

Anti-racism work



What is racism?



Racism means being treated unfairly because of:

- your language
- your beliefs
- the way you look – like the colour of your skin or your facial features - like your eyes, nose and lips
- your background and **culture**

Culture can mean traditions and customs like the language people use, the clothes they wear or their songs and stories.



The Scottish Government is showing leadership in:

- making sure all people are treated fairly
- dealing with racism
- making it easier for people from **racialised minorities** to live the life they want
- protecting people's human rights



Racialised minorities are people or groups who are treated differently because of their language, beliefs or culture.

This is caused by unfairness in the way organisations are set up and how the country works.



Human rights are freedoms that are protected in law.

They make sure we are treated fairly and with dignity.

The term 'minority ethnic' is also used in this document as many communities also use this term.



Understanding racism and being against racism means accepting that minority groups are not treated fairly in Scotland.



The [Race Equality Framework for Scotland](#) sets out the work the Scottish Government want to do by 2030.

A **framework** is a plan or set of rules for deciding how work will happen.



This report says what work has happened in the 6 themes in the Race Equality Framework.

Themes are what the plan is looking at the most.

Theme 1: work that links everything together



A **vision** is what we want to see happen.

Our vision for a fairer Scotland is that by 2030 Scotland is a place:

- **where people are healthier, happier and treated with respect**
- **where money, power, choices and chances are spread more equally**



The Race Equality Framework wants to make sure this vision happens for people from all backgrounds.

We want it to help to build a Scotland where we all feel like we belong.



- a new organisation called the Anti-Racism Observatory for Scotland will check the work of the Scottish Government and **public services**.

Public services are services we all use like schools, hospitals and councils.

- we are building a Scotland:
 - that is a safe place to live where people can live the life they want
 - where everyone can take part and have the same choice and chances
 - where we protect and respect human rights and live free from **discrimination** – which means being treated unfairly
 - that recognises the value of and celebrates the **diversity** of its people



Diversity means having a mix of different kinds of people.



- we are developing a Scottish **civil service** that has the knowledge, skills and confidence to have equality at the centre of all its work

The **civil service** supports the government to develop policies and make them work.



- we are developing new human rights laws in Scotland



- we are making sure we have good facts, figures and information about equality so that policies and services are better



- the Equality and Human Rights Fund will advise and support racialised minorities and help people with the **cost of living crisis**

The **cost of living crisis** is the cost of everyday things we need like food, clothes and heating – these costs have gone up a lot.

Theme 2: Communities that are safe and where different groups of people get on well together



Vision: We build communities where all people get on well together.

All people who are minority ethnic feel safe, protected and included, and do not experience racism.



- the **Hate Crime** Strategy for Scotland shows how we are dealing with hate and **prejudice**

Prejudice means having an opinion that is not based on facts or actual experience.

We made a new law called the Hate Crime and Public Order (Scotland) Act 2021.



A **hate crime** is when someone does something to hurt you because of who you are or who they think you are.

The criminal thinks you are different from them and hates you because of that difference.



- the Cross Justice Working Group on Race Data and Evidence will make sure we have better facts, figures and information across the justice system so we better understand the needs of Scotland's communities

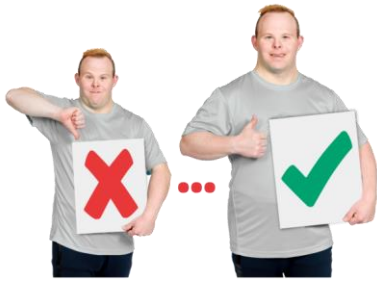


The **justice system** is the police and courts.



- we are improving how complaints against Police Scotland are dealt with by introducing a new Bill on Police Complaints and Misconduct Handling

This will make the way to complain be more honest, fair and accessible.



- there is work to improve equality, diversity and inclusion within Police Scotland

The Policing Together Strategy aims to make sure there is no tolerance for **misogyny**, racism or discrimination in Police Scotland or in society.

Misogyny is the hatred or dislike of women.



- the Stop and Search Code of Practice will make sure stop and search by Police Scotland is carried out fairly and with respect and does not look at a person's ethnicity



Stop and Search is the power given to police to search a person or vehicle if they suspect the person has:

- illegal drugs
- a weapon or something that could be used to commit a crime, like a knife
- stolen property

Theme 3: Participation and representation - taking part and being included



Vision: Minority ethnic participation and representation is valued, fair and works well in all parts of life



- the Public Appointments Race Equality Action Plan was developed to:
 - encourage people from racialised minorities to apply for **public appointments**
 - make sure people can do good work when they are on a **Board**



A **public appointment** is when a Scottish Government Minister appoints someone to the board of a public body.

Board members check the work of an organisation.



- a new Participation Framework shows examples of good ways to get people involved in work across Scottish Government



- we are encouraging communities to develop **cultural** activities through the Creative Communities Programme

Culture can mean:



- the ways people are creative and express themselves
- their traditions and customs like their language or their songs and stories
- how people enjoy creative things that other people have made like films, craft and art



- we are looking at Scotland's involvement in **empire, colonialism and slavery** using museum collections and museum spaces

These things mean looking back at our history and the decisions and mistakes that were made.

Theme 4: Education



Vision: Everyone has the chance to learn:

- **at any time in their life**
- **in an inclusive environment**
- **without experiencing prejudice or racism**



- the 'Anti-Racism in Education Programme' aims to:
 - make sure that learning and leading both look at anti-racism and cultural rights
 - have better resources and ways to stop or deal with racism when it happens
 - support the education workforce to be more diverse so it reflects what modern Scotland is like



- we are working with voluntary organisations and local groups to have more work-based learning and ways to connect with employers



- we are supporting racialised minorities to continue with education after they have left school



This will be done using guidance for colleges and universities on setting outcomes for 2021-2025.

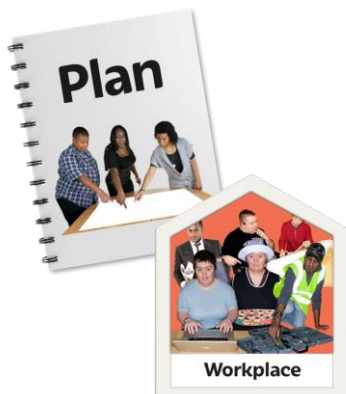
Outcomes are the way we want things to turn out.

Theme 5: Employment and Employability

Vision: Minority ethnic people have:



- **equal and fair access to employment and representation at all levels and types of job in Scotland's workforce**
- **are treated fairly:**
 - **when looking for jobs**
 - **in the workplace**
 - **in the amount they are paid**



- our 'Anti-Racist Employment Strategy' has ways to deal with the things that make it difficult for people from racialised minorities to get jobs
- our anti-racism workplace training framework makes sure employers can:
 - find out what training they need
 - develop their own learning
 - get anti-racism training for their organisation



This training framework will be finished by the end of 2025.



- the Best Start, Bright Futures: tackling **child poverty** delivery plan 2022 to 2026 will work on tackling child poverty in families from racialised minorities

Child poverty means children living in a household where there may not be enough money coming in from jobs or benefits to pay for housing and basic things like food, clothing or to stay warm.



- the Equality and Fairer Scotland Budget Statement will make sure our **national budget** looks at the needs of people with protected characteristics

A **national budget** is a plan for how we will spend money in Scotland.



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



- more than 23 million pounds to **Fair Start Scotland** in 2022/23 will give support for people to move towards and into fair work

[Fair Start Scotland](#) is an employment support service that helps people get ready for work.



- our Skills Recognition Scotland programme values the skills people bring to Scotland



- the Scottish Government Race recruitment and retention action plan supports us to be a world-leading diverse employer where there is racial fairness

Theme 6: Health and Housing

Vision: Minority ethnic communities in Scotland:



- **have the same standard of physical and mental health as everyone else**
- **have healthcare that works well and is what they need**
- **have less inequalities in housing and home life**



- the ‘Racialised Health Inequalities in Health and Social Care in Scotland Steering Group’ will:

- check that that staff from these groups have equal access, experience and outcomes
- work to deal with **structural racism** in health and social care services



Structural racism means there is racism in the way organisations are set up and how they work.



- our Mental Health Transition and Recovery Plan will make sure mental health policy works to deal with poverty and **reduce** inequality

Reduce means to have less.



- the ‘Communities Mental Health and Wellbeing Fund’ for adults will look at the mental **health inequalities** that have been made worse by the Covid-19 pandemic

Health inequalities are the differences in health between different groups of people.

They are caused by things like access to education, work and health services.



- the 'NHS National Ethnic Minority Forum' will give racially minoritised staff across the NHS ways to share resources and support each other



- the Leading to Change Programme will develop leadership in health, social care and social work that has more kindness, inclusion and working together



- the 'Housing needs of minority ethnic groups evidence review' will help us understand the housing needs of racialised minority groups



- the 'Housing to 2040 Plan' supports work to make sure everyone has a safe, good quality and affordable home that meets their needs in the place they want to be