranet, and in May 2016 this was promoted on main Saltire.

LGBTI

This year we launched the DS LGBTI Ally presence by having our previous CE, David Wallace sign the "No Bystander" Campaign. This was promoted on DS Intranet and Yammer.

Our Ally Kris McKeown created an Allies page on our Intranet, including an LGBTI Events page, which led to promotion of the International Day against Homophobia and Transphobia on the main page of DS Intranet.

During Learning at Work Week, our Ally held a session on LGBTI Allies. This was highlighted by our Chief Executive on Yammer and publicised on our Intranet.

Our Ally also supported a colleague in DS to request funding for the Stonewall Role Model programme in order for DS to have a balance of an Ally and a Role Model within the business.

Our new Role Model is now in place and has written a blog piece explaining the background to the Role Model Programme for DS Saltire, which was then promoted on SG Yammer.

Our DS Ally advised the attendees at the monthly Network Meeting of the work being done at DS, which Richard Foggo highlighted on SG Yammer and in the minutes of that meeting. "Meeting agreed this [DS] was an excellent exemplar that could lead the way for other Agencies and internal Directorates."

The Internal Comms Team regularly interacts with the DS LGBTI allies to ensure their activities are promoted on the intranet, TV screens and the Disclosure Scotland Yammer site. The team also actively encourages members of staff working on diversity projects to reach out to wider SG, through use of the SG Yammer site and requesting promotion of articles by the SG Corporate Comms Team.

A member of the Internal Comms Team also created an intranet article for Bi Visibility Day in September 2016. This was also promoted through use of the TV screens and Yammer.

To mark the last Friday of LGBT History Month and Purple Friday, DS staff were asked to wear purple to show support for the LGBT Community and to raise funds for LGBT Youth Scotland. This was supported by an illuminating bite size briefing on "Making Pronouns Personal" which was delivered by DS staff.

Positive Action Pathway Mentoring Scheme Case Study

This was an initiative designed for employees from an ethnic minority who felt that they had been disadvantaged in the Civil Service due to their ethnicity. Three DS Managers participated in the programme to coach/mentor individuals. The Senior Governance Manager in DS commented on her participation in the programme:

"Over an 8 month period DS allowed me to meet with my mentee on a monthly basis, in official time, which I think was a big investment for DS at a time when they were very busy. During this time I supported the mentee to help her identify her development need, and to develop a plan, with goals. Through discussion and practical work the mentee was able to compile a full suite of competency examples and I worked with her to improve her interview skills through various methods, which culminated in a mock board. As a result she was successful in a TRS application as a training officer with another Government Department. For the future she feels she is better equipped to apply for permanent EO (B1) posts."

Equality Impact Assessments

The Business Change team has incorporated this within their initial project commissioning form. Any anticipated change within the organisation results in a question around EQIA. Each departmental area looking to implement a change, completes the form and then passes it to Business Change to ensure completeness of the business impact assessment. Point one on the form directs owners to the EQIA screening link to determine if an EQIA needs to be completed.

When forms are completed, Business Change intends to do further analysis to ensure that all potential impacts on people pertinent to the change are captured. This happens prior to the change being presented to the Senior Management Team for approval to convene a project team and create a full scope for the change. The changes can cover process, IT, legislative, people, financial etc.

Communication

We used the Crystal Mark (Plain English) templates and their external report on DS website to edit the existing website to improve its look, usability and navigation until a newer version became available in late 2016. Information can also be provided in larger print sizes. There are also introductions to guides to DS services in multiple languages on the DS website (Chinese, Gujarati, Hindi, Punjabi, Urdu and Gaelic). The new website is compatible with the Website Accessibility Initiative criteria and the Equality Act 2010.

Next Steps

Disclosure Scotland plans to incorporate an analysis of diversity data into its monthly Workforce Planning Group Meetings. This will enable the monitoring of diversity statistics and benchmarking with other Agencies, as well as ensuring that mainstreaming equalities is embedded throughout planning processes.

To build on previous Fairness at Work training, DS intends to carry out refresher training/ awareness raising in early 2017.

As part of its Social Impact Pledge, DS plans to encourage its Modern Apprentices to visit local schools to discuss apprentice opportunities within Disclosure Scotland.

Following discussions on Yammer a DS Disability Forum is being set up by staff.

EDUCATION SCOTLAND

In its 2015 report, 'Improving Schools in Scotland: an OECD perspective',[11] the Organisation for Economic Cooperation and Development (OECD) described Scottish Education as "highly inclusive," with particular reference to the high level in the mixing of social backgrounds, the high academic achievement of immigrant pupils when compared globally, and the continued upward trend in positive destinations for school leavers.

Protected characteristics

Scottish Government data[12] on the percentage of school leavers gaining nationally accredited awards (Scottish Credit and Qualifications Framework, SCQF level 4-6) show a general improvement in levels of attainment outcomes among almost all characteristics. School leaver destinations have also improved on the whole for most groups. Notable findings include:

1. girls consistently outperform boys;

2. young people from almost all minority ethnic groups consistently outperform white Scottish young people in attainment and perform above national averages;

3. girls from an Asian background such as Indian, Pakistani and Chinese are among the highest performing groups in Scottish schools;

4. improved levels of attainment and positive destinations for young people, including boys, assessed as requiring additional support arising from English as another language;

5. improvement in attainment for young people with additional support needs due to disability. Figures for positive destinations are improving faster than for non-disabled young people, though the gap remains too wide.

According to the OECD, the level of attainment among minority ethnic groups is suggestive of:

"An unusual degree of inclusion by international standards. Moreover, immigrant students in Scotland scored among the highest for immigrant students internationally (in this case in mathematics), similar to Australia and Canada in this respect."

The Scottish Government and Education Scotland continue to consider ways to collate data for some aspects of school life concerning some of the characteristics.

1. Education Scotland has continued to improve learning resources that will support positive consideration of LGBTI+ issues in classrooms

2. The new self-evaluation resource, 'How Good is Our School? 4', has an enhanced focus on how to evaluate approaches to promote equality and report and record prejudice-based discrimination

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11   http://www.oecd.org/edu/school/improving-schools-in-scotland.htm

12   http://www.gov.scot/Resource/0050/00501962.pdf

3. Education Scotland and partners, such as the Equality and Human Rights Commission and LGBT Youth Scotland, organised a successful conference with Renfrewshire Council in November 2015 to challenge such bullying

Transforming Lives Through Learning

Education Scotland's Corporate Plan sets out the strategic management priorities for the agency over a three year period. More detailed annual business planning[13] supports delivery of the commitment to excellence and equity in Scottish Education.

Education Scotland integrates equality into its work and takes account of the duties in all of its programmes, approaches and interventions. Highlights include:

1. **Diversity and Equality Network** – Education Scotland collaborates nationally to develop its approaches to inspection, self-evaluation and prejudice-based bullying. This has contributed to the development of 'How Good is Our School? 4'

2. **Gender balance** – through a joint project with the Institute of Physics and Skills Development Scotland in a wide range of school clusters, learners benefit from improved resources, academic research and whole school approaches to promoting female equality in STEM subjects.

3. **Employability** - publication of the 'Careers Education Standard' encourages and supports practitioners to embed employability into their curriculum. The 'Work Placement Guidance and Guidance on Schools' supports young people with protected characteristics to make successful transitions into work.

4. **Digital literacy and learning** – the Scottish Schools National Intranet (GLOW) provides opportunities for children and young people to learn beyond the classroom, for example access to educational resources and services for learners from the Gypsy/Traveller community or people who are unable to attend school due to disability.

5. **Tackling sectarianism** – in 2014-17, Education Scotland facilitated a series of events to challenge prejudice and discrimination based on religion. Revised teaching resources have been shared to encourage a more consistent approach and to engage learners at all stages.

6. **Welcoming refugees and other visitors** - support for older young people and adults in the community is directed by an overarching strategy for English for Speakers of Other Languages (ESOL). Scottish Government and Education Scotland are working together to ensure provision is in place for welcoming new refugees from Syria and that ESOL practitioners across Scotland are adequately supported. Education Scotland provides resources for learners, and a well-received "Teaching ESOL to Refugees" event was held in Glasgow in February 2016, to support practitioners from local authorities.

7. **Parental engagement and family learning** - Education Scotland, with partners from the Catholic, Muslim and ethnic minority communities, is developing approaches to improving parental engagement in their children's learning. Updated and revised information is now published for practitioners working with marginalised families or those supporting disabled children.

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13 https://education.gov.scot/who-we-are/management/Corporate%20and%20business%20planning

8. **Nurturing approaches** - Education Scotland has developed a number of resources at primary and secondary level that support the implementation of a whole school approach, as well as the implementation of targeted interventions including Nurture Groups, to support learners with additional support needs, particularly those with social, emotional and behavioural needs. A key aspect of a nurturing approach is to help schools develop a respectful and inclusive ethos and culture, which promotes engagement of all learners including those with protected characteristics. By June 2016, the secondary schools training had been delivered to representatives from 22 local authorities and the primary schools training had been delivered to representatives from 17 local authorities (including all nine Scottish Attainment Challenge Authorities).

9. **Mentors in Violence Prevention** - this peer education programme is delivered in partnership with the Scottish Violence Reduction Unit. Senior learners work with younger ones to challenge established attitudes to gender-based stereotyping or negative behaviours, including the potential for violence. The core purpose is building healthy relationships within communities, which will in turn support learning in schools. Education Scotland is integral in developing updated materials within a Scottish context and linking the work with existing policy frameworks. Between 2015 and 2017 the number of local authorities with staff trained in MVP increased from 9 to 17.

Monitoring and evaluation

Education Scotland has developed and published HGIOS? 4,[14] which will support schools to consider themes of equity and equality as part of their own self-evaluation. These are cross-cutting themes in a variety of quality indicators, such as: Leadership of Change; Safeguarding and Child Protection; Curriculum; Family Learning; and Ensuring Wellbeing, Equality and Inclusion. The Family Learning indicator has equality and diversity embedded into all areas, and every school and early learning centre inspection includes an evaluation of the Ensuring Wellbeing, Equality and Inclusion quality indicator.

Until the introduction of HGIOS? 4, during each inspection head teachers and heads of centres were asked to respond to the question: "How well does the school or centre ensure equality and inclusion and promote diversity?" Education Scotland carried out a review of school responses from the last three years. In relation to equality and diversity, the findings include:

1. the emphasis given to learning about diversity through the study of different religions and cultures

2. promoting children's rights arising from engagement with rights-based learning programmes, leading to positive attitudes to diversity and overcoming prejudice

3. professional learning opportunities on issues of equality and diversity, including training, leading to staff being more informed about legislation and good practice

4. strength in practice with equality and diversity is underpinned by a strong commitment among staff, parents and children towards a positive inclusive learning environment

5. children and young people play a key role in promoting equality and diversity in forms of peer education

6. schools linking well with third sector groups, for instance to challenge prejudice-based bullying and stereotyping

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14 https://education.gov.scot/improvement/Pages/frwk2hgios.aspx

Findings from the pre-inspection questionnaires are used to elicit any wellbeing concerns from learners and parents. Inspection evidence from 2011-16 indicates that primary and secondary staff are positive about children and young people's behaviour, and feel confident in their ability to promote positive relationships and behaviour and respond appropriately to negative behaviour. Schools are using a wide range of approaches to encourage positive relationships and behaviour, and understand that this needs to be developed within a positive ethos and culture.

Representing Scotland

Education Scotland provides the representative board member for Scotland for the European Agency in Special Needs and Inclusive Education (EASNIE), which coordinates the work of over 30 European countries on inclusive education.

Education Scotland, together with Professor Stephen McKinney of the University of Glasgow, participates in a three-year thematic project (2014-17) called "Raising Achievement of all through Inclusive Education". Groups of expert project participants from schools and universities in 20 European countries visited three sites across Europe to promote inclusive education internationally. One of the chosen sites was Calderglen Learning Community in South Lanarkshire.

Scotland has taken a key role in the EASNIE international Country Policy Review and Analysis (CPRA) project from 2015 to 2017. As a result of the project's findings, in November 2016 Scotland was invited to provide evidence to the European Parliament on its implementation of inclusive policies at national level. This was to contribute to evidence gathering on progress in implementing Article 24 of the UN Convention on the Rights of Persons with Disabilities (UNCRPD). The evidence was published by Adam Kosa MEP in 'Inclusive Education for learners with disabilities Reflections and messages: A policy and technology perspective' (January 2017).[15]

Children and young people's participation

Education Scotland has engaged with young people nationally around issues relating to inclusive education and personal support. Two young people with additional support needs represented Scotland at the Luxembourg EU Presidency's "Take Action" conference in October 2015 as part of the EASNIE work programme.

In December 2015, a young person from Scotland attended an international conference in Brussels hosted by the European Commission, marking ten years since the adoption of the UN Convention on the Rights of Persons with Disabilities. At the meeting, young people decided on the following key points:

Main outcomes

- *Everything about us, with us*
- *Barrier- free schools*
- *Breaking down stereotypes*
- *Diversity is the mix, inclusion is what makes the mix work*
- *Becoming full citizens*

EUROPEAN AGENCY
for Special Needs and Inclusive Education

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15 https://www.european-agency.org/seminar-on-inclusive-education-for-learners-with-disabilities/reflections-and-messages

Ambassadors for Inclusion

Education Scotland hosted the first national meeting of Scotland's Ambassadors for Inclusion in December 2015, and since then it has met three times a year. About 22 young people with a wide range of additional support needs from 20 education authorities shared their views and experiences on inclusive education. Those who attended found the experience highly motivating and most of the Ambassadors have since been featured in their local media.

The Ambassadors were generally very positive about the support they received. They identified as key strengths respect among staff and young people in schools, the benefit of mentors, the success of additional arrangements for assessments, and knowing there is someone to go to if pressures or stress arise.

The work of the Ambassadors was positively acknowledged in the Ministerial Foreword to 'Supporting Children's Learning: Implementation of the Education (Additional Support for Learning) (Scotland) Act' (March 2016).[16] Education Scotland will continue to engage and extend the role of Ambassadors for Inclusion locally and nationally.

Scottish Learning Festival

Education Scotland organises the Scottish Learning Festival (SLF), which provides high quality continuing professional learning and a unique platform for educational professionals, both nationally and internationally, to engage with a diverse range of experts, colleagues and suppliers. "Achieving equality: ensuring every child in every community has every chance to succeed at school and in life" has been a focus for the 100 developmental seminars and keynote speakers over the last few years, and the seminars promoting inclusion and equality were among the most popular for the 8,400 attendees in 2015-16.

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16 http://www.gov.scot/Resource/0049/00497314.pdf

SCOTTISH PUBLIC PENSIONS AGENCY

Diversity training

All staff have been required to attend diversity training, which focused on organisational culture, understanding prejudice, discrimination, bullying and harassment, the Equality Act 2010 and dealing with unacceptable behaviour.

Fairness at Work sessions

The Scottish Public Pensions Agency (SPPA) commissioned and facilitated 'Fairness at Work' sessions for all staff, which focussed on 'behaviour and culture' in the workplace and on respect for diversity issues. A 'yellow card' system was introduced, through which staff could report any incidents to HR with the expectation that these would be followed up. This work is on-going and the findings from these sessions have been reported to the Strategic Leadership Team and to staff.

Core Skills

Core Skills days to identify training and networking needs and opportunities were arranged as a result of the People Survey 2015 where, following detailed analysis, it was recognised that there were a number of key areas which would benefit from support and action throughout 2016. The Strategic Leadership Team considered the results and recommendations and agreed the focus for the Agency in 2016 should be around:

1. inclusion and fair treatment

2. leadership and managing change

3. learning and development

This led to the involvement of external consultants and the Scottish Government People Services Team in the delivery of training in relation to Inclusion and Fair Treatment. This work, which has continued through 2016, has provided a valuable insight into what staff hope will improve in the future. Follow up work on this is on-going, supported by the People Network and the People Strategy Action Plan.

SPPA People Strategy

The refreshed People Strategy is an important outcome of the recommendations and the Nine Point Plan, which staff have recently been made aware of, will influence and shape the SPPA as it moves through a continued period of change towards its aim to have a well-trained, highly motivated workforce that delivers the highest customer service.

SPPA 9 Point Plan

1. Increase Leadership Visibility

2. Increase Team Working

3. Increase Leadership and Management Effectiveness

4. Develop Personal Growth

5. Promote culture of wellbeing/health

6. Give Back to Society

7. Promote Fair Deal for Staff

8. Make SPPA somewhere you want to join/stay

9. Embed a Workforce Planning methodology

People Network

The objective of the People Network is to create a well-informed workforce which has a clear understanding of the Agency strategic objectives and the workforce policies and guidance. This will be achieved by empowering the staff on the People Network to develop a shared understanding of the actions being taken and to communicate these over the wider Agency. This approach will further enhance the ethos of the working together relationship.

The People Network will:

1. enhance internal three-way communications
2. encourage engagement on Agency-wide matters
3. test ideas and act as a sounding board
4. review the annual analysis of the People Survey results
5. feedback to staff key points raised at People Network
6. undertake specific areas of work as agreed with senior management

Investor in People

SPPA currently has the Gold accreditation and a review is scheduled for January 2017 when SPPA will be moving towards the new Sixth Generation Standard.

Healthy Working Lives (HWL)

The Healthy Working Lives Award Programme supports employers and employees to develop health promotion and safety themes in the workplace in a practical, logical way, which is beneficial to all. It also offers a structured path to a healthier workplace with the benefits of a nationally recognised award programme.

In 2016 SPPA achieved the gold accreditation. The assessment report evidenced that the agency had an excellent strategic approach, an enthusiastic and well organised HWL group and evidence of impact. During the assessment day, feedback from employees was strong and it is clear that HWL information and activities have a good reach across the organisation.

1. As part of the HWL, SPPA offers staff flu vaccinations in the office from NHS Borders. In 2015, 100 staff members were vaccinated and the same programme ran in November 2016.
2. SPPA offers staff monthly appointments in the office for an alternative therapy session with a highly qualified experienced massage therapist, specialising in deep tissue, sports and relaxing massage treatments.
3. SPPA has a sports and Social Club, which organises events for staff in and outside of work.
4. SPPA has a weekly running group and yoga group that staff can join.

Young Scotland Programme - Developing talent in the workplace and the community

SPPA has supported this programme since 2011 and has received excellent feedback from participants by helping them to develop their communication skills and broaden their horizons. Participants attend a residential course, where they are encouraged to think and talk freely about the big issues facing us as a society.

Through discussion and dialogue, the personal testimonies of inspiring speakers, and the delegates' own presentations on questions of 'current interest or controversy', the programme helps to build confidence, stimulate debate, and increase awareness of the world around them.

The minimum age for entry is 18, but there is no upper age-limit: the Young Scotland Programme is open to anyone in the formative years of their career, irrespective of age.

LGBTI Allies Network

SPPA has a member of staff who is part of the LGBTI Allies Network. The network offers support to the LGBTI community within the Scottish Government where appropriate, and makes the Scottish Government a better place to work by contributing to the development of a more diverse and accepting workforce.

Modern Apprentices

SPPA supported five modern apprentices in 2015, who all gained permanent employment at SPPA. The agency currently has nine modern apprentices, who are working towards SVQ level 2 in Business Admin during 2016.

Student Placements

SPPA supports local schools and colleges with student placements. In 2015-16 the agency supported two university students and five pupil placements from local schools. The two university students have been successful in gaining posts within SPPA.

TRANSPORT SCOTLAND

Mainstreaming Equality

Scotland's Accessible Travel Framework

The vision of 'Scotland's Accessible Travel Framework' (September 2016)[17] is to improve the travel experience for disabled people, who should enjoy the same rights, choices and opportunities to use transport services and infrastructure as everyone else.

> ### Our vision is that:
>
> ### "All disabled people can travel with the same freedom, choice, dignity and opportunity as other citizens."

The co-produced Framework advocates a "Nothing About Us Without Us" disability rights approach to involving disabled people in improving transport accessibility. It includes what disabled people said was important to change in transport and their stories of how disabling barriers prevent them from making successful journeys or travelling at all.

The desired outcome of this new policy is to enable more disabled people to make safe and comfortable door-to-door journeys by working together. The document does not detail every travel accessibility issue or drill down into every different impairment, but gives a commitment to a continuing conversation with disabled people over the next ten years to raise issues and ensure positive change.

The Framework contains a vision and four outcomes, which were agreed by disabled people, their representatives and people who work in transport. The Framework contains a high-level action plan for co-produced work to tackle the inequalities in access identified by disabled people.

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17 http://www.transport.gov.scot/system/files/documents/reports/Going%20Further%20Scotlands%20Accessible%20Travel%20Frame-work%20-%20Full%20report.pdf

The four Outcomes are:

1

Outcome 1: more disabled people make successful door-to-door journeys, more often.

This outcome is about helping all disabled people use the transport system in its broadest sense, when they want and as often as they want to.

2

Outcome 2: disabled people are more involved in the design, development and improvement of transport policies, services and infrastructure.

This outcome is about the rights of disabled people to be, and the necessity of disabled people being, involved in all aspects of transport to help show what works for them.

3

Outcome 3: everyone involved in delivering transport information, services and infrastructure will help to enable disabled people to travel.

This outcome is about the importance of ensuring people working at all levels of the transport system can understand the needs and wishes of different people with different support needs.

This includes needs arising from mobility, sensory and cognitive impairments, mental health problems and other often hidden disabilities.

4

Outcome 4: disabled people feel comfortable and safe using public transport – this includes being free from hate crime, bullying and harassment when travelling.

This outcome is about the experiences of disabled people during journeys – making sure people don't feel anxious, confused or worried, and that disabled people aren't subject to abuse or mistreatment, including hate crime.

Example actions include:

• Scope requirements for training with disabled people and transport providers/operators, including covering hidden disabilities and basic British Sign Language phrases

• Specify and agree common standards of service for disabled people if their public transport journeys are disrupted

• Explore ways of making disabled people more aware about how they can influence decision-making in transport.

You can find out more about the Framework on Scotland's Accessible Travel Hub, **accessibletravel.scot**, run by the Scottish Disability Equality Forum (SDEF) and supported by Transport Scotland. SDEF will also organise periodic engagement events and a longitudinal study with disabled people to find out if travel is getting more accessible over the ten year lifespan of the Framework.

Ferries Accessibility Fund

The purpose of the Fund is to improve the accessibility of ferries and ports and to enhance the ferry travelling experience of disabled people and others facing mobility or access challenges. Eligible applicants are encouraged to engage with Local Access panels, disabled persons organisations, user groups and other relevant representatives of disabled people in their area. Our overarching aim is to enhance the service and overall experience by disabled customers or visitors when using ferry services throughout Scotland.

Further information can be found on the Transport Scotland Website

Blue Badge Scheme

The Blue Badge sign

The Blue Badge scheme provides a national arrangement throughout the UK of on-street parking concessions for severely disabled people who experience the greatest barriers to mobility when seeking to access community based facilities. Using the Blue Badge means that they are able to maintain or regain a degree of independence with their travel in order to lead full and active lives.

Currently an extension to the scheme is being piloted to include people with mental and cognitive impairments, who are not aware of danger from traffic and are likely to compromise their safety or the safety of others. The pilot is being evaluated on a monthly basis to monitor its effectiveness and fairness, to ensure that those eligible for a badge are able to apply for one. The Analytical Services Unit in Transport Scotland has produced a qualitative findings report, which will inform the Working Group advising on the pilot's development.

Mobility and Access Committee for Scotland

The vision of the Mobility and Access Committee for Scotland (MACS) is for a Scotland where anyone with a mobility problem due to some physical, mental or sensory impairment can go when and where everyone else can and have the information and opportunities to do so. Transport Scotland sponsors and provides secretariat support for MACS which was set up under the Transport (Scotland) Act 2001 to advise Scottish Ministers on disability issues in relation to transport. While supported by Transport Scotland and expected to reflect the views of disabled people and organisations representing them, MACS offers its views independently. At least half of the 14 members, and the convener, must be disabled people.

National Concessionary Bus Travel Scheme for Older and Disabled People

The NCTS provides free bus travel across Scotland on any registered bus service to people living in Scotland who are aged 60 or over, or who meet certain disability criteria. In addition, residents of Orkney, Shetland and the Western Isles who meet the criteria are entitled to two free return ferry journeys to the mainland each year. The scheme improves access to services, facilities and social networks for older and disabled people, and promotes more active lifestyles. A survey conducted in 2013-14 revealed that, as well as an average financial benefit of approximately £250 for every cardholder, the scheme increased users' confidence and independence, and improved their mental and physical wellbeing. Minor modifications in 2011 ensured seriously injured veterans could access concessionary travel, and in 2013 changes to the regulations enabled those people who receive Personal Independence Payments to maintain access to concessionary travel. In the past year, we have worked with Enable Scotland to simplify the application process to the Scheme for people with learning disabilities. A revised application form with easy read guidance has been produced and issued to local authorities. Stakeholder engagement is maintained through regular contact with key stakeholder and advocacy groups, and policy and operational changes are subject to consultation and equality impact assessment.

Community Transport Policy 2015

Community Transport (CT) services in Scotland are mainly provided by voluntary organisations for people who are unable to use conventional services due to mobility difficulties or lack of suitable public transport where they live. They include community minibuses, community car services, wheels to work (mopeds and bicycles) and demand responsive services such as dial-a-bus and dial-a-ride. In addition, the Bus Service Operator's Grant (BSOG) scheme helps keep fares down and enables services to run that might otherwise be cancelled.

CT services play a major part in reducing isolation and increasing social inclusion. They help people to be independent, to have a more active lifestyle and to rely less on social and health services. Scottish-Government provides funding to the Community Transport Association (CTA) in Scotland to help provide advice and support to the sector. In particular, funding over the next three years will provide minibus driver training for Community Transport organisations throughout Scotland. This aims to deliver a pool of highly trained drivers and future instructors to support the long-term sustainability of the sector.

Major Projects

Each of our major projects is designed in accordance with Transport Scotland's 'Roads for All: Good Practice Guide for Roads', which contains requirements for inclusive design in the construction, operation and maintenance of road infrastructure. Inclusive design is an approach which aims to create environments that can be used by everyone regardless of age or disability. In terms of the development and assessment of trunk roads, the involvement of disabled people is a key element of inclusive design. Local Access Panels include disabled people with an interest in improving access to the built environment and Transport Scotland has involved them during the development of major projects such as the dualling of the A9 and A96.

A9 Duelling – Academy 9

School pupils living and learning alongside the Perth to Inverness dualling route are continuing to benefit from the educational opportunities provided by Transport Scotland's innovative "Academy9" Programme.

Transport Scotland identified a range of potential educational benefits, including the opportunity for children to learn more about what is involved in a major local engineering project (the dualling of 80 miles of single carriageway of the A9). This led to the launch in August 2015 of the Academy 9 programme, which aims to infuse elements of the various activities involved into the education curriculum. As a result, as well as providing added value to community engagement, we are increasing awareness of STEM (science, technology, engineering and mathematics) and civil engineering-related careers, culminating in the chance to train and work on the A9 and/or pursue other relevant career opportunities.

Rail - Stakeholder engagement

Transport Scotland established and chairs the Scottish Rail Accessibility Forum, which brings together Scottish Government, the rail industry and a range of national disability organisations to advise Transport Scotland on:

- the implications of proposals arising from Department for Transport on issues relating to disabled access

- how the rail sector in Scotland is able to support disabled people to use its services and how Transport Scotland can promote this

- developments relating to the Code of Practice on Train and Station Services for Disabled Passengers and Rail Vehicle Accessibility Regulations (RVAR)

- the continuing roll-out of the "Access for All" funding stream including the selection of stations for future development

- the development of the Transport Scotland programme of work relating to disabled access to rail services.

Person using a ramp to board a train

Investment in improved disabled access to the rail network

The rail directorate manages the Access for All fund in Scotland on behalf of the UK government. The Department for Transport has allocated £67 million of the £550 million GB-wide fund to Scotland to make existing Scottish stations step-free and fully accessible. Between 2006 and 2019 this fund will support the upgrade of 25 Scottish stations that have been given priority by Scottish Ministers.

Wider access gate available for customers in wheelchairs or with prams, bikes or luggage.
Wider access gate sign at Waverley Station

Hyndland station

Montrose station

This dedicated fund is complemented by Scottish Government investment at other Scottish stations. Improved access has been an integral element of the re-development of Edinburgh Waverley, Haymarket and Dalmarnock stations in recent years. All new stations, such as those on the Borders railway and the Edinburgh gateway station, are step-free and fully accessible.

Train rolling Stock

The rail directorate manages delivery of the £475 million being used to introduce new, accessible rolling stock, as well as supporting an extensive refurbishment of trains to ensure the ScotRail fleet is fully modernised and up to the accessibility standards required.

ScotRail franchise

Scottish Ministers have specified a range of commitments to improve rail services through the Abellio ScotRail franchise:

ScotRail has established a Stakeholder equality Group, which is managed by disability organisations and informs, advises and monitors ScotRail performance in delivering services for disabled passengers.

ScotRail is required to produce a Disabled Persons Protection Policy, which is reviewed on an annual basis. This policy document sets out the range of services and information on stations and trains that will assist disabled passengers to plan, book and make their end-to-end journeys.

As part of this policy, ScotRail is required to provide a dedicated Passenger Assist service for those requesting specific assistance to use rail services.

ScotRail will provide alternative accessible transport, normally a taxi, at no additional cost to passengers who cannot use a station because it is inaccessible to them. They will be taken to the next nearest accessible station to enable them to use services from that suitable location.

The ScotRail franchise has committed £3 million specifically to support a range of smaller, access improvements at stations across the network.

The Rail directorate within Transport Scotland ensures Abellio fulfils these commitments as part of its contract obligations with Scottish Ministers.

Transport Scotland Analytical Services

Equality Budget Statement – Rural Economy and Connectivity (REC)

Finance, Corporate, and Analytical Services (FCAS) analysts currently lead on the drafting of the REC portfolio's chapter in the annual Equality Budget Statement, which is published at the same time as the SG Spending Review. To inform this, an analysis of the equality impact of changes in the portfolio's spend is carried out and a matrix completed. It requires close liaison with relevant policy leads across the portfolio, drawing upon existing Equality Impact Assessment's which they may have carried out.

Equality Impact Assessment

Transport Scotland's analysts are closely involved in the drafting of Equality Impact Assessments (EQIA) within the organisation, drawing together new or existing evidence on the possible equality impacts of new or revised policies. Recent examples include providing evidence for the EQIA of the School Bus Seatbelt Bill, Blue Badge Eligibility extensions, and for rail we provided some high level analysis of the equality impacts of increases in rail fares, rail futures work, as well as in relation to provision of space for prams and buggies on trains.

Procurement of Social and Economic Research projects

In accordance with Scottish Government guidance, our analysts conduct an ethics assessment of all of our Social and Economic Research project procurement. A key part of this assessment is the consideration of equality issues in the procurement and also in the delivery of these projects. For all of our externally commissioned projects we ask that tenderers include a section in their tenders on ethics, where equality issues should be addressed. These sections are then scored, and each tenderer is expected to satisfactorily address this in their tenders, and could be excluded from the procurement exercise if they do not. For example, in the last twelve months we commissioned an evaluation of road

safety resources in Scotland's schools. Although in the end it was decided not to carry out fieldwork in schools with children and young people, tenderers were expected to consider the ethical issues of conducting such fieldwork in their tenders, as well as ensuring the views of pupils from diverse backgrounds were considered.

Consultation design

Our analytical team is regularly involved in the design of public consultations on proposals for new or updated policies. Where applicable we ensure that the consultation includes questions on equality issues. For instance for a recent consultation on the School Bus Seatbelt Bill we ensured that there was a question on possible equality impacts of the inclusion of seatbelts on school buses, particularly for disabled children. Evidence collected by the consultation was used to inform the EQIA of the forthcoming Bill. The Analysis Report, Consultation on seat belt requirements for dedicated school transport, provides more details.

Recent project conducted

In 2015 a research project was commissioned on behalf of the policy team collecting evidence to inform the first ever Transport Scotland Accessible Travel Summit. Following the summit, we worked closely with policy leads to develop an outcome and indicator framework to monitor the new Accessible Travel Framework, which we plan to update.

Working in close collaboration with Scottish Accessible Transport Association (SATA), in 2016 we updated their 'Place to Place' document, which brings together evidence on mobility and transport in Scotland for disabled passengers.

Analysts from FCAS are also members of the DfT's DPTAC (Disabled Persons Transport Advisory Committee) Research and Evidence group, which provides the DfT with research and evidence around disability and transport.

The Transport Scotland website provides information about access to the transport network for disabled people.

SECTION 2: THE SCOTTISH GOVERNMENT AS AN EMPLOYER

The Scottish Government puts **employee engagement** and workforce development at the heart of its People Strategy. We are committed to giving all our people the **opportunity to shine**, to nurturing talent at all levels and to having a **diverse workforce** reflective of the communities we serve.

Our aspiration is to be **open, capable** and **responsive** so that we can continue to **improve outcomes** for people in communities across Scotland. We place value on relationships. We pride ourselves on the depth and breadth of our advice and analysis. We know that statements of value and intent have limited real life impact. Closing the gap between rhetoric and reality is central to our credibility and integrity.

This matters inside the organisation as well as externally.

- We don't want the **effects of inequalities** perpetuated in our own organisation. Everyone should be able to be themselves at work, knowing that they will be **treated fairly** and be supported to achieve their potential.
- We recognise and value **differences** and this makes our policies and practices better.
- Diversity and equality by their very nature are not 'one size fits all' policies or initiatives. A **fairer, more inclusive** society, community or workforce is one where everyone feels confident to play their part.

This vision is focused through the underpinning People Strategy. This sets out our ways of working: creating an environment, in partnership with our trade unions, where individuals can thrive and be successful and creating the conditions for consistently good people management and development - for all of our staff. The People Strategy underpins our SG2020 transformation programme. We are in the process of developing a People Plan to set out how that transformation will be embedded across our core services and processes and encouraged through changes to local practice and culture. Our approach is to build the evidence base and to use this to inform further action and future policy.

In addition to mainstreaming these priorities through the implementation of the People Plan, we have a core team responsible for advancing diversity and equality policies. More broadly, the Scottish Government's People Directorate has lead responsibility for providing advice and guidance on our employee policies on equal opportunities and diversity, implementing Scottish Government and wider Civil Service diversity strategies, equal pay and employment data.

At a UK level the Civil Service Talent Action Plan, first launched in 2014 and refreshed in 2016, was a key building block in the future vision of diversity and equality for the Civil Service and has provided a springboard for an ambitious programme of work across the whole Civil Service and reflected the drive to mainstream equality and diversity into every aspect of the business of Government to enable the delivery of world-class public services.

The Scottish Government supported this strategy with our own individual delivery plan with similar themes around Leadership, Representation, Culture and Capability. We have continued to develop these themes, with particular emphasis on improving the consistency of leadership and management, encouraging employee voice, building a supportive culture and talent management.

We have a renewed focus and ambition from the senior leadership team including our Permanent Secretary and executive team to bring about the step change required to truly become the organisation we want to see. This has included the appointment of Senior Civil Service and DG level Diversity Champions and Allies.

To inform our actions with regard to the public sector equality duties we have used evidence from a range of sources: our annual People Survey, our electronic HR systems, specific evaluations and interaction with our staff networks and individuals.

RECRUITMENT

Ensuring **equality of opportunity** is a core stated aim of our Resourcing Policy and supporting procedures, in addition one of our key outcomes is to become reflective of the people of Scotland. In striving to achieve these aims we welcome applications from all suitably-qualified people, in particular those that are currently under-represented in our organisation. We are aware however that constrained resources have limited our opportunities to increase diversity through recruitment and have resulted in less progress towards this than we would have hoped, in particular in attracting disabled applicants and those from a minority ethnic background. Nonetheless, where we have opportunities, we continue to promote the diversity message in our standard job advertisement template and do what we can to ensure that those opportunities that do arise are promoted effectively and that through "Positive Action" we do our best to attract and support those from under-represented groups. We also advertise that we are part of the Disability Confident Scheme, are a Carer Confident employer and we also use the Happy to Talk Flexible strapline and our Stonewall Top 100 Employers logo.

We test how far diverse needs are met through our recruitment process by requesting and monitoring diversity information from all candidates. We use this information, which is held separately and accessible to a very limited number of colleagues, both to help ensure that our resourcing policy and procedures have no discriminatory impact on any groups of applicants and to assess the effectiveness of different recruitment campaigns for applicants from particular diversity groups to ensure equality of opportunity for all.

Modern Apprenticeships

The Scottish Government is committed to offering a range of opportunities to unemployed young people, including Modern Apprenticeships. In 2011 we had an ageing organisation and were seeking to better reflect the people we served, while offering permanent quality employment for those young people who normally would not be able to access posts with the Scottish Government.

At that time we did not offer a Modern Apprenticeship programme and only advertised externally for entry level staff if and when vacancies occurred; there was no age limit, qualifications were required and no formal training provided.

One direct recruitment route – the Modern Apprenticeship Programme (MAP) – is specifically designed as a youth employment initiative and was negotiated with the Civil Service Commissioner to be targeted at 16 to 24 year olds.

This programme of recruitment and assessed development is helping to widen the age profile of the organisation. We also included in the recruitment criteria that applicants should be unemployed or underemployed and prepared to undertake a SVQ qualification; we do not ask for formal qualifications. The gender make up of MAs recruited since 1 April 2016 is reflective of the Scottish population – 51% female & 49% male.

When awarding the SG Investors in Young People accreditation it was noted that the SG demonstrates a firm commitment to attracting, recruiting, developing and retaining young people to help to reduce the youth unemployment landscape in Scotland. Young people are now an integral part of the SG's succession planning Strategy.

CASE STUDY

One of the many successful applicants to our Modern Apprenticeship programme was a young unemployed woman of 18 who was recruited to HR in 2013. She worked within the unit for 2.5 years during which time she passed a SVQ Level 2 in Business Administration, probation and a competency based interview; leading to a permanent position within the Scottish Government.

Having successfully experienced Further Education, she subsequently moved to Higher Education and started a course of study with the Open University studying for a BA (Hons) in Social Sciences.

She also sought promotion and was successful in moving, after 2.5 years in HR to Private Office in 2015.

In 2016 she applied for another new post and further promotion within the Directorate for Social Security as a Project Support Officer. Once again she was successful and has since moved to Glasgow to take up her new post.

The Scottish Government benefits from the Modern Apprenticeship programme. In this example, we have attracted a young person to an aging organisation, she joined us with new ideas and fresh thinking, she is a motivated and enthusiastic person and she is now qualified in Business and Administration at SVQ Level 2.

The young woman now has a permanent job, has gained a qualification directly related to her post - has been promoted twice and has a career plan and aspirations to be the best she can for herself, her family and the Scottish Government.

Young people on the autistic spectrum

The Scottish Government aims to redress the disproportionate unemployment rates experienced by young people on the autistic spectrum, while reflecting the society we serve and appreciating the different perspectives and skills sets those on the spectrum bring to our work.

The Scottish Government engaged with Project SEARCH, an initiative that aims to bring people with learning disabilities and autism into competitive employment and developed a collaboration with the City of Edinburgh Council.

Using Scottish Government funding, the City of Edinburgh Council received a licence to deliver Project SEARCH. Subsequently, a young person on the spectrum joined one of our policy teams for 12 week internship - starting in December 2016. The internship included time within the Scottish Government, City of Edinburgh Council and Edinburgh College.

CASE STUDY

Colleagues in the host team were keen to support this young person in all aspects of his work and took just a little extra time with him to explain the policy background and enhance his knowledge of the work.

This young man has now successfully completed the internship and has gained skills, knowledge and confidence within the work place he is actively seeking full time employment as a Scottish Government Modern Apprentice within our Digital Directorate.

The intern met with the First Minister during January 2017 and this, together with their successful internship, has been highlighted across the Scottish Government to encourage further engagement with Project SEARCH and to increase opportunities for young people on the spectrum within the Scottish Government.

INCREASING DIVERSITY IN OUR TALENT PIPELINE

The Scottish Government values individual learning and talent development to allow everyone to grow and reach their potential. These commitments are at the heart of our People Strategy. We **mainstream equality** in learning and development through ensuring that our corporate learning offering is open and **accessible** to all. We recognise that each individual is unique and make available support and development which is appropriate to the needs of the individual. Every employee is encouraged to have an active learning plan.

Our direct-entrant Graduate Development Programme (GDP) is now established and we are currently recruiting a second cohort. The GDP aims to be an exemplar in terms of diversity and equality with the advertising and recruitment process reaching deep into communities to connect with under-represented groups. Our first cohort was broadly representative of the Scottish population but we are keen to improve participation from groups which are under-represented in our senior management cadre.

We have had a particular focus on diversity in our [marketing](#) and as part of our role to foster good relations with stakeholders and to ensure we reach in to communities to highlight recruitment and development opportunities offered by Scottish Government, we have engaged with relevant stakeholders to promote the scheme to under-represented groups. As a result, first stage applications from BME candidates were up from 148 to 347. The selection process has been updated to reduce barriers (e.g. removal of competency based application forms, introduction of awareness sessions targeted at candidates with limited exposure to assessment processes) and features positive action for disabled and BME applicants.

Nominations to civil service high potential development schemes is another important opportunity for us to improve representation at senior levels. For schemes starting in 2017 we have been committed to raising the diversity of participants and this has produced a more representative cohort. In particular, our approach to nominations raised awareness and offered encouragement to people from all backgrounds. Through selection, although our diversity data was supressed due to low numbers (less than 5) we have at least 1 candidate in each of the protected characteristics and a gender split of 8 females and 7 males.

Our learning offer

We actively target support to ensure that all our people can access learning. All who wish to attend a learning event are specifically asked if we can provide any additional support or adjustments. This includes making arrangements to ensure that disabled colleagues can access corporate courses and programmes, visually impaired colleagues can access course materials online using assistive technology or direct support and can also receive 1-2-1 training covering essential business needs (e.g. IT skills) as required.

Colleagues can also arrange loans of laptops and on-line learning materials to allow them to learn in a place and time that suits them. Materials are also made available in large print and in dyslexia-friendly print colours, and we have the option to record audio books of training materials.

Mentoring

Our mentoring programme is a good example of a combination of openness and accessibility and equality of opportunity. It is open to staff in all bands across the Scottish Government. Our new online database has recently been introduced to make it even easier to get involved and benefit from the programme. Where possible we meet any specific requests for either mentor or mentee, e.g. location; gender; sexual orientation; specialism etc. and personal circumstances such as work pattern; travel constraints; special requirements. We also ensure that we promote it regularly through our staff diversity networks which in turn help us to foster good relations across different groups of staff.

CASE STUDY

Perm Sec shared a few thoughts on stand-out moments from her engagements during a week in February 2016.

The value of mentoring

While in London, I met with Tara McGinley, who won a competition to spend an hour with her chosen mentor at Edinburgh's Civil Service Live. She chose me! Tara is a HR consultant based in Leeds with Civil Service Employee Policy. We talked about how she is preparing for her next post, public speaking and impact amongst other things. Fascinating to hear her experience and perspectives as a young person joining the Civil Service. I can't recommend mentoring highly enough - both mentoring others and being mentored. I still see my mentor regularly and he was a great support (and challenge) when I applied for this post. What are your experiences of mentoring, and how has it helped you in your career?

PROGRESSING OUR PEOPLE

We appreciate that our internal progression opportunities are also key to supporting our ambition of being a Scottish Government that is **reflective of the people of Scotland** and that we must ensure that we eliminate any **discrimination** in the processes.

Ensuring **equality of opportunity** to move through the organisation is a key consideration within Scottish Government. We have analysed closely our central promotion board and talent programmes and processes and, working closely with our trade unions, conducted extensive evaluations. Equality considerations have been at the heart of those reviews.

Promotion

In response to reviews of our promotion process, we changed our approach to promotion to junior and middle management roles in 2016. One of the drivers for the change was diversity concerns arising from central promotion boards. Ensuring **equality of opportunity** was a key driver for this significant policy and process change.

Through the review we scrutinised the existing central board process and conducted evaluations and analyses of previous central exercises. These indicated:

- inconsistency and mixed quality of support offered to candidates
- lower success rates for staff based out with the central belt
- assessment too closely aligned to policy - potentially disadvantaging operational, corporate and specialist staff
- fewer older candidates (40+) applying and less successful

The new promotion policy was designed, tested and developed in collaboration with representatives from across the SG including staff diversity networks, both on a group and one to one basis.

Equality issues have been considered throughout the design and implementation phase of the policy and a full Equality Impact Assessment (EQIA) undertaken. This is to ensure that the promotion process does not inadvertently **discriminate** against any group and attracts applications from under-represented groups.

Key improvements include the introduction of Lead Panel Members (LPM), with LPM training having a particular focus on diversity and unconscious bias. A two day mandatory learning course and unconscious bias training is in place for LPMs. We now have a pool of over 100 fully trained LPMs from a variety of backgrounds, grades and locations.

We have also removed the requirement to meet all competencies for every promotion – thereby encouraging **greater diversity** among candidates and we have put in place a comprehensive evaluation plan to monitor diversity impact. We will continue to develop and improve this process over the coming year.

The EQIA report has been shared with our Staff Diversity Networks and Trades Unions. Engagement with these groups will continue as part of on-going evaluation and review process with key stages at six, twelve and eighteen months.

In 2016 a key progression focus was an internal Deputy Director Promotion Board. As part of the preparatory work for the Promotion Board research was undertaken with the Scottish Government's staff diversity networks on the perceived barriers to applying for promotion to the Senior Civil Service (SCS).

Some of the key messages from the research were concerns around work life balance, alternative working patterns, **lack of diversity profiles** in the SCS, limited dedicated time to prepare an application and for assessment centre, concern about the support available through the process including mock interviews, practice tests; and limited flexibility of assessment centre timings and location.

These helpful insights were used to inform the awareness sessions, which were held for Band C staff who were eligible to apply for the Board. The insights also informed the planning and literature for the Board process and for future recruitment and promotions to the SCS going forward. These included clear messages about the **diverse groups** of staff we were interested in attracting and clear messaging around flexible working.

The Scottish Government's intranet was also used to enhance the message of welcoming applications from under-represented groups to broaden the diversity of the senior leadership with articles focussing on staff at SCS level who worked part time, compressed working, job share or who were in one of our under-represented groups. As a result of all of these factors, 42% of the Board applications were female and 45% of the successful candidates were female.

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CASE STUDY

Lorna Gibbs - Chief Executive of Disclosure Scotland

I joined Scottish Government in 2001 and I was 'out' from the start. As far as I can tell, that hasn't had any negative impact on my career. I talk about my partner and our life together in the same way as everyone else does. Nobody bats an eyelid when they realise my partner is female. Why would they?

But I do think being gay has had a positive impact on my work. I know what's it's like to be 'other', I know what it is like to read articles in the media suggesting people like me are responsible for the decline in moral standards (never realised I was so powerful). I know what it's like to do a quick risk assessment before my partner and I hold hands in public - even on a Saturday afternoon in Glasgow. I think that makes me more aware of what it feels like not to fit into the norm. And I think that makes me a better civil servant.

I am valued by my colleagues for, I hope, lots of reasons. The gender of my partner isn't one of them. As I said, that's just another dull fact about me. Now, who wants to hear about my new kitten…?

CASE STUDY

Andrew Bruce, Deputy Director, Community Justice

I have worked a flexible pattern since my wife returned to work after the birth of our first child almost six years ago. This involves working compressed hours, with every Tuesday as a non-working day spent with the two children we now have. I felt very strongly that I wanted to take on some of the childcare responsibilities that are part and parcel of starting a family, both to increase the amount of time I could spend with my children and because it made sense for our family circumstances.

I was, therefore, working this pattern when I came through the last Deputy Director Board in 2013. I remember asking myself at the time whether I would be able to continue with my compressed hours upon taking up a DD post. But I quickly resolved that the commitment I made to contributing to our childcare arrangements was absolute and shouldn't go out the window simply because I had been promoted. Nevertheless, it was with some trepidation that I broached the subject of flexible working in discussions with my prospective Director prior to taking on my first DD role. I can honestly say the response I received could not have been more supportive and my continued non-working Tuesday was accepted, and indeed encouraged, without a moment's hesitation. There have been occasions when, in response to particular work requirements, I have had to swap my Tuesday for another day, or call in emergency cover from grandparents. But those weeks are very much the exception.

Two key factors have made all the difference. First, all my line managers have been hugely supportive - not once have I been put under pressure or made to feel guilty for not being at work on a Tuesday. Equally importantly, the teams I have worked in have been just as understanding. I believe there are all sorts of benefits to any employer in supporting flexible working, but I am also conscious of the potential impact on those in my team who shouldn't be inconvenienced by having a DD who chooses to work in this way. So, whilst I am not glued to my blackberry during my non-working day, which would defeat the whole purpose, I have a clear arrangement with my team that they should feel free to call me if there is an urgent issue they need to discuss.

Flexible working has provided me with a great opportunity to fulfil my aspirations as both a civil servant and a Dad. I feel lucky to work for an organisation where such an approach is possible, regardless of seniority, and very grateful to the managers and colleagues who have been so incredibly supportive.

CASE STUDY

**Olivia McLeod, Director for Children and Families**

I started working flexibly long before I had children. When I joined the Scottish Government as Deputy Director, I chanced asking for a nine-day fortnight to help make my long-distance relationship work! My director at the time was really supportive and it worked - the relationship turned to marriage and now we have two kids. I say this because I think it's really important everyone has the chance to work flexibly to achieve the right balance of work and other aspects of life, whether or not you have children.

When I came back to work after my first child as Director in the Department for Education, I worked three days a week. This felt challenging - I wasn't aware of any other part-time directors. One thing I'd love to change is the number of potential job shares in the SCS. I tried to make a virtue of it by explicitly focusing my role with everyone, including my boss and minister, and empowering my direct reports.

Strong programme management and effective meetings help me feel on top of the work without needing to be involved all the time. It's made me better at being strategic and prioritisation, but I can always improve on that! Investing time in coaching or mentoring over the years has paid off. On a practical level, having good office support is critical to ensure you're focused on what matters. And investing in relationships so people can anticipate where you're likely to come from if you're not there to speak for yourself. On the down side, I miss the more discretionary elements of the job - I'm told I'm not great at 'water cooler chat' and I have to work on not being too task-focused and allow enough scope for discussion and ambiguity.

The plus sides of working part-time far outweigh any down sides - I don't mind working hard knowing I'll have concentrated time with my kids, and it's allowed me to feel fulfilled at work and at home. Having a train commute is a great discipline - I'm invariably on the 17:15 and people know that! It requires me to prioritise, and I'm much more aware of the complexities of everyone's lives which I hope makes me a more compassionate manager and colleague.

DD Promotion Board Application and Success rates by Gender in 2016
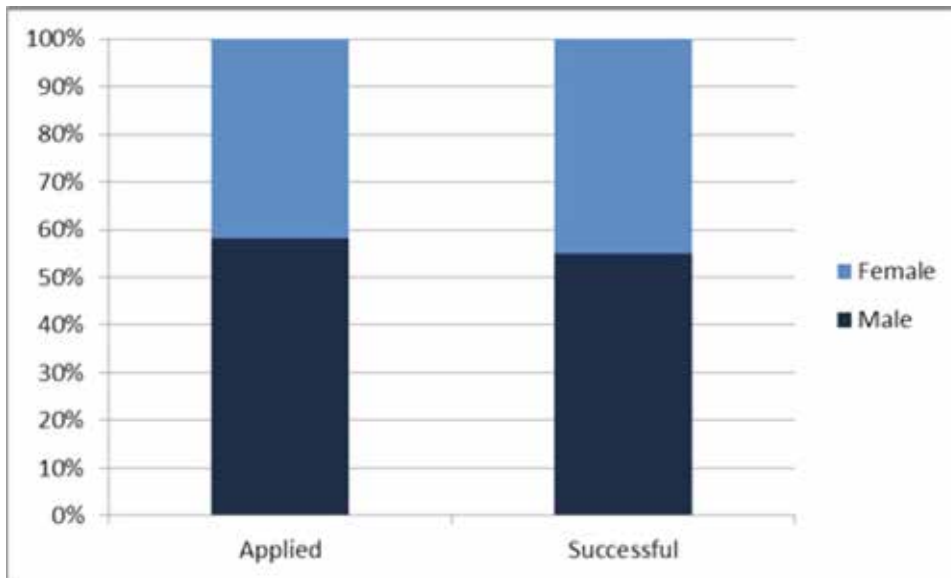
Through improving our monitoring, reviewing evidence and evaluating the impact of our recruitment and progression processes we are working to continually improve equality of opportunity for those joining and those within our organisation.

We are keen to support all staff, including those at senior levels to identify the right work life balance for them. At SCS level there are examples of staff working part time, compressed working hours and partial retirement. In August 2016 two senior members of staff embarked on a job share at Director level. Both are mothers and factor childcare logistics into their day.

In their new job share arrangement, one works part time three days a week and the other works full time across four days. The 2 Directors were one of the winners in the Timewise Power Part Time List for 2017.

"It's early days. It's important for the credibility of this arrangement that it genuinely works for people and isn't just politically correct. But hopefully we'll prove it does work, and encourage more men and women to think creatively about how jobs can be done in the process."

Helen Cameron – Director of Children and Families

RETENTION

Diversity data on our staff

We know how important it is to have robust and accurate data on the diversity of our staff. However progress on increasing the levels of staff providing **diversity information** has provided several challenges around IT compatibility, staff reluctance in providing the information due to staff confidence and trust levels in providing the information, knowledge on what it's used for and some general questions around why it was useful for us to know.

To address this we have set up a Data Improvement Project. After investigating various other organisations' processes and best practice we decided that we would rather have staff providing the information because they want to and therefore more likely to provide accurate information rather than erroneous data. This would hopefully also move people to a position of feeling more engaged and away from feeling they were undertaking a tick box exercise for management.

This has resulted in us taking a more coaching approach rather than a mandatory approach, in the hope that it will help progress the wider inclusion agenda. This we acknowledge may mean progress will be slower but hopefully will lead to higher levels of buy-in and engagement.

The Data Improvement Project has now identified a "test" area, a selection of improvement test ideas, measurement methodology and a comprehensive communications strategy. This project will start small and will gather momentum very quickly as we start to obtain evidence of test ideas being successful enabling us to roll out promising approaches more widely and increase the levels of data completion.

The project has started to see some improvement; in Dec 2016 59.7% of staff had provided information on sexual orientation, up from 20.0% in Jan 2013 and 2.5% staff declared as LGBO in Dec 2016, up from 0.9% Jan 2013. If we adjust this to remove those who have not provided SO information this represents 4.1% of staff identifying as LGBO.

The proportion of those completing their sexual orientation information has increased by just over 8 percentage points over the last year, though there is still 40% of the workforce who have yet to supply any information. We will continue to work on this to meet the ambition set out in our Equality Outcome of 90% of employees providing diversity information by 2017 and being reflective of the people of Scotland by 2025.

Declaration rates across Protected Characteristics

Dec 15 ■ Dec 16
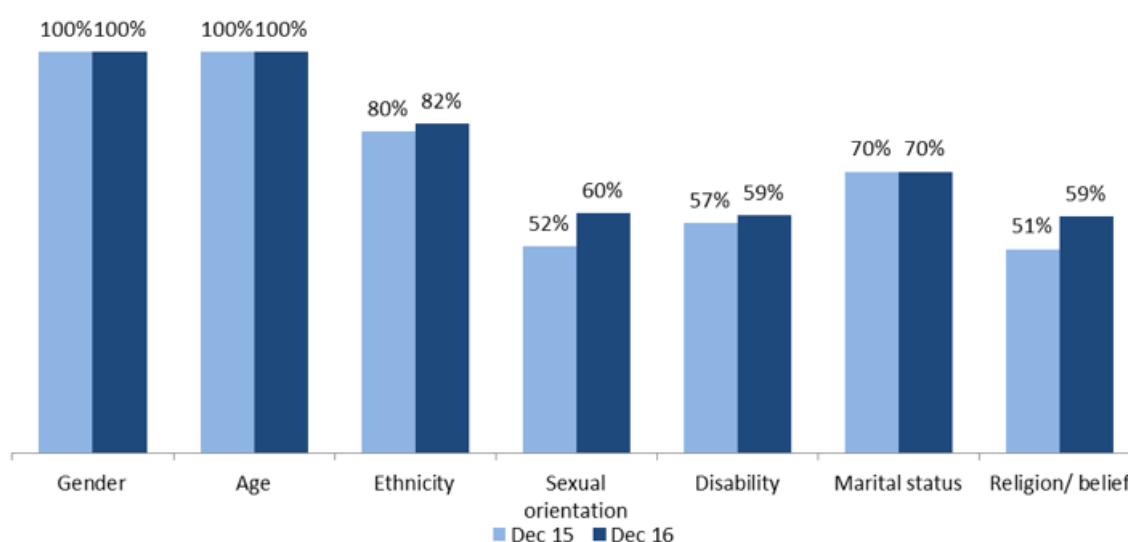
Bullying, Harassment and Discrimination

To tackle **bullying, harassment and victimisation**, we have consistently good people management and well-being as core People Strategy priorities.

We understand not only the human cost but also the organisational and team costs associated with **unacceptable behaviours**. To support this we need to ensure that staff understand how they can get issues resolved and we have a Fairness at Work policy which supports resolution of complaints fairly and quickly.

Whilst our scores for inclusion and fair treatment are reassuringly high remaining at 80% in 2016 which is 4 percentage points above the UK Civil Service average, we remain concerned that some staff are still experiencing unacceptable behaviour. We know from our People Survey that in 2016, 9% of respondents indicated that they personally experienced discrimination at work in the last 12 months (compared to 8% in 2015 and to 12% for the whole of the Civil Service in 2016). Ten per cent of staff reported having experienced bullying or harassment in the past year (compared to 9% in 2015 and to 11% for the UK civil service as a whole).

percentage SG staff reporting bullying, harassment or discrimination since 2009

Appreciating how difficult it was to fully understand the issues behind the B,H&D statistics, during 2016 we set up a small working group to investigate best practice and create a robust and multifaceted approach to support the business address **bullying, harassment and unacceptable** behaviours and create the culture we want to see.

From this we now have in place a robust measurement matrix, a mechanism for the anonymous reporting of unacceptable behaviour in addition to informal or formal action and a tried and tested range of options and interventions to support not only line manager and staff but also the HR and Diversity Professionals working with our businesses to be able to identify areas at risk quicker and be better able to deal with and address any under the waterline B,H &D.

We have also appointed a senior director to the role of Bullying and Harassment Champion, to provide leadership and ownership of this area at a senior level in the organisation. The B&H champion will lead on a programme of work to understand better what early intervention in B,H&D could look like and the benefits it can bring for individuals and for the SG.

Accessibility

Over the last few years the Scottish Government has undergone major transformation and is moving to be a smaller, more flexible organisation, operating within constrained running cost, and so our workplace and support services need to adapt and support these organisational changes as well as allowing employees to embrace new ways of working, both within and out with the office environment.

The Scottish Government is committed to making our office based and remote working facilities more flexible and responsive to everyone's needs, and to improving the experience of using these facilities. We are also committed to getting the best value we can from the costs of running our offices and buildings. The Smarter Workplaces Programme will oversee deliver of these commitments.

This project also reflects the needs of our people and aims to provide working environments in which individuals can thrive and be successful. It implements new and innovative workspace and technology solutions.

Smarter Workplaces Programme

The Scottish Government, together with Scottish Futures Trust (SFT), are working jointly on this programme to deliver new ways of working across the central Government estate which will in turn help public bodies to deliver better services to our clients and customers as well as to the wider public.

The Vision: **"Our working environments enhance our people's experience of the workplace, enabling new ways of working and ensuring value for money for the public purse".**

This is not just about saving money. It is about providing our people with modern, flexible working environments that enable them to deliver the needs of the business. We are committed to working with teams to find the right balance between saving money and providing improved workspaces.

The Benefits:

- provide us with the opportunity to help shape and improve our workplaces to better support the range of job types and working styles found across the organisation;
- ensure that our workspaces and technologies are better aligned to needs of business areas and staff using them;
- ensure options for the use of workspaces and technologies are sufficiently flexible to respond to changing needs in the future;
- allow us to become a more efficient organisation, better equipped to respond to evolving demands and challenges;
- make more efficient and effective use of our assets – our people, technology and buildings;
- ensure we maintain a strong presence around Scotland;
- provide opportunities for co-location which will support improved integration and collaboration within the core SG and other public sector bodies; and
- contribute to our environmental targets.

The Smarter Workplaces team has been working with colleagues and staff diversity networks across the SG to embed diversity into the design principles that are shaping our buildings and facilities.

Through exiting buildings surplus to needs, reducing office footprint or encouraging sharing with others, the programme is working towards achieving the target annual saving from accommodation costs for the core SG estate and its wider network of public bodies of £28m per annum from 2017/18.

"We're putting wellbeing and needs of an increasingly diverse workforce right alongside business needs. As well as improving corporate spaces to match our more flexible ways of working across locations, teams and through technology, we've been considering the facilities that are valued in a 21st century workplace."

Jen McLeod, Change and Communications Manager

Some of our key achievements to date have included new accessible and gender neutral toilet facilities as well as multi-faith prayer room and contemplation rooms and ablution facilities.

"I went to a session on diversity charity Stonewall's Workplace Equality Index. The conversation turned to how organisations can show real tangible evidence that they are considering the needs of all of their staff and visitors, regardless of their gender identity.

"Gender neutral toilets inevitably came up and I decided that my diversity objective would be to include gender neutral toilets in the refurbishment plans for Atlantic Quay and Victoria Quay.

"This not only shows our commitment to meeting basic needs regardless of gender identity, but makes the best use of our limited space and increases the number of facilities that anyone can use."

Lorna Gibbs, Diversity Champion for LGBTI

"As ablution is a prerequisite for performing prayers, having access to a suitable facility for this purpose is immensely helpful. I was therefore very pleased when the Smarter Workplace team took a real interest to determine requirements. These facilities are excellent, have made the performance of daily worship far more comfortable".

Faheem Bhatti, Policy Executive in Higher Education and Science

It has also allowed up to provide a wider range of options for different working preferences and activities. Introducing a 'laptop first' approach, improved Wi-Fi, increased video conferencing and Skype for Business enables more flexible and collaborative working.

"We've all converted to laptops which has been really great for the flexibility it allows us, particularly if we have to work in different buildings or cities. We've already taken advantage of the spaces available in the VQ Business Centre on the third floor, working collaboratively and using the smart screen technology provided in the booths, which is great for looking over different screens at one time."

Rachael Hay and **Lyndsay Turner**, Public Appointments Team

Environment – Carbon Footprint

Collaboration – Working together within and across organisations

Better Working Environments

Financial – Value for money for the public purse

Managing Attendance

We understand the importance to individuals to remain in and engaged with work to be able to contribute fully in the workplace. To support our colleagues who are absent from the office we have a dedicated Attendance Management team who provide support, advice and guidance to individuals and managers. The team works with individuals, their managers and the Scottish Government's Occupational Health Adviser to ensure appropriate measures are in place to support those experiencing health problems.

We use a range of measures to reduce sickness absence across the organisation. As part of the Attendance Management Policy, return to work discussions are used to identify health/health and safety issues affecting individuals. Periods of illness and the reasons for absence are recorded on the e-HR system allowing us to monitor absence trends and to identify areas where support or further intervention is required. We also work closely with our Occupational Health Adviser to ensure that decisions (including reasonable adjustments) affecting an individual with a health condition are informed by medical advice.

We are also working in partnership with colleagues in the trades unions to ensure that our attendance management processes support disabled colleagues and we are currently piloting a "Reasonable Adjustments" passport as a robust process to underpin conversations between relevant parties about what is required to ensure an individual is able to remain in work and continuing to contribute to their own wellbeing as well as to the benefit of the organisation.

Occupational Health and Safety

The Scottish Government's Occupational Health and Safety (OHS) Adviser ensures appropriate measures are in place to support those **experiencing health problems** and disabilities so as to **minimise any barriers** to retaining and rehabilitating colleagues.

The Scottish Government continues to make any reasonable adjustments to premises or employment arrangements if these place a **disabled or non disabled employee**, or prospective employee, at a **disadvantage**, to ensure that these colleagues and those with on-going health issues are able to work to their full ability and remain in employment.

Our Occupational Health and Safety (OHS) Branch work closely with IT and HR colleagues to ensure our people are able to access the equipment and environment required to allow them to contribute fully.

The branch has kept abreast of new adaptive technologies that allow disabled people and those with health conditions who cannot utilise standard pieces of furniture and equipment to access alternatives. They continue to trial new products to ensure individual needs can be fully considered and managed.

To date, 2313 individuals have completed the 'Display Screen Equipment Self-Assessment' module to aid ensuring desks and associated equipment is adjusted to suit each individual to help minimise the risks to health.

The outcomes of each assessment are supported by a network of trained local Health and Safety Liaison Officers and the OHS Branch who can make recommendations relating to posture and equipment alterations. In 2016 two members of the OHS Branch attended specialist ergonomic training to allow them to better understand the needs of individuals with **disabilities and health issues**.

The OHS Branch have conducted approximately 60 specialist assessments in the last year, typically supporting computer users by providing postural and ergonomic advice. The OHS Branch have been instrumental in recommending and supplying specialist seating options, sit/stand desks and a variety of ergonomic desk equipment to aid the management of individuals who present with health issues or disabilities.

CASE STUDY

"I slipped a disc in my back, and required to be off work feeling physically sore and miserable about my restricted movement. Once reliance on strong painkillers lessened, I was keen to get back to work but could not be signed fit to work until there was clarity about what the working arrangements to support my recovery would be.

Through my line manager and HR, I was put in touch with the OHS Branch, who quickly put my anxieties at ease. I had an initial telephone discussion with the Advisor and then arranged to come into the office whist on sick leave for an assessment.

A needs assessment quickly and efficiently, recommended the use of a standing desk, an adapted chair (I was able to trial 2), use of a rucksack to carry office equipment; we explored whether I could or should work from home but it was recommended a short phased return to enable me to readapt (this proved more necessary than I had anticipated) and she was also very clear about the responsibility I needed to take for ensuring that I was supporting improvement in my back health.

I greatly appreciated the Advisor's knowledgeable, kind and no-nonsense approach and the very practical suggestions she was able to make to get me back to work as soon as possible: this was of direct benefit to me and to my team, who had been under significant pressure in my absence. Had I not been able to access this support, it is unlikely that I would have been signed fit to work for some further weeks which would have been very frustrating for all.

Three years later, I continue to use a standing desk and regularly refer to the tips given to continue to manage my condition."

LGBTI Equality

The Scottish Government aims to be an exemplar employer on LGBT and I issues, with policies in place to support LGBTI employees, including those on gender reassignment and civil partnerships. Our Fairness at Work policy makes specific reference to discrimination or harassment based on sexual orientation or perceived sexual orientation.

The Scottish Government (SG) is a Stonewall diversity champion and regularly contributes to Stonewall activities, including this year's Workplace Equality Index (WEI). We have participated regularly in the WEI since 2006, coming first in Scotland in 2009 and 2010.

We were consistently in the Top 100 until 2012 when we were ranked in 90th position. In 2015 we dropped to 213/397. We engaged closely with Stonewall over the last 2 years to improve our ranking and Perm Sec and our LGBTI Ally and Champion made a commitment to restore our position in the top 100 within 2 years.

This renewed focus and priority has seen us move back into the Top 100 at position 50 having climbed 56 places from 2016 and 163 places from 2015. At the same time competition in the Top 100 has increased from 397 employers in 2015 to 439 employers participating in 2017. This dramatic improvement resulted in us being awarded "Most Improved Scottish Employer in 2017".

We have an active LGBTI and Allies network. Our networks are a valuable resource in helping us understand the issues our under-represented groups face in joining and progressing through the organisation.

Our Allies network allows non-LGBTI staff to provide additional support on these issues. The networks are supported by champions at Senior Civil Service level to support and work with the networks to identify the future direction, remit, role and strategy.

Allies training and training in Role Modelling was identified as an area where we could make improvements that would make the biggest difference not only to LGBTI staff but all staff.

We have worked with Stonewall to run this programme in January 2016 for 76 staff across both programmes. Run by Stonewall Scotland, the programme empowers role models and allies to be active change agents throughout the Scottish Government - creating a more inclusive workplace for LGBTI colleagues, as well as everyone else.

People Survey

Diversity is also important for our people's engagement - engagement is a measure of how attached and proud people feel to be part of the organisation and how motivated and inspired they are to achieve its objectives.

The People Survey is our annual organisation-wide initiative seeking opinions about work. The survey runs from the 1st to the 31st of October across over 100 UK Civil Service Departments. It is well-understood and embedded across the organisation and our response rate varies between 73-79% in the past four years. It provides an opportunity to gain a good measure of the effectiveness of HR policies, in particular our Fairness at Work policy and our Flexible Working Policy. It also helps to establish how different groups of people feel in the organisation in terms of their inclusion, fair treatment, wellbeing, discrimination, harassment, bullying, and their levels of engagement.

Inclusion & Fair Treatment

Since 2009, responses to 'Inclusion and Fair Treatment' questions have been consistently high, with the positive score for the overall theme remaining at 80% in 2016. This is 4 percentage points above the UK Civil Service average and +1 above Civil Service High Performers, Indeed, when compared against Civil Service organisations of a similar size, Scottish Government comes out top for positive responses to the 'Inclusion and Fair Treatment' theme.

Percentage of SG staff responding positively to the Inclusion and Fair Treatment theme in 2016
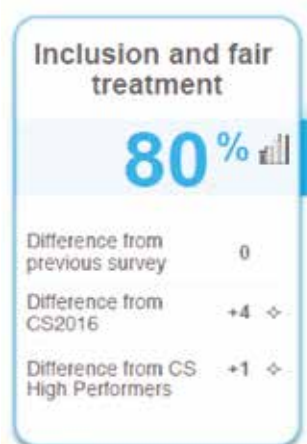
Engagement

The People Survey also measures staff engagement, that is, how **attached and proud** people feel to be part of the organisation and how motivated and inspired they are to achieve its objectives. We know from the annual survey that there are some groups that are less engaged in the workforce than others and we want to change this. This is important because research indicates that people who are more strongly engaged with their work tend to have higher wellbeing at work, to perform better, be more innovative and take less time off sick. For example, colleagues who report they have a long-standing condition have a lower engagement score than the Scottish Government average, and across the survey themes, a less positive workplace experience in general.

In 2016 respondents who reported a disability had an engagement score of 59%. Those reporting that their disability impacted upon their daily activity 'a lot' had an engagement score of 52%. Through 2017/18 we will work with our disabled staff and our staff disability network to better understand any reasons for this and work to reduce or remove any process that maybe impacting on this. On the contrary, LGB (68%) and BME (67%) respondents continue to have a higher percentage of positive engagement scores than SG average (62%).

Engagement by ethnicity, compared against UK Civil Service average in 2016
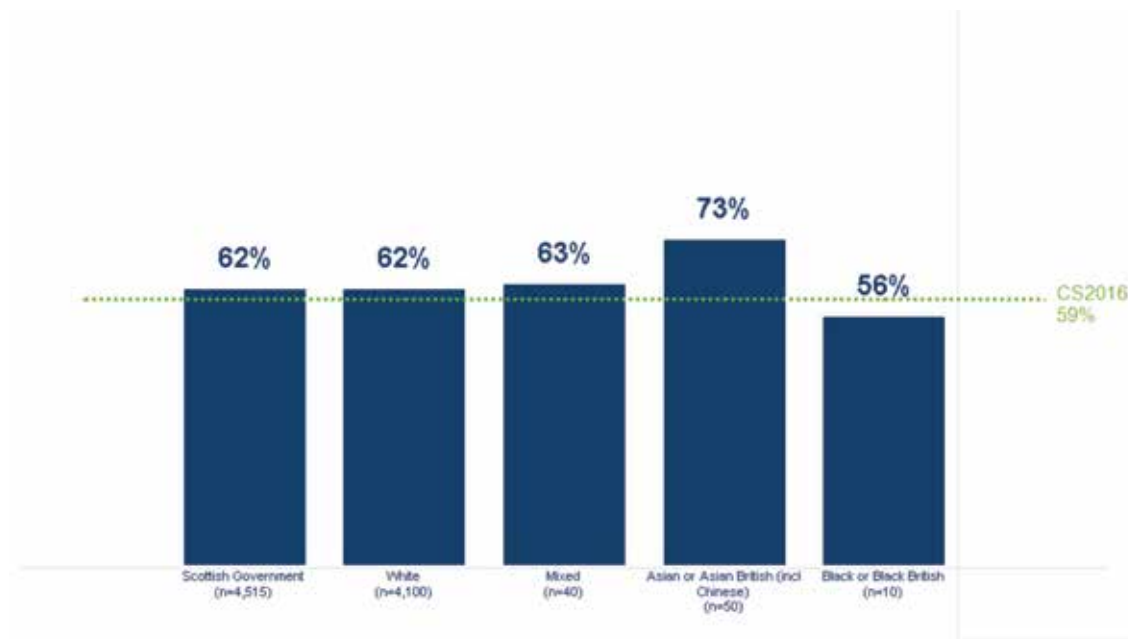
Engagement by sexuality, compared against UK Civil Service average in 2016
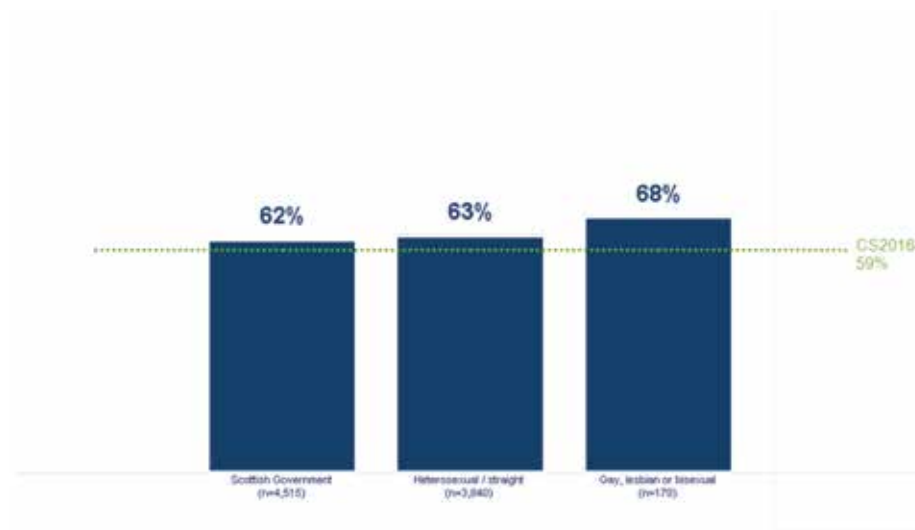
Individuals in the youngest age category (16-19) have the highest engagement score overall (72%).

Engagement by age in 2016

By **age**, the **Engagement Index Score** is highest in the youngest age group (16-19 year olds)

	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 or over
	72%	67%	65%	63%	64%	61%	62%	62%	61%	58%	66%

SECTION 3: EMPLOYEE INFORMATION, GENDER, RACE AND DISABILITY PAY GAP AND EQUAL PAY STATEMENTS

Scottish Government – Pay Gap

Gender

The Scottish Government defines the gender pay gap as the difference in mean average full-time equivalent earnings for men and women. The mean is the sum of hourly rates for each person divided by the number of people.

The national (UK) figure for the gender pay gap is 9.4% and in Scotland the figure is 6.2% for 2016. This is a median average figure and the equivalent mean average figures for the UK and Scotland are 13.9% and 10.7% respectively.

(source: Annual Survey of Hours and Earnings, Office of National Statistics, full-time hourly earnings excluding overtime).

Within the Scottish Government, where men and women are undertaking work of an equal value (i.e. within the same pay range) they are paid a similar rate and consequently the pay gap is low as can be seen in the table below. However, the overall pay gap is 4.14%. The reason for that is that the Scottish Government has a higher proportion of women in lower pay ranges which lowers the overall average hourly rate. Thus, the overall pay gap is at least partly a function of the gender distribution across the grade structure.

	Female		Male		Pay Gap	
	Mean	**Median**	**Mean**	**Median**	**Mean**	**Median**
Band A	£20,191	£19,582	£19,982	£19,582	-1.04%	0.00%
Band B	£32,385	£31,811	£33,063	£31,811	2.05%	0.00%
Band C	£56,597	£55,275	£57,875	£55,275	2.21%	0.00%
Not Assim	£32,197	£28,997	£33,504	£28,731	3.90%	-0.93%
SCS	£82,762	£72,897	£80,935	£72,604	-2.26%	-0.40%
All staff	£35,016	£31,811	£36,530	£31,811	4.14%	0.00%

A positive pay gap indicates where male staff have a pay lead

The pay grade "Not Assim" refers to staff not assimilated into a standard pay range or grade. Posts occupied by staff in SGM (i.e. Bands A, B & C), as well as those in SCS, are assessed using a common job evaluation systems (JEGS/JESP respectively) which enable a variety of office-based roles to be grouped together as work of equal value for pay purposes. Around 2.5% of Scottish Government staff perform duties which are not covered by these evaluations systems, mostly within the off-shore marine specialism but also a small number of staff (individuals and small groups) who have retained the terms and conditions of previous employers under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE). For reporting purposes, the staff have been gathered into the Not Assimilated category. However, it should be noted that they cover a wide variety of different job and pay levels, as such they do not provide a comparable basis for gender pay gap analysis in relation to work of equal value.

The Scottish Government ensures that all policies that support the employment of staff are free from gender bias and that equal work attracts equal pay. Gender distribution across the grade structure can be influenced to some degree through promotion, talent development and recruitment activity.

Since publication of the 2015 Mainstreaming Report the **gender pay gap reduced by 2.16%** (down from 6.3%).

Other Characteristics

Working Pattern – at first glance, it would appear that the most striking features in the working pattern data are the 12.05% advantage in favour of full time staff in the mean statistic for non-assimilated staff and the 17.68% median advantage in favour of part time staff in the SCS. Both of these are largely due to the very small numbers of part-time staff in each group. Slightly over 2% of non-assimilated staff work part-time, while just over 5% of SCS are on a part-time working pattern. These very low rates in the smallest staff groups result in the salaries of very few members of staff having a large effect on the summary statistics.

Ethnicity – similar to working pattern, the largest disparities are seen in the non-assimilated and SCS staff groups, where there are very few self-declared ethnic minority staff. The effect is exacerbated by the exclusion from the analysis of those staff who have not self-declared their ethnicity, or who have indicated that they "prefer not to say". This increases the influence on the statistics of the few who have self-declared. The all staff figures for ethnicity indicate a lead for white staff which is not reflected in the statistics for bands A to C. This is because Band A (which has below average salaries) contains the highest proportion of ethnic minority staff while Band C (which has above average salaries) has the lowest proportion of ethnic minority staff.

Disability – the pay lead of non-disabled staff shown in the all staff figure compared to the relatively neutral message at individual bands is entirely due to the proportion of self-declared disabled staff in each grade. This is highest in Band A, and declines as one progresses through the bands until SCS which has the lowest proportion. Compared with the overall proportion of self-declared disability, Band A is the only band which is significantly above average. Band B is very close to the average, Band C is below average and SCS is well below average.

	PT		FT		Pay Gap	
	Mean	**Median**	**Mean**	**Median**	**Mean**	**Median**
Band A	£20,287	£19,582	£20,057	£19,582	-1.15%	0.00%
Band B	£32,941	£31,811	£32,655	£31,811	-0.87%	0.00%
Band C	£56,912	£55,275	£57,275	£55,275	0.63%	0.00%
Not Assim	£29,399	£29,257	£33,427	£28,997	12.05%	-0.90%
SCS	£82,116	£85,732	£81,665	£72,849	-0.55%	-17.68%
All staff	£35,400	£31,811	£35,809	£31,811	1.14%	0.00%

A positive pay gap indicates where full time staff have a pay lead

	1. Ethnic minority		2. White		Pay Gap	
	Mean	**Median**	**Mean**	**Median**	**Mean**	**Median**
Band A	£20,400	£19,582	£20,418	£19,582	0.09%	0.00%
Band B	£32,106	£30,459	£32,853	£31,811	2.27%	4.25%
Band C	£57,599	£55,602	£57,085	£55,275	-0.90%	-0.59%
Not Assim	£25,587	£25,587	£34,202	£28,465	25.19%	10.11%
SCS	£73,171	£70,800	£82,066	£72,849	10.84%	2.81%
All staff	£34,124	£29,107	£36,912	£31,811	7.55%	8.50%

A positive pay gap indicates where white staff have a pay lead

	1. Disabled		2. Not disabled		Pay Gap	
	Mean	**Median**	**Mean**	**Median**	**Mean**	**Median**
Band A	£20,493	£19,582	£20,459	£19,582	-0.17%	0.00%
Band B	£32,110	£31,811	£33,437	£31,811	3.97%	0.00%
Band C	£56,388	£55,275	£57,639	£55,275	2.17%	0.00%
Not Assim	£30,091	£29,579	£33,978	£27,440	11.44%	-7.80%
SCS	£84,320	£85,330	£81,296	£72,506	-3.72%	-17.69%
All staff	£33,125	£29,107	£38,293	£31,811	13.50%	8.50%

A positive pay gap indicates where non disabled staff have a pay lead

In SGM and SGMarine staff will typically be recruited at the pay range minimum and progress to the maximum. Current progression journeys range from a minimum of two years to a maximum of four years depending on pay range. The tables above are a snapshot reflecting length of service and pay progression journey at a particular point, i.e. as at 31 December 2016.

Coverage

The Scottish Government has three groups of staff each with separate sets of remuneration arrangements. The three pay groups are:

• Scottish Government Main bargaining unit (SGM)

• Scottish Government Marine bargaining unit (SGMarine)

• Senior Civil Service (SCS)

(Further information on the make-up of the pay groups is supplied below)

The Senior Civil Service is reserved to the UK Government. While the members of the SCS are Scottish Government employees, their remuneration is in line with UK Cabinet Office pay and performance management framework.

Breakdown of pay groups

SCOTTISH GOVERNMENT MAIN (SGM) & SCS

Core Directorates of the Scottish Government falling within the responsibility of:

• Directorate General – Communities

• Directorate General – Economy

• Directorate General – Finance

• Directorate General – Health & Social Care

• Directorate General – Learning & Justice

• Directorate General – Strategy and External Affairs

Agencies and Non-Ministerial Offices:

• Scottish Public Pensions Agency

• Student Awards Agency for Scotland

• National Records of Scotland

• Education Scotland

• Accountant in Bankruptcy

- Office of the Scottish Charity Regulator
- Transport Scotland
- Scottish Housing Regulator
- Disclosure Scotland
- Revenue Scotland

Staff serving elsewhere on assignment, loan or secondment are regarded as being part of SGM except where provision has been agreed for other terms and conditions to apply.

SCOTTISH GOVERNMENT MARINE (SGMARINE)

- Officers and crew of three Fishery Protection Vessels
- Officers and crew of two Fishery Research Vessels
- Marine, Engineer and Safety Superintendents

Occupational Segregation

Staff numbers by diversity characteristic and pay grade are provided in the Annex 'Staff Diversity Data'. The Scottish Government does not currently hold sufficiently detailed information to allow a further breakdown of "occupational segregation" in SGM and SCS. A general description of the duties for each pay range/grade has also been given below.

Scottish Government Main (SGM)

A3

The role of posts in this range is to offer technical, specialist or advanced administrative support under the supervision of and in support of a more senior officer. Duties usually call for the exercise of discretion and initiative whilst carrying out generally routine and repetitive tasks and will often involve the use of IT based skills. Although not a management level for most posts, in some operational areas there may be supervision of staff, which can include annual reporting and career development.

Posts at this level tend to report to a post in Band B but may report to a more senior post in Band A.

A4

Supervision of staff in other Band A ranges may be an important feature of posts in this range. This will include allocation of tasks and checking of work. In some cases there may be a full staff management role, including annual reporting and career development. Posts may also be akin to an 'executive assistant', combining administrative support to officers in the Senior Civil Service with some executive functions. Posts within this range will require a degree of judgement and interpretative ability to be exercised within guidelines and established practice. Posts in this range are likely to report to a post in the upper ranges of Band B, or in Band C, or in some cases direct to a member of the Senior Civil Service.

B1

Jobs in this pay range will often be the first formal line management level including staff management (and covering staff appraisals). In some areas these posts may provide direct support to other more senior posts. Elsewhere they may be responsible for a discrete area or work under the control and direction of a more senior officer. Typically posts within this range will require postholders to exercise judgement and interpretative ability where practice and precedence guide the work.

Some posts require a good understanding of the basic principles and practices of a subject or discipline/ specialism through a mix of qualifications or training and experience.

B2

Posts in this range are expected to have a good knowledge and understanding of their area of work or subject and to exercise sound judgement and interpretative ability in the application of regulations, practice and procedures or professional standards. They may have delegated responsibility for elements of work, where they are required to keep fully up-to-date with developments and suggest responses and solutions to posts in Band C or the Senior Civil Service. They will usually report to a Head of Branch and will have freedom of action in managerial and operational matters within accepted standards and precedents.

Management responsibilities will vary. Where there are very large numbers in the command, posts are usually assisted by staff from the lowest range in Band B or from Band A. Posts without any managerial responsibility are often the working level in a professional or specialist function or operate in a structure where support staff are managed centrally.

B3

Jobs in this range are usually responsible for a discrete area of work, which may cover more than one function, and are fully accountable for the achievement of objectives and targets within their responsibilities. Posts require considerable knowledge and full understanding of their area of work or subject, demonstrate the ability to develop and adapt existing procedures and have the acumen to resolve a variety of problems. Posts will report to a member of Band C, or possibly the Senior Civil Service.

Management responsibilities vary depending on the nature of the work; this ranges from heading up a discrete section or team to managing a larger executive area where the work and operational decisions are more routine.

C1

Posts within this range are expected to be able to function independently and take full responsibility for the work of their section or branch. They have an important role in policy areas to keep fully up-to-date with all salient developments concerning the policies they manage, for example, in Whitehall and Europe, and to produce and broker solutions for submission to senior staff and Ministers. Professional staff must also keep up-to-date in their particular fields in order to maintain their level of expertise and its applicability in the Office. Posts at this level must be able to see ways to adapt precedents/principles and to work with some complex ideas.

The managers of these posts are normally members of the Senior Civil Service, or sometimes the top range of Band C.

The size of the management task for these posts will vary, depending on the nature of the work; this ranges from small teams in which each member has set, delegated tasks, to larger professional advisory or executive areas. In each case, these postholders will normally take all staff management decisions for their areas, without reference above. In executive areas, most operational decisions will also be contained at, or beneath, this level.

C2

Posts at this level are used most often in a supporting role to Senior Civil Service managers or are responsible for managing blocks of work, for example, in executive, casework areas. These posts will usually have managerial responsibilities either for small units or for branches/teams where the main working level will be in Band B or the first range of Band C - such as in some professional areas - or will manage significant numbers of staff in executive areas. Exceptionally, they may also lead small policy branches that have heavy and continually high profile policy and legislative demands.

Posts will have significant responsibility for maintaining areas of specialist or policy activity and may be involved in the development of new policy, in complex or novel areas, where considerable innovative thought is required. In professional areas, they may proactively ensure that relevant specialist issues are not overlooked, will contribute to the making of new policy, or its evolution, and may input to high level casework. In all cases, line management guidance is likely to be infrequent and require to be actively sought.

C3

Posts at this level are usually responsible for managing discrete and clearly defined blocks of work capable of separate control, and may be regarded ostensibly as Division Heads. Generally these posts are held accountable for the use of financial and staff resources relating to their commands which, taken together and in combination with the other factors, tend to mark them out as demanding a perceptibly higher level than the most senior posts in the other ranges of Band C.

Specific knowledge and skills may well be required of these posts, requiring qualifications and experience in a formal discipline in addition to administrative experience. The incumbents may act as the senior managers in a professional group where they will normally also carry significant operational autonomy for a clearly identified section of the remit.

Senior Civil Service (SCS)

Deputy Director 1 and 1A

These posts normally report to a Director and are responsible for the development and implementation of strategy, leading the government's engagement with stakeholders, operational delivery and the leadership and management of a Divisional team. The majority of Deputy Director roles have responsibility for direct running costs and programme budgets and they will be a member of the Directorate senior management team.

Director

These posts normally report to a Director General. They are senior leaders in their work within portfolios and collectively in setting, communicating and implementing organisational strategy and managing key relationships and networks, delivering operational results and the leadership and management of the Directorate team.

Director General

These posts report directly to the Permanent Secretary and are the Scottish Government's principal policy advisers. They provide support to Cabinet Secretaries and other Ministers, drive delivery and build strategic relationships with partners and stakeholders. The post holders play a leading and collegiate role as part of the Executive Team and Strategic Board in ensuring that Scottish Government resources are deployed effectively in support of the business strategy and key outcomes and to develop its capacity and performance.

Permanent Secretary

This is the senior Civil Servant in Scotland and leads the 5000+ civil servants working for the Scottish Government, supporting the Government in developing, implementing and communicating its policies. The post holder is the principal policy adviser to the First Minister and Secretary to the Cabinet. They are also the Principal Accountable Officer for the Scottish Government with personal responsibility for the propriety and regularity of Government finance and for economic, efficient and effective use of all related resources.

Equal Pay Statement

The Scottish Government is an equal opportunities employer and all staff should be treated equally irrespective of their sex, marital/civil partnership status, age, race, ethnic origin, sexual orientation, disability, religion or belief, working pattern, employment status, gender identity (transgender), caring responsibility, or trade union membership, and receive equal pay for doing equal work or work of equal value. The Scottish Government will operate a pay and reward system which is transparent, based on objective criteria and free from bias.

PART 2

Equality Outcomes

PART 2: EQUALITY OUTCOMES

2.1 INTRODUCTION

In April 2013 the Scottish Government published a set of eight equality outcomes for the period 2013-17 around the following issues:

- Scottish Government Representative Workforce
- Scottish Government – Equality and Diversity Matters
- Ministerial Public Appointments
- Violence Against Women is Reduced
- Gypsy/Travellers
- Women and Employment
- Disability and Access to Justice and Advice
- Education

The equality outcomes and background information are available in the Scottish Government Equality Outcomes and Mainstreaming Report 2013, and the 2015 Equality Outcomes and Mainstreaming Report in which we detailed progress towards meeting the outcomes at that point.

2.2 REPORTING PROGRESS ON 2013-2017 EQUALITY OUTCOMES

Overview of Progress

The Scottish Government's policies and programmes are focused on improving the outcomes for the people of Scotland and to making a real difference to people's lives.

The equality outcomes that were set to cover the period 2013 - 17 were designed to ensure attention on some significant issues and to help increase the capacity and performance of the Scottish Government as both a policymaker and an employer. Long-standing and deep-rooted problems will not be remedied swiftly. So while we are pleased to report progress across all of the outcomes set by the Scottish Government, we acknowledge that there is much more still to do before inequalities are eradicated once and for all.

So these update reports are not the end of the story as far as this first suite of equality outcomes is concerned. Further work will continue, building on and learning from the last four years. It has been very helpful to have the added focus of an equality outcome in these areas and we are confident that our next suite of equality outcomes will also drive progress during 2017 – 21.

As an employer, the Scottish Government is determined to be an exemplar. As an organisation, we are strongly committed to equality, which we demonstrate through our workforce policies, our support for staff and our drive for continuous improvement.

In relation to our role as an employer while we have seen an increase in declaration rates across all protected characteristics, the presumption against external recruitment has restricted the pace at which we have been able to influence change in the shape of our organisation.

However we are ensuring that we are making the most of the limited recruitment opportunities we have, including through our Modern Apprentice Programme and our Graduate Development Programme, to ensure we are reaching out to a wider group of candidates, improving our engagement with communities and reviewing and evaluating our processes.

We have made very significant progress towards achieving a gender balance and greater diversity on the boards of Scotland's public bodies. These organisations make decisions which affect us all, and should represent the communities they serve. We know that more diverse boards make better decisions and that drawing on a wider pool of talent increases the skills they have available. As 52% of the population, it is clearly important that women are appropriately represented on boards.

The positive changes in attitudes towards a range of communities with protected characteristics is mentioned in the Introduction to this report. Our equality outcomes on tackling discrimination and prejudice against Gypsy/Travellers both show progress. However, there is much still to do in relation to Gypsy Travellers and we are committed to taking forward a strategic programme of work to address their continued experiences of discrimination.

Much work has been undertaken to address the barriers to women's employment and to promote gender equality and progress has been made towards improving women's position in the economy and participation in the labour market. Again, much remains to be done to tackle the numerous issues which still impact on women's ability to participate in work, and tackling the gender pay gap and occupational segregation will continue to be a focus for our work over the next period.

Disabled people can experience particular difficulties in accessing justice and both the Scottish Government and our partners in the justice sector will continue to work to improve in this area.

Education is key to our success as a nation and of enormous significance in its potential to change lives for the better. Our equality outcome in this area shows how progress is being made to ensure that pupils with protected characteristics are supported to achieve to their fullest potential.

Representative Workforce - 90% of Scottish Government employees are responding to diversity monitoring by 2017 contributing to the Scottish Government workforce becoming broadly reflective of the Scottish population by 2025.

The Scottish Government remains committed to increasing the diversity of our people within the organisation, with diversity and equality considerations continuing to underpin all of our employment policies and practices. This is set against our aspirations of being truly reflective of Scottish society. To support us in this we require robust and complete information across relevant protected characteristics for all of our staff, and action to promote the Government as an employer that welcomes diversity. In reporting on progress towards achieving this outcome, we have focused on three key areas of our activity:

- Increasing levels of staff diversity information
- Moving towards a more representative workforce by 2025
- Raising awareness of the Scottish Government as an employer and using positive action as appropriate to address under-representation

Increasing levels of staff diversity information

What we achieved

Over the last four years the Scottish Government has undertaken work across a number of areas, detailed below, to increase the completion rates of diversity monitoring. These interventions have seen the levels of declaration increase, in particular with regard to sexual orientation and religion and belief – from 20% and 20.2% in January 2013 to 39.7% and 59% in December 2016 respectively.

What we did

We worked with staff diversity networks, looking at what the barriers were to completion. This work concluded in 2015 and identified that staff felt: that there was a lack of clarity of purpose or use of the data; concern over confidentiality; resistance to having to declare information more than once, as systems were not aligned, and that the process of completing the data fields was over-complicated.

As a result we:

- simplified the data capture process within our electronic data capture system and linked the appropriate HR systems to capture data once only
- developed a communications campaign to increase awareness of the benefits to individuals of the use of diversity monitoring and targeted communications to those who have not yet fully completed diversity information
- held sessions with, and issued communications to, our staff diversity networks to encourage them to complete their own diversity information
- sent targeted messaging to all members of our Senior Civil Service and our senior managers

We are currently considering Transgender data capture and in doing so will consider the outcomes from the Transgender Equality Inquiry by the House of Commons Women and Equalities Committee. We are also considering UK-wide Civil Service proposals for capturing the gender identity of staff. We will work closely with Civil Service departments and transgender organisations in Scotland to ensure that we consider and implement best practice in this area.

In late 2016, we launched the Diversity Reporting Improvement Project, which is now testing in a number of Scottish Government business areas. The Project team consists of experts from communications, quality improvement specialists, our diversity team and analysts.

The Project combines improvement science test ideas, measurement methodology and a comprehensive communications strategy. The value of the improvement project will start small and then gather momentum very quickly as we start to obtain evidence of test ideas being successful, enabling us to roll them out to bigger numbers and increasing the levels of data completion.

Below are some of the initial results from the Diversity Reporting Improvement Project:

Disability Data Completion Rates in Division X

Sexual Orientation Completion Rates in Division X

Religion/ Belief Completion Rates in DivisionX
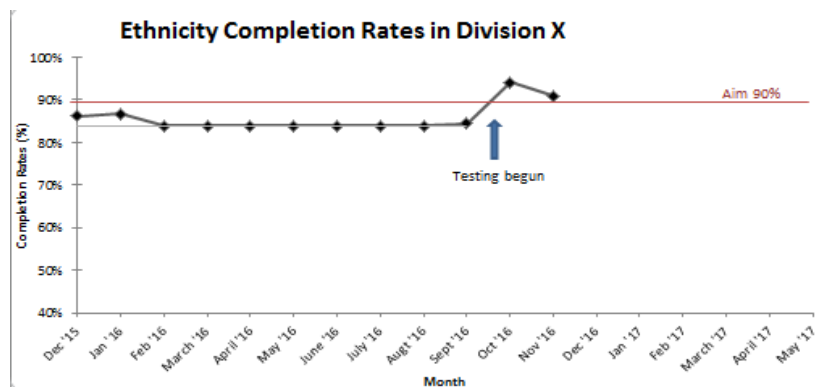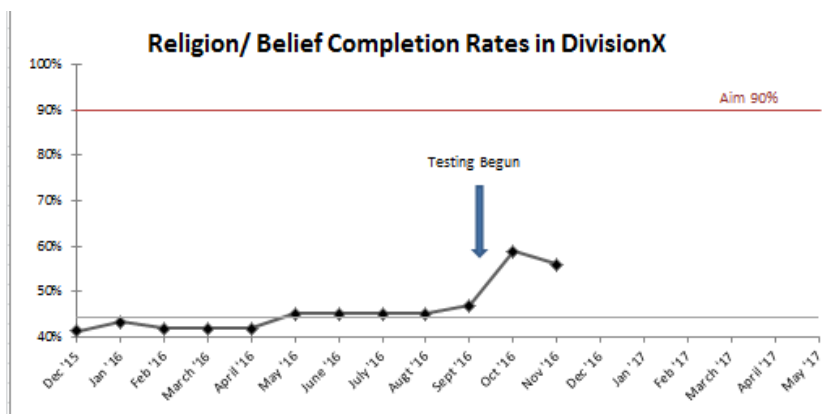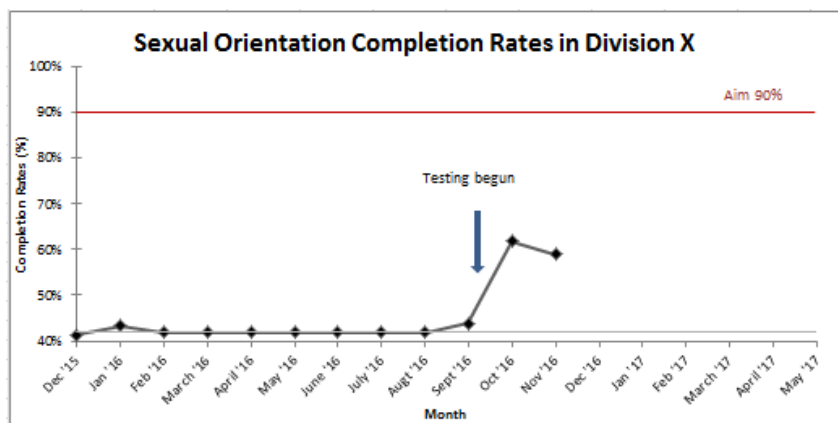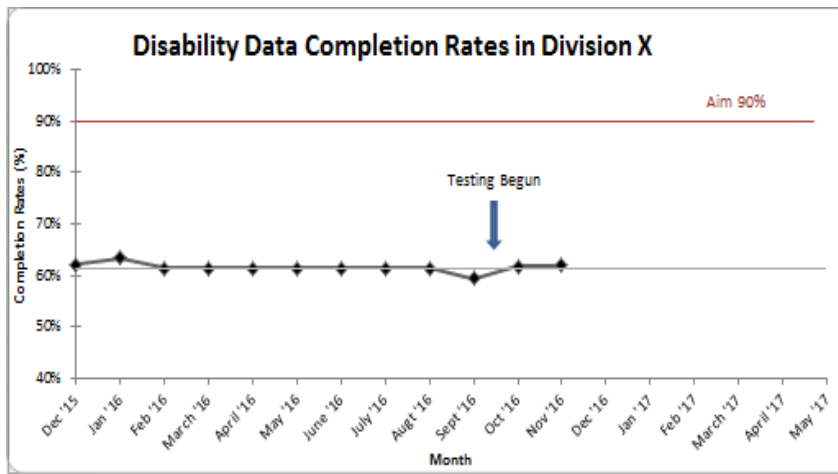
Completion rates by Age trend, Jan 2013 - Dec 2016
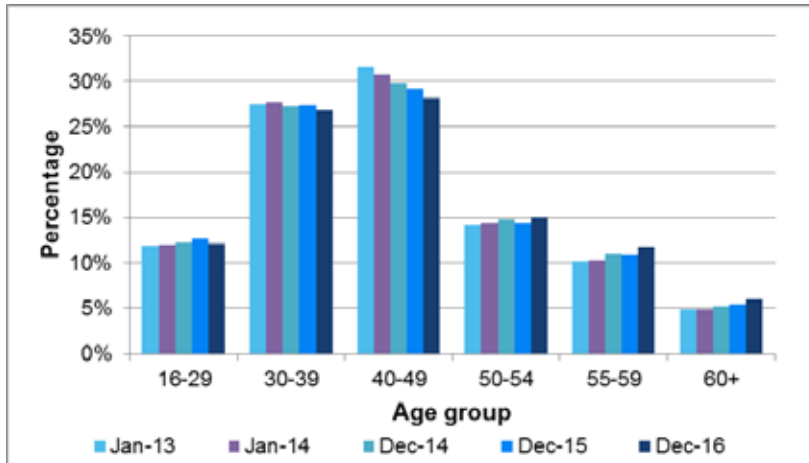
Completion rates by Gender trend, Jan 2013 - Dec 2016
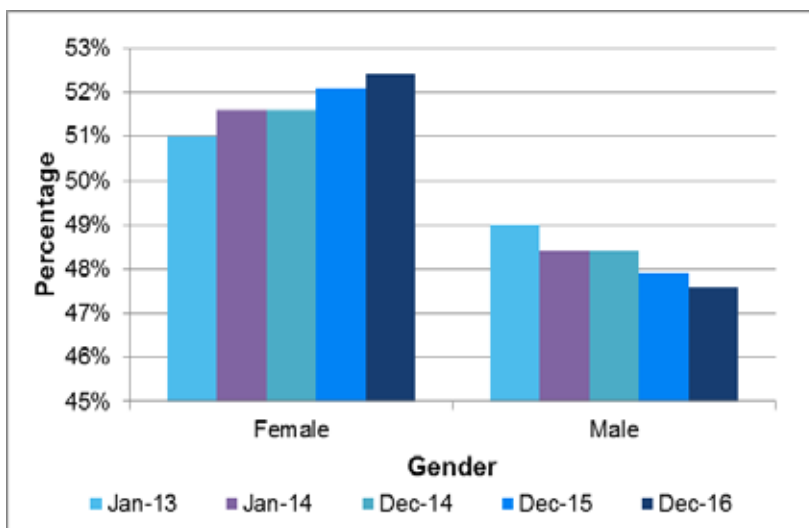
Ethnic group trend, Jan 2013 - Dec 2016
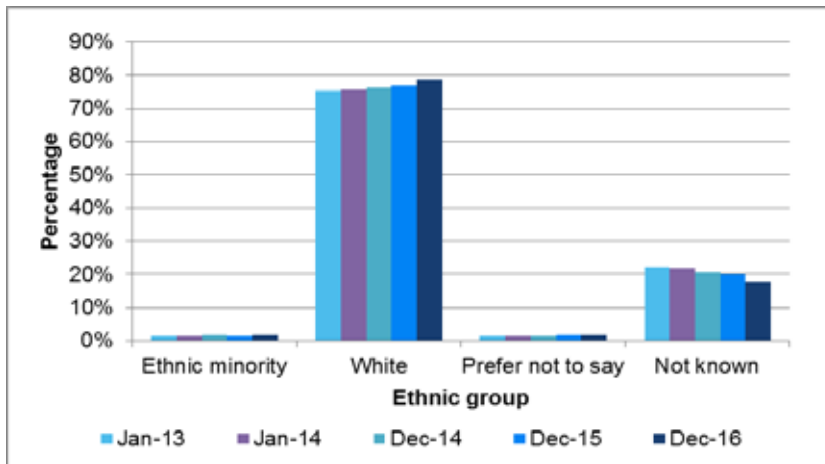
Sexual orientation trend, Jan 2013 - Dec 2016
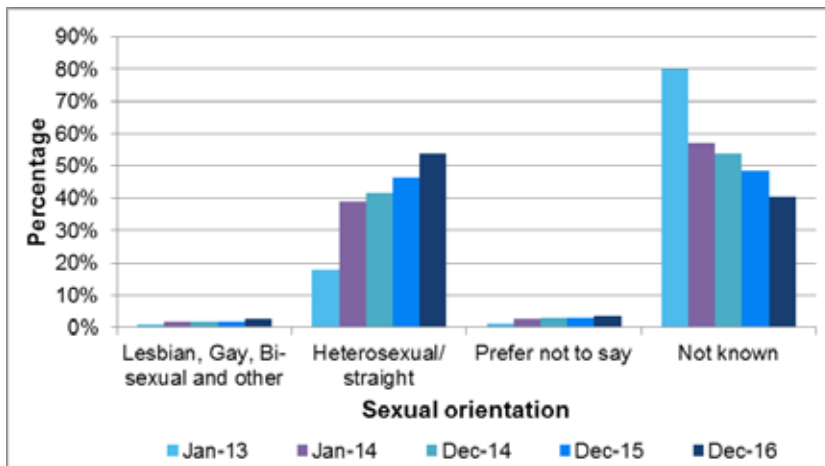
Moving towards a more representative workforce by 2025

What we achieved

We have seen an increase in women at Senior Civil Service (SCS) level in Scottish Government core staffing, from 40 per cent in March 2015 to 45 per cent in September 2016.

What we did

We established the Public Boards and Corporate Diversity Programme (PBCDPB), in early 2014, to improve diversity data across a range of areas. Although the initial focus of the Programme's work has been to improve the gender balance at all levels of the organisation, the project relating to Scottish Government's diversity of senior positions has longer term aspirations to increase representation of people at senior level across all protected characteristics.

Specific work on improving the diversity of our Band C and SCS staffing began in late 2014, focusing on how we improve and sustain the gender diversity of the organisation at that senior level, including our Non-Executive Directors.

We thoroughly monitored and reviewed our promotion and progression opportunities to ensure they are fair and transparent; this included a comprehensive evaluation of our promotion boards in 2012 and 2014.

Responding to evaluation of the 2014 Promotion Board we set up an Advisory Group with representation from across the Scottish Government and its delivery agencies, including our trades unions and experts in diversity analysis.

The Promotion Review Project carried out an extensive Equality Impact Assessment (EQIA) on our approach to internal promotion, soliciting views in writing from staff diversity groups and following up with public meetings on how the proposed new promotion model would support increased diversity. The EQIA did not highlight any concerns that required adjustment to the new promotion model and it was implemented in October 2016. A robust evaluation strategy is in place to monitor the impact of the new promotion policy over the next 18 months.

In 2016 a key progression focus was an internal Deputy Director Promotion Board. As part of the preparatory work for the Promotion Board research was undertaken with the Scottish Government's staff diversity networks on the perceived barriers to applying for promotion to the SCS.

Some of the key messages from the research were: concerns around work life balance and alternative working patterns; a lack of diversity profiles in the SCS; limited dedicated time to prepare an application and for assessment centre; concern about the support available through the process including mock interviews and practice tests, and limited flexibility of assessment centre timings and location.

These helpful insights were used to inform the awareness sessions, which were held for Band C staff who were eligible to apply for the Board. The insights also informed the planning and literature for the Board process and for future recruitment and promotions to the SCS going forward. These included clear messages about the diverse groups of staff we were interested in attracting and clear messaging around flexible working.
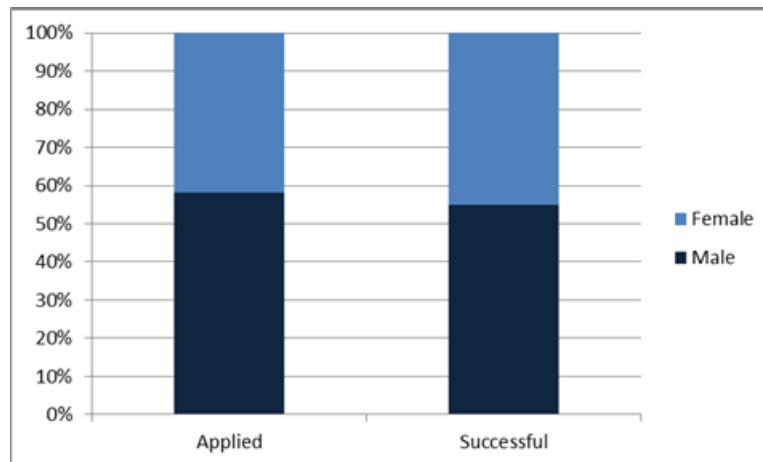
In 2016 the PBCDPB was dissolved and responsibility for the work moved to our People Board, to ensure that the work was mainstreamed through all of the Scottish Government's work.

Raising awareness of the Scottish Government as an employer and using positive action as appropriate to address under-representation

What we achieved

We have seen an increase in applications from BME candidates to our 2017 Graduate Development Programme (GDP) up from 148 to 347 and the gender make up of Modern Apprentices (MA) recruited since 1 April 2016 is reflective of the Scottish population – 51% female & 49% male

What we did

The Scottish Government has participated in various Whitehall and other external schemes aimed at bringing in and bringing on under-represented groups including the UK Civil Service Fast Stream. A recent review of the Fast Stream by the Bridge Group identified that the scheme had a particular challenge with socio-economic diversity. Changes have been made to the programme for 2017 to encourage a more diverse group of applicants and further work is on-going.

The Scottish Government's own GDP aims to identify individuals with the potential for senior leadership. Marketing for the second round in 2017 has targeted groups under-represented at senior levels in the organisation. The selection process for the current round of GDP recruitment has also been updated to reduce barriers and features positive action for minority ethnic and disabled candidates, and those who have experienced socio-economic disadvantage.

We have also worked with diversity networks to promote civil service high-potential development schemes to a wide range of applicants. For schemes starting in 2017 we have been committed to raising the diversity of participants and this has produced a more representative cohort. In particular, our approach to nominations raised awareness and offered encouragement to people from all backgrounds. Through selection, although our diversity data was suppressed due to low numbers (less than 5) we have at least 1 candidate in each of the protected characteristics and a gender split of 8 females and 7 males.

Since we established our Modern Apprenticeship Programme (MAP) in April 2011, we have directly recruited 417 MAs to end of September 2016. The programme is targeted at unemployed and underemployed young people between the ages of 16 and 24. The gender make up of MA s recruited since 1 April 2016 is reflective of the Scottish population – 51% female & 49% male

We are also actively involved in Career Ready, a programme that prepares students for the world of work through a two-year mentoring programme, including paid internships and workplace visits; this programme is very much targeted at Social Mobility and Youth Opportunities.

Challenges

We have faced significant challenges while working towards achieving this outcome, including:

Limited external recruitment: Whilst the Scottish Government has been recruiting in small numbers, our corporate presumption against external recruitment has restricted the pace at which we have been able to influence change in the shape of our organisation. We are ensuring that we are making the most of recruitment opportunities through the MAP and GDP by actively reaching out to a wider group of candidates, improving our engagement with communities and reviewing and evaluating our processes.

The challenging time frame to deliver the target: Following a range of interventions, there has been progress in increasing the levels of staff providing diversity information, however this has been slower than predicted when the target was set. As stated previously this has been due to several challenges around IT compatibility, staff confidence and trust in how the information is handled, who has access to it and what it is used for.

Meaningful engagement

We want staff to provide diversity information because they want to, rather than it being seen as a tick box exercise. This has resulted in us taking actions focused on culture change and building trust and understanding, rather than a compulsory compliance approach. We acknowledge that this will mean progress may be slower but this approach will hopefully lead to higher levels of buy in and engagement. We also intend to share the learning from this work with the Scottish National Equality Improvement Project.

Equality and Diversity Matters - Scottish Government Directorates are by 2017 more confident in and better informed on equality and diversity matters and can engage with partners and stakeholders to effect change and improvement.

Those engaged in public policy should be confident in equality and diversity matters, and use this knowledge to design policies that meet the diverse needs of Scotland's population. It is important that we expand our knowledge on the issues and inequalities that affect different groups of people and that we feel confident in engaging with diverse communities.

As an employer, the Scottish Government seeks to create an environment for all individuals to thrive and to be successful. Promoting equality and diversity is a key aspect of this.

What we achieved

The results from our 2017 Staff Equality Survey were consistent with the 2015 results. However there were two questions which showed significant improvement between 2015 and 2017:

- An increase in staff awareness of our Equality Impact Assessment (EQIA) tool from 52% in 2015 to 60% in 2017
- An increase in the proportion of staff who have undertaken equality-related training within the last two years, from 31% in 2015 to 38% in 2017

The improvement in staff undertaking training is important as staff who had undertaken training also responded more positively to a range of other questions, in comparison to staff who had not undertaken equality training. For example, they were more likely to:

- rate their understanding of equality concepts as 'good/very good'
- say that they were fairly/very confident in their knowledge of the types of issues which might be faced by certain groups
- say that they were broadly/fully aware of equality issues relevant to their work (87% vs. 80%)
- say that they were broadly/fully aware of statistics and data on equality for their policy area (42% vs. 28%)
- feel fairly/very confident in their knowledge of how to do an EQIA (39% vs. 31%)
- say that they were fairly/very confident in engaging with both equality communities (65% vs. 52%) and those with communication support needs and/or access issues (56% vs. 41%)

Summary of key findings from the 2017 survey:

- 86% rate their understanding of 'equality' as good/very good
- The proportion rating their confidence in the knowledge of issues faced by various groups as fairly/very confident ranges from 33% (for intersex) to 81% (for women)
- 83% consider themselves to be broadly/fully aware of equality issues relevant to their work and 33% for equality statistics and data

- 18% of staff have been involved in an EQIA in the last two years, and 34% of staff are fairly/very confident in their knowledge of how to do an EQIA
- staff are more likely to be aware of the EQIA tool and guidance (60%) than the Equality Evidence Finder (28%)
- 38% of staff had undertaken equality training within the last two years
- staff are more likely to say that they feel confident in organising meetings/events for different equalities communities (57%), than they are for stakeholders with communication support needs and /or access issues (47%)

What we did

The Scottish Government Staff Equality Survey

In early 2015 we conducted, for the very first time, a quantitative survey to measure SG staff confidence levels on equality concepts, issues for different equality groups and how confident people felt about engaging with different groups. Following the analysis of the survey results we held two focus groups. The focus groups explored barriers and enablers to participating in equality training and support required for completing equality impact assessments. The results have been informing a programme of work to raise knowledge/confidence levels of staff.

The Survey was repeated again in early 2017 to see whether there have been any changes to staff's knowledge levels. The results set out earlier will inform our work going forward.

Below are the findings from the 2017 Equality Survey, carried out with members of the Scottish Government People Panel, compared with 2015 results.

Proportion who are aware of the Equality Evidence Finder, by year

2015	Yes, Aware and used it 20%	Yes, Aware, but haven't used it 32%	No, Not Aware 48%

Total aware = 52%

2017	Yes, Aware and used it 26%	Yes, Aware, but haven't used it 34%	No, Not Aware 40%

Total aware = 60%
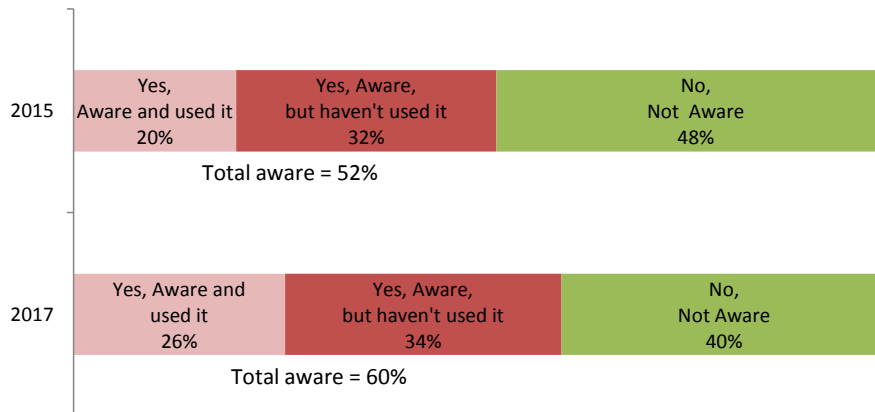
Proportion who have undertaken equality related training, by year

Inclusion and fair treatment

80%

Difference from previous survey	0
Difference from CS2016	+4
Difference from CS High Performers	+1
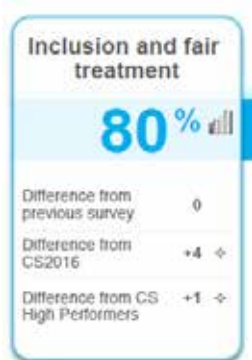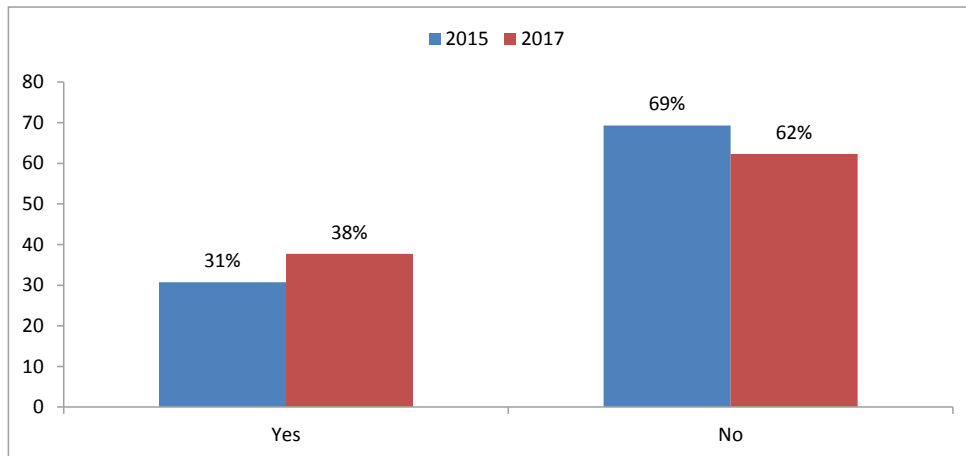
% SG staff responding positively to the Inclusion and Fair Treatment theme

Engagement by ethnicity, compared against UK Civil Service average
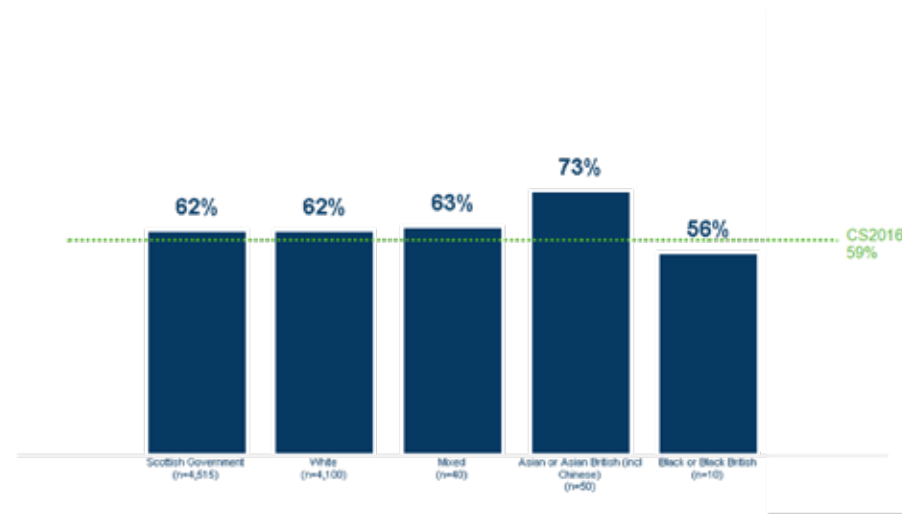
Engagement by sexuality, compared against UK Civil Service average
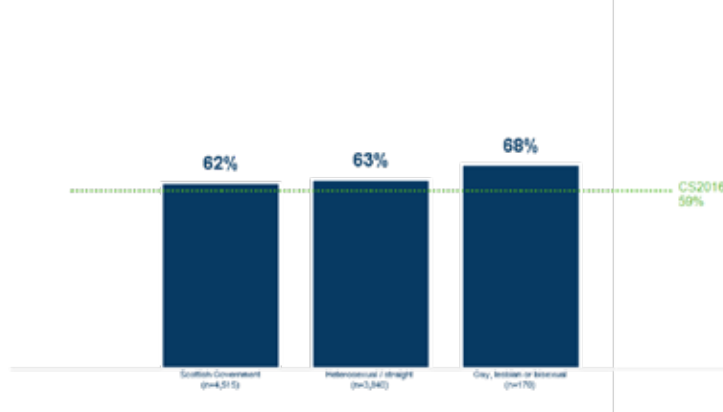
We are using People Survey results to inform a range of HR policies and initiatives

The People Survey is our annual corporate organisation-wide initiative seeking opinions from Scottish Government staff about work. The survey runs from 1 October to 31 October as part of the Civil Service People Survey conducted across 101 UK Civil Service Departments. It provides an opportunity to gain a good measure of the effectiveness of HR policies, in particular our Fairness at Work policy and our Flexible Working Policy. It also helps to establish how different groups of people feel in the organisation and their levels of engagement.

The detailed analysis and insights from the People Survey provide information on Employee Engagement, Inclusion and Fair Treatment, Wellbeing, Discrimination, Harassment and Bullying across grades, business areas and protected characteristics. The themes about which people are most positive include 'Inclusion and Fair Treatment'.

This analysis feeds into the annual evaluation of the People Strategy, informing priorities for the SG, as well as contributing to the Scottish Government's People Strategy Annual Report. Priority outcomes for the People Strategy were Leadership and Management, Building Capability, Wellbeing and Resilience.

The People Survey measures staff engagement, that is, how attached and proud people feel to be part of the organisation and how motivated and inspired they are to achieve its objectives. We know from the annual survey that some groups are less engaged in the workforce than others.

For example, colleagues who report they have a long-standing condition have a lower engagement score than the Scottish Government average, and across the survey themes, a less positive workplace experience in general.

In 2016 respondents who reported a disability had an engagement score of 59%. Those reporting that their disability impacted upon their daily activity 'a lot' had an engagement score of 52%. In contrast, LGB (68%) and BME (67%) respondents continue to have a higher percentage of positive engagement scores than SG average (62%).

Since 2009, responses to 'Inclusion and Fair Treatment' questions have been consistently high, with the positive score for the overall theme remaining at 80% in 2016. This is 4 percentage points above the UK Civil Service average and +1 above Civil Service High Performers, defined as the upper quartile across all organisations that have taken part. Indeed, when compared against Civil Service organisations of a similar size, Scottish Government comes out top for positive responses to the 'Inclusion and Fair Treatment' theme.

Our People Survey 2016 also indicated that 73% of our people agree that they are able to achieve good balance between their work life and their private life, and 87% say that their manager is considerate of their life outside work.

We are raising awareness of equality issues

Equality issues are regularly highlighted via Saltire (the Scottish Government intranet) articles, and a range of equality learning events has been made available for staff. Some of the learning events and initiatives have included:

- a series of transgender awareness sessions, in conjunction with the Scottish Transgender Alliance, tailored to specific policy areas
- Transgender-related information and statistics, have been expanded and made available on our intranet pages to help with, in particular, policy equality impact assessments
- the promotion of inclusive communication across the organisation, with inclusive communication being a cross-cutting theme in the Disability Action Plan. We have funded the development of an Inclusive Communication Hub, delivered jointly by Sense Scotland, Scottish Disability Equality Forum, Scottish Accessible Information Forum and Scottish Council on Deafness
- a series of British Sign Language (BSL) awareness raising seminars
- a series of race equality awareness sessions, delivered by CEMVO
- the development of an e-learning module on Equality Impact Assessment to enhance our current EQIA training offer
- through our staff diversity networks, we have run various awareness raising sessions on the areas that staff have told us they are keen to know more about. These have included sessions on Asperger's, Alzheimer's, Flexible Working, Mental Health, and cancer awareness.
- we have appointed Scottish Government Executive Team and SCS Champions and Allies across all protected characteristics, to provide support to staff and to be the challenge to the organisation around that support for staff. The Allies and Champions are running a programme of events throughout 2016/17 around different protected characteristics to raise awareness of more under-represented groups

- our Allies are facilitating sessions to create more meaningful diversity objectives to help staff understand the challenges different colleagues face in the organisation and the role they can play in supporting them
- the information from the People Survey analysis is used to identify and assist business areas where the survey has shown potential issues of concern. Bespoke sessions are run to raise awareness of the policy and its application in the workplace. During 2014-15 and 2015-16 these have included sessions on Fairness at Work, Alternative Working Patterns and reasonable adjustments

Next Steps

- We will be undertaking a project to gauge the level of knowledge about HR policies and to better understand the issues on which our staff most regularly require information
- We will continue to engage with our staff diversity networks and in 2017 will hold sessions to gather their views on progress and what more we can do progress our ambitions around this outcome
- We will work with our staff networks and champions to build on better shape their operation and engagement

Public Appointments - Ministerial public appointments are more diverse reflecting broadly the general population by 2017.

Public bodies make decisions which are of relevance and importance to communities across Scotland. Ministers make appointments to the Boards of many of these bodies and it is important that those serving come from the widest of backgrounds if those bodies are to have rounded and informed input and credibility across Scotland. Appointment is on merit but under-representation of a range of groups makes it likely that talent is being lost or being under-utilised.

Equality and diversity are key to Scotland's success. As a nation that prides itself on fairness, we seek to create equal opportunities for all regardless of gender, disability, ethnic background, age, religion/belief or sexual orientation. In the context of the boardroom, this means creating a culture and environment that enables us to harness the talents of everyone, enabling and promoting the participation in public and corporate life of people from under-represented groups.

There's also compelling evidence that having greater diversity of thinking and talent in the boardroom leads to better performance, encouraging new and innovative thinking, maximising use of talent and leading to better business decisions and governance. Increasing the talent pool available and supporting such participation leads to the creation of strengthened boards that are better able to understand consumer and community needs and deliver improved corporate governance. For our public bodies, this ultimately means improved public services that are high quality and value for money.

What we achieved

- We have significantly increased applications from women. The target set in the Commissioner's *Diversity Delivers* strategy is 40% - in 2016, 43% of our applications were from women
- In 2015, Ministers appointed more women than men for the first time: 54% of all new appointments went to women
- At the end of 2016, over 45% of all board positions were held by women
- Our advertising strategies are more targeted and we hold outreach events to challenge perceptions of traditional board members

We use an accessible core skills framework to develop person specifications to ensure that criteria do not inadvertently exclude any groups

We are working on a revised action plan which will encompass our work on broader protected characteristics. We have worked across Scottish Government to ensure we have actions linked to participation in public life in the Race Equality Framework, the BSL National Action Plan and the Disability Action Plan.

The table below sets out the comparison between the figures for the year to December 2016 compared to the figures for the year to January 2014:

Regulated appointments %	Year to 31 Jan 2014 %		Year to 31 Dec 2015 %		Year to 31 Dec 2016 %	
	Applicants	Appointed	Applicants	Appointed	Applicants	Appointed
Women	38.2	45.8	41	54	43	59
Disabled people	10.4	7.5	12.7	10.3	9.8	10.1
Minority ethnic people**	4.7	*	5.3	5.2	5.5	*
Age under 50	29.8	24.9	27	25	27	31
LGBO	4	*	4.1	5	4	7.1
Christian	49.9	50.8			47	52.6
Non-Christian	3.5	*	3.7	3.1	4.7	*

*Values for less than 5 have been supressed to decrease the risk of disclosure of information about individuals.
** 'Minority ethnic' covers the non-white broad ethnic groups: African, Caribbean or Black; Asian, Asian Scottish and Asian British; mixed or multiple ethnic group; other ethnic group.

These figures demonstrate a significant increase in both applications from and appointments of women helping to increase the gender diversity of Ministerial public appointments. 2015 was the historic first year in which more women than men were appointed to the boards of public bodies.

We note that although the number of applications from people under 50 has slightly decreased, there has been a 6% increase in appointments to people under 50, and while the number of applications from LGBO people has remained static, there has been an increase of more than 2% in appointments.

Conversely, we note in particular the drop in applications from disabled people, and relatively static number of appointments. We have started to engage with representative organisations to understand where the real and perceived barriers in the process are, and to plan a targeted outreach programme. We also have actions in A Fairer Scotland for Disabled People and the draft BSL National Plan.

It is important to recognise that progress towards greater diversity in public appointments must be measured over a long period to establish a trend, as year on year figures may not present a complete picture.

This is for a variety of reasons, for example: the number of rounds and vacancies to be filled fluctuates from year to year; the types of bodies to which appointments are made does not follow a standard pattern from year to year; the nature of individual appointments varies from round to round; and decisions may be taken to reappoint or extend existing members rather than undertake new appointment rounds.

Testimonial from the Commissioner for Ethical Standards in Public Life in Scotland

"I welcome the public appointments team's willingness to continue to work constructively with my office towards our shared aim of effective boards, reflective of society. This has led to some significant progress over the past two years. Early engagement with public appointments advisers and a new attitude to discussion of issues has allowed for innovation in planning for appointments and in the methods used. Crucially, there has been better dialogue with ministers around the definition of merit in the context of the future requirements of boards. As well as system improvements, we have been jointly engaged in outreach events and in further developing the strategic approach to addressing diversity issues and securing the best people to serve on boards.

For the next two years we will continue to capitalise on the welcome openness in the relationship between the practitioners and the regulator with a view to making further progress, particularly in respect of improving lessons learned methodology, succession planning and the role of boards themselves in securing and harnessing diversity. We have specific research planned, involving the public appointments team, public bodies unit and boards themselves, intended to assist in achieving these latter two aims. Taken together these measures will, it is anticipated, assist us in redressing underrepresentation in those areas in which the progress has been less marked."

What we did

From first principles, Public Appointments are made on merit within a system founded on integrity which promotes diversity: with those principles at the heart of our drive for change, and scrutinising all aspects of the process, we devised actions to bring diversity, with an early focus on gender balance, to public body boardrooms.

We engaged Ministers at the outset of competitions to establish their vision for new appointees, encouraging the definition of merit in creative rather than traditional terms. We've worked with groups representing those with protected characteristics to identify barriers to participation and develop solutions. We developed an outreach and awareness programme, raising the profile of public appointments and using role models to help potential applicants envisage themselves in boardrooms.

We are building the capacity of boards themselves by offering induction and development sessions supported by peer learning and mentoring opportunities. We continuously test, evaluate and refine our processes, recycling our learning, sharing good practice, and using the rich data we generate within rounds to track and measure our progress.

Testing, evaluating and refining the public appointments process

We have been driving a range of improvements to the public appointments process to ensure that we reach out to the broadest range of potential talent and bring this talent to the boardroom of Scotland's public bodies. Those activities include:

Engaging with Ministers in a different way to support them in specifying their requirements for skills, experience and attributes for board members

The principle of appointing on merit, as set out in the Commissioner's Code of Practice for regulated ministerial public appointments, requires that where one candidate best meets the selection criteria as set out in the person specification then only that candidate is recommended to Scottish Ministers for appointment, ensuring the integrity and transparency of the process. We have been encouraging the definition of merit in creative rather than traditional terms: for example, the Minister for Public Health specified 'an understanding that social change can be achieved through sport' for the chair of sportscotland – we recruited the founder of the Homeless World Cup.

Developing a new core skills framework for chairs and members

The new core skills framework includes many of the generic skills / personal qualities which may be sought as part of public appointment rounds across the diverse range of bodies and organisations in Scotland. Each of the skills/qualities is defined at three different levels and includes descriptors of what applicants will be expected to demonstrate at each level. The panel select the level which best describes the skills/personal qualities which are needed and can adapt the descriptors – or add their own – in order to make them more specific and relevant. The skills and descriptors form the basis of the Person Specification which is provided to applicants to ensure they are fully aware of what they will need to demonstrate, and used by the panel to evaluate the evidence provided at the different stages of assessment.

Sharing what does and doesn't work in recruiting candidates for effective, diverse boards

This Creative Scotland case study shows how we combine new and different approaches to deliver results.

Your creative insight will inform the future of the arts

An early pilot where new, creative approaches were tested, was the appointment round for board members for Creative Scotland which began in spring 2015. Aspects of this round that were approached rather differently were as follows:

The Cabinet Secretary for Culture, Europe and External Affairs took part in a discussion with senior sponsors, the board chair, the Public Appointments Team and an Adviser from the Commissioner for Ethical Standards in Public Life in Scotland's team, to identify what the particular skills, experience and personal qualities were required that would reflect her future vision for the Creative Scotland board and align with forthcoming business.

This led to the development of a less traditional selection criterion as follows:

Enthusiastic and passionate about arts & culture in Scotland	- knowledge/understanding of arts and culture in Scotland and the role of Creative Scotland - regularly attend arts/cultural events - able to explain how the arts/culture have benefited yourself and how they can benefit the wider community - can enthuse others about the arts/culture

- The new core skills framework for board members was trialled, describing selection criteria in inclusive language and setting out clearly for applicants what would be tested and how. This is now in regular use.
- To complement the competency based aspect of the interview, a board paper exercise was used to allow candidates to demonstrate their skills. Candidates were asked to review a mock board paper which was then discussed at the start of the interview.
- Advertising was via a social media package which included reaching out to passive candidates (i.e. those not actively seeking a position) or those who may not have considered that a public appointment was a potential opportunity for them. It was headline driven rather than job description driven: *Your creative insight will inform the future of the arts*

Outcomes - We received 30 applications, with 18 from women and 12 from men, and 21 of the applicants had never held a public appointment before. There were four successful candidates with a gender split of 3 women and 1 man and the board achieved a gender balance as a result.

Working with groups representing those with protected characteristics and developing an outreach and awareness programme

We have worked with a number of organisations including CEMVO and PATH Scotland to raise the profile of public appointments with minority ethnic people, and understand where barriers to participation might lie.

In terms of gender, we have delivered events and seminars with partners including Women in Agriculture, Women in Public Service Leadership and Equate Scotland.

To ensure that applications come from people with a wide range of backgrounds, we've been part of exhibitions at The Gathering, the Institute of Directors conference and Women in Business, and in the last year we've held awareness events for specific appointment rounds for NHS Greater Glasgow and Clyde, the Mobility and Access Committee for Scotland and the Scottish Housing Regulator.

A key part of our outreach strategy has been our 'Come on Board' programme.

We delivered Come on Board in partnership with Changing the Chemistry. Over 2016, we held 4 evening events – 2 in Edinburgh and 2 in Glasgow – connecting with over 250 potential new board members.

We used these sessions to demystify the appointment process. We covered the benefits of being on a board; the support and help available and the appointment process for public sector boards. We involved existing board members as role models, sharing their personal journeys to the boardroom, and invited board Chairs to 'sell' their board in particular.

The events were a great success with over 75% of attendees saying they are now more likely to apply for a Public Appointment. In fact one of the attendees at our first event was inspired to apply, successful in her application and returned to share her personal journey at our third event.
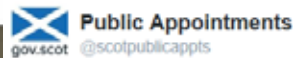
Building the capacity of boards

As we are now starting to see new and different people being appointed, we need to support them effectively as they step into their roles, and develop their understanding of where they fit in the bigger picture. These are the drivers behind our new Scottish Government board member induction workshop which complements board-specific induction activity. Three times per year we will gather together all new appointees for a day to hear from a Minister, Audit Scotland, the Commissioner for Ethical Standards and Scottish Government staff, and we will support attendees to form their own peer network. We are also delivering a range of activity to support board development, including workshops for Chairs to explore issues including succession planning, board development and diversity

Challenges

With the initial focus on gender, there is more still to do on addressing representation amongst other protected characteristics (particularly disabled people and people under the age of 50), and to addressing more generally diversity in those appointed to Chair roles. We use a lessons learned process to ensure the systematic sharing of good practice, and we have begun working with a range of equalities stakeholders to identify barriers to participation and solutions.

Next steps

Given our success on improving gender diversity, we are applying our learning to address other underrepresentation. We have refreshed and broadened out our Improvement Programme, and already have some actions underway and others in the planning stages, working with groups representing those with protected characteristics, to identify barriers and develop solutions. Priorities include improving the representation of disabled people on our boards, increasing the number of applications from younger people and improving the representation of all the protected characteristics in chair roles.

Violence Against Women - Progress is made towards the reduction in violence against women by 2017 through a strategic and co-ordinated approach by agencies and women's organisations

Violence against women and girls is a violation of human rights. It damages women's and girls' health and well-being, limits their freedom and potential, and causes wide-ranging negative impacts on our society. The Scottish Government is unequivocal - violence against women and girls in any form, has no place in the strong and flourishing Scotland we all want to see.

Equally Safe, Scotland's Strategy to prevent and eradicate all forms of violence against women and girls was published in 2014 and updated in 2016. It is a joint Strategy developed by the Scottish Government and CoSLA (along with key stakeholders), and it sets out a vision of a strong and flourishing Scotland where all individuals are equally safe and respected, and where women and girls live free from all forms of violence and abuse – and the attitudes that help perpetuate it. Our aim is to work collaboratively with key partners in the public, private and third sectors to prevent and eradicate all forms of violence against women and girls.

We have continued to draft the delivery plan, and published this for consultation on 23 March 2017.

What we achieved

We have a range of evidence sources to inform our interventions and understanding of the current position and progress towards our goals:

- In 2014/2015 there were 59,882 recorded incidents of domestic abuse. This decreased by 3% to 58,104 recorded incidents in 2015/2016. The disproportionate impact on women has remained consistent, with 79% of incidents involving a female victim and male perpetrator.

- In 2014/2015 there were 1797 recorded incidents of rape and 104 recorded incidents of attempted rape. In 2015/2016 there were 1692 recorded incidents of rape and 117 incidents of attempted rape. There were 3727 recorded incidents of sexual assault in 2014/2015 compared with 3963 incidents in 2015/2016. In 2014/2015 there were 3555 recorded incidents of other sexual crimes compared with 4254 recorded incidents in 2015/2016.

- 646 non-harassment orders (civil and criminal) were granted in 2014/2015 compared to 941 in 2015/2016.

- In 2015 the UK National Referral Mechanism received 145 referrals of potential victims of human trafficking in Scotland, an increase of 30.6% on 2014. 42 of these potential victims were minors. Victims trafficked for sexual exploitation included 40 adults and 8 minors, both predominantly female.

- The 2014 social attitudes survey on public attitudes towards violence against women findings tell us that people are less likely to recognise verbal abuse and controlling behaviour (as opposed to physical abuse) as being wrong and harmful, and there are circumstances under which people view abusive behaviours as less serious (e.g. an extramarital affair has occurred). People tend

to think that sex without consent is less seriously wrong or harmful if perpetrated by the victim's spouse than by someone she has just met. More than a third of people believe common myths about rape, and people are much less likely to be negative about commercial sexual exploitation than about the other forms of violence against women. Stereotypical views on gender roles persist, and those who held stereotypical views on gender roles are consistently less likely to view a wide range of abusive behaviours as wrong or harmful.

• Attitudes of young people showed they were less likely than adults to think the various kinds of violence against women that they were asked about were very seriously wrong, or to think that they would cause a great deal of harm. In some cases, the extent to which young people appear to hold more permissive views than adults about violence against women is striking. Stereotypical gender views played a role in this.

It is challenging to draw conclusions on progress made towards our goal, given that this violence overwhelmingly remains hidden and underreported. Our challenge going forward will be in continuing to increase confidence in reporting and shift public attitudes so that gender based violence is increasingly recognised by wider society as unacceptable.

59,882 DOMESTIC ABUSE INCIDENTS WERE RECORDED BY POLICE IN SCOTLAND IN 2014-15. 79% OF ALL SUCH INCIDENTS **HAD A FEMALE VICTIM** AND MALE PERPETRATOR.

4% OF WOMEN HAVE EXPERIENCED **SERIOUS SEXUAL ASSAULT** SINCE THE AGE OF 16.

1 IN 5 CHILDREN IN THE UK WILL HAVE EXPERIENCED **DOMESTIC ABUSE** BY THE TIME THEY REACH 18.

79% ACROSS THE UK, 79% OF FORCED MARRIAGE CASES INVOLVED FEMALE VICTIMS.

1 IN 3 GIRLS REPORT SOME FORM OF **SEXUAL VIOLENCE** IN INTIMATE PARTNER RELATIONSHIPS.

95% 1,901 RAPES OR ATTEMPTED RAPES WERE RECORDED BY THE POLICE DURING 2014-15. WHERE GENDER KNOWN, 95% HAD A FEMALE VICTIM.

What we did

- The establishment of a Joint Strategic Board, co-chaired by the Equalities Secretary and the CoSLA Community Wellbeing spokesperson and comprising senior cross-sectoral leaders
- The establishment of workstreams focusing on primary prevention of violence, building the capability and capacity of mainstream and specialist services to support survivors, strengthen the justice response to victims and perpetrators and embed accountability.
- Record levels of funding to tackle violence against women and girls – in addition to over £24m (2015-17), the First Minister committed an additional £20m from the Justice budget over 2015-18. This has supported a range of initiatives, including improving access to justice, direct specialist service delivery for women and children experiencing violence and abuse, prevention projects and research into various issues including advocacy provision.
- The passing and commencement of the Abusive Behaviour and Sexual Harm (Scotland) Act 2015, which criminalises so called 'revenge porn', provides for jury direction on consideration of evidence in cases of sexual assault and creates a specific aggravation of domestic abuse in law.
- Policy development of a new criminal offence of domestic abuse with a draft Domestic Abuse (Scotland) Bill in March 2017
- The publication of Scotland's first National Action Plan to tackle female genital mutilation in February 2016.
- The publication of research into Forced Marriage in Scotland in February 2017.
- The publication of updated guidance in 2016 to support the more effective working of local Violence against Women Multi-Agency Partnerships.
- Evaluation of the Caledonian System Men's Programme which will inform our thinking on next steps to tackle perpetrators through interventions.
- The publication of a draft delivery plan in March 2017 which includes a draft suite of outcomes and indicators to measure progress.

We will bring forward delivery plans for Equally Safe to set out clearly how we intend to work towards preventing and eradicating all forms of violence against women and girls over the lifetime of this Parliament.

A range of specific actions planned are detailed within the draft delivery plan which can be located at http://www.gov.scot/Publications/2017/04/6896.

Gypsy/Travellers experience less discrimination and more positive attitudes towards their culture and way of life by 2017.

Gypsy/Travellers have limited voice and influence in the public policies which affect them. The 2010 Scottish Social Attitudes Survey Attitudes to Discrimination and Positive Action module concluded that Gypsy/Travellers are the subject of widespread discriminatory attitudes. Successive reports from the Equal Opportunities Committee of the Scottish Parliament have highlighted the difficulties in accessing services and discrimination experienced by Gypsy/Travellers.

What we achieved

The 2015 Social Attitudes Survey showed a reduction in discriminatory attitudes amongst the general public towards Gypsy/Travellers.

What we did

The Scottish Government has developed a revised peer review process for Local Housing Strategies, in agreement with COSLA and ALACHO, that will run for the next three or four years (2015 – 2018/19). This process will help to ensure, through highlighting areas for improvement and good practice, that accommodation and accommodation-related needs of Gypsy/Travellers are taken into account by local authorities, as they plan housing provision in their areas. The new Local Housing Strategy guidance was published on 21 August 2014.

In May 2015, Scottish Government published "Improving Gypsy/Traveller Sites' guidance on minimum quality standards and core rights and responsibilities for Gypsy/Travellers living on sites.

Published Gypsy/Travellers in Scotland - A Comprehensive Analysis of the 2011 Census on 15 December 2015. This report brings together analysis previously published to provide a comprehensive and wide ranging evidence base on Scotland's Gypsy/Travellers.

We established the Gypsy/Traveller Site Working Group. This brought together representatives of the police, local authorities, and those with close links to the Gypsy/Traveller community, to consider ways forward on issues around Gypsy/Traveller sites. It completed its work in November 2014.

Funded Planning Aid Scotland (PAS) to carry out a project on planning and the Gypsy/Travellers community. As part of this project PAS produced guides on the planning system and the Gypsy/Traveller community for councillors, community councils, and Gypsy/Travellers. The guides were launched in April 2015.

From 2012-15, the Scottish Government's Equality Fund provided funding of just over £600,000 to organisations working to develop projects specifically targeting the Gypsy/Traveller community. In 2016/17, the Equality Fund has allocated over £200,000 to fund organisations working with the Gypsy/Traveller community.

The Scottish Government will monitor the impact the 'Improving Gypsy/Traveller Sites' guidance on minimum quality standards and core rights and responsibilities for Gypsy/Travellers living on sites, which was published in May 2015.

We will engage directly with members of the Gypsy/Traveller community on a strategic programme of work and set out our progress and future plans in 2017. The Scottish Government has undertaken to review the current guidance on managing unauthorised sites, which was published on 5 April 2017 The guidance will support effective approaches to managing unauthorised sites, through the provision of advice and examples of good practice

Through the Scottish Traveller Review Group (STERG), the Scottish Government have developed guidance to improve the educational outcomes of Gypsy/Traveller children and young people, which is currently open to public consultation until 28 May 2017.

Challenges

SG was working to develop an overarching strategy and action plan for Gypsy/Travellers. Work was overseen by the Gypsy/Traveller Strategy Development Group that met throughout 2014 and into 2015. The last meeting was on 10 August 2015.

The work of the Group progressed well, and it considered a range of issues affecting Gypsy/Travellers in Scotland including education, health and accommodation. This led to the development of a draft action plan, which would form a key part of the strategy. However, some differences in the views of Group members emerged in relation to some aspects of the action plan, which required further consideration. Work on the strategy was therefore paused.

Women and Employment Women's position in the economy and in employment is improved in the long term and reflected more comprehensively in Scottish Government economic policy and strategies by 2017.

In April 2013, women's position in the economy and in employment was identified as a Scottish Government equality outcome for two key reasons, a commitment to women's equality and economic imperative.

Women are crucial to maintaining a strong and healthy economy, a fact clearly reflected in Scotland's Economic Strategy which said "maximising economic opportunities for women to participate fully in the economy, and recognising the wider social role they provide, is key to improving economic performance and tackling inequality". And yet, women's interaction with the labour market is often categorised by inequality. Inequality which not only inhibits individual women's earnings, but prevents our economy from being as strong as it could be.

Women are more likely than men to be employed in lower skilled jobs, more likely to work part time, and more likely to be underemployed. In 2016, the pay gap between men and women employed full-time was 6.2%. The gender pay gap for all workers, including full time and part time is larger, at 15.6%, reflecting the fact that more women than men work part time.

The fact that women are more likely to assume responsibility for the larger share of childcare and other caring responsibilities, such as for elderly relatives, and to make adjustments to their working arrangements to accommodate these responsibilities, remains arguably the most significant driver of the gender pay gap and of differences in women's and men's employment. Evidence suggests that this is exacerbated by a lack of good quality, flexible, and part time working opportunities, leading to some women working in jobs that do not reflect their level of skills and qualifications.

Since 2013, considerable focus has been given to reflecting women's position more comprehensively in Scottish Government economic policy and strategies, and to tackling the inequalities which categorise women's interaction with the labour market. Positively, the full time gender pay gap in Scotland is at an historic low and employment rates for women continue to compare favourably with the UK.

But undoubtedly inequality for women in the economy and in employment persists, requiring sustained commitment and a long-term approach from Scottish Government, employers and others to address.

It is also important to recognise that overall trends can mask considerable differences for different groups of women, including older women, ethnic minority women, and disabled women, and that targeted interventions are likely to be needed.

What we achieved

In 2013, two key indicators were identified to measure long-term progress: the gender pay gap in Scotland, and employment rates for women.

Gender Pay Gap

The gender pay gap describes the difference in average pay between men and women. There are different ways to measure the gender pay gap. The 'official' measure used by the Office of National Statistics is the difference between full-time gross median hourly earnings (excluding overtime). Since 1997, the full-time gender pay gap in Scotland has decreased considerably from 18.4% in 1997 to 6.2% in 2016.

The overall pay gap, 15.6% in Scotland in 2016, includes both full time and part time workers and is larger than the full time gap because part time workers tend to be paid less on average and there are a higher proportion of female part time workers. In addition some stakeholder organisations prefer to use the mean rather than the median when calculating the pay gap.

Across all measurements, when women and men are compared, women earn less, on average, than men per hour worked. Since 1997, the gender pay gap has declined significantly. This is true for both the full time pay gap and the overall pay gap. The gender pay gap in Scotland is consistently below that of the UK as a whole.

Chart: Full time and overall gender pay gap, Scotland and UK (Median hourly earnings excluding overtime)
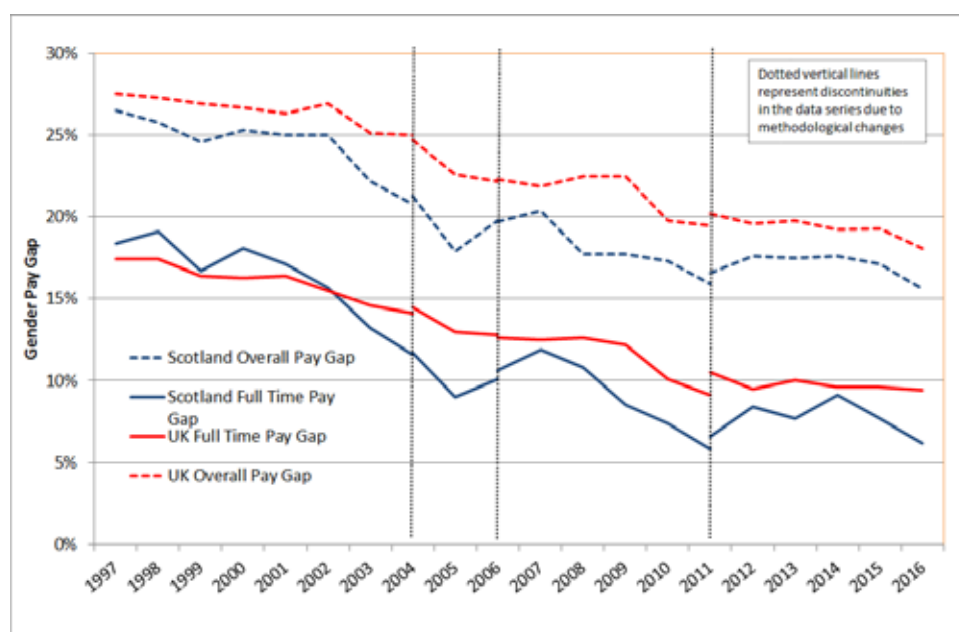
Source: Annual Survey of Hours and Earnings, ONS (Note: Median hourly earnings, excluding over time)

However, headline statistics do hide significant differences in relation to sectors and age groups. The Scottish Government bulletin 'The Gender Pay Gap in Scotland – 2016 Update and Analysis of Time Series Data' looks at the headline statistics and breaks these down by age, occupation, industry and UK countries.

In addition, the Scottish Government report 'New Perspectives on the Gender Pay Gap' explored the impact of occupational and industry segregation on the gender pay gap, finding the gender pay gap to be much higher in certain sectors - professional, scientific and technical activities, financial services and manufacturing being notable examples.

The gender pay gap exists for a number of complex and interrelating factors. In addition to the impact of caring responsibilities, gender stereotypes about the kinds of work that men and women do is also a significant factor, while evidence published by the Equality and Human Rights Commission in 2015 highlighted that pregnancy and maternity discrimination remains an issue.

Women's Employment Rates

The female employment rate is 70.1% in Scotland, higher than the UK rate of 69.9%. Scotland also outperforms the UK on the female labour market participation rate[1] (73.5%, compared to 73.3%).

Based on the most recent available data, Scotland has the second lowest female unemployment rate (15-74) at 4.4%. Over the most recent year, the female employment level in Scotland decrease by 6,000 over the year 1,261,000[2]

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[1] Participation rate is those who do not declare themselves as economically inactive.

[2] *Labour Force Survey, Dec - Feb 2017, ONS. Labour Force Survey stats next updated: 17th May 2017*

Male and female employment rates for Scotland and UK, 1997 - 2017
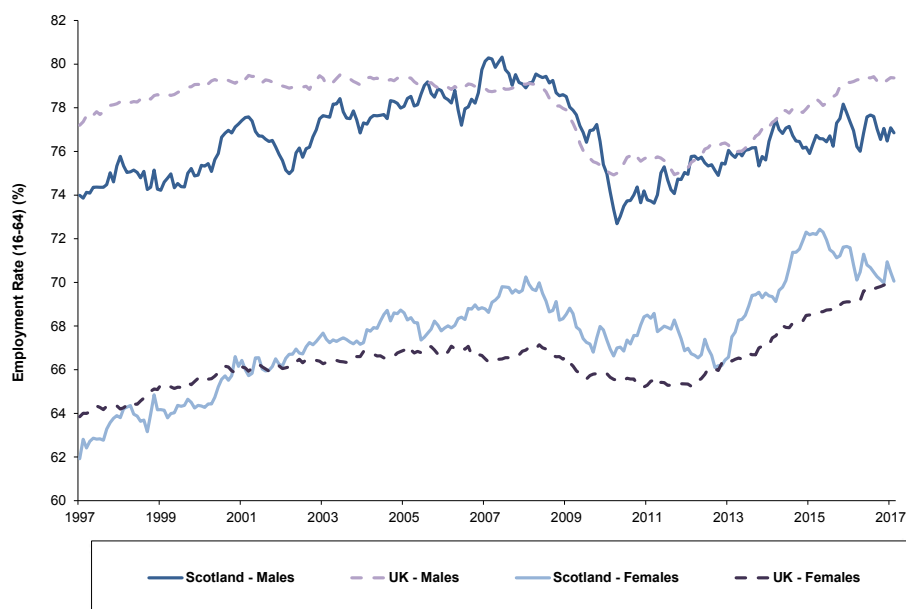
What we did

Between April 2013 and this, our final report on progress, a range of activity has contributed towards positive change. Some of this activity was described in our report on progress as part of the Scottish Government Equality Outcomes and Mainstreaming Report 2015, and will continue to form part of a suite of initiatives to address women's inequality in relation to work:

- The Scottish Business Pledge
- The Fair Work Convention
- The Partnership for Change 50/50 by 2020 campaign
- Women in Enterprise Action Framework

Other activity is newer and will play an important role in our work to support women's equality in relation to the economy and employment going forward.

Our plan to nearly double free early learning and childcare entitlement for all 3 and 4 year olds as well as eligible two year olds (around a quarter) to 1140 hours per year by 2020 remains our single most transformative infrastructure project. The OECD and EU have stressed the importance of early learning and childcare in removing barriers to female labour market participation, highlighting that early learning and childcare constraints play an important role in parents' work decisions, and that provision of more comprehensive early learning and childcare helps remove barriers to employment.

We will also continue to work with organisations such as: Family Friendly Working Scotland Partnership; Working Families; Parenting Across Scotland, and Fathers Network Scotland to support and promote the development of family friendly workplaces across Scotland.

Other initiatives intended to help improve women's position in relation to the economy and employment include:

- A new **Pregnancy and Maternity Working Group**, chaired by the Minister for Employability and Training to improve employers' and pregnant women and new mothers' access to advice and create new guidelines for employers to promote good practice. This follows Equality and Human Rights Commission research published in 2015 which found that 11% of women interviewed reported having been dismissed, made compulsorily redundant, or felt that they had to leave their jobs when they were pregnant or on maternity leave.

- A **Women Returners Project**, delivered by Equate Scotland with funding from the Scottish Government, to support women to return to the workplace after a career break. This 12-month project will provide 40 women with support to re-enter the STEM sector by offering one to one guidance, career clinics and access to webinars and three month placements. The placements will focus on life sciences, digital skills and engineering. We will also develop returner programmes in other industrial sectors where women experience barriers to re-entry e.g. financial services. Further funding of up to £200,000 will support the expansion of the Women Returners Project to additional sectors including manufacturing and financial services.

- As part of our work to challenge gender stereotypes and occupational segregation our **STEM strategy** will seek to inspire more young girls to consider a career in STEM, as well as addressing the factors which result in qualified women dropping out of STEM sectors and careers.

- **An additional £200,000 in 2016/17 to address the gender gap in enterprise**. Funding will help to support Women Enterprise Scotland to deliver the internationally recognised Women In Enterprise Ambassadors Programme and a project led by Investing Women to enable female-led businesses to become investment-ready and bring them together with female investors.

- A commitment to publish a **gender index** in Spring 2017 which will bring together key indicators of gender equality across the economy and wider society. As part of this work we will develop an approach to data collection which enables the capture of data on the utilisation of resources and time in Scottish households by gender. This was recognised in April 2013 as a vital missing piece of evidence to help to reflect the significant contribution that women make to the economy through unpaid work, including care, in addition to paid employment. We are also working with stakeholders to produce an Equality Evidence Strategy for the period of this parliament, setting out how we are going to improve equality evidence and analysis in Scotland.

- The **Minority Ethnic Women's Network** has been established, with events taking place in 2017 to link in to the Scottish Government's Race Equality Framework actions. The first event was held on 22 February 2017, with over 90 women attending. As well as looking at the vision, purpose and structure of the network, the members discussed the issues they faced in the workplace, with potential solutions also identified. These will be fed into the ongoing implementation of the Race Equality Framework.

Going Forward

Positive progress has and continues to be made to improve women's position in the economy and in employment. The long terms trends in relation to both the gender pay gap and women's employment are positive, though year on year figures are more volatile and often hide significant differences, particularly for different age groups and sectors. The Scottish Government recognises that in order to achieve further improvement, sustained commitment, focus and energy is needed, not just from the Scottish Government but from employers and others too.

Further Reading

There are a number of other Scottish Government publications which are relevant to the Scottish Government's work to understand the barriers for and improve the position of women in the labour market. These include:

- The Gender Pay Gap in Scotland - Update and Analysis of Time-Series Data
- New Perspectives on the Gender Pay Gap
- Race Equality Framework for Scotland
- A Fairer Scotland for Disabled People – Delivery Plan

Disability and Access to Justice and Advice - Disabled people have improved access to justice and to advice in relation to their rights by 2017.

In April 2013, 'Disability and Access to Justice and Advice' was identified as a Scottish Government equality outcome because evidence indicated that disabled people were facing multiple barriers to exercising their rights through Scotland's justice system. The barriers identified in the Access to Justice Report 2010 included: difficulty in physically accessing buildings and appropriate advice and information; communication issues, and negative attitudes and stereotypes.

What we achieved

Through the framework provided by the Strategy for Justice in Scotland and under the leadership of the Justice Board a range of activity has aimed to improve disabled people's experience of the justice system and to tackle the multiple barriers experienced. A comprehensive overview of the key actions taken to April 2015 were set out in the Scottish Government Equality Outcomes and Mainstreaming Report 2015. They include:

- The creation of the **Criminal Justice Project Team** following the publication of Access to Justice in 2010, tasked with increasing access to criminal justice for disabled people
- The **Justice Digital Strategy** – an ambitious programme to use digital technology to transform the way justice is delivered, including the use of video conferencing throughout the justice system which will benefit disabled people and those who live in institutions and rural areas
- A range of activity to raise awareness and increase reporting of **disability hate crime,** including: the Scottish Government's first hate crime publicity campaign in 2014, and funding of £180,000 in 2012-15 to raise awareness and improve reporting of hate crime within the deaf community

Key achievements to date in addition to 2015

Since April 2015 further positive progress has been made.

- All criminal justice front facing reception points display a poster which encourages service users that reasonable adjustments are available to remove barriers to the services provided. A pack has been prepared for reception staff to support them in delivering these adjustments and this is being implemented across organisations
- On-going site audits and improvements, including the introduction of new and improved Hearing Loop Systems in Crown Office and Procurator Fiscal Service sites
- Easy Read versions of core documentation have been created and are available on internet sites. Word format versions are also now available to supplement the PDF format versions
- Improved co-ordination of hate crime campaigns across criminal justice to focus on an integrated message. A review of the use of 3rd party reporting has been completed and improvements are being made to provide a more linked up service

- Guidance for solicitors to assist them in recognising the additional needs of clients with a disability and additional training provided, for example, deaf awareness training for all criminal justice staff has been provided.

Scottish Legal Aid Board Grant Funded Projects

The Scottish Legal Aid Board (SLAB) administers a number of grant-funding programmes on behalf of the Scottish Government and the Money Advice Service. There are three overarching programmes – Economic Downturn, Making Advice Work, and Tackling Money Worries.

The Making Advice Work (MAW) programme supports advice provision for people affected by the UK Government's welfare reforms, under which there are three streams of activity. Stream 3 of this programme in particular seeks to extend the availability of advice to the most vulnerable groups, particularly disabled people and victims of domestic abuse.

The Tackling Money Worries (TMW) programme seeks to tackle the unmet debt and financial capability needs of low-income families.

Across MAW3 and TMW, the Scottish Legal Aid Board funds 6 specific projects that focus their remit on providing their advice to those with a physical and mental health disability, covering the local authorities of Lanarkshire (North and South), Glasgow, Edinburgh, the Lothians, and Falkirk.

A Fairer Scotland for Disabled People: Our Delivery Plan to 2021

Individual and collective rights are only worthwhile when they can be exercised. While positive progress has been made since 2013 to improve disabled people's access to justice and advice, the Scottish Government recognises that more needs to be done to ensure that this is a reality for disabled people in Scotland. In December 2016, the Scottish Government published A Fairer Scotland for Disabled People: Our Delivery Plan to 2021 for the United Nations Convention on the Rights of Persons with Disabilities.

Ensuring that the rights of disabled people are fully protected and they receive fair treatment from the justice system at all times, is one of five long-term ambitions of the delivery plan aimed at changing the lives of disabled people in Scotland and ensuring that their human rights are realised. We want disabled people to be treated as equal citizens within all elements of the justice and tribunal system, with full access to the physical environment, advocacy and support, information and advice, and communication support. This ambition is underpinned by 9 actions:

- Fees for employment tribunals will be abolished, when we are clear on how the transfer of powers and responsibilities will work. We will consult with disabled people and other equality groups to identify the particular barriers that they face when raising a claim at an Employment Tribunal

- We will work with disabled people's organisations and Police Scotland to encourage greater reporting of disability hate crimes and to further the implementation of the recommendations of the Independent Advisory Group on Hate Crime, Prejudice and Community Cohesion

- As part of the process of implementing Equally Safe, our strategy to prevent and eradicate violence against women and girls, we will engage with the disabled people's panel to identify specific actions to support disabled women and girls who experience gender-based violence

- We will work together to explore how the justice system could better understand and respond to individuals with autism as they interact as witnesses, victims, suspects or offenders

- We will work with partners, including disabled people and the organisations that represent them, to identify negative impacts on disabled people of the current legal aid framework for contributions and develop options for change and make any legislative changes required

- From 2016, the seven main criminal justice organisations will publish their most important pieces of information in alternative formats. An online secure website will be developed to provide fully-accessible case information for victims and witnesses

- The seven main criminal justice organisations will carry out site audits of their buildings to identify any physical access barriers that need to be removed. This information will be available on each organisation's website from 2016

- We will continue to work with the Law Society of Scotland to encourage the promotion of specialism in disability discrimination law and will promote awareness of such activity

- The Scottish Fire and Rescue Service (SFRS) recognises that those most vulnerable to fires are predominately elderly individuals or people with significant health or mobility issues. SFRS will aim to focus the delivery of its preventative activities, including the Home Fire Safety programme, on those people and will work closely with partners within the health and social care arena to achieve this

Through a Fairer Scotland for Disabled People we will maintain our focus on further improving outcomes for disabled people in this area, building on the positive progress to date.

Education - Within the longer-term outcome that all children and young people will be able to make the most of the education opportunities available to them to reach their full potential, there will be progress by 2017 in the experience of those with protected characteristics who are currently disadvantaged or underperforming.

In the 2013 Equality Outcomes and Mainstreaming Report we framed the education inequality issue around three protected characteristics which evidence showed needed to be a priority: disability; sex (gender), specifically boys underperforming compared to girls; and race, specifically Gypsy/Travellers given their poor educational outcomes. We also identified bullying as a key issue which impacted on educational experience and outcomes.

What we achieved

In 2015 we reported on progress against the priority areas. We showed that Scottish education was doing better, although we recognised that more needed to be done. The following is an update on progress[3]. We have used leaver attainment and positive destinations[4], as well as rates of exclusion[5] and attendance[6], as indicators of progress. Overall in Scotland there is an upward trend among all leavers in attainment[7] and positive follow-up destinations. The rate of exclusions continues to fall markedly (27.2 per 1,000 pupils in 2014-15 compared to 32.8 in 2012-13), and attendance for all pupils has been stable at around 93 to 94%.

Race

"Scottish immigrant students achieve at higher levels that their non-immigrant peers, and Scotland enjoys one of the smallest proportions of low performers among its immigrant students".

- Improving Schools in Scotland: An OECD Perspective (December 2015)[8]

Attainment and follow-up destinations of the mixed, Asian, African/Black/Caribbean ethnic groups remain above or at the average for all leavers.

White (non-Scottish) leavers also attain about the average for all leavers and similarly for follow-up destinations.

Leavers in the 'Gypsy/Travellers' and 'other' categories perform worse than the average in terms of attainment and positive destinations.

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[3] Where possible, we have used data which allows comparison with the 2015 Equality Outcomes Progress Report, and referenced the publication/s where this data is available

[4] http://www.gov.scot/Topics/Statistics/Browse/School-Education/leavedestla/follleavedestat

[5] http://www.gov.scot/Topics/Statistics/Browse/School-Education/exclusiondatasets

[6] http://www.gov.scot/Topics/Statistics/Browse/School-Education/AttendanceAbsenceDatasets

[7] It should be noted that tariff scores are no longer used to show attainment. Attainment at SCQF level 4 to 6 is used instead. Where possible SCQF level data is for previous years is provided to allow comparison.

[8] http://www.oecd.org/edu/school/improving-schools-in-scotland.htm

There is some improvement in attainment and follow-up destinations over time for leavers in the 'other' category, but small numbers of Gypsy/ Traveller leavers mean it is difficult to reliably comment on trends.

The Achievement of Curriculum for Excellence (CfE) Levels 2015-16 experimental statistics[9] show that a lower proportion of "White – Gypsy/Traveller" children are achieving the expected CfE level relevant to their stage across all stages and curriculum areas, compared with the proportion of all children achieving CfE levels relevant to their stage.

Pupil attendance has remained fairly stable across all groups. Gypsy/Travellers, have an overall attendance consistently about 79% compared to over 90% for all other groups.

Most children and young people from minority ethnic groups continue to have low rates of exclusion. The exclusion rates for Gypsy/Travellers remains high compared to other groups at a rate of 75.4 per 1,000 pupils compared to a rate of 27.2 for all pupils.

Outcomes for pupils receiving additional support for learning because they speak English as an additional language (EAL) continue to be encouraging. For example in 2014-15 for leavers recorded as receiving additional support for learning for EAL:

- 96.2% of leavers attained 1+ qualification at SCQF Level 4 or better compared to 95.2% of all leavers[10];

- 94.5% of school leavers recorded as receiving additional support for learning for EAL went on to a positive destination compared to 92.0% of all leavers.[11]

Disability

For leavers that have been assessed or declared disabled we have continued to see improvements in attainment and initial destinations. Comparisons of the percentage of leavers attaining 1 or more SCQF level 4 show the rate of improvement in attainment since 2011 has been faster than for non-disabled leavers. The percentage in positive initial destinations is improving since 2011 at about the same rate as for other leavers.

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[9] http://www.gov.scot/Topics/Statistics/Browse/School-Education/ACEL
[10] For school leavers from secondary and special schools
[11] For school leavers from publicly funded secondary schools in Scotland, excluding special schools.

Percentage of school leavers, declared/assessed disabled or not, by attainment by SCQF level and initial leaver destinations 2011-12 to 2014-15[12]

	Percentage of school leavers attaining 1 or more by SCQF level									Percentage of leavers in a positive initial destination		
	11-12			12-13			14-15			11-12	12-13	14-15
SCQF level	level 4	level 5	level 6	level 4	level 5	level 6	level 4	level 5	level 6			
All leavers	**94.9**	**80.3**	**54.9**	**95.0**	**81.1**	**54.8**	**95.2**	**84.0**	**59.3**	89.5	91.2	92.7
Not declared/ assessed disabled	95.6	81.2	55.7	95.7	82.0	55.7	96.0	85.1	60.4	89.7	91.3	92.9
Declared/ assessed disabled	62.1	37.9	18.1	67.5	42.6	20.5	66.7	44.1	22.2	81.8	85.0	84.7

Looking at pupils who receive additional support for learning due to dyslexia[13] as an illustration, while in 2011-12 there was a small difference in the percentage[14] of leavers in a positive outcome destination compared to leavers without dyslexia; this difference has closed since then. There is a larger difference in terms of attainment, particularly at the higher SCQF levels but this difference is also decreasing, as the attainment of leavers with dyslexia improves at a faster rate than for those without.

Percentage of school leavers with and without dyslexia, moving to a positive initial leaver destinations 2011-12 to 2014-15

	11-12	12-13	13-14	14-15
All leavers	89.6	91.3	92.2	92.7
With dyslexia	88.2	90.6	90.5	92.9
Without dyslexia	89.7	91.4	92.2	92.6

[12] Information about assessment/declaration of disability is unavailable for 2013-14.
[13] Note that dyslexia will not always be a disability. It will depend on the severity of each case and whether it has 'a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.'
[14] Note that the number of pupils recorded with dyslexia has risen appreciably since 2011-12.

Percentage of school leavers, with and without dyslexia, by attainment by SCQF level

| | Percentage of school leavers attaining 1 or more by SCQF level | | | | | | | | | | | |
| | 11-12 | | | 12-13 | | | 13-14 | | | 14-15 | | |
SCQF level	level 4	level 5	level 6	level 4	level 5	level 6	level 4	level 5	level 6	level 4	level 5	level 6
All leavers	**95.8**	**81.6**	**55.8**	**96.3**	**82.7**	**55.8**	**96.3**	**84.3**	**58.1**	**96.2**	**85.2**	**60.2**
With dyslexia	92.8	63.4	30.0	94.2	68.7	32.3	94.4	71.4	36.8	94.3	74.7	38.4
Without dyslexia	95.9	82.1	56.5	96.3	83.2	56.6	96.4	84.8	59.0	96.3	85.6	61.2

Sex (gender)

Female school leavers are more likely to be in a positive follow up destination than male leavers but the difference between the genders is larger in attainment. The gap widens with increasing qualification level with 65.9 % of female leavers attaining a qualification at SCQF 6 or better in 2014-15 compared to 54.7 for male leavers. This trend has been evident for some time with a typical difference in the region of 10 percentage points.[15] Attainment for male leavers has improved over time, however.

The rate of exclusions for male pupils continues to be much higher than for female pupils but has decreased substantially over time in line with an overall decrease in the rate of exclusions.

What we did

Equality in Schools - the developing context

In 2013 and 2015, equality and diversity were already at the heart of the key policies underpinning Scottish education - including Curriculum for Excellence (CfE), Additional Support for Learning (ASL) and Getting it Right for Every Child (GIRFEC). These policies were designed to mitigate, if not eliminate, the negative effect of disadvantages related to a child's circumstances, including circumstances related to protected characteristics.

Since then, the Scottish Government has set out a commitment to all learners on Excellence and Equity which is threaded through the National Improvement Framework, Scottish Attainment Challenge, and the Governance Review. The commitment is:

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[15] The difference has widened since 2013-14 but, 2013-14 was a year with an unusually small gap between male and female leavers at this level.

- Excellence through raising attainment: ensuring that every child achieves the highest standards in literacy and numeracy, set out within Curriculum for Excellence levels, and the right range of skills, qualifications and achievements to allow them to succeed; and
- Achieving equity: ensuring every child has the same opportunity to succeed, with a particular focus on closing the poverty-related attainment gap[16]

'A significant development in 2015 has been the establishment by Education Scotland of Inclusion Ambassadors in local authorities across Scotland. These young people will represent their authority in a range of events and discussions on inclusion. In October, two of the Ambassadors represented Scotland and gave evidence at the European Agency for Special Needs Inclusive Education Luxembourg Hearing.'[1]

Scotland's Inclusion Ambassadors at the European Agency for Special Needs Inclusive Education Luxembourg Hearing, 2015

Since 2015 we have undertaken a significant amount of activity to address inequalities in education. Some of these are specific to children who are disadvantaged because of a protected characteristic. Some are aimed at children who are disadvantaged for another reason, such as poverty. Some happen before a child even starts school. All are aimed at achieving equity and improving educational outcomes for children and young people.

In January 2016 we launched the National Improvement Framework for Scottish Education followed by the revised National Improvement Framework and Improvement Plan in December 2016. The improvement plan now serves as the single, definitive plan for securing educational improvement and incorporates the Delivery Plan and the Curriculum for Excellence Implementation Plan published in June and September 2016 respectively.

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[16] Introduction, page 3, Empowering Teachers, Parents and Communities to Achieve Excellence and Equity in Education, http://www.gov.scot/Resource/0050/00505460.pdf

Also, in December 2016 we published initial data on the achievement of Curriculum for Excellence (CfE) levels[17], based on teacher professional judgement. It shows reading, writing, listening and talking, and numeracy performance data at school, local authority and national level. Additional information on the achievement of CfE levels for individual primary stages at school level was released in January 2017. This information gives the most detailed picture ever of progress across Scotland as we work to tackle and eliminate the attainment gap between children from the most and least disadvantaged backgrounds.

Through the Children and Young People (Scotland) Act 2014[18], we increased funded early learning and childcare to 600 hours a year for all 3 & 4 year olds and extended this statutory entitlement to over a quarter of 2 year olds including those who are looked after, under a kinship care or guardianship order and those receiving support under the part 6 of the Immigration and Asylum Act.

We Launched Read, Write, Count in August 2015 to provide support and advice to parents of P1 to P3 children to help them get more involved in their child's literacy and numeracy learning. The universal gift packs are designed to ensure that they are as accessible as possible to all parents.

We extended the reach and scope of the Scottish Attainment Challenge. Backed by the £750 million Attainment Scotland Fund over the term of this Parliament, the Challenge prioritises improvement in key issues of literacy, numeracy, health and well-being of those children adversely affected by poverty in Scotland's primary and secondary schools. This funding includes £120m of Pupil Equity funding in 2017-18 which will be allocated directly to 95 per cent of schools and benefit every council area in Scotland.

We established the Children and Young People Improvement Collaborative (CYPIC) which joins up the Early Years Collaborative and the Raising Attainment for All Programme to deliver quality improvement (QI) throughout a child's journey.

We have continued a programme of work under the Developing the Young Workforce – Scotland's Youth Employment Strategy to address a number of recommendations relating to equality issues, with a focus on gender, race, disability and care leavers, in education and employment. The Developing the Young Workforce 2nd Annual Report, published in December 2016, reported significant progress including: work around the Scottish Funding Council's Gender Action plan to address, linking to schools, gender imbalances in colleges and higher education; and Skills Development Scotland's Equalities Action Plan to support more young people from diverse backgrounds to take up a Modern Apprenticeship.

We published and consulted on our draft STEM[19] Strategy for Education and Training. One of the priority themes within the Strategy is Equity – to take action to reduce equity gaps, particularly in relation to deprivation and gender. During the consultation period, we held a specific event on Women in STEM in partnership with Equate Scotland to seek new ideas on addressing gender imbalance.

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[17] http://www.gov.scot/Resource/0051/00511579.pdf

[18] http://www.legislation.gov.uk/asp/2014/8/contents
[19] STEM = Science, Technology, Engineering and Maths

We passed the Education (Scotland) Act 2016[20] which supports a range of improvements to Scottish education including extending the rights of children with additional support needs and improving the attainment of pupils from poorer backgrounds.

We have worked with stakeholders to develop a number of key pieces of guidance for schools and local authorities aimed at improving support for children who may be disadvantaged by a protected characteristic through school education – see diagram below.

Key pieces of guidance related to support for learning and health and wellbeing duties developed since 2014

Guidance	Status
Planning improvements for disabled pupils' access to education: Guidance for education authorities, independent and grant-aided schools	Published October 2014
Conduct of Relationships, Sexual Health and Parenthood Education in Schools	Published November 2014
Guidance on the education of children unable to attend school due to ill health	Published June 2015
A National Approach to Anti-Bullying for Scotland's Children and Young People (refreshed guidance)	Due to publish Spring 2017
Included Engaged and Involved Part 2: A positive approach to preventing and managing school exclusions (refreshed guidance)	Due to publish Spring 2017
Supporting children and young people with healthcare needs in schools	Due to publish August 2017
Improving educational outcomes for children and young people from travelling cultures	Out to public consultation

We will continue to progress the on-going actions listed under 'Achievements' above. For example, specific actions in the National Improvement Plan include:

o We will work with Education Scotland and General Teaching Council for Scotland (GTCS) to undertake a review of Initial Teacher Education programmes to report by April 2017, to ensure that they provide appropriate detail on content for literacy, numeracy, health and wellbeing, data literacy and equality across both primary and secondary sectors

o We will work with GTCS to provide more support to teachers on equality issues through Career Long Professional Learning to be in place by August 2017

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[20] http://www.legislation.gov.uk/asp/2016/8/enacted

Other actions will include:

o Through the CYPIC, supporting schools and early years services to embed Quality Improvement to make services more effective and responsive to the needs of children, young people and families. We are developing a series of Improvement Packages which cover priority policy areas such as the uptake of early learning and childcare for eligible two year olds, early literacy, attendance and exclusions and transitions from Early Learning and Childcare to primary school.

o Extending the funded entitlement to early learning and childcare to 1,140 hours a year by 2020 for 3 and 4 year olds; and, the same cohort of eligible 2 year olds; and, we are continuing to promote uptake for around a quarter of 2 year olds to the current entitlement of 600 hours.

o Responding to the National Parent Forum's review of the impact and success of the Parental Involvement Act 2006[21] which is likely to include recommendations relating to parents and/or children with protected characteristics including gender and disability, as well as socio-economic status.

o Launching a refreshed dyslexia toolkit to support those working with pupils with dyslexia to ensure effective identification and support.

o Publishing an Equality Impact Assessment (EQIA) for the Developing Young Workforce programme in 2017, and update it annually in line with policy developments.

o Responding to the Education and Culture Committee's recommendations on the attainment of pupil's with sensory impairment.

o Also given that evidence shows that the quality of teaching and school leadership are the most important in-school factors in a child's outcomes, further progressing our commitment to investing in the professionalism, autonomy and empowerment of our teaching profession - starting with a presumption that decisions about children's learning and school life being taken as close to the child as possible.

o Using the latest Behaviour in Scottish Schools Research findings, expected Spring 2017, to inform policy development. The latest research has been developed to provide a richer picture of relationship and behaviour issues. For example it will show how frequently teachers, head teachers and support staff deal with serious disruptive behaviour related to a protected characteristic, in the context of: abuse towards another pupil; and abuse toward a member of staff by a pupil.

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[21] http://www.legislation.gov.uk/asp/2006/8/contents

2.3 SETTING EQUALITY OUTCOMES FOR 2017-2021

2.3.1 PROCESS

Developing new outcomes

Ministers have placed equality of opportunity at the heart of their Programme for Government, which focuses on the themes of: an education system providing opportunities for all; an economy with more jobs and fair work; public services fit for the future, and empowering people and communities through strengthened local democracy. Our equality outcomes for 2017 - 21 sit within this commitment.

When developing draft equality outcomes, we:

- reviewed and built on work already undertaken – the Fairer Scotland Action Plan, the Race Equality Framework, the Disability Delivery Plan, the Labour Market Strategy, Equally Safe and other initiatives
- considered our current equality outcomes (2013-2017) and how they can shape our next set of outcomes, including whether they continue and any lessons learned
- considered the relevant equality evidence and data
- had a series of meetings with equality organisations, including involving Ms Angela Constance, Cabinet Secretary for Communities, Social Security and Equalities
- published draft outcomes on our website to enable comments from a wider range of stakeholders

When developing the draft outcomes we have adhered to the following principles:

- Scottish Government's equality outcomes must reflect the Government's functions – we should not set outcomes that are for local authorities or other partners to deliver; and
- our outcomes should be measurable

The themes of the outcomes arose from our discussions with equality stakeholders and reflect their deep understanding of the challenges facing their communities and the injustices they experience. We are very grateful to the many organisations which have participated in this process, and while it has not been feasible to include all of their requests, we hope that they will be able to see the impact of their contributions.

This suite of equality outcomes for 2017 – 21 will ensure a strong focus on the areas covered. They are not, however, all that the Scottish Government is doing to achieve equality of opportunity, eradicate unlawful discrimination and promote good relations between people with different protected characteristics and none. The development of policy and legislation will continue to be assessed for its equality impact and our equality stakeholders will continue to hold us robustly to account. We welcome their scrutiny and challenge, as it drives us to continue to improve and to progress towards our shared goal of a truly equal Scotland.

A robust equality evidence base will be crucial to the measurement of the Scottish Government's new set of equality outcomes.

The Scottish Government values equality evidence and analysis and makes this available on its Equality Evidence Finder web resource. It will soon publish a new Equality Evidence Strategy, which will set out how it intends to strengthen Scotland's equality evidence base over the next four years. Some of the evidence will be filled by Scottish Government analysts through further development or analysis of existing surveys but other gaps will require close working with our partners across all sectors to identify data sources, methods or approaches to improve our understanding.

Progressing the evidence strategy will facilitate an improved equality evidence base, enabling national and local policy makers to develop sound policy and measure the impact of this on all of Scotland's equality groups. A stronger equality evidence base will allow for improved measurement of progress towards equality outcomes, better informed decisions and more inclusive policy making, helping to create a Scotland that is fairer for all its people.

2.3.2 NEW EQUALITY OUTCOMES

Our suite of equality outcomes for 2017 – 21 cover the following themes:

- Children Affected by Domestic Abuse and the Justice System
- Participation in Decision Making (Ministerial Public Appointments)
- Employment (both as an employer and as a policy maker)
- Mental Health
- School Education
- Violence Against Women and Girls
- Social Security
- Hate Crime

Theme: Children Affected by Domestic Abuse and the Justice System
Outcome: We will ensure that children affected by domestic abuse are increasingly recognised and supported in the justice system by 2021
Protected Characteristics impacted: Age
Public Sector Equality Duty: • Eliminate discrimination, harassment, victimisation and any other conduct which is prohibited • Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
Measurement Tools: Feedback from children and their representative organisations on improved capacity and provision in term of advice and support. Measurement will be identified as part of the development of the work programmes outlined below.
Associated work-streams: Actions in the Equally Safe Draft Delivery Plan include: • Ensuring that children's interests are better reflected in the justice system and that their voice is heard • Consider the application of lessons from various international examples of the "Barnahus" concept for child victims and how these could potentially apply within the Scottish context • Improve the experience of vulnerable witnesses, including child complainers and vulnerable adult witnesses through the greater use of pre-recorded evidence • Consider the findings from the National Advocacy Scoping Exercise commissioned to help understand the provision of services in this area with the aim to determine where the provision of services could be extended and improved • Develop the Scottish Women's Rights Centre as a model for legal services, consider the need for victims of gender based violence and continue to work with stakeholders to ascertain the most appropriate model of support for women, children and young people experiencing violence Through the Domestic Abuse Bill, we will: • Ensure the Bill effectively acknowledges the impact that domestic abuse can have on children through the operation of a statutory aggravation to the new offence of domestic abuse.
Commentary: **Equally Safe** Equally Safe, Scotland's Strategy for preventing and eradicating violence against women and girls, was published in 2014 and updated in 2016. It sets out a vision of a strong and flourishing Scotland where all individuals are equally safe and protected, and where women and girls live free from all forms of violence and abuse – and the attitudes that help perpetuate them. The

definition of violence against women and girls we have adopted explicitly includes children of all genders as subject to harm through violence. This plan aims to improve the lives and experiences of all children affected by violence and the ways of thinking that maintain it.

Work on Equally Safe has been taken forward in a number of thematic workstreams. The members of the different Workstream groups are drawn from a wide range of partners with a wealth of experience and informed by the experience of women, girls, children and young people who have been subject to violence or abuse.

The Justice workstream has been led by the Scottish Government Justice Directorate. It has focused on developing a victim-centered approach to the justice system through a coordinated approach within both the civil and criminal justice systems. The profile of the violence against women and children agenda within the justice system has never been more prominent and the Justice Expert Group established to take this forward have sought to harness this momentum and continue to work through the existing issues that remain within the justice system, despite significant progress in recent years.

Domestic Abuse Bill

The Domestic Abuse Bill, introduced to the Scottish Parliament in March will bring clarity for victims so they can see explicitly that what their partner or ex-partner has done to them is wrong and perpetrators will see what they are doing is criminal and unacceptable behaviour. The offence will improve the powers of the police, prosecutors and our courts to hold perpetrators to account in specific cases.

During consultation on the specific draft offence a number of respondents raised concerns that the offence as drafted did not recognise that children are victims of domestic abuse committed against their parents/carers.

The aggravation was developed in response to the comments received during the consultation, as a means of acknowledging through the criminal law the impact that domestic abuse can have on children, and ensures that the fact that a perpetrator involved or directed behaviour at a child in committing the offence is formally recorded and that there is transparency as to what account has been taken of this in sentencing. Scottish Government officials met with a number of stakeholders who raised the issue of how the offence deals with the impact of domestic abuse on children to help inform development of the aggravation.

Theme: Participation in decision making
Outcome: Ministerial public appointments are more diverse reflecting broadly the general population by 2021
Protected Characteristics impacted: Age; Race; Sex; Disability; Religion or Belief, and Sexual Orientation
Public Sector Equality Duty: • Eliminate discrimination, harassment, victimisation and any other conduct which is prohibited • Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it • Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
Measurement Tools: Diversity analysis of public appointments applicant cohort is published annually by Scottish Government and included in the Commissioner for Ethical Standards in Public Life in Scotland's annual report. Diversity analysis of public appointees cohort is published annually in the Commissioner for Ethical Standards in Public Life in Scotland's annual report.
Associated work-streams: The Public Appointments Improvement Programme, which is supported by a dedicated Public Appointments Improvement and Outreach Manager, is designed to deliver diversity in regulated Ministerial public appointments. Work currently planned in that programme includes: • Identifying and engaging key partners / umbrella bodies in promoting and enabling participation of underrepresented groups, including identifying real and perceived barriers to participation and raising awareness of public appointments as a way to participate in public life in Scotland • A focus during 2017/18 on working with disabled applicants and applicants under the age of 49 • The continued delivery of our effective outreach programme, reaching out to the broadest range of potential applicants, and using role models so potential applicants can see themselves in the boardroom • Work with existing Chairs and members to make sure they are diversity confident, and a focus on developing the Chair pipeline • A research project, delivered in partnership with the Commissioner's office, to establish a solid evidence base for the benefits of diversity on public boards Delivery of this outcome is also supported by the work of the SG Public Bodies Unit in supporting and developing board capacity including succession planning, induction and appraisal.

Commentary:

Equality and diversity are key to Scotland's success. As a nation that prides itself on fairness, we seek to create equal opportunities for all regardless of gender, disability, ethnic background, age, religion/belief or sexual orientation. Public authorities, including the Scottish Government, make decisions that affect the lives of people in Scotland and therefore it is particularly important that the people in leadership roles in our society reflect the diversity of our population.

In the context of the boardroom, where the Scottish Government can influence diversity, this means creating a culture and environment that enables us to harness the talents of everyone, enabling and promoting the participation in public and corporate life of people from under-represented groups. Public bodies make decisions which are of relevance and importance to communities across Scotland and are responsible for spending over £14bn of public money, therefore it is important that those serving on their boards come from the widest of backgrounds if those bodies are to have rounded and informed input and credibility across Scotland.

There's also compelling evidence that having greater diversity of thinking and talent in the boardroom leads to better performance, encouraging new and innovative thinking, maximising use of talent and leading to better business decisions and governance. Increasing the talent pool available and supporting such participation leads to the creation of strengthened boards that are better able to understand consumer and community needs and deliver improved corporate governance. For our public bodies, this ultimately means improved public services that are high quality and value for money.

The Chairs of these bodies have a key leadership role in delivering effective and value for money public services. They also have an important role to play in tackling the inequalities that currently exist in Scottish society by increasing the diversity of their public bodies – not only in the boardroom but throughout the organisation.

Appointment is on merit but under-representation of a range of groups at member and Chair level makes it likely that talent is being lost or under-utilised. This is also the case in other leadership roles but the focus for our own Equality Outcome must be in the area where we can take direct action: Ministerial public appointments.

The Scottish Government Public Appointments Team has the lead to drive this forward, working from the following baseline:

Demographic profile of applicants

For the year to 31 December 2016:

43% of our applicants and 59% of appointees were women.

27% of our applicants were under 50, and 31% of appointees were under 50.

9.8% of our applicants and 10.1% of our appointees were disabled people.

5.5% of applicants came from a minority ethnic background, with 1% being appointed.

4.4% of applicants were gay, lesbian or bisexual, with 7.1% appointed.

Over 47% of applicants were Christian, with 4.7% having another religion or belief.

Demographic profile of board membership

At December 2015:

Target Group	Profile of board members at the end of 2015 †	Scottish Population (2011 Census)
Female	42.0%	51.5%
Disabled	11.8%	19.6%
Black and minority ethnic	3.5%	4.0%
Aged 49 and under	17.6%	54.3%
Lesbian, gay and bisexual	3.0%	6.0%

† All board members inclusive of the chair unless otherwise stated. Percentages do not include those who did not make a declaration.

* Scottish Population aged 18 to 49 as a percentage of the whole population aged 18 and over.

** Estimated based on information from Stonewall Scotland website

At February 2017, 24.1% of Chair appointments are held by women.

Theme: Employment
Outcome: Employment inequalities, discrimination and barriers are reduced. Employment opportunities for women and ethnic minorities are increased and progress made towards reducing, by at least half, the employment gap between disabled people and the rest of the working age population.
Protected Characteristics impacted: Age; Race; Sex; Disability
Public Sector Equality Duty: • Eliminate discrimination, harassment, victimisation and any other conduct which is prohibited • Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it • Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
Measurement Tools: • To be determined. *A Fairer Scotland for Disabled People* commits the Scottish Government to consult interested parties around the target. • Under the Public Sector Equality Duty, data is published by public authorities on gender, disability and race pay gaps and occupational segregation. First reports published at the end of April 2017. • Labour market data.
Associated work-streams: Actions in *A Fairer Scotland for Disabled People* include: • Disabled people are 20% of the population, but make up only 11.2% of the private sector workforce and 11.6% of the public sector workforce. We will consult with DPOs and public sector bodies around setting targets to redress this imbalance. • Pilot a work experience scheme specifically for young disabled people • Explore opportunities to promote the Project Search model • Actively promote the Department for Work and Pensions' Access to Work scheme to employers and disabled people to ensure a higher uptake and use of the scheme in Scotland. • Explore innovative ways of integrating health, disability and employment support in Scotland • Improve the employment prospects of disabled people, through newly devolved Scottish employability programmes. • Disabled young people will be supported through the Developing the Young Workforce Scotland's Youth Employment Strategy. • Remove the barriers that have previously prevented young disabled people entering Modern Apprenticeships (MA), through the implementation of The Equalities Action Plan for Modern Apprenticeships in Scotland. • Provide young disabled people with the highest level of Modern Apprenticeship funding • Publish information on equal pay policy and occupational segregation for disabled people • Deliver a disability internship programme • A two-year NHS internship programme for disabled graduates will be delivered • A Learning Disability Employment Programme will be delivered • The Scottish Business Pledge and other employer networks will be used to raise awareness

- Continue to promote the Supported Employment framework
- Backing supported businesses to increase their sustainability
- Publish a ten-year Social Enterprise Strategy
- Stimulate more inclusive pre-start activity for social enterprise
- Provide funding during the current parliamentary session to enable more disabled people to volunteer
- The Carer Positive scheme complements the Fair Work agenda
- We will hold a major congress on Disability, Employment and the Workplace (planning to start during 2017)

Through the Race Equality Framework and associated commitments, we will:

- Publish a Race Equality Action Plan in Summer 2017
- Launch a Workplace Equality Fund, with a particular focus on race and disability
- Provide specific support to ethnic minority led Social Enterprises
- Hold an Ethnic Minority Employment Summit
- 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
- Review current approaches to supporting in-work training, including Individual Learning Accounts
- Work with key stakeholders to promote greater diversity during our expansion of the early learning and childcare workforce
- 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.
- Develop a long-term 2020 vision for our contracted employment programme, using feedback from race equality stakeholders to continue to examine the inclusion of ESOL provision, work experience and mock interviews for minority ethnic clients
- Include measures to improve access to high quality advanced, vocational and conversational ESOL provision, linked to both employability schemes and with employers
- 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'
- Work to ensure that by 2025 the Scottish Government's own workforce reflects the minority ethnic population in Scotland at every level
- With partners, consider scoping a programme of work around improvements in workplace equality practice which might include:
    o Work to better understand the issues around the reasons for appointment deficit at interview
    o The use of equality impact assessment of HR practice and policy including around progression and retention
    o Best practice in positive action

To support the entry and progression of women in employment, we will:

- Legislate for gender balance on public sector boards by the end of this parliamentary year
- Increasing the number of employers paying the real Living Wage which will be of particular benefit to women who dominate low paid, part-time work,
- Continue to champion our Partnership for Change 50/50 by 2020 campaign, encouraging organisations and businesses from the private, third, and public sectors, to make a voluntary commitment to work towards gender balance on their boards by 2020,
- Encourage businesses to sign-up to the Scottish Business Pledge, a mutual pledge between business and government to ensure that prosperity, innovation, fairness and opportunity develop hand in hand in Scotland,
- Provide funding to 'Close the Gap' in 2017-18, to encourage and enable action to address the gender pay gap. This includes encouraging stakeholders to go through the *Think Business, Think Equality* toolkit, an online self-assessment tool for small and medium businesses who want to find out how their business can benefit from improved gender diversity.
- Work with the EHRC to tackle pregnancy and maternity discrimination. The Minister for Employability and Training is chairing a working group whose remit includes creating guidelines for employers to ensure best practice, as well as improving access to guidance for pregnant women and new mothers.
- Fund the Family Friendly Working Scotland Partnership to support and promote the development of family friendly workplaces across Scotland and to encourage employers and employees in Scotland to take advantage of Shared Parental Leave
- To work to remove the barriers to women's participation in the workforce.
- Expand our 'Returners' projects so that women can get help updating skills and knowledge and employers can retain skilled staff after a career break.

To support those young people furthest from the labour market and to reduce youth unemployment by 40% by 2021 we will:

- Continue to build on progress already being made and bridge the gap between education and industry, to produce more work-ready young people and promote the value of work-relevant learning through the implementation of our youth employment strategy, Developing the Young Workforce.
- For young people who have been in care, we will provide over £1 million to fund the pilot of a new employability programme delivered by a third sector consortium, (Prince's Trust; Action for Children; Barnardo's) to help them to progress onto work, training or educational opportunities.
- Undertake a review of the learner journey for 15-24 year olds to ensure that young people can achieve the best qualifications and outcomes.
- Deliver 30,000 new Modern Apprenticeships a year by 2020.
- Invest £6.1 million in Community Jobs Scotland (CJS) in 2017/18 to create 700 more training opportunities with support for up to 12 months for 16-29 year olds facing the greatest barriers to employment and continuation of support for CJS employers to pay the Living Wage.
- Continue in 2017/18 to support employers to recruit young people who face the biggest barriers to employment, through Scotland's Employer Recruitment Incentive (SERI).
- Continue in 2017/18 to fund local authorities and partners to deliver the 'Opportunities for All' commitment to support 16-19 year olds, furthest from the labour market, to take up appropriate offers of a place in learning or training to get the skills needed to get a job and investing up to £7.4 million in improving post-16 transitions to employment, Activity Agreements and Inspiring

Scotland 14-19 Fund.

In the *Fairer Scotland Action Plan,* we are committed to supporting those who want to work past pension age:

- We will ensure that older workers' needs are considered in the development of new employment services, which will be devolved to Scotland from April 2017. Particular support requirements might include retraining and confidence building, as well as increased support for flexible working. All programmes will be fully person-centred, with support plans being tailored to individual needs

- We will undertake research which follows on from initial research published in June 2016. This showed more can be done to support those older people who are already working or who want to work but find it difficult to do so. The second stage of research will be undertaken with older people themselves. This will explore the key issues and concerns of older people who work or actively seek employment, aiming to identify interventions to help reduce the barriers they face.

Commentary

A Fairer Scotland for Disabled People has an ambition around decent incomes and fairer working lives. It sets out actions (as above) to contribute to a country where:

- Disabled people are able to participate fully in education and paid employment enabling their talent and abilities to enrich Scotland
- Disabled people are supported through transitions in their lives e.g. from school to work.
- Poverty is addressed for disabled people and their families and Scotland's social security system is built on the principles of fairness, dignity and respect.

This approach reflects the principles set out by the Fair Work Convention in their Framework and supports the ambitions of Scotland's Labour Market Strategy. In the Scotland we want:

- Disabled people are visible and participating within communities, learning and education, volunteering and employment.
- Equal opportunities for disabled people in education and employment.
- Greater understanding and a positive attitude amongst employers and educators to disabled people
- Improved awareness and understanding of discrimination, prejudice and barriers faced by disabled people including the physical environment, stigma and negative attitudes.
- Benefits delivered in a way that is rights-based and helps meet the additional living and mobility costs of disabled people and treats them with dignity and respect throughout the process.

The Race Equality Framework sets out a vision for 2030 on employability, employment and income, that:

"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."

It continues to say that outcomes for minority ethnic people in accessing the labour market, experiences within the workplace and issues around poverty and income are closely interlinked. Across these areas, both quantitative and qualitative evidence suggests that further action is needed to remove barriers, tackle discrimination and promote equality.

The key goals are:

- 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
- Ensure robust policy responses that support race equality in relation to income and poverty
- Ensure access to appropriate early learning and childcare for minority ethnic families
- Reduce barriers and provide support for minority ethnic people who are new to the labour market, including school leavers and new migrants
- Minority ethnic entrepreneurs and business owners have equal access to business and enterprise support
- Scotland's public sector workforce is representative of its communities

Key statistics

Key labour market indicators for Equality groups are shown in Table 1 below. Key points are:

Disabled People: The employment rate for Equality Act Disabled was 41.9%, down 2.9 percentage points over the year. This compares with 81.7% for Not Equality Act Disabled up 0.5 percentage points over the year. The gap in the employment rate between those Equality Act Disabled and Not Equality Act Disabled is 39.8 percentage points. (Source: Labour Force Survey Oct to Dec 2016)

Minority Ethnic People: In 2016 the employment rate for Minority ethnic people decreased by 1.3 percentage points over the year to 57.6%. Lower than the employment rate for all (72.9%), down 0.2 percentage points over the year.

Older people: In 2016 the employment rate, for those aged 50 to 64 years 68.8% (increasing by 0.2 percentage points over the year) and for those aged 64 and over 9.1% (increasing by 0.8 percentage points over the year), are below the employment rate for Scotland as a whole 72.9%.

Young people: Scotland outperforms the UK on youth employment, unemployment and inactivity rates. Scotland's youth unemployment level has halved over the last year to 32,000. The youth unemployment rate (8.9%) is the 3rd lowest rate in the EU. (Source: Labour Force Survey Dec to Feb 2017)

Women: Latest data for Dec-Feb 2016 show that Scotland exceeds the UK for Women's employment and inactivity. The difference between male and female employment rates in Scotland has decreased from 11.7 to 6.8 percentage points (Dec-Feb 2007 compared to Dec-Feb 2017). The gender employment gap in the UK decreased over this period (from 12.4 p.p. to 9.4 p.p.). (Source Labour Force Survey Dec-Feb 2017, seasonally adjusted, ONS)

The gender pay gap in Scotland based on full-time hourly earnings (excluding overtime) has decreased from 7.7% in 2015 to 6.2% in 2016 and in the UK it has decreased from 9.6% to 9.4%.(Source: Annual Survey of Hours and Earnings 2016, ONS)

Table 1: Headline Labour Market Indicators by equality groups; Scotland and UK

Category	Scotland		UK	
	(Rate %)	Change over year	(Rate %)	Change over year
Headline[1]				
Employment (16-64)	73.4%	-0.4 ⇩	74.6%	0.5 ⇧
Unemployment (16+)	4.5%	-1.6 ⇩	4.7%	-0.4 ⇩
Inactivity (16-64)	23.0%	1.8 ⇧	21.6%	-0.2 ⇩
By gender				
Male Employment Rate	76.9%	-0.1 ⇩	79.4%	0.2 ⇧
Female Employment Rate	70.1%	-0.7 ⇩	69.9%	0.8 ⇧
Minority Ethnic People[2]				
Employment (All Racial Origins)	72.9%	-0.2 ⇩	73.9%	0.4 ⇧
Employment (Minority Ethnic)	57.6%	-1.3 ⇩	63.9%	0.9 ⇧
Disabled People[3]				
Employment (Equality Act Disabled)	41.9%	-2.9 ⇩	49.6%	2.9 ⇧
Inactivity Rate (Equality Act Disabled)	51.9%	2.0 ⇧	45.4%	-2.5 ⇩
Employment (Not Equality Act Disabled)	81.7%	0.5 ⇧	80.4%	0.1 ⇧
Inactivity Rate (Not Equality Act Disabled)	15.2%	0.7 ⇧	16.2%	0.1 ⇧
Older People[4]				
Employment Rate (50-64)	68.8%	0.2 ⇧	70.0%	0.6 ⇧
Employment Rate (65+)	9.1%	0.8 ⇧	10.4%	0.1 ⇧
Young people[1]				
Employment Rate	56.4%	-0.5 ⇩	54.5%	0.1 ⇧
Unemployment Rate	8.9%	-6.9 ⇩	11.7%	-1.3 ⇩

Sources:

1. Labour Force Survey Dec-Feb 2017, seasonally adjusted, ONS

2. Annual Population Survey, Jan 2016 to Dec 2016, 16-64 year olds, ONS

3. Labour Force Survey, Oct-Dec 2016, not seasonally adjusted, 16-64 year olds, ONS

4. Annual Population Survey, Jan 2016 to Dec 2016

Theme: Mental Health
Outcome: Over the 10 years of the Mental Health Strategy, we will work on achieving parity between mental and physical health
Protected Characteristics impacted: Age; Gender Reassignment; Race; Sex; Disability; Pregnancy & Maternity; Religion or Belief, and Sexual Orientation
Public Sector Equality Duty: • Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
Measurement Tools: To achieve the outcome, we must see, and be able to measure, the following for mental health compared to physical health: 1. Equal access to the most effective and safest care and treatment. 2. Equal efforts to improve the quality of care. 3. The allocation of time, effort and resources on a basis commensurate with need. 4. Equal status within healthcare education and practice. 5. Equally high aspirations for service users. 6. Equal status in the measurement of health outcomes. The Scottish Government will develop a mental health strategy data framework. The aims are to have data that is useful to planners of services, clinicians, and people developing policy, and to cut back on the collection of data that is under-used or not fit for purpose.
Associated work-streams: The Strategy contains 40 specific actions. Each action is intended to tackle a specific issue and, in this way, the Strategy will make a positive and meaningful difference to people with mental health issues, including those across the protected characteristics, and will contribute towards the improvement of their overall health and wellbeing. Actions laid out in the Strategy cover the first 3-4 years. Other priorities will emerge through time.
Commentary The scale of the challenge to achieve parity between mental and physical health is considerable: • Only 1 in 3 people who would benefit from treatment for a mental illness currently receive it, on current estimates • People with life-long mental illness are likely to die 15-20 years prematurely because of physical ill-health • People with a mental health problem are more likely than others to wait longer than 4 hours in an Emergency Department Equality affects every part of the Mental Health Strategy. The Strategy states that "inequality related to disabilities, age, sex, gender, sexual orientation, ethnicity and background can all affect mental wellbeing and incidence of mental illness."

The Strategy contains a broad range of initiatives and acts as a framework for the development of national and local action. It is not one sole policy. It has a 10 year timeframe and a broad range in regards to the people it affects, all ages, all conditions, from mental wellbeing to severe and enduring mental illness, in all settings and across the country, affecting all of the population. Just as we all have physical health, we all have mental health.

The overarching concern of the Strategy has been to address the poorer outcomes experienced by people with a mental health condition, with specific actions targeted where we are aware of evidence of those poorer outcomes and of evidence of the effectiveness of possible action to improve those outcomes. For example:

- People with a severe and enduring mental illness may die 15 to 20 years prematurely than they might otherwise do from co-occurring but treatable physical health problems and addictions. This is a massive inequality.
- Smoking can be an issue that significantly contributes to premature mortality. We wish to take action to reduce smoking rates.
- People with a mental health problem are more likely than others to wait longer in an Emergency Department for more than 4 hours. This is another inequality that the Strategy looks to address.
- Evidence shows that adults with learning disabilities have higher rates of mental ill-health than any other group in the population. The Strategy looks to ensure that services for this population are accessible.

We also want to target action at some early intervention activities where evidence indicates that stepping in promptly and early may help to prevent the development of later mental ill-health. As well as a continued focus on bringing down waiting times for access to specialist mental health services, we are also seeking to support the development of better knowledge of evidence-based interventions that can help children and young people's mental health.

Many of the determinants of poor physical health are also the determinants of poor mental health, and so measures to tackle these will help support improved mental health. In particular, evidence shows that measures to tackle poverty are also very likely to address poor mental health. The success of the Fairer Scotland Action Plan is therefore crucial to good mental health for Scotland's population.

Our Equality Impact Assessment for the Strategy considers further evidence:

http://www.gov.scot/Publications/2017/03/9309/1

Theme: School Education
Outcome: Within the longer-term outcome that every child and young person should thrive and have the best opportunity to succeed regardless of their social circumstances or additional needs, there will be progress by 2021 in the educational experience of those for which evidence indicates their success is impacted negatively due to a protected characteristic
Protected Characteristics impacted: Gender Reassignment; Race; Sex; Disability; Pregnancy & Maternity; Religion or Belief, and Sexual Orientation
Public Sector Equality Duty: • Eliminate discrimination, harassment, victimisation and any other conduct which is prohibited • Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it • Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
Measurement Tools: • Annual statistical analysis: Attainment; Leaver destination; pupil census • Bi annual statistical analysis: Attendance; Exclusions • Behaviour in Scottish Schools Research analysis • The Achievement of Curriculum for Excellence (CfE) Levels statistics (currently experimental statistics[22]) • On-going engagement with respect*me* (national antibullying service in Scotland, core funded by the Scottish Government) and their progress towards goals in supporting capacity building inn preventing and dealing with bullying, including across protected characteristics • On-going engagement with stakeholders representing disadvantaged groups, particularly priority groups, for example Scottish Traveller Education Programme which is part-funded by the SG • On-going engagement with Education Scotland to measure and analyse data and trends and support delivery of advice, information and resources to support improvements in delivery of education, including against the new HGIOS 4 Quality Indicator 'Ensuring Wellbeing, Equality and Inclusion' • When measuring progress towards the equality outcome it is important that educational attainment is not considered in isolation. Attainment should be taken together with other measures in order to show educational experience in the widest sense.
Associated work-streams: The 2017 National Improvement Framework and Improvement Plan for Scottish Education – achieving excellence and equity which drives improvement for children and young people and addressed our key priorities, which are: • Improvement in attainment, particularly in literacy and numeracy; • Closing the attainment gap between the most and least disadvantaged children; • Improvement in children and young people's health and wellbeing; and • Improvement in employability skills and sustained, positive school leaver destinations for all

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[22] http://www.gov.scot/Resource/0051/00511579.pdf

young people;

Developing the Young Workforce: Scotland's youth employment strategy (A seven year strategy from 2014-21)

The education actions of the Race Equality Framework for Scotland 2016-2030

A programme of work through a newly created LGBTI Inclusive Education Working Group to promote an inclusive approach to sex and relationships education.

Commentary

We remain committed to our aim of an education system in Scotland that is inclusive of all pupils, encouraging young people to develop, no matter what additional support they may need. The National Improvement Framework and Improvement Plan for Scottish Education are clear around our drive for improvement. We know that Scottish education is getting better but evidence shows that we must do more to support groups of children and young people who share a protected characteristic and do less well than others. That is why, in terms of protected characteristics, we need to continue to focus on:

- Race – specifically Gypsy Traveller pupils and white Scottish pupils
- Sex (gender) – specifically boys
- Disability

We now understand more about bullying, including prejudice based (identity based) bullying across all the protected characteristics, and how it can affect children and young people's confidence, resilience, participation and attainment, both in the short term and long term. For example, we recognise that there are particular concerns for LGBTI young people. We will therefore continue to focus on anti-bullying. We will also work hard to maintain low rates of exclusion and high rates of attendance.

Theme: Hate Crime
Outcome: People feel increasingly confident in reporting hate crime when they experience it or witness it; and the prejudicial attitudes that drive hate behaviours are reduced
Protected Characteristics impacted: Gender Reassignment; Race; Disability; Religion or Belief, and Sexual Orientation
Public Sector Equality Duty: • Eliminate discrimination, harassment, victimisation and any other conduct is prohibited • Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
Measurement Tools: We will evaluate the impact of a planned hate crime awareness raising campaign in terms of increasing understanding, and will liaise with Police Scotland on the learning from their own campaigns. The annual Crown Office and Procurator Fiscal report "Hate Crime in Scotland" provides an indication of levels of reporting, which may or may not be down to increased confidence and awareness. The Scottish Social Attitudes module on discrimination includes information on prejudicial attitudes.
Associated actions: We will bring forward a programme of work later this year setting out how we intend to implement the recommendations of the Independent Advisory Group on Hate Crime, Prejudice and Community Cohesion which reported in September 2016. Actions we are taking: • The Scottish Government recognises the value of having strong, resilient and supportive communities, and the importance of community cohesion in ensuring there is 'One Scotland' where people live in peace and everyone has the opportunity to flourish. • We have commissioned an independent review of hate crime legislation in Scotland which is being led by Lord Bracadale. • We invested over £3.2 million in 2016-17 in work to tackle racist and religious intolerance, as well as improve the lives of minority ethnic and religious communities in Scotland. • We have published a Race Equality Framework for Scotland to promote race equality and tackle racism following extensive engagement with stakeholders and minority ethnic communities. • We continue to invest in Scotland's equality communities, with £20.3m being allocated in 2016/17. • We have published Scotland's ESOL (English for Speakers of Other Languages) Strategy, setting out our approach to English language provision to enable new Scots to integrate and contribute to Scottish life through work, study, family and local communities. • We are working closely with stakeholders and community leaders to ensure that everyone in Scotland feels safe, and is able to achieve their full potential. • Scotland is considered to be one of the most progressive countries in Europe regarding LGBTI equality and has a very clear position on promoting LGBTI rights • We will publish a refreshed and strengthened disability action plan in December – including commitments to tackle disability hate crime • Through Scotland's National Action Plan for Human Rights, we are working to raising awareness of both human rights and core democratic values, including actively defending the right of everyone in society to be treated fairly, and with dignity and respect

Commentary

Tackling hate crime is a priority for the Scottish Government and there is desire amongst stakeholders to see it reflected. It cuts across key protected characteristics and is an issue commonly reported by stakeholders as something that minority communities in Scotland continue to experience.

- **Race crime:** In total 3,712 charges relating to race crime were reported in 2015-16, a decrease of 3% compared to 2014-15. This is 18% lower than the peak in such charges in 2011-12, and is the lowest annual figure since 2003-04 when 3,322 charges were reported.
- **Religious crime:** the number of religiously aggravated charges reported, at 581, is 3% higher than in 2014-15 but still at the second lowest level since 2004-05.
- **Disability:** in 2015-16, 201 charges were reported with an aggravation of prejudice relating to disability, 14% more than in 2014-15. There is a broad consensus however that this type of crime continues to be under reported compared to other forms of hate crime.
- **Sexual orientation:** in 2015-16, 1,020 charges were reported with an aggravation of prejudice relating to sexual orientation, 20% more than in 2014-15. The 2014-15 figure was the first annual fall in charges reported since the legislation introducing this aggravation came into force in 2010. The 2015-16 figure re-establishes the previous trend of year on year increases in charges reported.
- **Transgender identity:** in 2015-16, 30 charges were reported with an aggravation of prejudice relating to transgender identity. This is the highest number of charges reported since the legislation came into force, although the numbers remain very small.

The 2016-17 data from the Crown Office will be published in summer 2017. At the same time, SG will publish annual research into Racially Aggravated Offending.

On 30 September findings from the 2015 Scottish Social Attitudes Survey (covering attitudes to discrimination and positive action) were published. Research was funded by the Scottish Government, the Equality and Human Rights Commission, and undertaken by ScotCen. Overall, the findings are positive, with decreases in discriminatory attitudes towards all equality groups compared to previous years. However, some of the findings are more challenging:

- Attitudes towards Gypsy/Travellers are either staying the same or not improving as quickly as views towards other groups.
- Although still a minority of the overall population, a number remain concerned about the impact of immigration: 35% agree Scotland would begin to lose its identity if more black or Asian people came to live in Scotland, and 26% agree people from ethnic minorities take jobs away from other people in Scotland. The figures in relation to people from Eastern Europe are 38% and 30%, respectively.

Theme: Violence Against Women and Girls
Outcome: Violence against women and girls is reduced, along with the harms of gender based violence on women and their children
Protected Characteristics impacted: Age; Gender Reassignment; Race; Sex; Disability; Pregnancy & Maternity; Religion or Belief, and Sexual Orientation
Public Sector Equality Duty: • Eliminate discrimination, harassment, victimisation and any other conduct which is prohibited • Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
Measurement Tools: This is contained within an outcomes and indicators framework currently being consulted on as part of the draft Delivery Plan for Equally Safe. Evidence sources at national and local level are in the process of being identified. A copy of the draft framework is at http://www.gov.scot/Publications/2017/04/6896/5 and the draft indicators are at http://www.gov.scot/Publications/2017/04/6896/6.
Associated actions: The draft Delivery Plan sets out a range of actions, which mandates that interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people. The draft Delivery Plan is subject to change following the conclusion of the consultation process. Actions we are currently taking: • We are investing £24 million over 2015-17 from the Equalities portfolio to support a range of projects and initiatives – this continues to support a range of front line specialist services working with women and children who have experienced domestic abuse. • In 2015, we announced an additional dedicated £20 million over the period 2015-18 from Justice budgets to be invested in a range of measures to tackle all forms of this type of violence. • In February, we announced 3 year rolling funding for equality and violence against women organisations, which will help provide greater clarity for the sector and allow better planning for the longer term. • We are implementing Equally Safe, Scotland's strategy to tackle all forms of violence against women and girls - working with stakeholders to prevent violence from occurring in the first place, build the capability and capacity of mainstream and specialist services to support survivors and those at risk, and strengthen the Justice response to victims and perpetrators. We published a draft Delivery Plan for consultation in March 2017. • On 20 March, we introduced the Domestic Abuse (Scotland) Bill which creates a specific offence of domestic abuse covering not only physical abuse but also forms of psychological abuse and coercive and controlling behaviour that cannot easily be prosecuted using the existing criminal law. • In March 2016, Parliament passed the Abusive Behaviour and Sexual Harm Act, which will, once implemented, create a specific offence of sharing private intimate images without consent. The new Act includes a new statutory domestic abuse aggravator to ensure courts take domestic abuse into account when sentencing an offender and statutory jury directions

for certain sexual offence cases. It was commenced this month.

- The £20 million announced last year is already going to good use and has boosted resources to our courts and prosecutors by £2.4 million each year to reduce court waiting times for domestic abuse cases – reducing to 8-10 weeks by the end of 2016/17.
- Through the work of the Equally Safe Justice Expert Group, the Scottish Government is looking at both medium and longer term improvements that can be made to the justice system for all victims of this type of violence including domestic abuse victims and their children.
- In November 2016, we announced investment of additional £360,000 in the Caledonian System to challenge men's abusive behaviour, prevent further abuse and change violent behavioural patterns.
- We are investing an additional £450,000 in 2015-18 to accelerate delivery of the Mentors in Violence Prevention Programme by engaging new local authorities in development and delivery. The £1.85m to Rape Crisis Scotland from the justice budget includes support to deliver their sexual prevention work in schools.

Commentary:

Preventing and eradicating violence against women and girls is a priority for the Scottish Government. This outcome aligns closely with the direction of Equally Safe, Scotland's strategy to prevent and eradicate all forms of violence against women and girls.

- In 2014/2015 there were 59,882 recorded incidents of domestic abuse. This decreased by 3% to 58,104 recorded incidents in 2015/2016. The disproportionate impact on women has remained consistent, with 79% of incidents involving a female victim and male perpetrator
- In 2014/2015 there were 1797 recorded incidents of rape and 104 recorded incidents of attempted rape. In 2015/2016 there were 1692 recorded incidents of rape and 117 incidents of attempted rape. There were 3727 recorded incidents of sexual assault in 2014/2015 compared with 3963 incidents in 2015/2016. In 2014/2015 there were 3555 recorded incidents of other sexual crimes compared with 4254 recorded incidents in 2015/2016
- 646 non-harassment orders (civil and criminal) were granted in 2014/2015 compared to 941 in 2015/2016
- In 2015 the UK National Referral Mechanism received 145 referrals of potential victims of human trafficking in Scotland, an increase of 30.6% on 2014. 42 of these potential victims were minors. Victims trafficked for sexual exploitation included 40 adults and 8 minors, both predominantly female
- The 2014 social attitudes survey on public attitudes towards violence against women findings tell us that people are less likely to recognise verbal abuse and controlling behaviour (as opposed to physical abuse) as being wrong and harmful, and there are circumstances under which people view abusive behaviours as less serious (e.g. an extramarital affair has occurred). People tend to think that sex without consent is less seriously wrong or harmful if perpetrated by the victim's spouse than by someone she has just met. More than a third of people believe common myths about rape, and people are much less likely to be negative about commercial sexual exploitation than about the other forms of violence against women. Stereotypical views on gender roles persist, and those who held stereotypical views on gender roles are consistently less likely to view a wide range of abusive behaviours as wrong or harmful
- Attitudes of young people showed they were less likely than adults to think the various kinds of violence against women that they were asked about were very seriously wrong, or to think that they would cause a great deal of harm. In some cases, the extent to which young people appear to hold more permissive views than adults about violence against women is striking. Stereotypical gender views played a role in this.

Theme: Social Security

Outcome: Equality is at the heart of the development and creation of a devolved social security system for Scotland and we will design this in partnership with the people of Scotland

Protected Characteristics impacted: Age; Gender Reassignment; Race; Sex; Disability; Pregnancy & Maternity; Religion or Belief, and Sexual Orientation

Public Sector Equality Duty:

- Eliminate discrimination, harassment, victimisation and any other conduct is prohibited
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Measurement Tools

This outcome is somewhat unique in that it is focussed on the creation of a new system rather than on the performance of something that already exists. For that reason, it is unlikely that we will have gathered meaningful performance data on delivery over the relevant period. This means that measurement will be more focussed on the successful execution of the work streams described below and perhaps also by positive public statements from the key stakeholders we are collaborating with. Similarly, the Social Security Committee will be following our work closely and will likely report on progress. The Bill will also place a duty on Ministers to report on progress made against the commitments contained in the Charter.

Associated actions:

Key principles

All aspects of the new system will be underpinned by 6 key principles, two of which are directly relevant to equalities:

- Social security is an investment in the people of Scotland;
- **Respect for the dignity of individuals is at the heart of everything we do**;
- Our processes and services will be evidence based and designed with the people of Scotland;
- We will strive for continuous improvement in all our policies, processes and systems, putting the user experience first;
- We will demonstrate that our services are efficient and value for money;
- **Social security is itself a human right and essential to the realisation of other human rights.**

Human Rights Based Approach and the Social Security Bill

- The Minister for Social Security has stated publicly that a human rights based approach, dignity and respect will be at the heart of all social security policy and service design.
- Reflecting the strength of this commitment, these principles will be enshrined in the forthcoming Social Security Bill.
- The intention is that establishing these principles in primary legislation will help define the more positive ethos of the Scottish system from the very outset.
- It will also provide a legislative mechanism for Parliament to scrutinise and challenge the Scottish Government in any circumstances where it is felt that the system is falling short of these core principles.

- The intention is to introduce the Bill to Parliament before the end of June 2017.
- In developing the Bill, and the associated secondary legislation, we will work closely with people who have direct lived experience of the system.

A Charter

- In line with strong support in our consultation exercise, Ministers have committed to developing a publicly accessible 'Charter' to communicate in clear terms what people are entitled to expect from the Scottish system and to frame the culture and positive ethos of the new social security agency.
- There will be greater flexibility to review and update a Charter without having to amend primary legislation; meaning the Charter will be refined as the system matures and grows.
- The Charter could therefore be seen as an accord or compact between the service and the people who use it, creating a formal mechanism for scrutiny, enhanced accountability and driving improvement.
- However, Ministers accepted the concerns of some respondents that similarly well intentioned ideas have sometimes fallen short of delivering the intended outcomes. To avoid this, Ministers have committed to using the Bill to introduce:

  o A statutory duty on Scottish Ministers to ensure a Charter is created and periodically reviewed;
  o A statutory requirement that the Charter must reflect the core principles;
  o A statutory duty on Scottish Ministers to periodically report on their delivery against the Charter.

- Finally, in line with the strong consensus reflected in the consultation, we will work with people with direct experience of the present system, and the organisations who represent their interests, to develop the Charter.

Collaboration: Experience Panels and Stakeholder Reference Groups

- One of the most distinctive features of social security policy is the commitment to collaboration with people with direct experience of social security to co-design policy and services.
- The key mechanism for this will be Experience Panels: we will work with at least 2,000 volunteers with direct experience of the current system to design a new system. We are also working to ensure that equalities groups are fairly represented in Experience Panels.
- The Panels will support work on application processes and communications, testing new technology, through to details such as stopping the use of intimidating brown envelopes and using clearer, more positive language in correspondence.
- We will also draw on the knowledge and experience of expert individuals and organisations through a series of Stakeholder Reference Groups who will support us to develop policy.
- Examples include: the Disability and Carers' Benefits Expert Advisory Group and the Carers' Benefit Advisory Group

The Agency

- Ministers are clear that human rights, dignity and respect must be a defining feature of the new agency.
- We currently are in the process of identifying the best model for the agency and one of the key tests being applied is to place people at the heart of the system; exploring how it would feel for

someone to interact with each of the different possible models.
- We will also work closely with Experience Panels to ensure agency staff are trained to uphold these key principles in their duties.
- This will include ensuring staff are trained to understand the diverse needs of those interacting with the system and that they are able to tailor their approach to meet those specific needs.

Equality and Low income

- In taking forward the EQIA on the Bill, as well as in the work streams noted above, we are acting on the consultation findings that we should:
  - involve a wide range of stakeholders, including equality and human rights specialists, equality organisations and the public;
  - consider the cumulative impacts, intersectional impacts and relationships between devolved and reserved benefits;
  - use an approach which embeds human rights, and also considers other related impacts on child rights, health inequalities and the impact of rurality;
  - embed equality from the beginning, and use the impact assessment to explore how to address inequalities identified.

Commentary

The Scottish Parliament will soon gain powers for the delivery of 11 benefits, equating to around 15% (£2.8 billion) of social security spending in Scotland, impacting the lives of one in four Scots. This is the most significant and complex package of devolution since 1999 and requires the Scottish Government (SG) to design and build a major new public service from scratch.

SG has made clear its ambition to use this opportunity to create a fairer system with dignity, respect and human rights placed at its heart. The outcome is therefore focused on the achievement of this ambition and will demonstrate SG's ability to design a new public service in which equality is a cornerstone.

Theme: Employment
Outcome: The Scottish Government's workforce increases in diversity to reflect the general Scottish population by 2025
Protected Characteristics impacted: Age; Gender Reassignment; Race; Sex; Disability; Pregnancy & Maternity; Religion or Belief, and Sexual Orientation
Public Sector Equality Duty: • Eliminate discrimination, harassment, victimisation and any other conduct which is prohibited • Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it • Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
Measurement Tools: In order to become a diverse organisation that reflects the Scottish population, we will seek to: • enable a better representation across grades and professions of women, LGBTI, disabled people, those from ethnic minority backgrounds and with diverse religions/beliefs • develop talent schemes which are successful in increasing the diversity of the organisation • create opportunities for young people to develop and progress their careers. We routinely collect and report data on the diversity characteristics of staff through regular reports, such as the HR Official Statistics Publication and Directors' HR Management Information Packs. In addition, we carry out ad-hoc diversity analyses of new recruits, promotions, talent management programmes and leavers. We will use this data to establish a baseline in 2017, and monitor progress until the end of the reporting period, in 2021.
Associated work-streams: We are working to improve our declaration rates for protected characteristics, particularly ethnicity, disability, religion/belief and sexual orientation. In December 2016 declaration rates were as follows: 87% for ethnicity, 72% for marital status, 64% for disability, 63% for sexual orientation, and 62% for religion/belief. We will be consulting with stakeholders within the organisation to identify gaps in the data we currently collect and report, and to explore factors affecting motivation in relation to completing declaration forms. We are committed to offering a range of opportunities to unemployed young people, including Modern Apprenticeships, and have a firm commitment to attracting, recruiting, developing and retaining young people to help to reduce the youth unemployment landscape in Scotland. Between January and December 2016, almost half of all recruits (48%) were young people aged 16-29. We will ensure that our development and graduate programmes are an exemplar in terms of diversity and equality with the advertising and recruitment process reaching deep into communities to connect with under-represented groups.

Commentary:

The outcome is based on the assumption that, by being truly reflective of the society it serves, the Scottish Government as a whole will be better recognised within society, can gain broader insights, engage more fully with all of our stakeholders, and ultimately better support Ministers to make decisions that benefit the entire Scottish population.

Theme: Employment
Outcome: The Scottish Government fosters an inclusive workforce culture and values the contribution of employees from all backgrounds
Protected Characteristics impacted: Age; Gender Reassignment; Race; Sex; Disability; Pregnancy & Maternity; Religion or Belief, and Sexual Orientation
Public Sector Equality Duty: • Eliminate discrimination, harassment, victimisation and any other conduct which is prohibited • Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it • Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
Measurement Tools: In order to foster an inclusive, open and fair culture, we take steps to enable our workforce to realise their full potential, by identifying and removing barriers that prevent employees from underrepresented groups to enter the organisation and progress their careers. We encourage senior leaders to role-model inclusive leadership behaviours, foster good relations and support change in the workplace. Progress towards achieving this outcome will be assessed drawing from a range of sources, such as evaluations of talent development programmes and the post-specific promotion policy, People Survey scores and the review of staff diversity networks.
Associated work-streams: Several work-streams feed into this outcome, both at corporate and business area level. • We understand the worth and benefits that staff diversity networks can bring to an organisation and will continue our programme of work to review, refresh and improve the offer to our networks. We will continue to support the work of our newly appointed diversity champions, including our bullying and harassment champion. • We understand the human cost as well as the organisational and team costs associated with unacceptable behaviours. Responses to our People Survey suggest that in 2016 approximately 10% of staff have experienced bullying and harassment and 9% personally experienced discrimination at work. Our organisational transformation programme SG2020 places particular emphasis on behaviours. Our Permanent Secretary takes personal leadership of the development of management skills focused on building a more open and frank culture. We will continue to carry out research into the drivers of positive and inclusive cultures. • We are currently considering plans to embed diversity and inclusion indicators across all aspects of our People Plan, which describes improvement work across the Scottish Government's HR function. • We appreciate that our internal progression opportunities need to take into account the needs of all our staff. We are working to ensure that we eliminate any discrimination in the processes and will monitor the diversity impact of the post-specific promotion policy and talent

programmes.

We will be consulting with stakeholders within the organisation to define indicators of success for this outcome. We will map current and planned work-streams across SG that contribute to achieving the outcome, and identify further sources of evidence to monitor progress.

Commentary:

This outcome underpins our corporate efforts to become a world-leading, diverse employer where people can be themselves at work, and is based on research evidence that a more inclusive workplace is more productive and innovative. It aims to encompass all diversity objectives in the organisation, ranging from those of the Permanent Secretary and diversity networks to individual diversity objectives, so as to emphasise the individual contribution and impact of staff to creating an inclusive culture in the organisation.

ANNEXES

Staff Diversity Data

Section 1 – Staff Numbers by Diversity Characteristic

Scottish Government Core, Agencies, Non-Departmental Public Bodies and Other Bodies
This workbook contains tables showing the diversity statistics for Scottish Government employees as at **31 December 2016**.
The statistics cover the following public bodies:
Scottish Government Core Departments - Communities; Economy; Finance; Health & Social Care; Learning & Justice; Strategy & Operations; Permanent Secretary.
Accountant in Bankruptcy, Disclosure Scotland, Education Scotland, Office of the Scottish Charity Regulator, Scottish Housing Regulator, Scottish Public Pensions Agency,
Student Awards Agency for Scotland, Transport Scotland

Employees in the following categories are included:
Permanent staff, those on maternity or adoption leave, outward secondments, those on career breaks, modern apprentices, fixed-term appointments (open competition and no competition),
students (paid).

Tables
Staff numbers by age
Staff numbers by gender
Staff numbers by ethnic group
Staff numbers by sexual orientation
Staff numbers by disability status
Staff numbers by marital/civil partnership status
Staff numbers by religion or belief
Employees on maternity leave

Disclosure control
To avoid the possible disclosure of information about individual members of staff, data suppression has been applied to counts of less than 5 (and the corresponding percentage value).
In some cases, secondary data suppression has been necessary to prevent the calculation of suppressed values by differencing.
Suppressed values are shown as an asterisk (*).
Where possible, data suppression has been avoided by grouping categories in some manner.
Where the only small counts in a table refer to the 'prefer not to say' category, no data suppression is done.
Where data suppression has been applied or category grouping has been carried out in any table, an explanatory note is provided.

Charts
Where appropriate, charts have been included to illustrate the percentages in the tables. The charts show the work pattern breakdown, except in cases where data suppression has been necessary.
In these cases, the chart will show the percentage for each category for all employees.

Data source
The tables in this workbook were compiled from data held on the Scottish Government HR system.
Information on the protected characteristics (age, gender, ethnicity, sexual orientation, disability status, marital/civil partnership status, and religion or belief) is provided by the employee
on a voluntary basis. For some protected characteristics (for example, age and gender) the information held is complete or very nearly complete, while the information held
for other characteristics is less well populated.

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January 2017

Scottish Government - staff numbers by age   Counts and row percentages

		Age Group												
		16-29		30-39		40-49		50-54		55-59		60+		Total
Jan-13	All employees	803	11.9%	1853	27.5%	2121	31.5%	951	14.1%	687	10.2%	329	4.9%	6744
Jan-14	All employees	828	12.0%	1916	27.7%	2126	30.7%	993	14.4%	712	10.3%	339	4.9%	6914
Dec-14	All employees	881	12.2%	1975	27.3%	2148	29.7%	1070	14.8%	794	11.0%	375	5.2%	7243
Dec-15	All employees	920	12.7%	1995	27.4%	2121	29.2%	1050	14.4%	792	10.9%	394	5.4%	7272
Dec-16	All employees	889	12.1%	1967	26.8%	2068	28.2%	1102	15.0%	864	11.8%	437	6.0%	7327
	Full-time	849	14.1%	1572	26.0%	1605	26.6%	940	15.6%	771	12.8%	298	4.9%	6035
	Part-time	40	3.1%	395	30.6%	463	35.8%	162	12.5%	93	7.2%	139	10.8%	1292
	Pay Band A	488	29.1%	352	21.0%	296	17.6%	195	11.6%	215	12.8%	133	7.9%	1679
	Pay Band B	366	9.5%	1244	32.2%	1107	28.7%	559	14.5%	390	10.1%	196	5.1%	3862
	Pay Band C	14	1.0%	324	22.5%	576	40.0%	272	18.9%	190	13.2%	65	4.5%	1441
	Senior Civil Service	0	0.0%	13	8.0%	54	33.3%	47	29.0%	39	24.1%	9	5.6%	162
	Other	21	11.5%	34	18.6%	35	19.1%	29	15.8%	30	16.4%	34	18.6%	183

Age by work pattern, Dec 2016
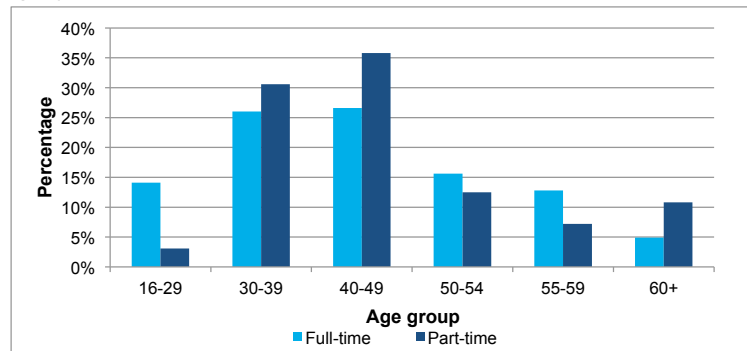
Age trend, Jan 2013 - Dec 2016
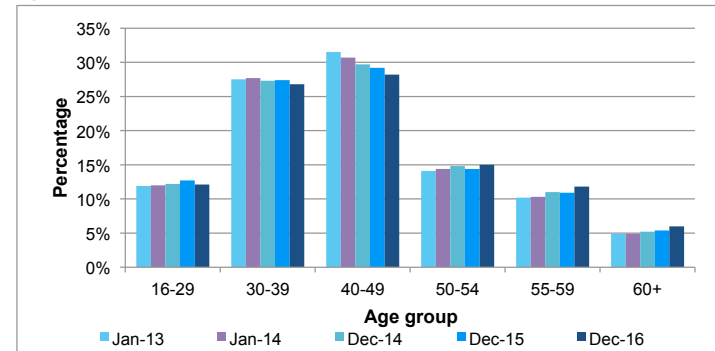
Age by pay band, Dec 2016

Age by work pattern, Dec 2016

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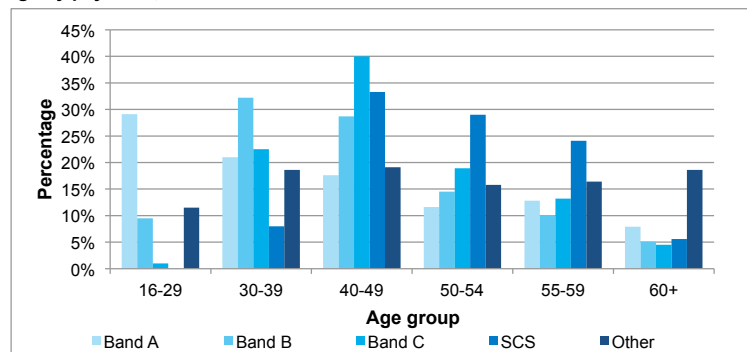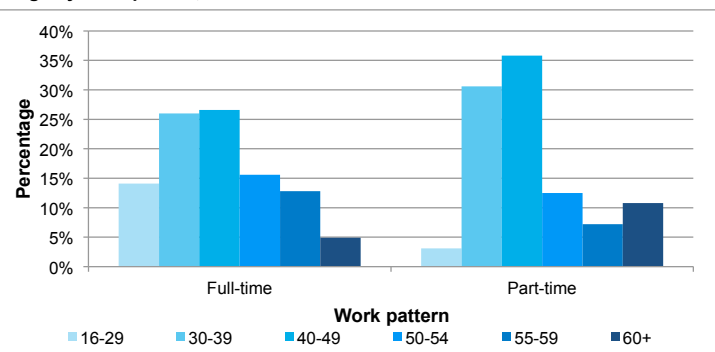
Scottish Government - staff numbers by gender   Counts and row percentages

		Gender				Total
		Female		Male		
Jan-13	All employees	3438	51.0%	3306	49.0%	6744
Jan-14	All employees	3569	51.6%	3345	48.4%	6914
Dec-14	All employees	3736	51.6%	3507	48.4%	7243
Dec-15	All employees	3790	52.1%	3482	47.9%	7272
Dec-16	All employees	3836	52.4%	3491	47.6%	7327
	Full-time	2749	45.6%	3286	54.4%	6035
	Part-time	1087	84.1%	205	15.9%	1292
	Pay Band A	952	56.7%	727	43.3%	1679
	Pay Band B	2037	52.7%	1825	47.3%	3862
	Pay Band C	757	52.5%	684	47.5%	1441
	Senior Civil Service	67	41.4%	95	58.6%	162
	Other	23	12.6%	160	87.4%	183

Gender by work pattern, Dec 2016
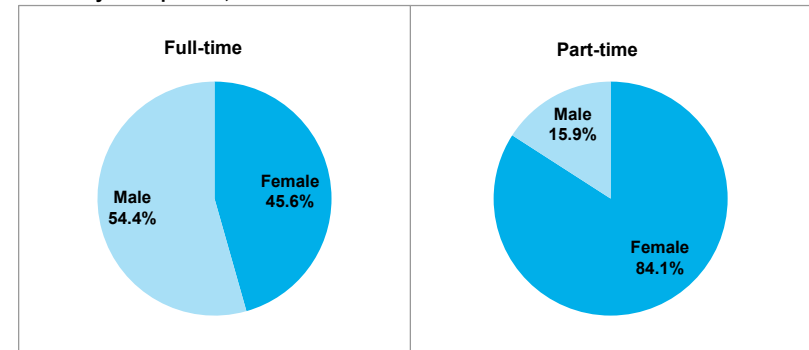
Gender by work pattern, Dec 2016
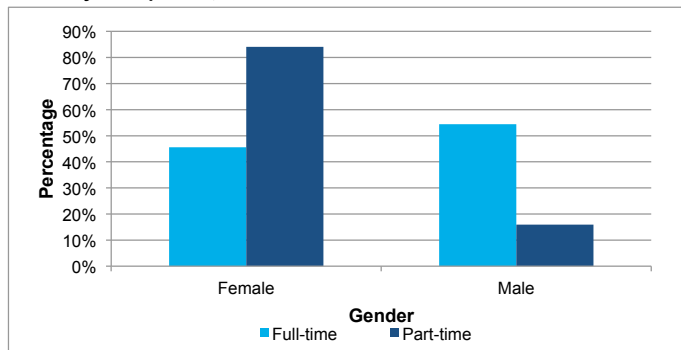
Gender trend, Jan 2013 - Dec 2016
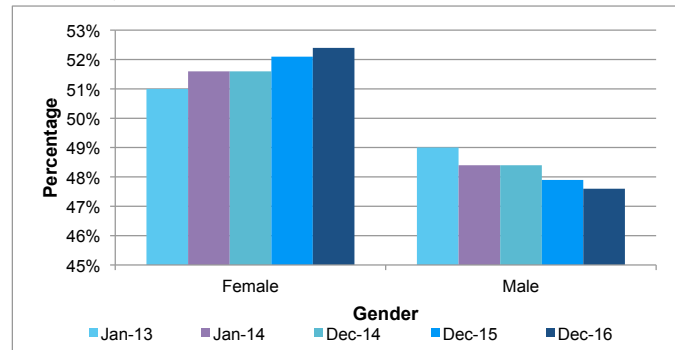
Gender by pay band, Dec 2016
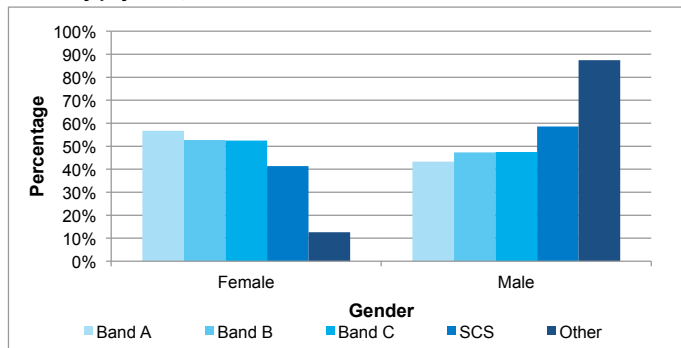
Gender by work pattern, Dec 2016
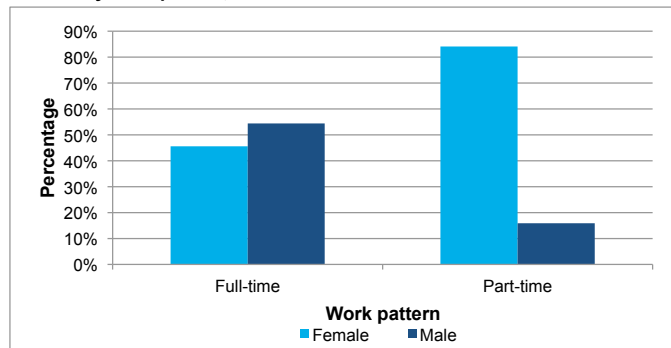
Scottish Government - staff numbers by ethnic group   Counts and row percentages

| | | Ethnic Group | | | | | | | | |
		Ethnic minority		White		Prefer not to say		Not known		Total
Jan-13	All employees	92	1.4%	5078	75.3%	92	1.4%	1482	22.0%	6744
Jan-14	All employees	107	1.5%	5217	75.5%	88	1.3%	1502	21.7%	6914
Dec-14	All employees	114	1.6%	5532	76.4%	107	1.5%	1490	20.6%	7243
Dec-15	All employees	110	1.5%	5598	77.0%	116	1.6%	1448	19.9%	7272
Dec-16	All employees	117	1.6%	5777	78.8%	127	1.7%	1306	17.8%	7327
	Full-time	96	1.6%	4721	78.2%	106	1.8%	1112	18.4%	6035
	Part-time	21	1.6%	1056	81.7%	21	1.6%	194	15.0%	1292
	Pay Band A	29	1.7%	1101	65.6%	23	1.4%	526	31.3%	1679
	Pay Band B	66	1.7%	3200	82.9%	71	1.8%	525	13.6%	3862
	Pay Band C	18	1.2%	1241	86.1%	27	1.9%	155	10.8%	1441
	Senior Civil Service	*	*	141	87.0%	*	*	13	8.0%	162
	Other	*	*	94	51.4%	*	*	87	47.5%	183

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'Ethnic minority' group includes African, Caribbean or Black; Asian, Asian Scottish or Asian British; Mixed or Multiple Ethnic Group; Other Ethnic Group.

Ethnic group by work pattern, Dec 2016
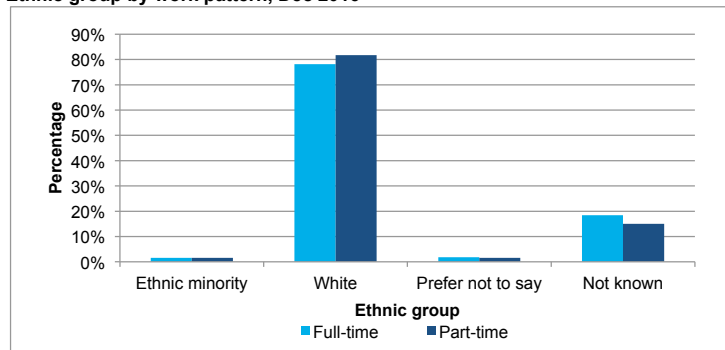
Ethnic group trend, Jan 2013 - Dec 2016
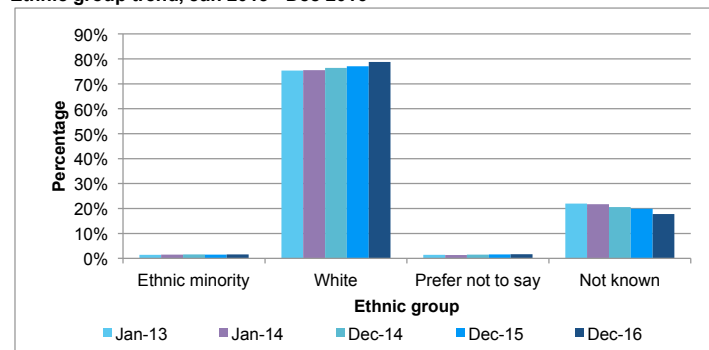
Ethnic group by pay band, Dec 2016

Ethnic group by work pattern, Dec 2016

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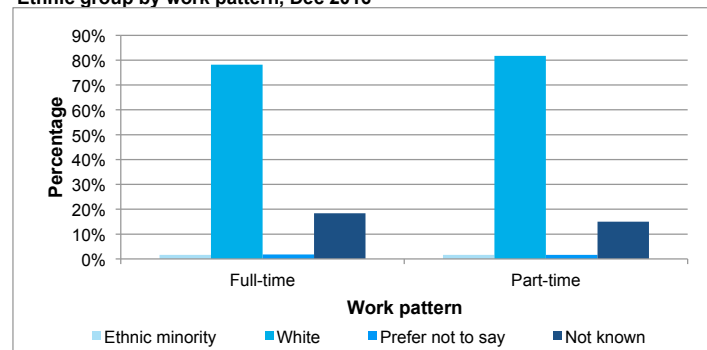
Scottish Government - staff numbers by sexual orientation
<div align="right">Counts and row percentages</div>

		Sexual Orientation								Total
		Lesbian, Gay, Bi-sexual and other		Heterosexual/ straight		Prefer not to say		Not known		
Jan-13	All employees	60	0.9%	1206	17.9%	85	1.3%	5393	80.0%	6744
Jan-14	All employees	121	1.8%	2681	38.8%	171	2.5%	3941	57.0%	6914
Dec-14	All employees	130	1.8%	3024	41.8%	197	2.7%	3892	53.7%	7243
Dec-15	All employees	141	1.9%	3389	46.6%	214	2.9%	3528	48.5%	7272
Dec-16	All employees	180	2.5%	3946	53.9%	246	3.4%	2955	40.3%	7327
	Full-time	167	2.8%	3283	54.4%	216	3.6%	2369	39.3%	6035
	Part-time	13	1.0%	663	51.3%	30	2.3%	586	45.4%	1292
	Pay Band A	38	2.3%	666	39.7%	37	2.2%	938	55.9%	1679
	Pay Band B	91	2.4%	2250	58.3%	142	3.7%	1379	35.7%	3862
	Pay Band C	47	3.3%	860	59.7%	57	4.0%	477	33.1%	1441
	Senior Civil Service	*	*	104	64.2%	*	*	47	29.0%	162
	Other	*	*	66	36.1%	*	*	114	62.3%	183

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Sexual orientation by work pattern, Dec 2016
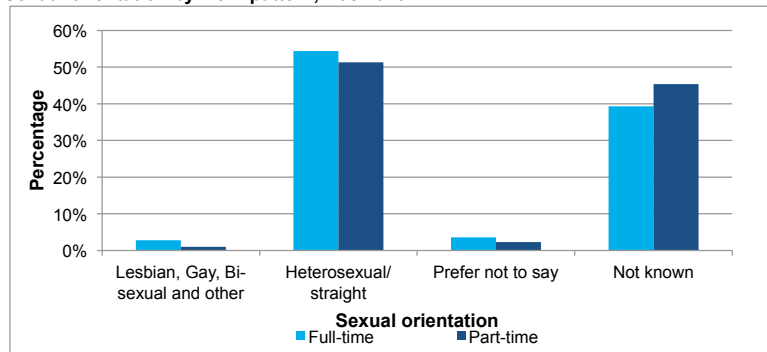
Sexual orientation trend, Jan 2013 - Dec 2016
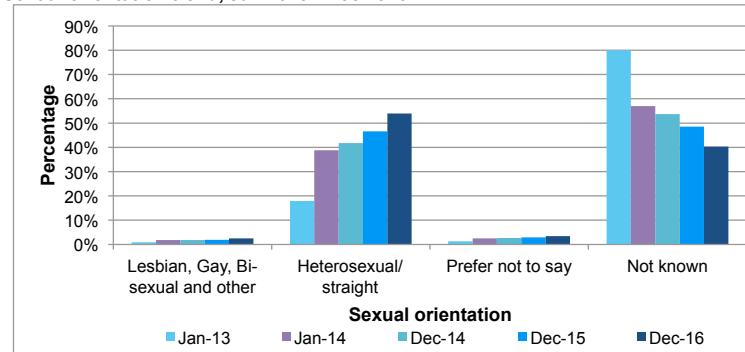
Sexual orientation by pay band, Dec 2016
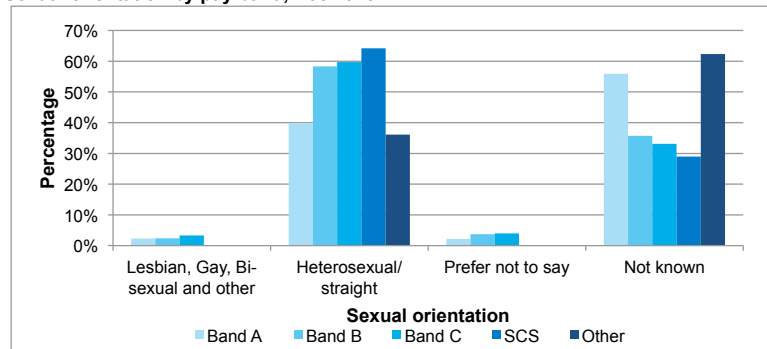
Sexual orientation by work pattern, Dec 2016
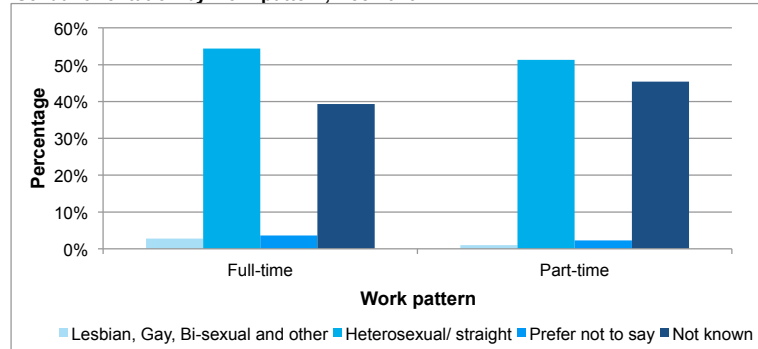
Scottish Government - staff numbers by disability status   Counts and row percentages

		Disability status								
		Disabled		Not disabled		Prefer not to say		Not known		Total
Jan-13	All employees	260	3.9%	3977	59.0%	30	0.4%	2477	36.7%	6744
Jan-14	All employees	276	4.0%	3912	56.6%	32	0.5%	2694	39.0%	6914
Dec-14	All employees	348	4.8%	3867	53.4%	46	0.6%	2982	41.2%	7243
Dec-15	All employees	356	4.9%	3767	51.8%	54	0.7%	3095	42.6%	7272
Dec-16	All employees	423	5.8%	3855	52.6%	67	0.9%	2982	40.7%	7327
	Full-time	349	5.8%	3098	51.3%	61	1.0%	2527	41.9%	6035
	Part-time	74	5.7%	757	58.6%	6	0.5%	455	35.2%	1292
	Pay Band A	116	6.9%	701	41.8%	14	0.8%	848	50.5%	1679
	Pay Band B	233	6.0%	2072	53.7%	44	1.1%	1513	39.2%	3862
	Pay Band C	*	*	899	62.4%	*	*	468	32.5%	1441
	Senior Civil Service	*	*	126	77.8%	*	*	32	19.8%	162
	Other	*	*	57	31.1%	*	*	121	66.1%	183

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Disability status by work pattern, Dec 2016
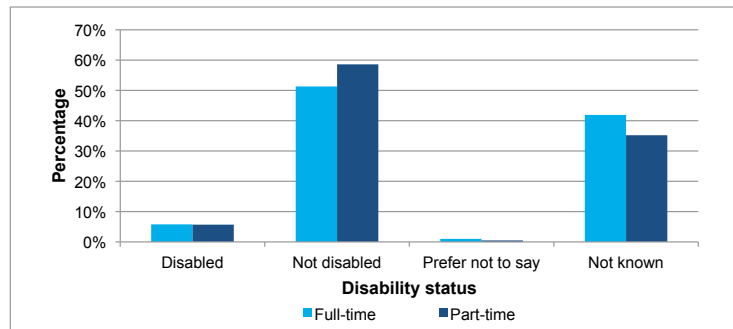
Disability status trend, Jan 2013 - Dec 2016
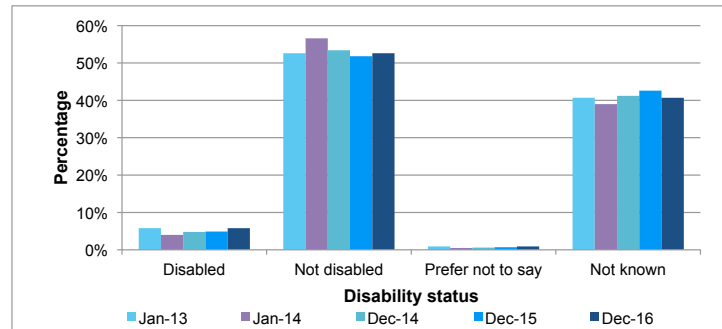
Disability status by pay band, Dec 2016

Disability status by work pattern, Dec 2016

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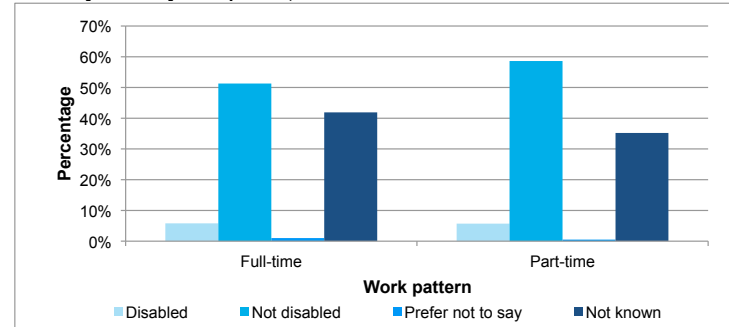
Scottish Government - staff numbers by marital/civil partnership status   Counts and row percentages

		Marital/Civil Partnership Status										
		Married		Single		Other status		Prefer not to say		Not known		Total
Jan-13	All employees	3020	44.8%	1245	18.5%	521	7.7%	418	6.2%	1540	22.8%	6744
Jan-14	All employees	3023	43.7%	1184	17.1%	550	8.0%	392	5.7%	1765	25.5%	6914
Dec-14	All employees	3092	42.7%	1170	16.2%	569	7.9%	392	5.4%	2020	27.9%	7243
Dec-15	All employees	3068	42.2%	1108	15.2%	571	7.9%	350	4.8%	2175	29.9%	7272
Dec-16	All employees	3143	42.9%	1045	14.3%	613	8.4%	335	4.6%	2191	29.9%	7327
	Full-time	2338	38.7%	944	15.6%	506	8.4%	299	5.0%	1948	32.3%	6035
	Part-time	805	62.3%	101	7.8%	107	8.3%	36	2.8%	243	18.8%	1292
	Pay Band A	465	27.7%	323	19.2%	129	7.7%	106	6.3%	656	39.1%	1679
	Pay Band B	1729	44.8%	572	14.8%	357	9.2%	158	4.1%	1046	27.1%	3862
	Pay Band C	800	55.5%	118	8.2%	106	7.4%	60	4.2%	357	24.8%	1441
	Senior Civil Service	100	61.7%	19	11.7%	12	7.4%	5	3.1%	26	16.0%	162
	Other	49	26.8%	13	7.1%	9	4.9%	6	3.3%	106	57.9%	183

The following have been grouped into the 'Other status' category: civil partnership, divorced, domestic partner, legally separated, living together, separated, and widowed.

Marital/civil partnership status by work pattern, Dec 2016
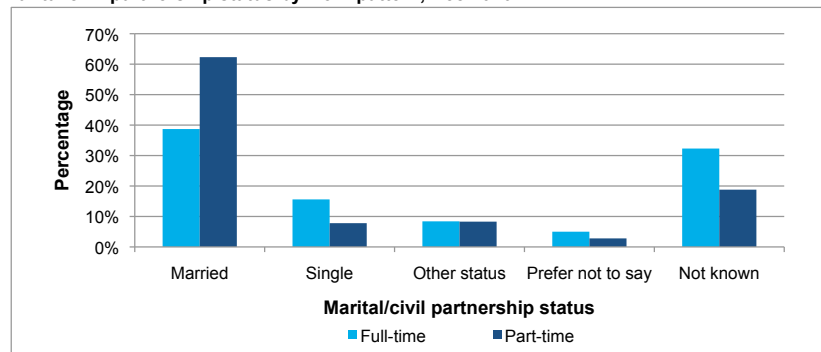
Marital/civil partnership status trend, Jan 2013 - Dec 2016
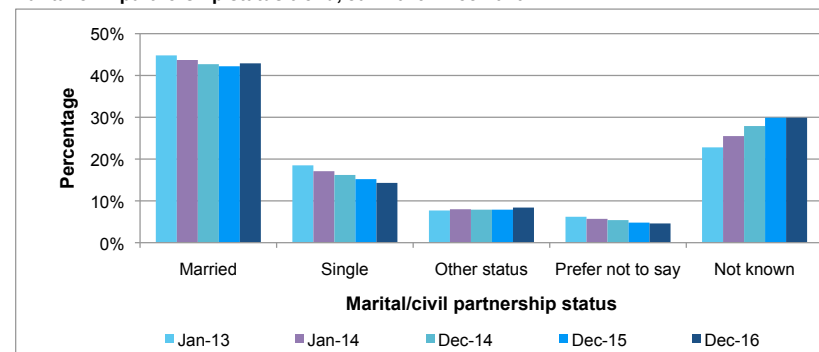
Marital/civil partnership status by pay band, Dec 2016

Marital/civil partnership status by work pattern, Dec 2016

Scottish Government - staff numbers by religion/belief   Counts and row percentages

		Religion or Belief									
		Christian		Other Religion or Belief		No Religion or Belief		Prefer not to say		Not known		Total
Jan-13	All employees	619	9.2%	47	0.7%	605	9.0%	89	1.3%	5384	79.8%	6744
Jan-14	All employees	1266	18.3%	86	1.2%	1427	20.6%	183	2.6%	3952	57.2%	6914
Dec-14	All employees	1389	19.2%	94	1.3%	1609	22.2%	220	3.0%	3931	54.3%	7243
Dec-15	All employees	1534	21.1%	91	1.3%	1834	25.2%	237	3.3%	3576	49.2%	7272
Dec-16	All employees	1769	24.1%	116	1.6%	2168	29.6%	268	3.7%	3006	41.0%	7327
	Full-time	1450	24.0%	96	1.6%	1843	30.5%	233	3.9%	2413	40.0%	6035
	Part-time	319	24.7%	20	1.5%	325	25.2%	35	2.7%	593	45.9%	1292
	Pay Band A	287	17.1%	25	1.5%	373	22.2%	46	2.7%	948	56.5%	1679
	Pay Band B	1018	26.4%	62	1.6%	1231	31.9%	155	4.0%	1396	36.1%	3862
	Pay Band C	378	26.2%	24	1.7%	491	34.1%	58	4.0%	490	34.0%	1441
	Senior Civil Service	52	32.1%	*	*	48	29.6%	*	4.3%	51	31.5%	162
	Other	34	18.6%	*	*	25	13.7%	*	1.1%	121	66.1%	183

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Religion/belief by work pattern, Dec 2016
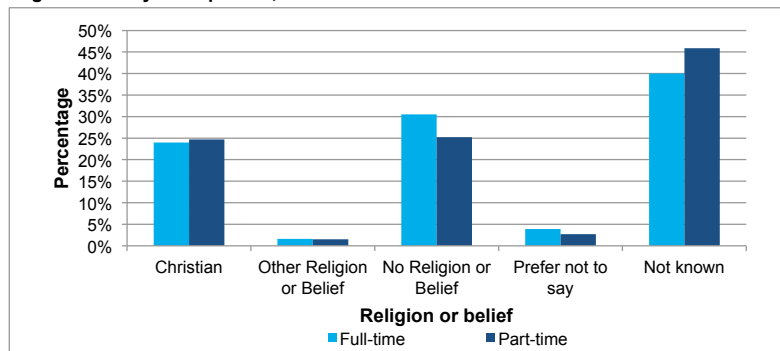
Religion/belief trend, Jan 2013 - Dec 2016
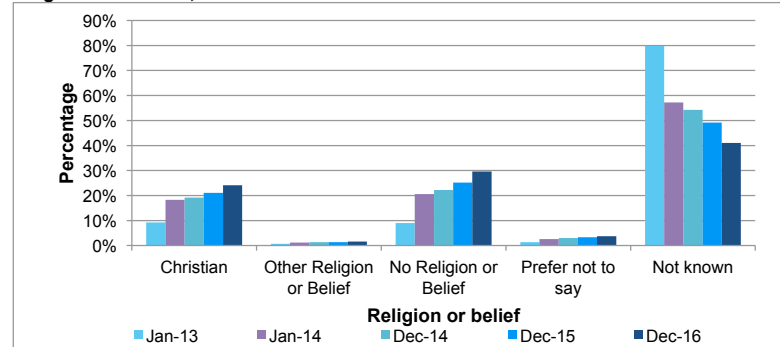
Religion/belief by pay band, Dec 2016
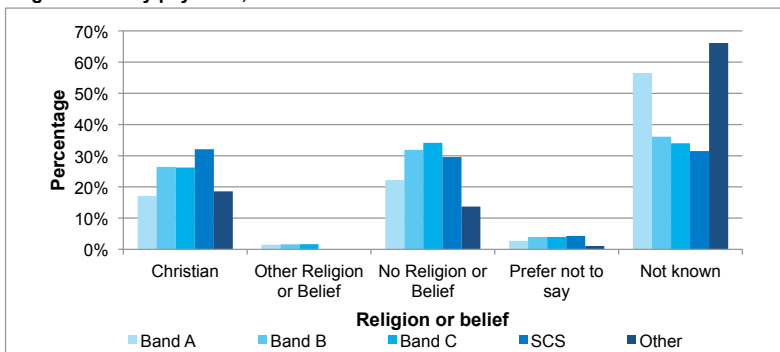
Religion/belief by work pattern, Dec 2016
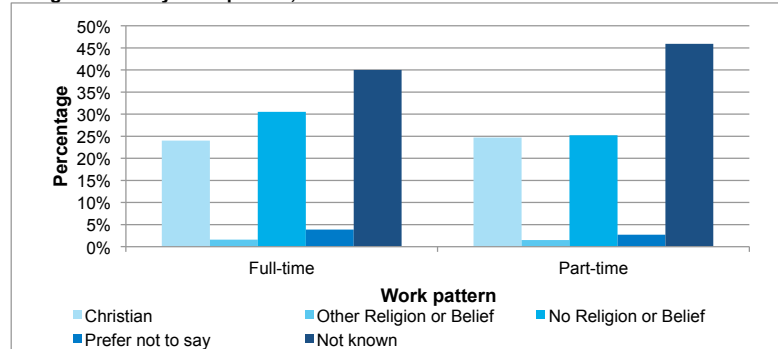
Scottish Government - staff on maternity leave   Counts and percentages

| Period		On maternity leave at end of period		Number of staff who returned from maternity leave during the period after:			
		Count	% of total staff	0-26 weeks	27-39 weeks	40-52 weeks	Total
Feb-12 to Jan-13	All employees	108	1.4%	20	63	80	163
Feb-13 to Jan-14	All employees	117	1.7%	20	44	74	138
Feb-14 to Dec-14	All employees	107	1.5%	13	54	73	140
Jan-15 to Dec-15	All employees	108	1.5%	13	36	71	120
Jan-16 to Dec-16	All employees	88	2.3%	13	47	69	129
	Full-time	63	2.3%	*	*	42	84
	Part-time	25	2.3%	*	*	27	45
	Pay Band A	10	1.1%	*	14	*	24
	Pay Band B	63	3.1%	8	29	48	85
	Pay Band C	15	2.0%	*	*	12	19
	Senior Civil Service	*	*	*	*	*	*
	Other	*	*	*	*	*	*

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Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Equality Act Outcomes and Mainstreaming Report 2017 - Scottish Government

Senior Civil Service staff numbers

SCS staff numbers by age   Counts and row percentages

At end	Age Group												
	16-29		30-39		40-49		50-54		55-59		60+		Total
Jan-13	0	0.0%	6	3.5%	77	44.8%	41	23.8%	33	19.2%	15	8.7%	172
Jan-14	0	0.0%	9	5.2%	75	43.4%	40	23.1%	38	22.0%	11	6.4%	173
Dec-14	0	0.0%	9	5.4%	64	38.3%	42	25.1%	40	24.0%	12	7.2%	167
Dec-15	0	0.0%	8	5.4%	51	34.5%	44	29.7%	34	23.0%	11	7.4%	148
Dec-16	0	0.0%	13	8.0%	54	33.3%	47	29.0%	39	24.1%	9	5.6%	162

SCS staff numbers by gender   Counts and row percentages

At end	Gender				
	Female		Male		Total
Jan-13	62	36.0%	110	64.0%	172
Jan-14	65	37.6%	108	62.4%	173
Dec-14	62	37.1%	105	62.9%	167
Dec-15	56	37.8%	92	62.2%	148
Dec-16	67	41.4%	95	58.6%	162

SCS staff numbers by ethnic group   Counts and row percentages

At end	Ethnic Group								
	Ethnic minority		White		Prefer not to say		Not known		Total
Jan-13	*	*	146	84.9%	*	*	20	11.6%	172
Jan-14	*	*	142	82.1%	*	*	25	14.5%	173
Dec-14	*	*	140	83.8%	*	*	21	12.6%	167
Dec-15	*	*	126	85.1%	*	*	16	10.8%	148
Dec-16	*	*	141	87.0%	*	*	13	8.0%	162

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Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).
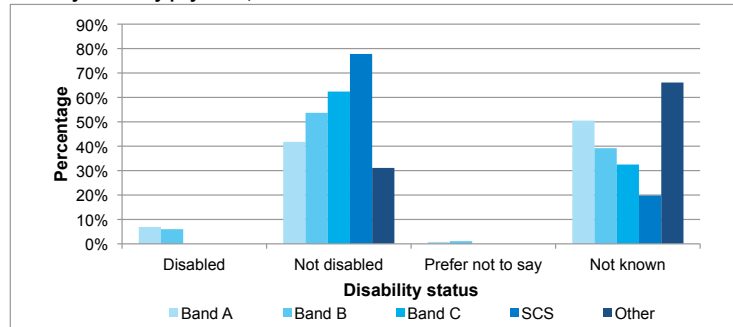'Ethnic minority' group includes African, Caribbean or Black; Asian, Asian Scottish or Asian British; Mixed or Multiple Ethnic Group; Other Ethnic Group.

SCS staff numbers by sexual orientation   Counts and row percentages

At end	Sexual Orientation								
	Lesbian, Gay, Bi-sexual and other		Heterosexual/ straight		Prefer not to say		Not known		Total
Jan-13	*	*	31	18.0%	*	*	138	80.2%	172
Jan-14	*	*	56	32.4%	*	*	110	63.6%	173
Dec-14	*	*	59	35.3%	*	*	102	61.1%	167
Dec-15	*	*	54	36.5%	*	*	88	59.5%	148
Dec-16	*	*	104	64.2%	*	*	47	29.0%	162

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.
Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

SCS staff numbers by disability status Counts and row percentages

At end	Disability status								
	Disabled		Not disabled		Prefer not to say		Not known		Total
Jan-13	5	2.9%	126	73.3%	0	0.0%	41	23.8%	172
Jan-14	*	*	121	69.9%	*	*	48	27.7%	173
Dec-14	*	*	116	69.5%	*	*	47	28.1%	167
Dec-15	*	*	109	73.6%	*	*	35	23.6%	148
Dec-16	*	*	126	77.8%	*	*	32	19.8%	162

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.
Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

SCS staff numbers by marital/civil partnership status Counts and row percentages

	Marital/Civil Partnership Status									
	Married		Single		Other status		Prefer not to say		Not known		Total
Jan-13	102	59.3%	21	12.2%	11	6.4%	5	2.9%	33	19.2%	172
Jan-14	103	59.5%	22	12.7%	8	4.6%	4	2.3%	36	20.8%	173
Dec-14	99	59.3%	22	13.2%	9	5.4%	4	2.4%	33	19.8%	167
Dec-15	88	59.5%	19	12.8%	10	6.8%	3	2.0%	28	18.9%	148
Dec-16	100	61.7%	19	11.7%	12	7.4%	5	3.1%	26	16.0%	162

The only counts of less than 5 are in the 'prefer not to say' category, so no suppression has been done on this table.
The following have been grouped into the 'Other status' category: civil partnership, divorced, domestic partner, legally separated, living together, separated, and widowed.
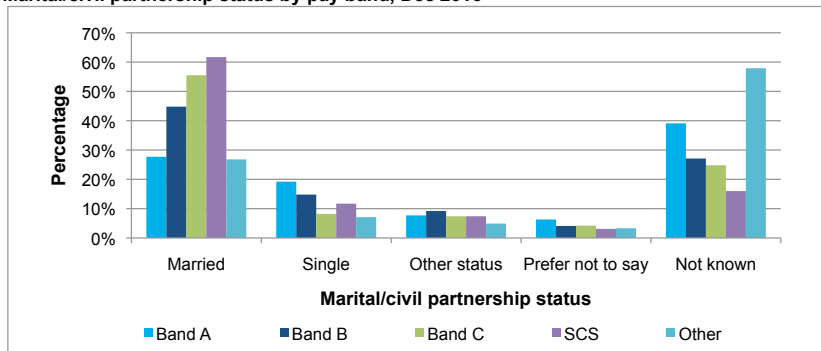
SCS staff numbers by religion/belief Counts and row percentages

| At end	Religion or Belief									
	Christian		Other Religion or Belief		No Religion or Belief		Prefer not to say		Not known		Total
Jan-13	13	7.6%	*	*	16	9.3%	*	*	138	80.2%	172
Jan-14	27	15.6%	*	*	26	15.0%	*	*	113	65.3%	173
Dec-14	29	17.4%	*	*	26	15.6%	*	*	105	62.9%	167
Dec-15	30	20.3%	*	*	20	13.5%	*	*	91	61.5%	148
Dec-16	52	32.1%	*	*	48	29.6%	*	*	51	31.5%	162

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.
Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Section 2 – Recruitment and Promotions Diversity Information

Recruitment and promotions diversity information

Scottish Government - recruitment & promotions by age group

Counts and row percentages

		Age Group												Total
		16-29		30-39		40-49		50-54		55-59		60+		
New recruits														
Feb-12 to Jan-13	All recruits	290	50.0%	137	23.6%	88	15.2%	32	5.5%	22	3.8%	11	1.9%	580
Feb-13 to Jan-14	All recruits	337	43.8%	195	25.3%	131	17.0%	55	7.1%	32	4.2%	20	2.6%	770
Feb-14 to Dec-14	All recruits	371	48.1%	182	23.6%	105	13.6%	62	8.0%	35	4.5%	17	2.2%	772
Jan-15 to Dec-15	All recruits	382	49.4%	191	24.7%	101	13.1%	50	6.5%	29	3.8%	20	2.6%	773
Jan-16 to Dec-16	All recruits	273	48.2%	128	22.6%	78	13.8%	45	8.0%	24	4.2%	18	3.2%	566
	Permanent	70	32.1%	59	27.1%	46	21.1%	28	12.8%	12	5.5%	3	1.4%	218
	Other	203	58.3%	69	19.8%	32	9.2%	17	4.9%	12	3.4%	15	4.3%	348
Promotions														
Feb-12 to Jan-13	All promotions	148	21.4%	274	39.6%	175	25.3%	53	7.7%	33	4.8%	9	1.3%	692
Feb-13 to Jan-14	All promotions	116	17.9%	277	42.8%	173	26.7%	53	8.2%	*	*	*	*	647
Feb-14 to Dec-14	All promotions	96	17.5%	205	37.4%	160	29.2%	60	10.9%	21	3.8%	6	1.1%	548
Jan-15 to Dec-15	All promotions	121	20.9%	243	42.0%	127	22.0%	49	8.5%	23	4.0%	15	2.6%	578
Jan-16 to Dec-16	All promotions	119	21.6%	197	35.8%	142	25.8%	56	10.2%	29	5.3%	7	1.3%	550

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.
Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Scottish Government - recruitment & promotions by gender

Counts and row percentages

		Gender				Total
		Female		Male		
New recruits						
Feb-12 to Jan-13	All recruits	270	46.6%	310	53.4%	580
Feb-13 to Jan-14	All recruits	397	51.6%	373	48.4%	770
Feb-14 to Dec-14	All recruits	349	45.2%	423	54.8%	772
Jan-15 to Dec-15	All recruits	391	50.6%	382	49.4%	773
Jan-16 to Dec-16	All recruits	272	48.1%	294	51.9%	566
	Permanent	109	50.0%	109	50.0%	218
	Other	163	46.8%	185	53.2%	348
Promotions						
Feb-12 to Jan-13	All promotions	387	55.9%	305	44.1%	692
Feb-13 to Jan-14	All promotions	386	59.7%	261	40.3%	647
Feb-14 to Dec-14	All promotions	291	53.1%	257	46.9%	548
Jan-15 to Dec-15	All promotions	323	55.9%	255	44.1%	578
Jan-16 to Dec-16	All promotions	303	55.1%	247	44.9%	550

Scottish Government - recruitment & promotions by ethnic group

Counts and row percentages

		Ethnic Group								Total
		Ethnic minority		White		Prefer not to say		Not known		
New recruits										
Feb-12 to Jan-13	All recruits	10	1.7%	191	32.9%	2	0.3%	377	65.0%	580
Feb-13 to Jan-14	All recruits	12	1.6%	323	41.9%	3	0.4%	432	56.1%	770
Feb-14 to Dec-14	All recruits	5	0.6%	251	32.5%	2	0.3%	514	66.6%	772
Jan-15 to Dec-15	All recruits	14	1.8%	269	34.8%	4	0.5%	486	62.9%	773
Jan-16 to Dec-16	All recruits	5	0.9%	211	37.3%	5	0.9%	345	61.0%	566
	Permanent	*	*	113	51.8%	*	*	97	44.5%	218
	Other	*	*	98	28.2%	*	*	248	71.3%	348
Promotions										
Feb-12 to Jan-13	All promotions	9	1.3%	527	76.2%	8	1.2%	148	21.4%	692
Feb-13 to Jan-14	All promotions	16	2.5%	519	80.2%	9	1.4%	103	15.9%	647
Feb-14 to Dec-14	All promotions	17	3.1%	447	81.6%	7	1.3%	77	14.1%	548
Jan-15 to Dec-15	All promotions	12	2.1%	511	88.4%	18	3.1%	37	6.4%	578
Jan-16 to Dec-16	All promotions	12	2.2%	472	85.8%	8	1.5%	58	10.5%	550

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

'Ethnic minority' group includes African, Caribbean or Black; Asian, Asian Scottish or Asian British; Mixed or Multiple Ethnic Group; Other Ethnic Group.

Scottish Government - recruitment & promotions by disability status

Counts and row percentages

		Disability Status								Total
		Disabled		Not disabled		Prefer not to say		Not known		
New recruits										
Feb-12 to Jan-13	All recruits	10	1.7%	59	10.2%	1	0.2%	510	87.9%	580
Feb-13 to Jan-14	All recruits	20	2.6%	105	13.6%	1	0.1%	644	83.6%	770
Feb-14 to Dec-14	All recruits	24	3.1%	81	10.5%	0	0.0%	667	86.4%	772
Jan-15 to Dec-15	All recruits	13	1.7%	88	11.4%	1	0.1%	671	86.8%	773
Jan-16 to Dec-16	All recruits	13	2.3%	89	15.7%	3	0.5%	461	81.4%	566
	Permanent	*	*	41	18.8%	*	*	166	76.1%	218
	Other	*	*	48	13.8%	*	*	295	84.8%	348
Promotions										
Feb-12 to Jan-13	All promotions	22	3.2%	389	56.2%	3	0.4%	278	40.2%	692
Feb-13 to Jan-14	All promotions	34	5.3%	360	55.6%	4	0.6%	249	38.5%	647
Feb-14 to Dec-14	All promotions	33	6.0%	288	52.6%	6	1.1%	221	40.3%	548
Jan-15 to Dec-15	All promotions	33	5.7%	296	51.2%	5	0.9%	244	42.2%	578
Jan-16 to Dec-16	All promotions	28	5.1%	297	54.0%	3	0.5%	222	40.4%	550

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Scottish Government - recruitment & promotions by sexual orientation

Counts and row percentages

		Sexual Orientation								Total
		Gay, Lesbian, Bi-sexual and other		Heterosexual/ straight		Prefer not to say		Not known		
New recruits										
Feb-12 to Jan-13	All recruits	*	*	43	7.4%	*	*	535	92.2%	580
Feb-13 to Jan-14	All recruits	12	1.6%	313	40.6%	13	1.7%	432	56.1%	770
Feb-14 to Dec-14	All recruits	8	1.0%	247	32.0%	16	2.1%	501	64.9%	772
Jan-15 to Dec-15	All recruits	9	1.2%	275	35.6%	4	0.5%	485	62.7%	773
Jan-16 to Dec-16	All recruits	14	2.5%	184	32.5%	14	2.5%	354	62.5%	566
	Permanent	8	3.7%	98	45.0%	11	5.0%	101	46.3%	218
	Other	6	1.7%	86	24.7%	3	0.9%	253	72.7%	348
Promotions										
Feb-12 to Jan-13	All promotions	9	1.3%	221	31.9%	11	1.6%	451	65.2%	692
Feb-13 to Jan-14	All promotions	23	3.6%	494	76.4%	21	3.2%	109	16.8%	647
Feb-14 to Dec-14	All promotions	12	2.2%	337	61.5%	16	2.9%	183	33.4%	548
Jan-15 to Dec-15	All promotions	20	3.5%	436	75.4%	27	4.7%	95	16.4%	578
Jan-16 to Dec-16	All promotions	13	2.4%	418	76.0%	19	3.5%	100	18.2%	550

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Scottish Government - recruitment & promotions by religion/belief

Counts and row percentages

		Religion or Belief										Total
		Christian		Other religion or belief		No religion or belief		Prefer not to say		Not known		
New recruits												
Feb-12 to Jan-13	All recruits	19	3.3%	0	0.0%	26	4.5%	0	0.0%	535	92.2%	580
Feb-13 to Jan-14	All recruits	138	17.9%	12	1.6%	167	21.7%	19	2.5%	434	56.4%	770
Feb-14 to Dec-14	All recruits	99	12.8%	6	0.8%	133	17.2%	15	1.9%	519	67.2%	772
Jan-15 to Dec-15	All recruits	102	13.2%	7	0.9%	159	20.6%	11	1.4%	494	63.9%	773
Jan-16 to Dec-16	All recruits	89	15.7%	8	1.4%	103	18.2%	11	1.9%	355	62.7%	566
	Permanent	61	28.0%	*	*	43	19.7%	*	*	102	46.8%	218
	Other	28	8.0%	*	*	60	17.2%	*	*	253	72.7%	348
Promotions												
Feb-12 to Jan-13	All promotions	100	14.5%	6	0.9%	123	17.8%	12	1.7%	451	65.2%	692
Feb-13 to Jan-14	All promotions	215	33.2%	9	1.4%	277	42.8%	28	4.3%	118	18.2%	647
Feb-14 to Dec-14	All promotions	124	22.6%	14	2.6%	201	36.7%	23	4.2%	186	33.9%	548
Jan-15 to Dec-15	All promotions	178	30.8%	15	2.6%	252	43.6%	36	6.2%	97	16.8%	578
Jan-16 to Dec-16	All promotions	172	31.3%	8	1.5%	247	44.9%	18	3.3%	105	19.1%	550

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Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Scottish Government - recruitment & promotions by marital/civil partnership status

Counts and row percentages

| | | Marital/Civil partnership status | | | | | | | | | | Total |
		Married		Single		Other status		Prefer not to say		Not known		
New recruits												
Feb-12 to Jan-13	All recruits	67	11.6%	88	15.2%	15	2.6%	47	8.1%	363	62.6%	580
Feb-13 to Jan-14	All recruits	84	10.9%	75	9.7%	14	1.8%	52	6.8%	545	70.8%	770
Feb-14 to Dec-14	All recruits	62	8.0%	55	7.1%	12	1.6%	47	6.1%	596	77.2%	772
Jan-15 to Dec-15	All recruits	50	6.5%	39	5.0%	15	1.9%	24	3.1%	645	83.4%	773
Jan-16 to Dec-16	All recruits	57	10.1%	33	5.8%	13	2.3%	19	3.4%	444	78.4%	566
	Permanent	32	14.7%	13	6.0%	5	2.3%	3	1.4%	165	75.7%	218
	Other	25	7.2%	20	5.7%	8	2.3%	16	4.6%	279	80.2%	348
Promotions												
Feb-12 to Jan-13	All promotions	296	42.8%	122	17.6%	63	9.1%	74	10.7%	137	19.8%	692
Feb-13 to Jan-14	All promotions	257	39.7%	121	18.7%	66	10.2%	60	9.3%	143	22.1%	647
Feb-14 to Dec-14	All promotions	222	40.5%	108	19.7%	53	9.7%	33	6.0%	132	24.1%	548
Jan-15 to Dec-15	All promotions	226	39.1%	100	17.3%	52	9.0%	36	6.2%	164	28.4%	578
Jan-16 to Dec-16	All promotions	233	42.4%	81	14.7%	42	7.6%	35	6.4%	159	28.9%	550

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Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

The following have been grouped into the 'Other status' category: civil partnership, divorced, domestic partner, legally separated, living together, separated, and widowed.

Scottish Government - recruitment & promotions by work pattern

Counts and row percentages

| | | Work pattern | | | | Total |
		Full-time		Part-time		
New recruits						
Feb-12 to Jan-13	All recruits	534	92.1%	46	7.9%	580
Feb-13 to Jan-14	All recruits	727	94.4%	43	5.6%	770
Feb-14 to Dec-14	All recruits	725	93.9%	47	6.1%	772
Jan-15 to Dec-15	All recruits	698	90.3%	75	9.7%	773
Jan-16 to Dec-16	All recruits	519	91.7%	47	8.3%	566
	Permanent	204	93.6%	14	6.4%	218
	Other	315	90.5%	33	9.5%	348
Promotions						
Feb-12 to Jan-13	All promotions	619	89.5%	73	10.5%	692
Feb-13 to Jan-14	All promotions	574	88.7%	73	11.3%	647
Feb-14 to Dec-14	All promotions	489	89.2%	59	10.8%	548
Jan-15 to Dec-15	All promotions	505	87.4%	73	12.6%	578
Jan-16 to Dec-16	All promotions	478	86.9%	72	13.1%	550

Scottish Government - recruitment & promotions by pay band

Counts and row percentages

		Pay band										Total
		Band A		Band B		Band C		Senior Civil Service		Others		
New recruits												
Feb-12 to Jan-13	All recruits	246	42.4%	212	36.6%	24	4.1%	8	1.4%	90	15.5%	580
Feb-13 to Jan-14	All recruits	263	34.2%	326	42.3%	76	9.9%	8	1.0%	97	12.6%	770
Feb-14 to Dec-14	All recruits	288	37.3%	290	37.6%	83	10.8%	*	*	*	*	772
Jan-15 to Dec-15	All recruits	355	45.9%	252	32.6%	50	6.5%	6	0.8%	110	14.2%	773
Jan-16 to Dec-16	All recruits	190	33.6%	247	43.6%	64	11.3%	3	0.5%	62	11.0%	566
	Permanent	47	21.6%	113	51.8%	37	17.0%	*	*	*	*	218
	Other	143	41.1%	134	38.5%	27	7.8%	*	*	*	*	348
Promotions												
Feb-12 to Jan-13	All promotions	111	16.0%	432	62.4%	137	19.8%	*	*	*	*	692
Feb-13 to Jan-14	All promotions	107	16.5%	387	59.8%	129	19.9%	24	3.7%	0	0.0%	647
Feb-14 to Dec-14	All promotions	64	11.7%	368	67.2%	111	20.3%	5	0.9%	0	0.0%	548
Jan-15 to Dec-15	All promotions	86	14.9%	391	67.6%	88	15.2%	*	*	*	*	578
Jan-16 to Dec-16	All promotions	79	14.4%	320	58.2%	121	22.0%	*	*	*	*	550

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Appraisal Markings for 2015-16

Gender   Counts and row percentages

	Exceptional		Highly Effective		Effective and below		No Marking		Total
Female	158	4.6%	1548	45.0%	1359	39.5%	372	10.8%	3437
Male	149	4.7%	1325	41.7%	1351	42.5%	353	11.1%	3178
All	307	4.6%	2873	43.4%	2710	41.0%	725	11.0%	6615

Age   Counts and row percentages

	Exceptional		Highly Effective		Effective and below		No Marking		Total
16-29	11	1.6%	220	32.0%	381	55.5%	75	10.9%	687
30-39	91	5.0%	819	45.3%	734	40.6%	164	9.1%	1808
40-49	129	6.5%	937	47.3%	703	35.5%	214	10.8%	1983
50-54	42	4.3%	449	45.7%	378	38.5%	113	11.5%	982
55-59	26	3.3%	333	42.7%	336	43.1%	84	10.8%	779
60+	8	2.1%	115	30.6%	178	47.3%	75	19.9%	376
All	307	4.6%	2873	43.4%	2710	41.0%	725	11.0%	6615

Disability status   Counts and row percentages

	Exceptional		Highly Effective		Effective and below		No Marking		Total
Disabled	9	2.6%	128	36.8%	177	50.9%	34	9.8%	348
Not disabled	196	5.6%	1693	48.0%	1267	35.9%	369	10.5%	3525
Prefer not to say	5	9.4%	14	26.4%	28	52.8%	6	11.3%	53
Not known	97	3.6%	1038	38.6%	1238	46.0%	316	11.8%	2689
All	307	4.6%	2873	43.4%	2710	41.0%	725	11.0%	6615

Ethnicity   Counts and row percentages

	Exceptional		Highly Effective		Effective and below		No Marking		Total
Ethnic minority	*	*	33	32.7%	57	56.4%	*	*	101
White	270	5.1%	2422	45.7%	2044	38.6%	558	10.5%	5294
Prefer not to say	*	*	53	48.2%	48	43.6%	*	*	110
Not known	35	3.2%	365	32.9%	561	50.5%	149	13.4%	1110
All	307	4.6%	2873	43.4%	2710	41.0%	725	11.0%	6615

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

'Ethnic minority' group includes African, Caribbean or Black; Asian, Asian Scottish or Asian British; Mixed or Multiple Ethnic Group; Other Ethnic Group.

Marital/Civil Partnership Status   Counts and row percentages

	Exceptional		Highly Effective		Effective and below		No Marking		Total
Civil Partnership	*	*	*	*	6	25.0%	*	*	24
Divorced	7	3.2%	102	46.6%	83	37.9%	27	12.3%	219
Domestic Partner	5	5.0%	43	43.0%	42	42.0%	10	10.0%	100
Legally Separated	*	*	*	*	*	*	*	*	7
Living Together	9	6.8%	67	50.8%	50	37.9%	6	4.5%	132
Married	184	6.1%	1409	47.0%	1073	35.8%	332	11.1%	2998
Separated	*	*	29	37.7%	35	45.5%	*	*	77
Single	33	3.3%	428	42.3%	455	45.0%	96	9.5%	1012
Widowed	*	*	17	47.2%	16	44.4%	*	*	36
Prefer not to say	13	4.3%	135	44.6%	117	38.6%	38	12.5%	303
Not known	49	2.9%	627	36.7%	830	48.6%	201	11.8%	1707
Total	307	4.6%	2873	43.4%	2710	41.0%	725	11.0%	6615

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Sexual Orientation   Counts and row percentages

	Exceptional		Highly Effective		Effective and below		No Marking		Total
Lesbian, Gay, Bi-sexual and other	7	4.3%	76	46.9%	63	38.9%	16	9.9%	162
Heterosexual/straight	170	4.7%	1577	43.7%	1506	41.7%	359	9.9%	3612
Prefer not to say	7	3.1%	105	47.1%	82	36.8%	29	13.0%	223
Not known	123	4.7%	1115	42.6%	1059	40.5%	321	12.3%	2618
All	307	4.6%	2873	43.4%	2710	41.0%	725	11.0%	6615

Religion or belief   Counts and row percentages

	Exceptional		Highly Effective		Effective and below		No Marking		Total
Christian	81	5.1%	697	43.5%	670	41.8%	155	9.7%	1603
Other religion or belief	*	*	39	39.4%	48	48.5%	*	*	99
No religion or belief	84	4.2%	901	45.0%	806	40.3%	211	10.5%	2002
Prefer not to say	*	*	117	46.1%	101	39.8%	*	*	254
Unknown	129	4.9%	1119	42.1%	1085	40.8%	324	12.2%	2657
Total	307	4.6%	2873	43.4%	2710	41.0%	725	11.0%	6615

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Work pattern   Counts and row percentages

	Exceptional		Highly Effective		Effective and below		No Marking		Total
Full-time	261	4.8%	2393	43.9%	2216	40.6%	586	10.7%	5456
Part-time	46	4.0%	480	41.4%	494	42.6%	139	12.0%	1159
All	307	4.6%	2873	43.4%	2710	41.0%	725	11.0%	6615

Pay band   Counts and row percentages

	Exceptional		Highly Effective		Effective and below		No Marking		Total
Band A	32	2.1%	460	29.9%	931	60.5%	117	7.6%	1540
Band B	141	3.9%	1646	45.9%	1443	40.3%	355	9.9%	3585
Band C	134	10.1%	716	54.1%	271	20.5%	202	15.3%	1323
Not assimilated	0	0.0%	51	30.5%	65	38.9%	51	30.5%	167
All	307	4.6%	2873	43.4%	2710	41.0%	725	11.0%	6615

Section 3 – Leavers by Diversity Characteristic

Scottish Government - Leavers in period 1/1/16 to 31/12/16

Scottish Government Core, Agencies, Non-Departmental Public Bodies and Other Bodies
This workbook contains tables showing the diversity statistics for Scottish Government employees who left during the period **1 January 2016 to 31 December 2016.**
The statistics cover the following public bodies:
Scottish Government Core Departments - Communities; Economy; Finance; Health & Social Care; Learning & Justice; Strategy & Operations; Permanent Secretary.
Accountant in Bankruptcy, Disclosure Scotland, Education Scotland, Office of the Scottish Charity Regulator, Scottish Housing Regulator, Scottish Public Pensions Agency,
Student Awards Agency for Scotland, Transport Scotland

Reasons for leaving
For convenience, the reasons for leaving have been grouped into the following six categories;
Resignation
Retirement - retirement (age grounds) above minimum age, retirement (age grounds) minimum age, retirement (ill health)
End of fixed-term appointment
Dismissal - dismissal (disciplinary) without compensation, dismissal (inefficiency) probation/trial, dismissal (inefficiency) with compensation, dismissal (inefficiency) without compensation
Other - voluntary exit, death in service, failed to take up employment, loan to another department, transfer to another department

Tables
Leavers by age
Leavers by gender
Leavers by ethnic group
Leavers by sexual orientation
Leavers by disability status
Leavers by marital/civil partnership status
Leavers by religion or belief
Leavers by work pattern
Leavers by pay band

Disclosure control
To avoid the possible disclosure of information about individual members of staff, data suppression has been applied to counts of less than 5 (and the corresponding percentage value).
In some cases, secondary data suppression has been necessary to prevent the calculation of suppressed values by differencing.
Suppressed values are shown as an asterisk (*).
Where possible, data suppression has been avoided by grouping categories in some manner.
Where the only small counts in a table refer to the 'prefer not to say' category, no data suppression is done.
Where data suppression has been applied or category grouping has been carried out in any table, an explanatory note is provided.

Data source
The tables in this workbook were compiled from data held on the Scottish Government HR system.

Contact details
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HRMITeamMailbox@scotland.gsi.gov.uk

January 2017

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Scottish Government - leavers by age   Counts and row percentages

Period	Reason	Age Group												Total
		16-29		**30-39**		**40-49**		**50-54**		**55-59**		**60+**		
Feb-12 to Jan-13	All leavers	157	21.0%	125	16.7%	122	16.3%	89	11.9%	103	13.8%	151	20.2%	747
Feb-13 to Jan-14	All leavers	153	27.1%	100	17.7%	79	14.0%	51	9.0%	83	14.7%	99	17.5%	565
Feb-14 to Dec-14	All leavers	167	39.7%	87	20.7%	50	11.9%	27	6.4%	29	6.9%	61	14.5%	421
Jan-15 to Dec-15	All leavers	182	26.6%	128	18.7%	94	13.8%	64	9.4%	93	13.6%	122	17.9%	683
Jan-16 to Dec-16	All leavers	160	32.9%	95	19.5%	80	16.4%	29	6.0%	38	7.8%	85	17.5%	487
	Resignation	62	33.5%	50	27.0%	47	25.4%	*	*	12	6.5%	*	*	185
	Retirement	0	0.0%	0	0.0%	*	*	*	*	12	14.8%	65	80.2%	81
	End of fixed-term appointment	74	55.2%	20	14.9%	12	9.0%	7	5.2%	8	6.0%	13	9.7%	134
	Dismissal	12	44.4%	5	18.5%	*	*	*	*	*	*	*	*	27
	Other	12	20.0%	20	33.3%	14	23.3%	6	10.0%	*	*	*	*	60

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Due to a change in the reporting timetable, the 2014 figures cover an 11-month period (Feb-14 to Dec-14).

Leavers by age
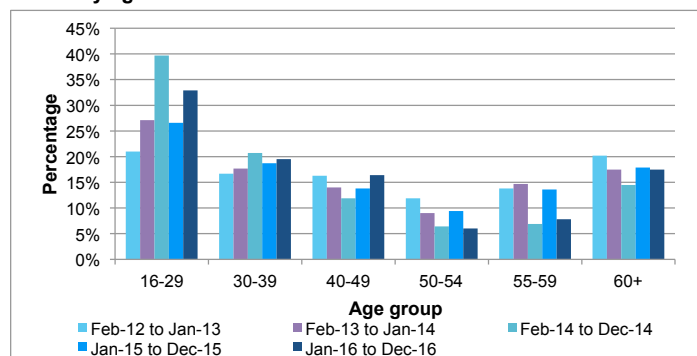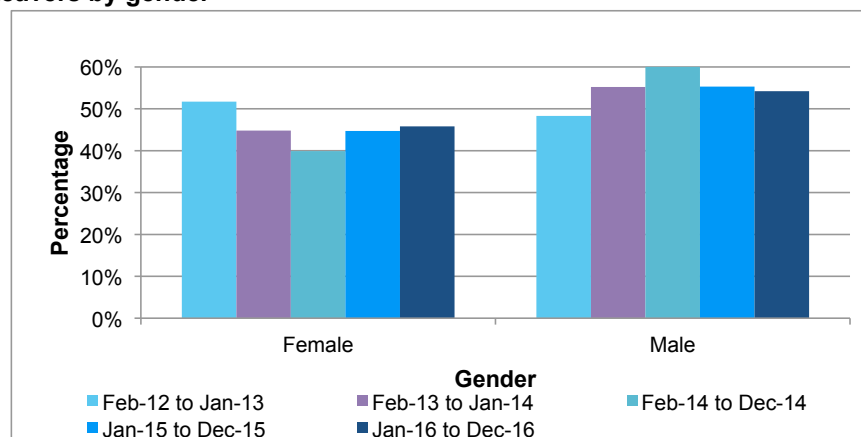
Scottish Government - leavers by gender   Counts and row percentages

Period	Reason	Gender					Total
		Female			**Male**		
Feb-12 to Jan-13	All leavers	386	51.7%		361	48.3%	747
Feb-13 to Jan-14	All leavers	253	44.8%		312	55.2%	565
Feb-14 to Dec-14	All leavers	168	39.9%		253	60.1%	421
Jan-15 to Dec-15	All leavers	305	44.7%		378	55.3%	683
Jan-16 to Dec-16	All leavers	223	45.8%		264	54.2%	487
	Resignation	87	47.0%		98	53.0%	185
	Retirement	34	42.0%		47	58.0%	81
	End of fixed-term appointment	61	45.5%		73	54.5%	134
	Dismissal	13	48.1%		14	51.9%	27
	Other	28	46.7%		32	53.3%	60

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Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Due to a change in the reporting timetable, the 2014 figures cover an 11-month period (Feb-14 to Dec-14).

Leavers by gender
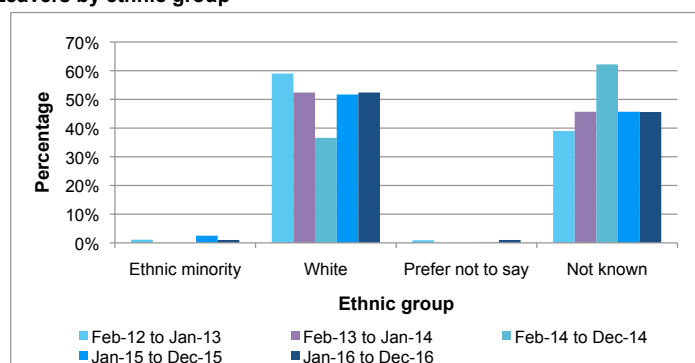
Scottish Government - leavers by ethnic group

Counts and row percentages

Period	Reason	Ethnic Group								Total
		Ethnic minority		White		Prefer not to say		Not known		
Feb-12 to Jan-13	All leavers	8	1.1%	441	59.0%	7	0.9%	291	39.0%	747
Feb-13 to Jan-14	All leavers	*	*	296	52.4%	*	*	258	45.7%	565
Feb-14 to Dec-14	All leavers	*	*	154	36.6%	*	*	262	62.2%	421
Jan-15 to Dec-15	All leavers	17	2.5%	353	51.7%	1	0.1%	312	45.7%	683
Jan-16 to Dec-16	All leavers	5	1.0%	255	52.4%	5	1.0%	222	45.6%	487
	Resignation	*	*	115	62.2%	*	*	67	36.2%	185
	Retirement	*	*	65	80.2%	*	*	14	17.3%	81
	End of fixed-term appointment	*	*	11	8.2%	*	*	122	91.0%	134
	Dismissal	*	*	18	66.7%	*	*	9	33.3%	27
	Other	*	*	46	76.7%	*	*	10	16.7%	60

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Due to a change in the reporting timetable, the 2014 figures cover an 11-month period (Feb-14 to Dec-14).

Leavers by ethnic group

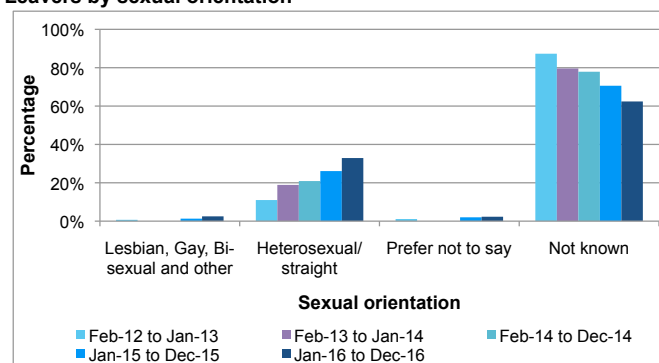**Scottish Government - leavers by sexual orientation**

Counts and row percentages

Period	Reason	Sexual Orientation									Total
		Lesbian, Gay, Bi-sexual and other		Heterosexual/ straight		Prefer not to say		Not known			
Feb-12 to Jan-13	All leavers	5	0.7%	82	11.0%	8	1.1%	652	87.3%		747
Feb-13 to Jan-14	All leavers	*	*	107	18.9%	*	*	450	79.6%		565
Feb-14 to Dec-14	All leavers	*	*	88	20.9%	*	*	328	77.9%		421
Jan-15 to Dec-15	All leavers	9	1.3%	178	26.1%	14	2.0%	482	70.6%		683
Jan-16 to Dec-16	All leavers	12	2.5%	160	32.9%	11	2.3%	304	62.4%		487
	Resignation	*	*	87	47.0%	*	*	88	47.6%		185
	Retirement	*	*	19	23.5%	*	*	60	74.1%		81
	End of fixed-term appointment	*	*	10	7.5%	*	*	124	92.5%		134
	Dismissal	*	*	12	44.4%	*	*	13	48.1%		27
	Other	*	*	32	53.3%	*	*	19	31.7%		60

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Due to a change in the reporting timetable, the 2014 figures cover an 11-month period (Feb-14 to Dec-14).

Leavers by sexual orientation

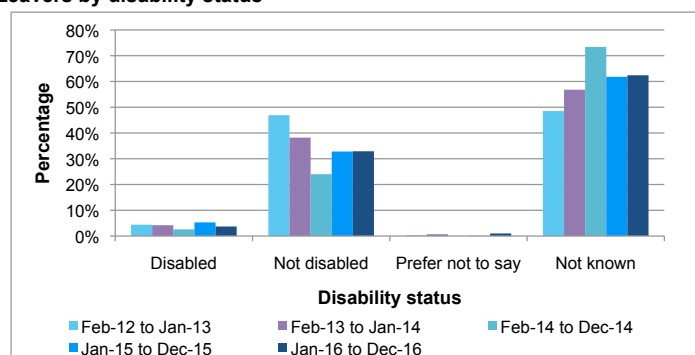**Scottish Government - leavers by disability status** Counts and row percentages

Period	Reason	Disability status								Total
		Disabled		Not disabled		Prefer not to say		Not known		
Feb-12 to Jan-13	All leavers	33	4.4%	350	46.9%	2	0.3%	362	48.5%	747
Feb-13 to Jan-14	All leavers	24	4.2%	216	38.2%	4	0.7%	321	56.8%	565
Feb-14 to Dec-14	All leavers	11	2.6%	101	24.0%	0	0.0%	309	73.4%	421
Jan-15 to Dec-15	All leavers	36	5.3%	224	32.8%	1	0.1%	422	61.8%	683
Jan-16 to Dec-16	All leavers	18	3.7%	160	32.9%	5	1.0%	304	62.4%	487
	Resignation	*	*	63	34.1%	*	*	113	61.1%	185
	Retirement	*	*	53	65.4%	*	*	24	29.6%	81
	End of fixed-term appointment	*	*	9	6.7%	*	*	124	92.5%	134
	Dismissal	*	*	7	25.9%	*	*	16	59.3%	27
	Other	*	*	28	46.7%	*	*	27	45.0%	60

Counts of less than 5 (except columns totals) have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Due to a change in the reporting timetable, the 2014 figures cover an 11-month period (Feb-14 to Dec-14).

Leavers by disability status

Scottish Government - leavers by marital/civil partnership status   Counts and row percentages

Period	Reason	Marital and Civil Partnership Status										Total
		Married		Single		Other status		Prefer not to say		Not known		
Feb-12 to Jan-13	All leavers	294	39.4%	111	14.9%	52	7.0%	63	8.4%	227	30.4%	747
Feb-13 to Jan-14	All leavers	181	32.0%	86	15.2%	29	5.1%	40	7.1%	229	40.5%	565
Feb-14 to Dec-14	All leavers	87	20.7%	48	11.4%	12	2.9%	33	7.8%	241	57.2%	421
Jan-15 to Dec-15	All leavers	196	28.7%	82	12.0%	38	5.6%	36	5.3%	331	48.5%	683
Jan-16 to Dec-16	All leavers	120	24.6%	62	12.7%	18	3.7%	18	3.7%	269	55.2%	487
	Resignation	41	22.2%	24	13.0%	8	4.3%	7	3.8%	105	56.8%	185
	Retirement	52	64.2%	12	14.8%	6	7.4%	0	0.0%	11	13.6%	81
	End of fixed-term appointment	*	*|	10	7.5%	*	*|	*	*|	106	79.1%	134
	Dismissal	*	*|	11	40.7%	*	*|	*	*|	12	44.4%	27
	Other	17	28.3%	5	8.3%	*	*|	*	*|	35	58.3%	60

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.
Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).
Some categories with small counts have been grouped.
Due to a change in the reporting timetable, the 2014 figures cover an 11-month period (Feb-14 to Dec-14).

Leavers by marital/civil partnership status
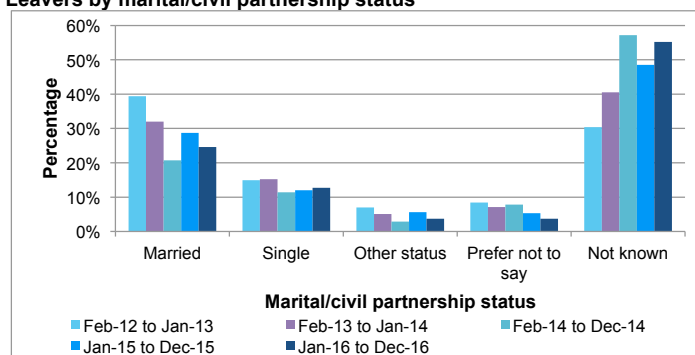
Equality Act Outcomes and Mainstreaming Report 2017 - Scottish Government
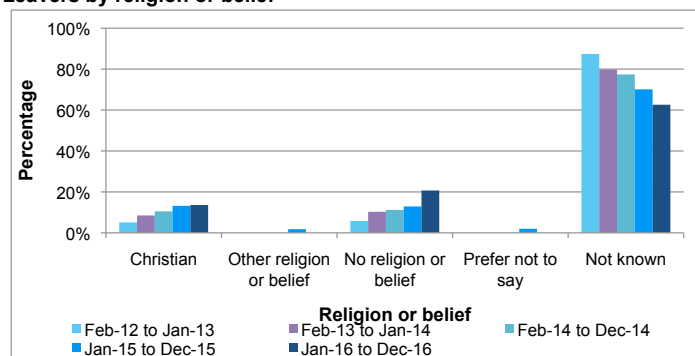
Scottish Government - leavers by religion or belief Counts and row percentages

Period	Reason	Religion or Belief										Total
		Christian		Other religion or belief		No religion or belief		Prefer not to say		Not known		
Feb-12 to Jan-13	All leavers	38	5.1%	*	*	43	5.8%	*	*	653	87.4%	747
Feb-13 to Jan-14	All leavers	48	8.5%	*	*	58	10.3%	*	*	451	79.8%	565
Feb-14 to Dec-14	All leavers	44	10.5%	*	*	47	11.2%	*	*	326	77.4%	421
Jan-15 to Dec-15	All leavers	90	13.2%	12	1.8%	88	12.9%	14	2.0%	479	70.1%	683
Jan-16 to Dec-16	All leavers	66	13.6%	*	*	101	20.7%	*	*	305	62.6%	487
	Resignation	34	18.4%	*	*	55	29.7%	*	*	89	48.1%	185
	Retirement	10	12.3%	*	*	10	12.3%	*	*	60	74.1%	81
	End of fixed-term appointment	*	*	*	*	6	4.5%	*	*	124	92.5%	134
	Dismissal	*	*	*	*	8	29.6%	*	*	13	48.1%	27
	Other	16	26.7%	*	*	22	36.7%	*	*	19	31.7%	60

Counts of less than 5 (except column totals) have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Due to a change in the reporting timetable, the 2014 figures cover an 11-month period (Feb-14 to Dec-14).

Leavers by religion or belief

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Scottish Government - leavers by work pattern
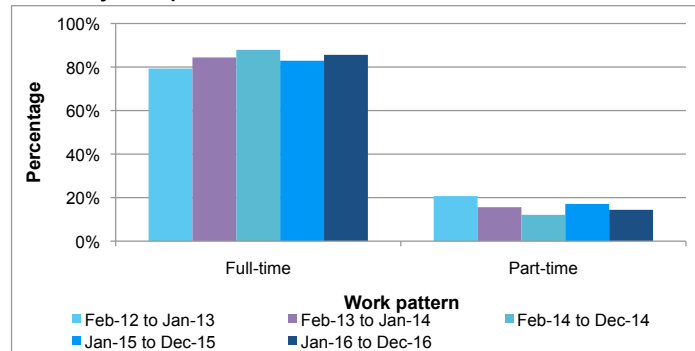
Counts and row percentages

Period	Reason	Work pattern					
		Full-time		Part-time		Total	
Feb-12 to Jan-13	All leavers	592	79.3%	155	20.7%	747	
Feb-13 to Jan-14	All leavers	477	84.4%	88	15.6%	565	
Feb-14 to Dec-14	All leavers	370	87.9%	51	12.1%	421	
Jan-15 to Dec-15	All leavers	566	82.9%	117	17.1%	683	
Jan-16 to Dec-16	All leavers	417	85.6%	70	14.4%	487	
	Resignation	160	86.5%	25	13.5%	185	
	Retirement	57	70.4%	24	29.6%	81	
	End of fixed-term appointment	120	89.6%	14	10.4%	134	
	Dismissal	*	*	*	*	27	
	Other	*	*	*	*	60	

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Due to a change in the reporting timetable, the 2014 figures cover an 11-month period (Feb-14 to Dec-14).

Leavers by work pattern

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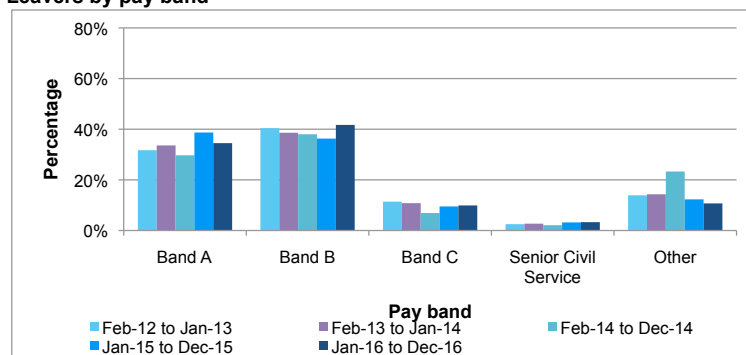**Scottish Government - leavers by pay band**

Counts and row percentages

Period	Reason	Pay Band										Total
		Band A		Band B		Band C		Senior Civil Service		Other		
Feb-12 to Jan-13	All leavers	237	31.7%	302	40.4%	85	11.4%	19	2.5%	104	13.9%	747
Feb-13 to Jan-14	All leavers	190	33.6%	218	38.6%	61	10.8%	15	2.7%	81	14.3%	565
Feb-14 to Dec-14	All leavers	125	29.7%	160	38.0%	29	6.9%	9	2.1%	98	23.3%	421
Jan-15 to Dec-15	All leavers	264	38.7%	248	36.3%	65	9.5%	22	3.2%	84	12.3%	683
Jan-16 to Dec-16	All leavers	168	34.5%	203	41.7%	48	9.9%	16	3.3%	52	10.7%	487
	Resignation	64	34.6%	91	49.2%	20	10.8%	5	2.7%	5	2.7%	185
	Retirement	18	22.2%	35	43.2%	11	13.6%	5	6.2%	12	14.8%	81
	End of fixed-term appointment	51	38.1%	40	29.9%	*	*	*	*	31	23.1%	134
	Dismissal	16	59.3%	8	29.6%	*	*	*	*	*	*	27
	Other	19	31.7%	29	48.3%	*	*	*	*	*	*	60

Counts of less than 5 have been suppressed and shown as * to prevent the possible disclosure of information about individuals.

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Due to a change in the reporting timetable, the 2014 figures cover an 11-month period (Feb-14 to Dec-14).

Leavers by pay band

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