

Race Equality Action Plan Year 1 (December 2017 – December 2018)

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Introduction

This is a summary of work that was completed against all actions in the Race Equality Action Plan (REAP) between December 2017 and December 2018. Final progress was collated towards the end of January 2019.

Work on the Plan is ongoing. As part of our commitment in the Plan, further progress updates will be published in due course.

You can find the REAP Year 1 Highlight Report published online. This provides a general overview of the work carried out in Year 1 as well as a summary of ongoing work in Year 2.

Employment

Action	Summary of work
<p>We and our partners will actively promote the Workplace Equality Fund as an opportunity for increasing employment opportunities for people from minority ethnic backgrounds.</p>	<p>The Workplace Equality Fund (WEF) was delivered by the Voluntary Action Fund (now Impact Funding Partners) to address long standing barriers in the labour market faced by women, older workers, ethnic minority and disabled people. The fund was a total of £750,000.</p> <p>In the first round only one successful application specially stated that it would support people from ethnic minority backgrounds.</p> <p>VAF worked with a number of the unsuccessful applicants to enable them to improve the quality of the applications. Both the Scottish Government and VAF actively promoted Round 2 of funding to organisations who support ethnic minority people and this resulted in an increase both in the quality and the number of applications relating to the support of the ME community. Five of the thirteen projects approved for funding in the second round target support for ME community. The Minister for Business, Fair Work and Skills announced the successful applicants at the SCDI Skills Summit on 31 October 2018.</p>
<p>Policy area</p>	
<p>Fair Work & Skills</p>	<p>Expected impact & next steps</p>
<p>Partners</p>	<p>Impact Funding Partners (formerly VAF) provide the SG with updates on the progress on each of the successful applicants.</p>
<p>There are a range of external stakeholder engaged within these projects.</p>	<p>Overall we expect each of the projects to tackle workplace inequalities faced by the ME community. Details on individual projects can be found on the IFP website www.impactfundingpartners.com</p>

Action	Summary of work
<p>We will encourage stakeholders engaged in race equality to consider submitting an application to the Workplace Equality Fund.</p>	<p>The Scottish Government and VAF continued to encourage applications to the Workforce Equality Fund when it opened for a second round of applications in July 2018.</p> <p>This included Ministers and Scottish Government officials actively promoting the Workplace Equality Fund within speeches at diversity events and conferences and through the BME Employability Steering Group.</p> <p>VAF worked with a number of the unsuccessful applicants to enable them to improve the quality of the applications. This resulted in an increase both in the quality and the number of applications relating to the support of the ME community in Round 2. In total 47 applications were received for Round 2 of the WEF and thirteen projects have been approved for funding, of which there are five successful applicants who will be targeting support for ME community. The Minister for Business, Fair Work and Skills will be announcing the successful applicants at the SCDI Skills Summit on 31 October.</p>
<p>Policy area</p>	
<p>Fair Work & Skills</p>	<p>Expected impact & next steps</p>
<p>Partners</p>	

There are a range of external stakeholder engaged within these projects.	<p>The Scottish Government are funding the Voluntary Action Fund to deliver the WEF. As part of this they will provide the SG with updates on the progress on each of the successful applicants.</p> <p>The Workplace Equality Fund will be open for applications again in 2019.</p>
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Action	Summary of work
<p>We will use the data from the public bodies reporting round to influence the dialogue with delivery agencies and other key stakeholders to map activities that aim to improve employment and progression for minority ethnic communities. This will contribute to the development of a coherent cross government approach that will provide direction and accountability.</p>	<p>The Equality and Human Rights Commission (EHRC) has commissioned two research projects to look at the effectiveness of the public sector equality duty. One projects covers Great Britain, the other is limited to Scotland.</p> <p>The EHRC published a report which sets out the evidence available on the change which has been produced by public authorities under the requirements of the three elements of the PSED. https://www.equalityhumanrights.com/sites/default/files/effectiveness-of-psed-specific-duties-scotland.pdf</p> <p>The research draws on the material with listed authorities are required to publish as part of the duties. With regard to the composition of the workforce the majority of authorities experienced an increase in representation of non-white minority ethnic staff. For nearly half of the authorities, the increase was under 1% of the total workforce. A significant number of authorities saw no increase in the percentage of their non-white minority ethnic employees and over a quarter saw a decrease, although with a few exceptions, the decrease was less than 2%. All sectors saw a small average increase, ranging from 0.1% in local authorities to 0.9% in further education establishments. The mixed results, and the volume of data excluded from the analysis, including the large volume of information that is unknown about employees' protected characteristics, mean that it is not possible to confidently produce overall conclusions in relation to change in workforce diversity across listed authorities, or clusters of authorities.</p>
Policy area	
Fair Work & Skills	Expected impact & next steps
Partners	<p>The Scottish Government will undertake a review of the specific duties underpinning the public sector equality duty over the course of 2019. That review will take into account stakeholders' views and a range of evidence, such as the Is Scotland Fairer? report published by the Equality and Human Rights Commission. The aim will be to move from a culture of compliance to one that supports progress in delivering equality and a fairer Scotland.</p>
EHRC	

Action	Summary of work
We will work with Skills Development Scotland to annually review their Equality Action Plan for Modern Apprenticeships in Scotland to monitor progress towards the improvements set out in our Youth Employment Strategy - Developing Scotland's Young Workforce.	<p>The Quarter 2 MA stats were published on 13 November 2018. 2.1% of MA starts self-identified being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic, around the same as at Quarter 2 last year. However, the number of starts increased by 26%, from 216 to 272 (+56).</p> <p>In addition SDS have launched the Ethnic Intersectionality Initiative (EII), a pilot focusing on supporting BME individuals who also have other protected characteristics – more information on the following links:</p> <p>https://www.skillsdevelopmentscotland.co.uk/media/44870/guidance-for-providers-on-eii-recruitment-incentive-v7.pdf</p> <p>https://www.skillsdevelopmentscotland.co.uk/media/44852/eia-of-eii-recruitment-incentive-aug-2018.pdf</p>
Policy area	
Fair Work & Skills	Expected impact & next steps
Partners	<p>Statistics are published each quarter with an annual summary. EII will be evaluated and reported on in the summer of 2019.</p> <p>EII is looking to increase participation and achievement rates of MAs from BME intersectional groups.</p> <p>The Scottish Apprenticeship Advisory Board, Employer Equalities Group incorporates representatives from business with a focus on equality and diversity. The group's remit is to address under-representation in apprenticeships; supporting improved access and participation and gathers insight on equalities in relation to apprenticeships and any challenges or good practice from employers.</p> <p>Resources were developed for employers which promote inclusive recruitment practices. They are published online and embedded within the apprenticeships.scot recruitment process.</p>
Skills Development Scotland	

Action	Summary of work
We will fund research to aid a clearer understanding of the issues around minority ethnic entrepreneurs to make interventions that assist minority ethnic entrepreneurs to access and make full use of the enterprise eco-system within the public and private sector.	<p>The First Minister announced on 9 May 2018 at the CAN DO Impact Summit that the Hunter Centre for Entrepreneurship, University of Strathclyde have published a report outlining the 10 challenges that ethnic minority entrepreneurs face in Scotland. These recommendations are now being implemented in on-going work to improve business support through the Enterprise and Skills Review. We are currently working with private CAN DO partners to improve support offerings to minority ethnic entrepreneurs.</p>
Policy area	
Entrepreneurship & Enterprise Support	Expected impact & next steps
Partners	<p>We're meeting with public business support system to discuss research and importance of acting upon it. Look to arrange workshops with minority ethnic stakeholders and business support system (public, private, third sector partners) to take forward next steps.</p> <p>Improvements to the support system are being made to meet needs of minority ethnic entrepreneurs. The outcomes of this work will feed into the on-going and continuous</p>
BEMIS, CEMVO, VAF, Path Scotland, REACH Community Health Project, Central Scotland Regional Equality Council, Radiant & Brighter.	

	<p>improvement of Scotland's enterprise support system as articulated through Scotland CAN DO.</p> <p>Business support system more accessible and responsive to ME needs and thus a measurable impact upon the rates of business success in Scotland's minority ethnic communities.</p>
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Action	Summary of work
<p>We will work with partners and social enterprises to strengthen ethnic minority engagement with social enterprises. We will fund key delivery partners to deliver a Social Enterprise Capacity Building Programme which will provide support for up to 38 minority ethnic social entrepreneurs and 34 minority ethnic groups; and deliver 6 social enterprise awareness raising events.</p>	<p>As of January 2019:</p> <ul style="list-style-type: none"> • 33 ME groups receiving 1-2-1 support (exceeds target of 15) • 7/33 groups supported since November 2018 are new organisations <p>Area of support client groups are receiving are:</p> <ul style="list-style-type: none"> • Legal structures – applications for SCIO status are increasing. Organisations are also seeking assistance with the registration of trading arms or subsidiaries - i.e. CIC's and CLG/Shares. • Business planning - writing business plans for groups, often leading to support for applying for larger funding applications. • Market research – writing plans for their marketing strategy. We deliver bespoke workshops in this area to client groups. Advice on brand development, market awareness and entering new emerging markets. • Funding strategies - Developing a targeted and concise approach to their funding requirements, this is delivered 1-2-1 and also through training workshops. • Financial awareness - 1-2-1 support with organisational financial matters, better financial systems to meet with deadlines and monitoring requirements. • 2 Organisations have been supported through Asset Transfers with ongoing legal and Governance support working in partnership with COSS. <p>Many ME groups access support through the Just Enterprise partnership support programme- groups unable to meet the criteria can receive support from the Social Enterprise CEMVO team.</p> <p>Since November 2018, we have started engaging with the following new groups / areas of development:</p> <ul style="list-style-type: none"> • Faith & Educational groups • Neighbourhood groups • Women's café • Community Shops • Poverty relief
Policy area	<p>Individuals are currently being supported within these areas through 1-2-1 delivery and workshops.</p>
Third Sector Unit	Expected impact & next steps
Partners	<p>The Social Enterprise programme has received a steady and increasing stream of enquiries during the past year. As CEMVO's marketing strategy is mainly word of mouth, the demand for the service is continuously growing which clearly demonstrates there is an appetite among EM communities to get involved in starting up and operating as a Social Enterprise. Thus, the longer-term impact of this</p>
<p>This project is delivered by CEMVO and is supported financially by both the Third Sector and Equality Unit.</p>	

	<p>programme is that EM communities / groups are becoming increasingly aware of social enterprise as a means to employment and organisational sustainability, leading to increasing numbers of EM groups / communities contributing to the growth and contribution of the social enterprise sector in Scotland.</p>
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Education & Lifelong Learning

Action	Summary of work
<p>Using an expert peer review group led by Education Scotland and involving key stakeholders, we will review existing resources to deliver race equality education across the curriculum and identify a suite of resources to be used in early learning and school education to deliver the specific objectives of race equality education by summer 2018.</p>	<p>At an initial meeting on 23/01/18 the group met and agreed terms of reference and next steps. There were representatives from primary, secondary, further and higher education, Coalition for Racial Equality and Rights (CRER), Children and Young People's Commissioner Scotland (CYCPS) and BEMIS.</p> <p>It was agreed that the following items would be created:</p> <ul style="list-style-type: none"> • a template to share resources • a letter inviting participants to share resources • a smart survey to gather responses (see Appendix 1) • a set of criteria to quality assure materials
<p>Policy area</p>	<p>The template and letter were designed and a survey link was circulated on the 20/2/18. Education Scotland encouraged partners to gather resources using their own networks and contacts. The request was also sent out using our digital newsletter. We contacted the Religious Education Curriculum Network and the Scottish Catholic Education Service. Education Scotland works productively with schools and local authorities but has to be sensitive in requesting access to resources.</p> <p>Unfortunately very few submissions were received to the survey (less than 10). It was decided that the expertise of the group should be used more directly and that a composite list should be constructed of materials directly recommended by the group.</p> <p>Education Scotland recruited a highly experienced member of staff to review all equality content on our Hub. The extensive range of digital pages/ videos provide a good range of resources which establishments can utilise and develop. On the Hub there are:</p> <ul style="list-style-type: none"> • 26 pages which relate directly to race and a further • 11 with an anti-sectarian focus • 7 with an anti-bullying/Respect for All/promoting positive relationships focus which should be considered part of the anti-racism approach • 5 which look at supporting and engaging families • 2 examples of faith based content
<p>Education Scotland School Years</p>	<p>Expected impact & next steps</p>
<p>Partners</p> <p>Young People's Commissioner Scotland BEMIS CRER</p>	<p>In order to promote and model collaboration Education Scotland actively encourage equality partners to provide them with high quality updated guidance on the promotion of outcomes for their designated cohorts of protected characteristics. SDS equality partners were furnished with information on Hub content to report any gaps.</p>

Action	Summary of work
<p>We have committed to almost doubling funded Early Learning Childcare (ELC) provision to 1140 hours by 2020. Local authorities have been asked to ensure that their expansion plans ensure accessibility for all families and they will be expected to consider the impact of expansion on families of all ethnicities, taking into account cultural and religious needs where relevant, to ensure that provision is accessible to all.</p>	<p>We are working closely with local authorities to ensure the successful delivery of the 1140 hours of Early Learning and Childcare. Local authorities have flexibility to determine the most appropriate way to phase in entitlement in their local area as they build capacity. This should reflect the Scottish Index of Multiple Deprivation (SIMD) to ensure that families and communities who stand to benefit the most from the expansion benefit first. We are also developing our own national EQIA for the expansion policy and will share lessons with local authorities to help inform their delivery.</p> <p>We have recruited a social research intern to carry out a piece of research into barriers and opportunities for families and children with protected characteristics.</p> <p>The published consultation on the National Standard for Funded Early Learning and Childcare Provision sets out the clear and consistent criteria that all providers who wish to deliver the funded entitlement will have to meet. One of the criteria is around accessibility. It sets out the importance of an inclusive approach, with an appreciation of diversity and an ambition for all to achieve to their full potential. “ELC provision must therefore be delivered in a way that ensures equality of access for, and accounts for the varying needs of, all children. These needs can vary depending on a number of factors, including whether a child...is from an ethnic minority background...”</p>
<p>Policy area</p>	
<p>Early Learning & Childcare</p>	<p>Expected impact & next steps</p>
<p>Partners</p>	
<p>We have consulted widely with a large range of stakeholders including parenting organisations.</p>	<p>This research will inform our equality impact assessment and ensure that we have learned lessons from expansion in other parts other parts of the UK, as well as wider research.</p> <p>Through this work families will have more choice and be able to access a wider range of high quality ELC provision. Action 2 sets out how we will support them with information required to make these choices.</p>

Action	Summary of work
<p>We will publish an on-line resource for parents, including minority ethnic families, to empower them to make choices about the right ELC setting or combination of settings for their child. The Scottish Government published our Quality Action Plan for ELC in October 2017, with a specific action to develop this online resource to ensure that families are getting information in the way that is most helpful to them.</p>	<p>We have been working with marketing colleagues to develop a brief for this online resource. This will be part of the new ‘Parent Club’ website – which is designed to be a ‘one stop shop’ for parents. We are engaging with parent focus groups and representative organisations as we develop and test the content. We will also be developing a wider comms/engagement strategy to ensure that we are using the most appropriate channels to reach all parents and carers. This will also feed in to the wider equality impact assessment that we are developing for the Early Learning and Childcare Expansion.</p> <p>We have agreed content for the first stage of information on the Parent Club Early Learning and Childcare pages. This will be published shortly. This contains general information about the ELC entitlement, as well as links to other relevant information such as childcare tax credits.</p> <p>We have agreed a marketing brief for the next stage, which will include the more detailed information to help parents to make informed choices.</p>

Policy area	We have also held parent focus groups and engaged with a range of representative organisations to inform the content.
Early Learning & Childcare	Expected impact & next steps
Partners	Our marketing agency will work with us to design content for user testing.
Stepping Stones for Families One Parent Families Scotland Parent Network Scotland Parenting Across Scotland (I have also contacted the Multicultural Families Base to enquire about additional family focus groups)	This resource will enable families to understand their ELC options and to make informed decisions. It will make it easier for families to take up their child's entitlement. It will allow them to consider a wider range of providers that will offer a high quality service.

Action	Summary of work
Over 2018, we will introduce a new approach for local authorities and schools to record and monitor specific information on bullying incidents (including prejudice based bullying) and will identify any improvements required in SEEMiS, the information management system used by schools, working with COSLA, ADES and local authorities.	<p>All recommendations from the short life working group were accepted by the Deputy First Minister in May 2018. In addition, the working group published supplementary guidance for local authorities and schools on 'Recording and Monitoring of Bullying Incidents in Schools'. The purpose of this guidance is to develop a consistent and uniform approach to recording and monitoring. There is an expectation that all local authorities and schools adopt the approach outlined in this guidance. An Operational Support Group was established to support LA's on a phased approach throughout 2018/19.</p> <p>The group was made up of local authority representatives, Education Scotland, Trade Union representatives, Scottish Government and respectme, Scotland's anti-bullying service. The group was chaired by Caroline Amos from Association of Directors of Education (ADES). The Operational Support Group met for the final time in March 2019.</p> <p>All schools are expected to be recording and monitoring bullying incidents on SEEMiS, the schools information management system from August 2019.</p>
Policy area	The Bullying and Equalities Module on SEEMiS has been updated to reflect the new approach. These improvements will allow schools to record any racist incidents that a pupil reports.
Improvement, Attainment & Wellbeing	Expected impact & next steps
Partners	From Aug 2019, it is expected that all schools in Scotland will be using a consistent and uniform approach to recording and monitoring which will help identify key measures and actions that can be undertaken to address bullying. Recording and monitoring of bullying incidents is essential and best carried out locally where recurring patterns can be understood and acted upon.
Education Scotland Association of Directors of Education in Scotland (ADES) respectme, the national anti-bullying service SEEMiS, the school's management information system Local Authorities Union representatives	<p>Bullying of any kind, including bullying based on race or belief is unacceptable and must be addressed quickly whenever it arises. If there are recurring patterns relating to ME, recording in this way will allow schools to put in appropriate interventions.</p> <p>The Scottish Government will continue to support local authorities to ensure full implementation from August 2019.</p>

	A final evaluation will be carried out once implementation has been embedded across local authorities. The evaluation will assess how successfully the new system for recording and monitoring bullying incidents in schools has been introduced.
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Action	Summary of work
We published the refreshed National Approach to Anti-Bullying for Scotland's Children and Young People, "Respect for All" and we will review it in full at least once every five years with interim reviews carried out by the Scottish Advisory Group on Behaviour in Schools to identify future areas for improvement in the national approach.	The Working Group will be reconvened every 5 years to ensure the publication "Respect for All" continues to meet the needs of Scotland's children and young people. The last review concluded in 2017 and resulted in a refreshed National Approach which included a greater focus on protected characteristics and took account of changes to Equality legislation. The next review is due in 2022 and a Working Group will be convened to inform the review process.
Policy area	Expected impact & next steps
Improvement, Attainment & Wellbeing	The Review will ensure that the National Approach to Anti-Bullying takes account of relevant developments in anti-bullying policy and wider equalities legislation.
Partners	

Action	Summary of work
We will work with "respectme", Education Scotland, ADES and the Scottish Council for Independent Schools to identify how current anti-bullying approaches (including for prejudice based bullying) can be improved in schools by 2019.	To support the roll out of this guidance, 'respectme' will continue its work with local authorities and other organisations working with children and young people to build confidence and capacity to address bullying effectively.
Policy area	Last year, 'Respect for All' training events in partnership with Scottish Government, Education Scotland, respectme and LGBT Youth Scotland took place across all Regional Improvement Collaborative's. In addition, two 'Respect for All' training events were delivered in partnership with Scottish Government, Scottish Council of Independent Schools (SCIS), Education Scotland, respectme and LGBT Youth Scotland for Independent Schools in Glasgow and Edinburgh. These events also included the new procedures around recording and monitoring bullying incidents in schools. respectme continue to work closely with SCIS to deliver anti-bullying training to independent schools.
Improvement, Attainment & Wellbeing	Expected impact & next steps
Partners	This will result in a consistent approach to address bullying in all schools in Scotland. 'respectme' will continue its work with local authorities and other organisations working with children and young people to build confidence and capacity to address bullying effectively.

Action	Summary of work
Over 2017-2018 we will work with key delivery partners and respectme to support the development and dissemination of a race equality focussed anti-bullying resource for teachers.	The resource, "Addressing Inclusion: Effectively Challenging Racism in Schools" was jointly produced by Respectme and CRER and was published in January 2019. It can be found at: http://respectme.org.uk/wp-content/uploads/2019/01/Addressing-Inclusion-Effectively-Challenging-Racism-in-Schools.pdf
Policy area	
Improvement, Attainment & Wellbeing Equality Unit	Expected impact & next steps
Partners	
CRER	Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People aims to ensure that all sectors and communities, at a national and local level, are consistently contributing to a holistic approach to anti bullying. The guidance is underpinned by the values of fairness, respect, equality and inclusion and contains an explicit commitment to address all types of bullying, including prejudice-based bullying. Respect for All ensures that all partners who work with children and young people are supported to promote and protect the rights of children and young people in Scotland. This resource provides information and guidance to school staff on addressing racist bullying in Scottish schools and has been written to complement Respect for All.

Action	Summary of work
We will fund a series of high level staff development seminars for leaders of Scottish education services to develop knowledge and capacity to lead, manage and deliver for race equality in their respective areas.	A peer-review was formed to agree a suite of assessment criteria for the reviewing of existing resources to deliver race equality. Education Scotland is leading the group ably supported by BEMIS and CRER. The group have agreed two guiding principles for the task: <ul style="list-style-type: none"> • Race Equality Educational resources are there to benefit all schools and pupils in Scotland. They are not only for schools with high numbers of ethnic minority pupils but can benefit all of the children of Scotland as we learn more about our communities and the diverse people who call Scotland home. • That our approach will be cognisant of the United Nations Convention on the Rights of the Child and be enhanced via engagement with the office of the Scottish Commissioner for Children and Young People. Ensuring that our race equality and human rights aspirations are complementary and mutually informative.
Policy area	
Education Scotland	Expected impact & next steps
Partners	
	The group has had its final meeting and has drafted a final report to be published.

Action	Summary of work
We will work with the short term working group on Diversity in the Teaching Profession that has been established by Education and the General Teaching Council of Scotland (GTCS), that looks at increasing the number of teachers from under-represented groups at all levels in Scottish schools over 2017-18.	<p>Members of the Diversity in the Teaching Profession Working Group have been engaging with a number of interested organisations, teacher institutions and charities across the teaching profession to gather information on their diversity policies, issues and concerns and discussing opportunities to increase minority ethnic representation across the profession.</p> <p>The group has been finalising engagement with relevant stakeholder organisations and developing a report which concludes the group's initial task to understand the current landscape and issues that impact on the underrepresentation of BME teachers in the profession.</p> <p>The Teaching in A Diverse Scotland: Increasing And Retaining Minority Ethnic Teachers In Scotland's Schools report was published in November 2018 and promoted through a number of marketing and communication strategies over the coming months.</p>
Policy area	
Workforce, Infrastructure and Reform	Expected impact & next steps
Partners	<p>The aim is to make real improvements in the lives and experiences of minority ethnic communities in Scotland by creating a more diverse culture across the teaching profession.</p> <p>The next steps will be to promote The Teaching In A Diverse Scotland: Increasing And Retaining Minority Ethnic Teachers In Scotland's Schools report.</p> <p>The working group has expanded its membership and invited relevant stakeholders to participate in the next steps of this work. This will involve agreeing how the recommendations will be implemented across the relevant sectors.</p> <p>The working group will report on progress to the Strategic Board for Teacher Education (SBTE) twice a year until November 2020.</p>
Local Authorities, Association of Directors of Education in Scotland (ADES), Initial Teacher Education (ITE) Providers, Teaching Unions, Relevant BME Third Sector Organisations.	

Action	Summary of work
We will work with Education Scotland to consider the development of learning resources in partnership with Regional Collaboratives for subject teachers and PSE programmes that seek to broaden minority ethnic young people's knowledge and awareness of the range of future learning and career paths and challenge assumptions about expected direction of travel.	<p>The working group to review learning and teaching resources for race equality concluded the review of resources. Based on the quality assurance of the identified resources it was concluded that there was not a basis for a suite of learning and teaching resources on the hub.</p> <p>The group agreed a report for Scottish Government to outline the work, conclusions and recommendations of the group.</p> <p>The recommendations included the proposal of an advice paper for practitioners on the principles of effective race equality education which could be accompanied by case studies. The need for professional learning and capacity building opportunities were acknowledged. Next steps will reflect the response to the report by SG.</p>

	<p>A range of materials are available on the National Improvement hub which raise awareness of diversity and equality and the number of visitors to these pages are monitored.</p> <p>Through liaison with the University of Strathclyde, resources have been made available on the National Improvement Hub in relation to the impact of Brexit on Eastern European young people.</p>
Policy area	
Fair Work, Employability and Skills Lifelong Learning	Expected impact & next steps
Partners	Education Scotland will continue to work in partnership with the Scottish Government to deliver relevant recommendations arising from the PSE Review.
Skills Development Scotland	

Action	Summary of work
<p>We will work with Education Scotland to develop professional learning resources in partnership with Regional Collaboratives for Skills Development Scotland (SDS) and Careers, Information, Advice and Guidance (CIAG) staff, teachers and practitioners that raise awareness of minority ethnic employability issues and the priority actions that can help address these challenges.</p>	<p>Education Scotland (ES), in partnership with stakeholders, has led a working group to review race equality resources for educational settings. They also reviewed resources on our Hub relating to race and DYW which helps support teachers' knowledge and awareness.</p> <p>Themes arising from the review were:</p> <ul style="list-style-type: none"> • It appears there is not a great deal of resources which practitioners would directly identify as race equality materials. • Resources around rights, social justice and sustainability are relevant. Faith, culture, migration are also relevant in terms of learning. However there may still be a gap in race equality specific materials. • Schools immersed in this work take a holistic approach based on the Curriculum for Excellence and resources don't really capture this approach. • It has been proposed that it may be helpful to identify resources/principles, which reflect the devised quality assurance criteria which would be useful in helping teachers to develop their own materials and approaches but are not standalone educational resources.
Policy area	
Fair Work, Employability and Skills Lifelong Learning	Expected impact & next steps
Partners	<p>Work is underway to develop and collate a suite of toolkits/materials which will help teachers and practitioners understanding and the realisation of the entitlements in relation to equalities around CES.</p> <p>Education Scotland Post-16 Team will review prompts in college, CIAG, MA Review frameworks to ensure consistency in how we gather and report on evidence e.g. in visits to MA training providers HMI's utilise SDS data on equality and diversity and care experienced learners to evaluate how well providers are recruiting candidates against national targets.</p> <p>Education Scotland has brought together a group of education publishers to review how DYW/equality are</p>
Skills Development Scotland BEMIS CRER	

	<p>addressed through their commissioning processes and resources.</p> <p>Equalities and inclusion will be part of the renewed focus by Education Scotland on work placements and work-based learning opportunities.</p>
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Action	Summary of work
<p>We will increase the involvement of minority ethnic parents in their children's learning by consulting on legislative changes to strengthen the Scottish Schools (Parental Involvement) Act 2006, as part of our consultation on the new Education Bill.</p>	<p>It was announced in June 2018 that an Education Bill would not be introduced into the Scottish Parliament, and that school empowerment would be implemented in partnership with local government.</p> <p>“Learning together” – Scotland’s national action plan on parental involvement, parental engagement, family learning and learning at home was launched by the deputy first minister on 23 August 2018.</p> <p>Since the launch the plan Scottish Government has established a new national parental involvement and engagement steering group who will oversee the progress of the plan and the implementation of its 52 actions.</p> <p>The steering group will be joined by a new national network on parental involvement and engagement which will bring together stakeholder organisations, practitioners, teachers and academics to discuss the best ways to increase parental involvement and engagement across Scotland, share best practice and ensure parent voices are represented across education policy.</p>
<p>Policy area</p>	<p>A number of national working groups have also been established groups have also been established to monitor key work packages in the National Action Plan. Work has also been taken forward to develop guidance on empowerment relating to both learners and parents and carers.</p> <p>A number of national working groups have been established to implement the action plan. The key activities relevant to this plan are those on:</p> <ul style="list-style-type: none"> • the development of guidance and support materials, including new statutory guidance (which will require to address equalities issues), and • the distribution of additional funding for small-scale projects on key equalities and equity themes.
<p>Curriculum Unit</p>	<p>Expected impact & next steps</p>
<p>Partners</p>	
<p>The Scottish Government will work with parent groups to ensure that national education policy documents, strategies and guidance documents are fully “parent friendly”.</p>	<p>The National Working Group on training and support materials for parental involvement and engagement continues to meet on a monthly basis to create refreshed guidance, training and support materials on parental involvement and engagement which will include materials to support minority ethnic parents.</p> <p>A process will also shortly be established to manage the awarding of a £350,000 fund which will be made available between 2019 and 2021 in order to develop small scale</p>

	<p>research and best practice materials on a range of equalities themes.</p> <p>The Scottish Government will ensure that the refreshed guidance, training and support materials on parental involvement and engagement will include materials to support minority ethnic parents. The Scottish Government will work with organisations to ensure that minority ethnic parents are fully involved in the implementation of this plan.</p>
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Action	Summary of work
<p>Building on the data and findings for minority ethnic students from the Scottish Funding Council (SFC) Triennial Review on Widening Access, the SFC will seek further evidence to identify any potential barriers for minority ethnic students in FE and HE and will continue the monitoring of the participation, success, attainment and destinations of minority ethnic students through statistical publications and Outcome Agreements over 2017-18.</p>	<p>SFC access team and SFC analysts published The Access and Inclusion committee paper on the SFC website in November 2018. The data further enhances and updates ME data reporting, including building on the data findings from the SFC Triennial Review on Widening Access.</p> <p>The data was shared with the Scottish Race Equality Network forum (for Colleges and Universities) and we have asked for feedback. A paper with this data also went to the SFC Access and Inclusion Committee on 14 November. SFC also consulted with SREN and updated the ethnicity section of the latest Outcome Agreement guidance for both colleges and universities.</p>
Policy area	
<p>Scottish Funding Council</p>	Expected impact & next steps
Partners	
<p>SFC analysts Outcome Agreement teams Scottish Universities, Scottish Colleges and Advance HE</p>	<p>The impact is improved evidence to support policy and to help identify and remove barriers to access and positive outcomes for BME students across further and higher education.</p> <p>Progress and updates on race, including SG REAP updates, are provided to the SFC Access and Inclusion Committee for consideration. AIC convenes 3 times each year. This informs next steps to support race equality.</p> <p>The Scottish Government Access team is represented on the SFC Access and Inclusion Committee. The Committee papers are published on the SFC website. We also provide regular race briefings and updates to SG sponsorship teams on request.</p>

Action	Summary of work
<p>The SFC will continue to fund ECU over 2017-18 to provide best practice, guidance and advice to both sectors via the Scottish Race Equality Network forum and will encourage and support Universities to apply for the ECU Race Equality Charter.</p>	<p>Advance HE successfully bid to SFC to fund the delivery of a national equality and diversity offer for post-16 education in Scotland. SFC awarded funding of approximately £1.8 million to Advance HE in June 2018. The Advance HE funding is for a 3 year programme over the period AY 2018-19 to 2020-21 and comprises 12 discrete projects for Scotland, including a work stream for a strategic race equality project. The aim will be to undertake activity that will support the Scottish race equality network (SREN), have a clear strategic focus and support more universities and colleges to meaningfully engage with race equality for staff and students. Amongst a broad range of funded equality and diversity activities Advance HE will also provide advisory services and support, a national equality</p>

<p>Policy area</p>	<p>conference and offer Race Equality Charter support for Scottish Universities.</p> <p>During 2018 SREN elected a Chair from its membership to help develop and drive forward priorities for the national network. After discussion with the network, the Chair is currently working with Advance HE to develop priorities. Currently only Universities can apply for the Race Equality Charter and as the network membership includes both college and university representatives the priorities have to be relevant to both sectors.</p>
<p>Scottish Funding Council</p>	<p>Expected impact & next steps</p>
<p>Partners</p>	<p>SFC fund Advance HE to provide best practice, guidance, advice and training to support and advance race equality – for staff and students – in our colleges and universities. Training and best practice advice is provided by Advance HE through the SFC-funded Scottish Race Equality Network, which we promote via SFC Outcome Agreement guidance. This will help ensure staff in our colleges and universities can support BME staff and students and help institutions meet their public sector duties under equalities legislation.</p> <p>The Advance HE Race Equality Charter is a framework which helps Universities identify and remove barriers for BME staff and students. We promote engagement with the Charter through SFC Outcome Agreement guidance and indications in draft University 2019-20 Outcome Agreements this year suggest an increase in the number of Universities committing to engagement with the Charter. No</p> <p>Progress and updates on race, including SG REAP updates, are provided to the SFC Access and Inclusion Committee for consideration. AIC convenes 3 times each year. This informs next steps to support race equality.</p>
<p>SFC analysts Outcome Agreement teams Scottish Universities, Scottish Colleges and Advance HE</p>	

Action	Summary of work
The SFC will monitor the uptake of the Race Equality Charter Mark and report this to the Scottish Government by 2019.	This is ongoing. SFC will continue to monitor this through engagement with the Scottish Race Equality Network and through the SFC-funded Advance HE planned delivery of a future race equality project aimed at supporting both the university and college sectors to develop and build on existing work to positively enhance race equality for staff and students.
Policy area	
Scottish Funding Council	Expected impact & next steps
Partners	SFC fund Advance HE to provide best practice, guidance, advice and training to support and advance race equality – for staff and students – in our colleges and universities. . The Advance HE Race Equality Charter is a framework which helps Universities identify and remove barriers for BME staff and students. We promote engagement with the Charter through SFC Outcome Agreement guidance. Indications in draft University 2019-20 Outcome Agreements suggest an increase in the number of Universities committing to engagement with the Charter. Progress and updates on race, including SG REAP updates, are provided to the SFC Access and Inclusion Committee for consideration. AIC convenes 3 times each year. This informs next steps to support race equality.
SFC analysts Outcome Agreement teams Scottish Universities, Scottish Colleges and Advance HE	

Action	Summary of work
The SFC will provide an annual report on outcomes by racial group and, where necessary, will work with the Scottish Government to develop new measure for future OA guidance by March 2019.	This is ongoing. SFC analysts are finalising the analysis on outcomes by racial group as part of their work enhancing and updating the BME data findings from the SFC Triennial Review on Widening Access. Once this analysis is complete, SFC will consider the need to develop a new Outcome Agreement measure.
Policy area	SFC will also report on outcomes by racial group to our Access and Inclusion Committee in November 2018 as part of the progress update on all the SFC commitments set out in the SG Race Equality Action Plan.
Scottish Funding Council	Expected impact & next steps
Partners	This work is ongoing but it will inform any emerging issues and if required, help tackle low performance issues within the sectors through the Outcome Agreement framework.
SFC analysts Outcome Agreement teams Scottish Universities, Scottish Colleges and Advance HE	

Health

Action	Summary of work
We will ensure the development of the national priorities for public health reflect the health inequalities that exist in our minority ethnic communities.	We have established a Public Health Priorities Team within the Scottish Government; this team will monitor activity across Government which supports delivery of the priorities. A Whole System Steering Group has also been established by the Scottish Government and COSLA to help partners at national and local levels to work collaboratively.
Policy area	<p>A series of stakeholder events are currently being progressed with the following objectives:</p> <ul style="list-style-type: none"> • Identifying and agreeing areas for improvement in whole system working on the public health priorities over the next five years. • Agreeing a process for prioritising resources and areas of focus to support innovation and tests of change to drive improvement in whole system working and health outcomes. • Agreeing a shared vision and ambition with the third sector for public health reform as part of a whole system approach to improving health and wellbeing.
Health Protection Division	Expected impact & next steps
Partners	If we are successful then the impact of our efforts will ultimately improve the health of the population, including for our ME community.
<ul style="list-style-type: none"> • City councils • Health boards • Health charities • Health professionals 	<p>We will:</p> <ul style="list-style-type: none"> • Develop a measurement framework that will outline how progress against the priorities will be measured. • Continue with stakeholder engagement activity across the wider public and third sectors to build momentum and encourage shared ownership of the priorities across the wider system.

Action	Summary of work
We will carry out a baseline assessment of the sources, quality and completeness of ethnic coding in health and care records and will provide recommendations to Ministers during 2018 for systematic improvement.	The assessment is currently focussing on the completeness of coding for ethnicity in primary care records and the potential for relevant fields to be made available through the SPIRE system.
Policy area	
Partnership Support & Development	Expected impact & next steps
Partners	This work is a scoping exercise that will result in recommendations for recording ethnicity data on an ongoing basis.
National Services Scotland Information Services Division; GP Practices.	The next stage is to assess the completeness of these codes by using the SPIRE test dataset. We need to obtain additional permissions for this and ISD have contacted the SPIRE programme board to see if they would allow this.

Action	Summary of work
<p>We will establish an inequalities network, involving clinical and academic experts from across Scotland as well as organisations such as Cancer Research UK and Jo's Cervical Cancer Trust. The network will focus on groups where significant health inequalities exist and participation in screening is low; this includes minority ethnic groups, travelling communities and those from disadvantaged backgrounds. It will oversee the development of a national screening inequalities strategy and will include a 3 year programme of action.</p>	<ul style="list-style-type: none"> We have identified a new Chair for the Screening Inequalities Steering Group – Martin Black (Non-Executive Board Member, NHS Fife). We have also established a wider Screening Inequalities Network which has dedicated space on the Knowledge Hub. This Network provides a platform for discussion and collaboration on inequalities issues within the screening community. To date we have committed over £2.7 million to fund projects targeted at reducing inequalities in access to the three cancer screening programmes
Policy area	
Health Protection	Expected impact & next steps
Partners	Increased understanding of the barriers to screening attendance in hard to reach groups such as certain ME communities.
<ul style="list-style-type: none"> NHS Boards Jo's Cervical Cancer Trust Clyde Gateway Bowel Cancer UK MECOPP 	Increased participation in screening.

Action	Summary of work
<p>We will develop and implement a Diabetes Prevention Framework to support early identification, diagnosis and treatment of those at risk of developing type 2 diabetes. This will be published in 2018 and will identify risk assessment tools and outline appropriate interventions to support the prevention of diabetes and its complications. It will be achieved by establishing collaborative and co-ordinated approaches to prevention and early intervention between services, government and the third sector. It will identify ways of engaging with people from hard to reach communities, including minority ethnic communities, and socially deprived backgrounds.</p>	<p>Early Adopters are using the funding allocated to them to begin work to redesign, weight management services in line with the national guidelines.</p> <p>We are in the process of exploring the feasibility of developing insight around positioning, messaging and targeting for a T2D public awareness campaign for 2019/20. Media research has been commissioned. This aims to ensure appropriate and accurate information available in a suitable format to sign-post individuals to resources and services that they can access locally.</p>
Policy area	
Planning & Quality	Expected impact & next steps
Partners	Early Adopters will submit a progress report and a detailed implementation plan at the end of March 2019. The forward-looking plans will be subject to sign-off by the Professional Advisers and Policy before funds are released.
<p>Early adopters are: NHS Ayrshire, NHS Tayside and the East Region (East of Scotland Partnership involving the 3 NHS Boards Borders, Fife and Lothian and the Region's 6 Integrated Joint Boards and 6 Councils).</p> <p>Media: Marketing and Insight Unit – Scottish Government</p>	Media research: The research will be completed by April 2019.

Action	Summary of work
We will consider data and evidence on inequality relevant to diabetes and CVD policy, including the SHELS reports, to support the delivery of the priorities within our Diabetes Improvement Plan and our Heart Disease Improvement Plan (2014) on minimising the impact of inequality.	We want to be consistent with the many policies that have been published in 2018, such as Tobacco Action Plan, Alcohol and Drug strategy, Diet and Healthy Weight Delivery Plan, Health Literacy, Active Scotland Delivery Plan. We are considering the need of an Equality of Access Group at this stage.
Policy area	
Planning & Quality	Expected impact & next steps
Partners	Once there is clarity about the need of an Equality of Access Group and indeed its purpose and remit we will decide how the research study will fit in the new scope.

Action	Summary of work
We will establish an Equality of Access group to drive improvement and address issues around difference in access to services where there is a health inequalities dimension.	This is in progress, work is continuing to identify the group membership and appropriate Chair for the group, and to set out Terms of Reference.
Policy area	
Planning & Quality	Expected impact & next steps
Partners	We consider further action as progress on implementation of new strategies becomes available.
Scottish Diabetes Group	

Action	Summary of work
We will ensure that the Short Life Working Group on HIV Testing, set up to explore how to improve HIV testing in Scotland, will specifically consider what could be done to increase the uptake of testing among African men living in Scotland, who have been identified as a key target group. Suggested actions will be passed to the NHS Sexual Health and Blood Borne Virus Executive Leads to consider how services can be improved.	A draft report on HIV Testing was tabled at the NHS Sexual Health and Blood Borne Virus Executive Leads meeting in May. The organisation responsible for delivering the report has failed to make substantive progress. The NHS Sexual Health and Blood Borne Virus Executive Leads have therefore asked the Scottish Government to review work to date, and convene a group to deliver the report.
Policy area	
Health Protection	Expected impact & next steps
Partners	SG to convene a working group to consider the recommendations of the draft HIV testing report and agree priorities for action. The first meeting of the group will take place in January 2019.
NHS Boards, third sector.	Important to identify ways to improve testing arrangements for relevant parts of the ME community.

Action	Summary of work
We are working directly with key delivery partners to ensure that people from minority ethnic communities who have lived experience of mental health services are represented at our Bi-annual Forum. The views and input of the Forum will be fundamental in the development of the Mental Health Strategy's first Annual Report to Parliament in 2018 which will include a section on equality, and the experiences of minority ethnic stakeholders will be part of this.	<p>We recently held a roundtable discussion with ME groups in order to encourage active engagement. We are revisiting our EQIA with a view to ensuring that equalities and rights is imbedded into all the themes of our mental health policy. We are proposing that the Bi-annual Forum should move to an annual gathering.</p> <p>The Bi-annual Forum took place on the 12 December 2018.</p> <p>The research stage of the EQIA stage is being finalised. Officials met with researchers and equalities colleagues in January 2019 to agree next steps. It is anticipated that equality organisations will be invited for a workshop to discuss policy implementation in the Spring, prior to publication of the updated Equality Impact Assessment.</p>
Policy area	Expected impact & next steps
Mental Health Unit	
Partners	The research stage of the EQIA is almost complete. A meeting with Officials and Analysts/Researchers is set for January 2019 in which a detailed discussion will take place on how the findings can be implemented into MH policy moving forward.
We have engaged with the SG Equality Unit and PC organisations such as Equality Network, CEMVO and BEMIS.	

Action	Summary of work
We will increase engagement and participation of minority ethnic communities in the implementation of health and social care processes through funding a key delivery partner to provide guidance and consultancy support to at least 3 Integration Authorities in developing inclusive models of working by November 2018.	We will contribute to increasing the capacity and understanding of race equality issues within the implementation of health and social care processes through funding a key delivery partner to provide consultancy support, race equality/capacity building training and community engagement.
Policy area	Expected impact & next steps
Health & Social Care Integration	
Partners	Work is underway in South Ayrshire, Scottish Borders and East Renfrewshire Integration Authorities.
We are working with CEMVO to support Integrated Authorities and increase their capacity and understanding of race equality issues.	

Housing

Action	Summary of work
<p>The Centre for Housing Market Analysis (CHMA) will update the Housing Need and Demand Assessment (HNDA) Tool and associated data by the end of 2017, and the tool will be supported by refreshed guidance.</p> <p>The refreshed guidance will include updates to areas that have generated consistent comments during the Robust and Credible appraisal process.</p>	<p>The HNDA Refresh was published on the 12 October 2018.</p>
Policy area	Expected impact & next steps
Communities Analysis	
Partners	<p>All Housing Needs and Demand Assessment started from 12 October 2018 will be appraised by the Scottish Government using the robust and credible criteria set out in the HNDA Refresh.</p> <p>Important to ensure that, where ethnic minorities have specific housing needs, planning authorities consult on these and reflect these views in their Housing Need and Demand Assessments.</p>
<p>Planning authorities.</p>	

Action	Summary of work
<p>Consideration will be given to making Consultation one of the Robust and Credible criteria on which the HNDA assessment is based, to ensure clarity around who has been consulted, how they were consulted and the findings from the feedback received.</p> <p>This should help to ensure that the evidence base for the HNDA is more informed and reflects more accurately the current and future need for housing and housing related services for all, including minority ethnic communities.</p>	<p>The HNDA Refresh was published on the 12 October 2018.</p>
Policy area	Expected impact & next steps
Communities Analysis	
Partners	<p>All Housing Needs and Demand Assessment started from 12 October 2018 will be appraised by the Scottish Government using the robust and credible criteria set out in the HNDA Refresh.</p> <p>Important to ensure that, where ethnic minorities have specific housing needs, planning authorities consult on these and reflect these views in their Housing Need and Demand Assessments.</p>
<p>Planning authorities.</p>	

Action	Summary of work
We will work with local authorities (through COSLA) and housing associations to identify options for increasing the number of minority ethnic people in housing management roles.	PATH (Scotland) are funded by the Scottish Government's Equality Unit for 2017-18, 2018-19 and 2019-20 to undertake a 'Developing Management and Leadership Skills' programme. The Developing Management and Leadership (DMLS) course is a personal development course which uses positive action measures to address imbalances in the representation of people from BME communities in all aspects and levels of public life. Feedback from participants evidences that the course has been very successful and influential. All desired outcomes have been achieved.
Policy area	
Equality Unit	Expected impact & next steps
Partners	Path Scotland is funded through 2020 to deliver the DMLS course.
Path Scotland	

Action	Summary of work
Over the course of this Parliamentary term we will make the best use of available housing data and research to identify issues affecting minority ethnic communities and promote race equality. The Scottish Housing Regulator will use the data and intelligence that it gathers on an ongoing basis to inform its regulatory engagement to help ensure that social landlords meet the Scottish Social Housing Charter's standards and outcomes – including those on Equalities and Gypsy/Travellers.	<p>In October we published a report on social landlords' progress towards the Scottish Government's minimum site standards for Gypsy/Travellers which showed that over half of social landlords did not meet the standards by the deadline of June 2018. We have written to these landlords requiring each of them to develop and give us, by mid-November, a remedial plan setting out how they will achieve the minimum site standards, without further delay.</p> <p>On 9th October we launched a consultation on our proposals for how we regulate social housing in Scotland. We published an equalities impact assessment of the main proposals in our consultation.</p> <p>None of our proposals have a negative equalities impact, two have a neutral impact and 12 have a positive impact. Of the 12 the ones which relate most notably to race and/or Gypsy/Travellers include:</p> <ul style="list-style-type: none"> • Each social landlord needs to have assurance and evidence that it considers equality and human rights issues properly when making all of its decisions, in the design and review of internal and external policies, and in its day-to-day service delivery • We will require all social landlords to submit an Annual Assurance Statement confirming their compliance or otherwise with the Equalities and Gypsy/Travellers Outcomes in the Charter and confirmation that they are meeting their legal duties in relation to equality and human rights • Each social landlord must collect data relating to each and every protected characteristics for their existing tenants, new tenants, people on waiting lists and who apply as homeless, governing body members and staff. <p>More information on the Scottish Government's site standards can be found at https://www.gov.scot/Publications/2015/05/4938.</p>
Policy area	Expected impact & next steps
Scottish Housing Regulator	

Partners	For Gypsy/Travellers – better homes and sites, more consultation, greater tenancy rights.
Tenants, service users, Scottish Government, landlords, Equalities and Human Rights Commission	<p>For ME and Gypsy/Travellers</p> <ul style="list-style-type: none"> • landlords demonstrably taking into account equality and human rights when making all of their decisions • we are given annual written assurance that landlords meet the equalities and Gypsy/Traveller Charter outcomes and all relevant legal duties are met. • by collecting better and more data landlords will better understand their tenants and service users, and design services that suit everyone irrespective of ethnicity, and background • we will only register new RSLs that demonstrate a commitment to equality and human rights.

Action	Summary of work
Working through the Private Rented Sector Investigations and Prosecutions Working Group, we will develop guidance to enable more effective enforcement and prosecution in the Private Rented Sector by March 2018.	Our work with the members of the Group has flagged up a number of key issues. We have worked with the Group to identify practical solutions to the issues that have been identified. The Guidance was published at the end of August.
Policy area	
Better Homes	Expected impact & next steps
Partners	<p>Glasgow City Council are due to submit a report to Scottish Ministers on the operation of the second Enhanced Enforcement Area in Govanhill in early 2019. Designation of an area as an EEA gives the local authority further robust powers to tackle poor housing quality and poor management standards in the PRS.</p> <p>Govanhill has a high proportion of PRS properties in poor repair, a high proportion of ME tenants and of ME landlords. The Govanhill Service Hub actively encourages engagement with residents who can also report issues or concerns to the Hub. Glasgow City Council has publicised the targeted action that it has taken against landlords in the area.</p> <p>We expect the guidance to support better understanding across all agencies of the Private Rented Sector of the role that different bodies have in ensuring compliance by landlords with their legislative duties.</p>
We worked with Police Scotland, the Crown Office and Prosecutions Service, the Housing & Property Chamber of the First-tier Tribunal and local authorities to develop the guidance.	

Action	Summary of work
Over the next twelve months we will identify and promote a wide range of measures to encourage and support the sharing of good practice across the sector to improve standards, and between local authorities in their enforcement role. We will identify good practice by local authorities in supporting minority ethnic landlords to understand their obligations and in providing minority ethnic tenants with information about their rights and share this more widely by supplementing the existing guidance.	The Scottish Government funded a Private Landlord Support Officer post in Glasgow City Council for a year following the success of the Shelter project with Dundee City Council. The positive impact of the work led both local authorities to make these posts permanent. The PLSOs work with landlords in their city to promote greater compliance with legal responsibilities. We will work with them to identify good practice and promote this through the national Landlord Registration Network.
Policy area	Expected impact & next steps
Better Homes	
Partners	Expected impact & next steps
Local authorities – as they have the statutory duty to maintain the register of landlords and powers to tackle poor standards.	<p>Glasgow City Council are due to submit a report to Scottish Ministers on the operation of the second Enhanced Enforcement Area in Govanhill in early 2019. Designation of an area as an EEA gives the local authority further robust powers to tackle poor housing quality and poor management standards in the PRS.</p> <p>Govanhill has a high proportion of PRS properties in poor repair, a high proportion of ME tenants and of ME landlords. The Govanhill Service Hub actively encourages engagement with residents who can also report issues or concerns to the Hub. Glasgow City Council has publicised the targeted action that it has taken against landlords in the area.</p> <p>We expect the guidance to support better understanding across all agencies of the Private Rented Sector of the role that different bodies have in ensuring compliance by landlords with their legislative duties.</p>

Action	Summary of work
We will develop and implement a framework for gathering information to monitor the impact of new legislative changes on those living in the Private Rented Sector, including the impact on minority ethnic private tenants.	The SPICe/CaCHE work was published in November 2018. The Scottish Government will shape its own framework to complement the SPICe/ CaCHE approach and will include a focus on how the changes brought in by the new Private Residential Tenancy have impacted on minority ethnic tenants.
Policy area	Expected impact & next steps
Better Homes Communities Analysis	
Partners	Expected impact & next steps
SPICe, Nationwide Foundation, CaCHE	<p>We are looking at how we use existing data rather than consulting on new data to be collected. We are in discussion with the Housing & Property Chamber of the First-tier Tribunal on what statistical information they can share with us on the operation of the new tenancy.</p> <p>We will identify where/if the new PRS changes have negatively impacted the ME community and work to mitigate this.</p>

Action	Summary of work
We will work with key stakeholders to deliver a communication strategy aimed at tenants, landlords, letting agents and the wider public to make them aware of the changes in the Private Rented Sector ensuring that relevant information is developed for minority ethnic landlords and tenants by engaging with key delivery partners.	We have placed links to the training and information resources developed by Shelter (with SG funding) on the SG website. We have had proposals for communication of the new Private Residential Tenancy from Young Scot, Scottish Association of Landlords and Living Rent. We are in the process of having the model private residential tenancy and easy read notes translated into Urdu, Punjabi and Polish.
Policy area	Expected impact & next steps
Better Homes	
Partners	To actively promote the new tenancy more widely and to issue translations of the new Private Residential Tenancy.
Young Scot; Scottish Association of Landlords; Living Rent (Tenants' Union)	Improved understanding of rights and responsibilities in the PRS will help those living in the sector to challenge poor management standards.

Poverty

Action	Summary of work
We will ensure that ethnicity is a consideration in the development of the Child Poverty Delivery Plan to be published by April 2018.	Development of the actions outlined in the Tackling Child Poverty Delivery Plan has continued. With progress already being made in some areas; a new national minimum school clothing grant of £100 per child has been agreed; estimated to benefit 120,000 children, we launched our new Financial Health Check service in November 2018, backed by £3.3 million in funding over two years, estimated to benefit 15,000 families across Scotland. Beyond this Social Security Scotland has now commenced delivery of the new Best Start Grant Pregnancy and Baby Payment and Carer's Allowance Supplement.
Policy area	
Social Justice & Regeneration	Expected impact & next steps
Partners	Scottish Ministers will publish the First Progress report by the end of June 2019. Local Authorities and Health Boards will publish their own joint Local Child Poverty Action Reports within the same timescale.
Stakeholders engaged by policy officials leading in the development of specific actions and commitments within the Plan. The Partnership section of the Plan notes key commitments which will be led by external partners, these include: <ul style="list-style-type: none"> • A joint £7.5 million Innovation Fund with the Hunter Foundations - to support new approaches to preventing and reducing child poverty; • A new policy development initiative: Get Heard Scotland – led by the Poverty Alliance this will help those with lived experience influence policy making, and; • £500,000 investment from the Scottish Government to support income maximisation services in health settings – led by NHS Boards. 	

Action	Summary of work
The Child Poverty Measurement Framework, which is currently being revised in consultation with stakeholder groups, will give due consideration to the experiences and issues faced by minority ethnic groups living in poverty.	The first annual progress report on Every Child Every Chance will include a section that focuses on child poverty in ME households. The Child Poverty Measurement Framework indicators will be broken down by ethnicity where possible, as will the 4 child poverty targets.
Policy area	
Equality & Social Justice Analysis	Expected impact & next steps
Partners	Scottish Ministers will publish the First Progress report by the end of June 2019. Identifying additional actions / changes to existing actions needed to more effectively address child poverty among ethnic minority families, and gaps in the evidence that need to be filled.
Analysts across the Scottish Government, to encourage them to provide breakdowns of data on the drivers of poverty by ethnicity, where possible. People with lived experience of poverty from minority ethnic groups, and/or organisations that represent them.	

Action	Summary of work
We will be introducing a Financial Health Check service for families who have children or are expecting a child. We know that minority ethnic families on low incomes can face particular challenges in terms of accessing support, so we will ensure that we work with organisations who engage with minority ethnic populations at local level to raise awareness of the offer of a guaranteed Financial Health Check for those who will benefit most.	On 2 November 2018, the Cabinet Secretary for Communities and Local Government launched the roll-out of the Financial Health Check. The check includes 17 different components, including advice on reducing household energy costs, increasing benefit uptake, and support for child related costs. Each check will be tailored to the needs of the client. It will be delivered by Citizens Advice Scotland and the network of Citizens Advice Bureaux and is expected to help at least an additional 15,000 households in Scotland per year.
Policy area	
Social Justice & Regeneration	Expected impact & next steps
Partners	
<p>Internal</p> <p>Consumer, Competition and Regulation Unit</p> <p>Communications</p> <p>Marketing</p> <p>External</p> <p>NHS Health Scotland</p> <p>Citizens Advice Scotland</p> <p>Network of Citizens Advice Bureaux</p> <p>Key stakeholders, including equalities groups, to help us promote the Financial Health Check to their stakeholders and clients</p>	<p>We are currently undertaking a marketing campaign, which covers a range of activities to promote the FHC; this includes working with equality organisations Citizens Advice Scotland and local bureaux will also undertake their own specific local promotional events and awareness sessions at key forums and other collaborative groups with partner organisations.</p> <p>The £3.3 million investment in the Financial Health Check aims to help low income families avoid the 'poverty premium' of higher costs for essential goods and services and maximise their incomes.</p>

Action	Summary of work
We will work with minority ethnic volunteers on Experience Panels to help shape the social security system, hearing directly from them about what works, what needs improved and what our new system can do to better support ethnic minorities in Scotland.	In both the recruitment of and research with volunteer Experience Panel members, we have secured partnership with Happy to Translate to provide translation on our helpline and to raise awareness and support involvement among ethnic minorities.
Policy area	In March we held a large scale research event, jointly with Happy to Translate, with older people from ethnic minorities. This included focus groups with English speaking people and those whose first language isn't English, listening to their views on their priorities for the new social security system in Scotland. We conducted planned focus groups in Aberdeen and Kilmarnock, and have now worked with over 120 people from ethnic minorities.
Social Security	Expected impact & next steps
Partners	
Happy to Translate.	We will continue dedicated research with ethnic minorities, alongside working with stakeholders and colleagues to boost the number of ethnic minority panel members. Findings from this work will influence decisions across the design of social security in Scotland.

Action	Summary of work
<p>We will work with minority ethnic communities over the course of this Parliamentary term in developing and implementing our new consumer and competition powers.</p>	<p>The Ministerial Taskforce on Consumers and Markets was established to provide Scottish Ministers with strategic advice on priorities and actions relating to consumer and market issues in Scotland. The Taskforce is able to represent and consider the needs and interests of minority ethnic communities in delivering its remit, including through a scorecard which assesses the characteristics of consumers in Scotland.</p> <p>The Scottish Energy Strategy commits us to developing an energy consumer action plan to set out the steps that Scottish Government, working with partners, will take to promote consumer engagement and protect consumers during the transition to a low carbon society. The action plan aims to protect consumers from excessive or avoidable costs, prevent new forms of social exclusion and promote the benefits of smarter energy systems. We will focus on vulnerable and disengaged people living in Scotland; this will include consideration of minority ethnic groups.</p> <p>In relation to energy advice we supported a pilot project which looked at extending the benefits of competition to the least engaged consumers – with face to face advice and support for them to switch energy supplier or tariff. Home Energy Scotland (HES) delivered this project, aimed to engage a diverse audience and consider the needs and interests of minority ethnic groups in the programme evaluation. The evaluation of the pilot project has now been received and is currently being reviewed and considered in the development of the energy consumer vision and action plan outlined above.</p> <p>We have also established a Tackling Problem Debt Group, which includes representation from those with experience of serving minority ethnic groups.</p> <p>We have established a Consumer Expert Advisory Group to help shape the development of the Scottish Government's Energy Consumer vision and action plan. The action plan will be published in Spring 2019.</p> <p>The Scottish Government is expected to take responsibility for levy funded debt advice from January 2019. In the coming months, supported by the work of the Tackling Problem Debt Group and wider stakeholder feedback, the Scottish Government will outline its immediate plans for the use of levy funding. By September 2019 we propose to publish a debt route map, which will outline the vision for and steps needed to achieve a sustainable, effective and user-centred debt advice service delivery landscape in Scotland by 2025.</p> <p>Advice Service Review</p> <p>We have undertaken an internal strategic policy review of our support for advice services, with the aim of developing a coherent strategic policy framework for the Scottish Government's support to advice services that directs investment and ensures services are effective, efficient, fit for purpose, provide value for money and are not duplicate.</p>

	<p>We will ensure advice services contribute to tackling poverty and inequality contributing to fulfilment of our Fairer Scotland Duty.</p> <p>We are working with the Roma community in Glasgow to fund projects that will test different approaches to improve the reach, access and impact of advice services and will ensure that their rights and entitlements are met, in particular welfare benefits and income maximisation.</p>
Policy area	
Consumers and Low Carbon Consumer Policy & Interventions	Expected impact & next steps
Partners	Improved access to debt advice and support.

Action	Summary of work
Over the course of this Parliamentary term we will collaborate with Credit Unions to deliver an awareness raising campaign and will seek views from representatives of minority ethnic communities during the design and delivery of this campaign, ensuring its key messages are accessible to a diverse audience.	<p>Marketing colleagues have completed extensive desk based research and engaged a creative agency, The Gate. The agency conducted interviews with a wide mix of individuals including trade body representatives, credit union staff and credit union members.</p> <p>The creative agency finalised three campaign routes which they put to focus group testing in August and September. They were instructed to ensure the testing included representation from people from BME backgrounds from within the target audience (25-54 year olds). Overall six respondents identified as BME (16.6%).</p>
Policy area	
Third Sector Unit	Expected impact & next steps
Partners	The campaign is complete. Any future initiatives to promote and raise the profile of credit unions will consider how to involve ME voices in the design to try to ensure the final product is as accessible as possible.
Credit unions and their representatives SG marketing Creative agencies	Increased awareness of credit unions among all of Scotland's communities.

Community Cohesion & Safety

Action	Summary of work
Representatives from minority ethnic community organisations will be part of our newly established Community Cohesion Delivery Group, tasked with implementing the recommendations of the Advisory Group on Hate Crime, Prejudice and Community Cohesion. We will publish an update on progress relating to the implementation of the Advisory Group's recommendations in 2020.	In June 2017, we published our Tackling Prejudice and Building Connected Communities Action Plan. We have established an Action Group chaired by the Cabinet Secretary for Local Government and Communities which includes representation from BEMIS and CEMVO to take this work forward.
Action Officer	Expected impact & next steps
Connected Communities	
Partners	
Action Group members: Cabinet Secretary for Local Government and Communities BEMIS CEMVO	No further update

Action – [AREA]	Summary of work
We will review and update our mechanisms for engaging with communities – including minority ethnic communities – to ensure we take account of their concerns and issues.	We have established an Advisory Panel on Community Cohesion. Dr Duncan Morrow, Dr Alison Strang and Sabir Zazai are members of the Advisory Panel. We will work with the Advisory Panel to take this action forward.
Action Officer	Expected impact & next steps
Connected Communities	
Partners	
Advisory Panel	

Action	Summary of work
We have engaged with race equality stakeholders to shape and deliver our 6 week 'Hate Has No Home In Scotland' campaign which was launched on 13 October 2017. The campaign aims to raise awareness of hate crime and encourage reporting.	We worked with equalities stakeholders to develop our 'Hate Has No Home In Scotland' campaign which was launched in October 2017 and ran for six weeks. Its evaluation showed that those who engaged with the campaign claimed they are now more likely to report a hate crime and that it was particularly successful with those who have been exposed to hate crime. The campaign evaluation has been published on the Scottish Government website and we will use that evaluation to consider future campaigns.
Action Officer	Expected impact & next steps
Connected Communities	
Partners	
We have consulted a range of equalities stakeholders including Coalition for Racial Equality and Rights.	The aim of the campaign is to raise awareness and encourage reporting of hate crime and increase the number of hate related incidents recorded by Police Scotland by 7%
Next steps	A full campaign evaluation will be carried out in due course.
	Expected Impact

A full campaign evaluation will be carried out in due course.	
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Action	Summary of work
We will consider and implement the findings of Lord Bracadale's independent review of hate crime legislation in close consultation with race equality stakeholders and minority ethnic communities.	Lord Bracadale published his review of hate crime legislation on 31 May 2018. Scottish Ministers have accepted his recommendation. On 26 July 2018 we held a roundtable with race equality stakeholders to discuss initial reactions to the review and recommendations and we will use this to help inform our public consultation which is to be launched later in 2018. On 14 November we launched a fourteen week public consultation seeking views on the detail of what should be included in a new hate crime bill.
Action Officer	Expected impact & next steps
Connected Communities	
Partners	
	Consultation closes 24 February 2019 with analysis published in May.

Action	Summary of work
Once the Code of Practice on stop and search, which came into force in May 2017, has been in place for 12 months we will fund an independent review that will look at (among other things) any concerns about how stop and search powers are being used on people from specific sections of the community, including minority ethnic groups. The Stop and Search Advisory Group will be asked to report to Ministers on the review findings by the end of the year. The review will also cover: any potential gaps in legislation around young people and alcohol; any lack of clarity in the Code or gaps in legal powers to search where this is necessary to preserve life; and any increase in the use of alternative search powers, such as "no suspicion" search powers under section 60 of the Criminal Justice and Public Order Act 1994 (searches where serious violence is expected in an area).	In February 2018, the Independent Advisory Group (IAG) on Stop and Search produced a report reviewing the first 6 months of the Code of Practice on Stop and Search. The report shows that the rate of searches declined across all ethnic groups. A fuller 12 month review is currently being undertaken which will look at any concerns about how stop and search powers are being used on people from ethnic minority groups. The final IAG meeting took place on 21.01.19. The Group discussed the possible recommendations they could make based on the qualitative/quantitative findings set out in the reports. The recommendations, along with the Group's final report, will be sent to the Cabinet Secretary for Justice.
Action Officer/Policy Unit	Expected impact & next steps
Police Division	
Partners	
The IAG includes members from Police Scotland, academia, children and young person's organisations.	Increased transparency and greater accountability around the monitoring of stop and search. If the IAG recommends that any changes are needed for improvement, the next stage will be for the Scottish Government to work with Police Scotland and other stakeholders to ensure that these issues are addressed.

Action	Summary of work
We will work with the Scottish Police Authority and Police Scotland to promote positive action to increase the number of minority ethnic entrants to the police workforce, and to improve opportunities for development and promotion, to reflect the minority ethnic population in Scotland.	The Positive Action Team has introduced a number of initiatives to encourage those from a minority ethnic background to apply to be police officers, this includes the “Introduction to Police Programme (ITPP)”, where potential minority ethnic candidates are provided with advice and training on the recruitment process and then peer support as they go through the full recruitment process. The latest ITPP is being held in August and September 2018 in the North East of Scotland.
Action Officer	Expected impact & next steps
Police Workforce	
Partners	
the Scottish Police Authority Police Scotland – Positive Action Team	<p>The strategy focuses on improving and encouraging leadership, creating a positive work environment, inclusive culture and becoming an agile, responsive organisation. The strategy shows and paves the way for the service’s people to understand their role in helping Police Scotland achieve its goals under the 2026 strategy and how the organisation will support them.</p> <p>Police Scotland/SPA People Strategy was published in August 2018.</p> <p>It is not for Police Division to collate the work of Police Scotland but they would be happy to share their experience and expertise with other organisations. The programme continues but will be influenced by the new Workforce Plan.</p>

Action	Summary of work
We will work with the Scottish Police Authority and Police Scotland to promote effective equality and intercultural competency training within initial training from the police workforce, combined with appropriate CPD for those already in post.	Currently, Diversity Training is undertaken as part of the Probationer Training Programme when officers first start with Police Scotland (2 days). This promotes inclusivity and awareness. A new Professional Development Lead has been appointed recently to drive forward the CPD offerings within Police Scotland. They will be engaging with all staff/diversity associations to understand skills and competency gaps throughout the whole organisations and will build/source relevant CPD solutions in accordance with this needs/gaps/demands analysis.
Action Officer	Expected impact & next steps
Police Workforce	
Partners	
	<p>The Training Quality Assurance Team at the Scottish Police College continue to actively promote the integration of equality and human rights considerations into the training design process.</p> <p>A one day EqHRIA training course has been developed and is available through the Leadership, Training & Development Department to relevant Police Scotland and SPA staff. A process has been formalised to enable staff to enrol using a Training Request Form, supported by line management via our internal HR (staff) database system.</p> <p>Ethics Advisory Panels have been introduced to provide an opportunity for staff, officers and external participants to come together to discuss ethical dilemmas within Police Scotland.</p>

Action	Summary of work
<p>We will work with key partners to engage effectively with minority ethnic communities through focus groups and roundtable events to ensure the contribution of these communities in the development of a National Strategy to reduce social isolation and loneliness and encourage increased social engagement.</p>	<p>We published our national strategy for tackling social isolation and loneliness on 18 December 2018.</p> <p>This final strategy was informed by our consultation period. Separate analysis of the consultation responses was published in October 2018 and can be found here https://www.gov.scot/publications/analysing-responses-connected-scotland-scottish-governments-draft-strategy-tackle-social-isolation-loneliness/</p> <p>The national strategy for tackling social isolation and loneliness is available online at https://www.gov.scot/publications/connected-scotland-strategy-tackling-social-isolation-loneliness-building-stronger-social-connections/</p>
<p>Action Officer</p>	<p>Expected impact & next steps</p>
<p>Equality Unit</p>	
<p>Partners</p>	
<p>COSLA, Voluntary Health Scotland, Campaign to End Loneliness, SportScotland, Joseph Rowntree Foundation, Architecture and Design Scotland, YouthLink, Age Scotland, Chest Heart and Stroke Scotland, Generations Working Together and Transport Scotland</p> <p>We also engaged directly with Voluntary Health Scotland following their publication of the Zubairi Report, which specifically researches social isolation and loneliness in relation to ME Groups and those impacted by socio-economic equalities also.</p>	<p>Long term action - to reduce social isolation and loneliness.</p> <p>As we move into the implementation phase, we will arrange the initial meetings of the National Implementation and Ministerial Steering groups, both of which will be chaired by Christina McKelvie, Minister for Older People and Equalities.</p>

Participation and Representation

Action	Summary of work
During the first half of 2018 we will agree and publish a public appointments action plan detailing specific actions on research and positive action steps, in partnership with the Commissioner for Ethical Standards in Public Life in Scotland, race equality and other relevant intermediary organisations.	SG Public Appointments Team and the office of the Commissioner for Ethical Standards in Public Life in Scotland have drafted an action plan, incorporating recommendations from the Commissioner's Annual Report published in October 2017. This was issued for comment and consideration by stakeholders. We received a limited response from relevant organisations to the draft of an action plan but we will now work with the helpful comments we did receive to reconsider and redevelop a plan.
Policy area	
People Services: Public appointments	Expected impact & next steps
Partners	We received a limited response from relevant organisations to the draft of an action plan. We will work with the feedback we did receive to reconsider and redevelop a plan.

Action	Summary of work
We will monitor the impact of the Equal Representation in Politics self-assessment tool with the Equal Representation Coalition over 2018-2020, to inform a new set of actions in the next Action Planning period to increase representation in elected office for minority ethnic communities and other under-represented groups.	The Equal Representation Tool was launched at Party Conferences in spring 2017 and met with a lot of interest. The Equal Representation Coalition still meets regularly, with CRER providing secretariat duties. CRER will be undertaking the work outlined in the REAP as part of their funding agreement.
Policy area	
Equality Unit	Expected impact & next steps
Partners	Improved representation of ME groups in elected office.
CRER	

Action	Summary of work
<p>We will work with a group of civic society representatives, including race equality partner organisations, to engage with minority ethnic communities in the development of the Participation Framework towards completion in summer 2018.</p>	<p>We have created an internal 'steering group' from across a variety of areas in Scottish Government to oversee the development of this Scottish Participation Framework. Working with the Democratic Society, they have helped us to develop a basic framework to aid discussions and development. This highlights the key strategic, tactical and organisational elements that need to be in place and taken into consideration by policy makers before inviting public participation.</p> <p>Publication is now scheduled for Summer 2019. Delays to publication of the Open Government Action Plan have led to delay in progress of the Participation Framework.</p>
Policy area	<p>The forward plan for publication is detailed below with activities and milestones. This is also detailed in the Open Government Action Plan commitment 2 https://blogs.gov.scot/open-government-partnership/2019/01/30/open-government-action-plan-official-publication-documents/</p>
<p>Ingage - Directorate for Local Government and Communities</p>	Expected impact & next steps
<p>Partners</p> <p>Range of actors, both internal and external, detailed in the Open Government Action Plan – commitment 2.</p>	<p>The outcomes of the Framework are as follows:</p> <ul style="list-style-type: none"> • Support the realisation of community empowerment through enabling public service to work differently, and with a collective outcome focus • Increase capacity, confidence and capability of participation for public service colleagues, notably Scottish Government staff • Develop a method for mapping the participation ecosystem in Scotland, using the Scottish Government as a pilot <p>Create a significantly enhanced knowledge of what participation activities already exist across Scottish Government, who is using them, where they overlap or could be improved. It will also identify opportunities and gaps for more effective participation.</p> <p>The forward plan is detailed in Open Government Action Plan commitment 2 published online at: https://blogs.gov.scot/open-government-partnership/2019/01/30/open-government-action-plan-official-publication-documents/</p> <p>Key activities and milestones are:</p> <ul style="list-style-type: none"> • production of a language framework to make sense of terminology • decision-making guidance on when to use different methods • knowledge bank of good practice • evaluation <p>We will begin testing guidance, advice and training and develop internal and external communications to seek wider input into development of the Framework. After this we will prepare a business case for further development.</p>

Action	Summary of work
We will work in partnership with Young Scot to develop a Strategic Participation Panel of minority ethnic young people, building on the Fairer Future project, to develop skills and understanding for young people to participate in local and national decision making processes.	Young Scot are working with the Scottish Government to set up a team of people, aged 14-21 to implement the Actions and Recommendations from the Fairer Future project. The team will explore the six key themes identified in the first phase of Fairer Future and work with Young Scot and the Scottish Government to begin implementing the Recommendations and Actions set out in the first phase Ideas report.
Policy area	The second phase of the project has now commenced. We met with Fairer Future team in October. Working to set up a meeting with the Minister and members of the panel once we have a clear picture of how we can support their recommendations from their report.
Equality Unit	Expected impact & next steps
Partners	We're going to work with Fairer Future panels to begin tracking their recommendations similar to REAP actions.
Young Scot	Working with Young ME groups Fairer Future continues to help engage young people with government and citizenship, building up ME role models in public life.

Action	Summary of work
We will work in partnership with key delivery partners to develop and co-ordinate a Minority Ethnic Women's network to develop skills and understanding for women to participate in local and national decision making processes.	The Scottish Minority Ethnic Women's Network(SMEWN) update: <ul style="list-style-type: none"> • 3rd May 2018 - Advisory forum meeting in Glasgow • 25th June 2018 - Advisory forum meeting in Scottish Parliament to establish the Terms of Reference. • September 2018 - Advisory Forum to meet in Glasgow • November 2018 - Introduce the Advisory Forum to the network
Policy area	The SMEWN Advisory Group met in September and are scheduled to present at the next full Network meeting in November. The network has established several sub-groups to look at specific areas. They have now established a board and remit and looking to formally launch the network in 2019.
Equality Unit	Expected impact & next steps
Partners	The network is working to:
CEMVO	<ul style="list-style-type: none"> • Increase capacity of network members to engage more effectively in civic and democratic process, including submitting recommendations to the Scottish Government on actions that will address issues affecting EM women • Develop a network that can feed into the Race Equality Framework and Action Plan • Increase capacity for EM women to develop the Network further <p>The network will formally launch in mid-2019. They are seeking more funding to conduct meetings beyond the 3 already funded and host training sessions for network members.</p>

Action	Summary of work
<p>We will work with stakeholders and minority ethnic communities in developing awareness, learning and capacity building in relation to participation requests that can be made under the Community Empowerment Act.</p>	<p>In 2017-18, Scottish Community Development Centre (SCDC) was funded by the Scottish Government. In December 2017 SCDC delivered learning and support workshops to 30 BME community members in Glasgow and Fife.</p> <p>The learning from the programme has been captured in a report provided to the Scottish Government in June 2018. A shorter, more accessible, SCDC briefing will also be published in August/September 2018, summarising the key findings of this work including those relating to BME communities.</p> <p>SCDC have published the findings of their “One Piece of the Puzzle” report which highlights learning about Participation Requests from communities and groups that include ME groups.</p>
Policy area	Expected impact & next steps
Public Service Reform & Public Bodies	
Partners	<p>Further CEMVO awareness events planned for Glasgow (again); Edinburgh; and Dundee. SCDC will consider their own measurement of uptake on their website, and also further dissemination of their report. CEMVO will gauge feedback on the local awareness events to see if these need to be further rolled out, or if any lessons need to be learned.</p> <p>Hopefully raise awareness of new rights under Community Empowerment legislation, and gain confidence in submitting requests under this legislation. Also being able to signpost on to partners who can help.</p>
CEMVO	

Action	Summary of work
<p>We will develop an outcomes focussed approach to volunteering in Scotland, building relevant minority ethnic related research into the emerging evidence base and including key race equality partners in the evidence and analysis group that will be tasked with looking at this work.</p>	<p>The Third Sector Unit are working with the sector and partners to develop a Volunteering Outcomes Framework over the course of 2018.</p> <p>We have now awarded the contract for the Volunteering Literature Review and confirm that this work is going ahead and equalities considerations (including relevant minority ethnic research) are built into the specification.</p>
Policy area	Expected impact & next steps
Local Government Analytical Services Third Sector Unit	
Partners	<p>The Volunteering Outcomes Framework was published in April 2019 and can be found at https://www.gov.scot/publications/volunteering-national-framework/</p>
<p>We have an external reference group with a wide range of external stakeholders and are also conducting a mapping exercise across SG.</p> <p>These include: Volunteer Scotland, SCVO, Scottish Volunteer Forum, Project Scotland, Shelter Scotland, Voluntary Action Fund (now Impact Funding Partners), Samaritans, NHS (HIS), Scottish Sports Association, CHAS, Society of Local Authority Chief Executives, Third Sector Interfaces</p>	

We're also working with several policy areas across SG.	
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Action	Summary of work
We will work with key delivery partners to develop a robust evaluation framework and logic model to measure the impacts of partners community event activity supported by the Multi-cultural Celebration of the Year of History, Heritage and Archaeology.	BEMIS Scotland continue to be involved in Themed Years activity and in 2018 have run a Year of Young People small grants fund, in conjunction with SG's Equality Unit, to boost minority ethnic community participation in the Year. The Major Events team will look forward to receiving an evaluation of this fund and also how, going forward, this links into the logic model and evaluation framework they had developed following 2017's Themed Years/Winter Festivals multi-cultural celebrations. Based on the information available to date there have been around 20 community events and 4 national multi-cultural events in the 2018/19 SWF programme. This is broadly within the agreed target of 17-30 events in total. There is however evidence emerging that communities are starting to deliver their own events without central funding support.
Policy area	
Major Events and Themed Years	Expected impact & next steps
Partners	BEMIS Scotland will submit their formal impact report for the multi-cultural celebration of the Winter Festivals by 15 March 2019. This will include data on number of events taking part, participation, ethnic/faith communities participating and also lessons and learning.
BEMIS	

Action	Summary of work
We will ensure sportScotland monitors and evaluates the impact of the £2m investment for Scottish governing bodies of sport (SGBs) on minority ethnic participation in sport and physical activity, and share the learning across SGBs so it can be used to inform their equality action plans and programme delivery, ensuring they continue to engage minority ethnic communities in sport and physical activity with the aim of increasing minority ethnic participation in physical activity and sport.	The Minister for Public Health and Sport announced £2m of supplementary funding for Scottish Governing Bodies in 2017. sportscotland invested this in: <ul style="list-style-type: none"> • Providing transitional support, for one year, to Scottish Governing Bodies. • Supporting Scottish Governing Bodies to meet the new Child Protection Standards in Sport, when launched. • Allocating one-year supplementary investment to help Scottish Governing Bodies accelerate work around equalities. As part of this, sportscotland invested in 17 Scottish Governing Bodies to accelerate their work in equality. All projects are about expanding reach. The published evaluation report is supported by project summaries which highlight the learning and sportScotland will disseminate across the sport sector to help people learn from these experiences. 5 of these projects had a focus on race.
Policy area	
Active Scotland	Expected impact & next steps
Partners	The published evaluation report is supported by project summaries which highlight the learning and sportScotland will disseminate across the sport sector to help people learn from these experiences. 5 of these projects had a focus on race.

The five projects, which had a focus on race, alongside other protected characteristics. The evaluation outcomes are also included. In terms of learning, you may be interested in reviewing the 'what worked well' and 'future plans' sections of each [project summary](#).

Scottish Athletics

Project description: Enhancement of the Jog Scotland programme targeting - inactive; women and girls; LGBTI; BME; refugee communities; residents of SIMD areas.

Outcomes: 10 clubs delivering a sustainable project that specifically engage under-represented groups.

- 13 new Jog Scotland groups established in socially deprived/targeted areas.

Badminton Scotland

Project description: Acceleration of existing SmashIn2 Badminton, Badminton Scotland's participation programme, implemented to reduce barriers to participation and allow more opportunities for people to play. SmashIn2 is a pay and play model with an organiser/coach delivering the session.

Outcomes: SmashIn2 delivered in new areas, focusing on areas of deprivation and adults and children with a disability, a total of 1,200 sessions, 19,200 cumulative participants (16 at each club session), 480 distinct participants.

Scottish Gymnastics

Project description: Acceleration of existing package of support to targeted primary schools in Challenge Authorities targeting all inequalities (and in particular commitments in Scottish Gymnastics Equalities Action Plan).

Outcomes: Delivery of Primary Schools support programme to focus on Challenge Authorities. 507 targeted schools, 1,017 teachers trained, 12,675 attendees (based on class size of 25 pupils). The key focus is on Primary aged girls and boys.

Squash

Project description: Champion equality and deliver squash to under-represented groups and increase sustainable female, BME and LGBTI memberships.

Outcomes: 14 new community coaches to be trained and delivering sessions to target groups by 31 March 2018.

- 1400 participants from ethnic minority communities, LGBTIQ communities and women and girls having tried squash through the targeted project, products and marketing, delivered by the community coaches by 31 March 2018.
- 85 new female members recruited and retained by 31 March 2018.

Tennis Scotland

Project description: Accelerate the delivery of the She Rallies programme to strengthen and grow the female workforce.

Outcomes: Trained 250 new activators of which 110 to be active in the programme through registering a delivery plan on SheRallies.com.

Introduces 1,700 girls to tennis.

Gypsy Travellers

Action	Summary of work
We will establish a Gypsy/Traveller Ministerial Working Group to cover the areas of Education, Health, Employment and Housing/Planning, which will be attended by the Ministers for these portfolios.	The MWG has met twice this year. The first meeting (Feb 2018) focused on housing/planning issues. The second meeting was held on 3 May and focused on education issues. Minutes of both meetings have been published on the SG website. Two further meetings will take place in 2018, focusing on training/employability and health respectively. The MWG intends to produce a draft set of actions in early 2019 which it will discuss with local authorities, the community and other stakeholders, with a view to publishing a final set of actions in June 2019, to coincide with Gypsy/Traveller History Month.
Policy area	
Equality Unit	December 2018 update
Partners	<p>The MWG has met three times this year. The first meeting (Feb 2018) focused on accommodation issues. The second meeting (May 2018) looked at education, and the third meeting (October 2018) discussed poverty and financial exclusion. The focus of this third meeting was broadened out from employability and skills as the Minister was keen to explore wider actions that could address poverty within the Gypsy/Traveller community, beyond employability and skills.</p> <p>For each meeting, we have worked closely with organisations who support Gypsy/Travellers to ensure the focus of the meeting is right, and we have also invited members of the community to speak about the issues being discussed. At the last meeting, Kaliani Lyle was also invited to offer an assessment of progress on addressing Gypsy/Traveller issues since she published her report in December 2017. She was also able to draw on her experience as Deputy Chair of the Poverty and Inequality Commission to challenge Ministers to think about what actions they can take to ensure that the SG's programmes to alleviate poverty can reach and meet the needs of the Gypsy/Traveller community.</p> <p>Minutes of all meetings are published on the SG website. The MWG intends to produce a draft set of actions in early 2019 which it will discuss with local authorities, the community and other stakeholders, with a view to publishing a final set of actions in June 2019, to coincide with Gypsy/Traveller History Month.</p>

Action	Summary of work
An annual event will be held during Gypsy/Traveller month in June to promote and celebrate the cultural heritage of the community.	We celebrated Gypsy/Roma/Traveller History Month for the first time in Scotland in June 2018, and provided funding through Article 12 to support events at The Hub in Edinburgh. This included a Practitioner's Day, where both the Cabinet Secretary for Communities, Social Security and Equalities and the Director General for Communities, Education and Justice were guest speakers, and a highly successful evening concert, showcasing the music and culture of Scotland's Gypsy, Roma and Traveller communities. We will continue to support similar events in future years, so that Gypsy/Roma/Traveller History Month
Policy area	

	becomes and established part of Scotland's cultural calendar.
Equality Unit	December 2018 update
Partners	We celebrated Gypsy/Roma/Traveller History Month for the first time in Scotland in June 2018, and provided funding through Article 12 to support events at The Hub in Edinburgh. This included a Practitioner's Day, where both the Cabinet Secretary for Communities, Social Security and Equalities and the Director General for Communities, Education and Justice were guest speakers, and a highly successful evening concert, showcasing the music and culture of Scotland's Gypsy, Roma and Traveller communities. Ministers have publicly committed to supporting similar events in future years, so that Gypsy/Roma/Traveller History Month becomes an established and valued part of Scotland's cultural calendar.

Action	Summary of work
Our Gypsy/Traveller Programme of Work will bring together all the relevant policies across Scottish Government to help secure improved outcomes for the community.	An important role of the MWG is to work across key portfolios. Lead officials support this work in each portfolio and meet on a regular basis to discuss cross-cutting issues, and to progress the actions between meetings.
Policy area	
Equality Unit	December 2018 update
Partners	An important role of the MWG is to work across key portfolios. Lead officials support this work in each portfolio and meet on a regular basis to discuss cross-cutting issues, and to progress the actions between meetings. In the last few months we have also made links with other key policy areas that were not part of the original remit of the MWG, particularly Social Justice, Social Security and Digital Directorates.

Action	Summary of work
We will establish a mechanism to ensure continued engagement with stakeholders and members of the community.	We have recently announced a new Gypsy Traveller Women's Voices Project. Using an asset based approach to community development, the project will offer a range of learning, development and support opportunities to collaboratively empower women in this historically marginalised community to achieve personal development and engagement goals in civic and civil life. We are also providing both practical and financial support to the new Young Gypsy Traveller Assembly. We have also made a commitment to ensure that we will invite a representative of the community to attend each of the forthcoming MWG meetings.
Policy area	
Equality Unit	December 2018 update
Partners	The new Gypsy Traveller Women's Voices Project we have funded now has a Development Worker in post, who herself is from the community. We are working together to plan a launch event which will bring together women from across Scotland to start to identify their priorities. We are also continuing to support the Young Gypsy/Traveller Assembly through our funding to Article 12, and through direct practical support. And we have honoured our commitment to invite community representatives to attend each of the MWG meetings. We are also in the early stages of discussing a proposal to train community researchers to help gather feedback from the Gypsy/Traveller community on the draft actions agreed by the MWG. We are bringing together all four organisations funded to work with

	Gypsy/Travellers later this year. This is the first time we will have had a shared discussion about the different projects and how they might be better aligned to help deliver SG aims (especially around community participation), avoid duplication and achieve maximum impact.
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Action	Summary of work
A joint Scottish Government and COSLA summit will be held in 2018 with local authorities to share best practice on improving the lives of Gypsy/Traveller communities	We are working closely with COSLA – at official and member level on a number of activities and are jointly planning a series of smaller events focused on particular policy issues or interventions in 2018, and will consider the need for a larger event in 2019.
Policy area	
Equality Unit	December 2018 update
Partners	We are working extremely closely with COSLA to ensure that national and local actions to improve outcomes for Gypsy/Travellers are a) aligned and b) deliverable. We have undertaken joint visits to a number of local authorities, and undertaken study visits to look at models of working in Leeds and in Dublin. A number of joint SG/COSLA events are now planned: we are co-hosting an event with COSLA on 14th November to look at Negotiated Stopping, which is a more consensual and humane approach to managing 'unauthorised encampments'. We are also working together to plan a series of events to deliver on the recently-announced commitment to deliver a joint programme of work (SG, COSLA and Police Scotland) to tackle negative attitudes about Gypsy Travellers (including negative stereotypes and derogatory language) across the public sector. And together with MECOPP and PAS, we are jointly taking forward work to map and reopen traditional stopping places, in line with the amendment to the recent Scottish Parliament debate.

Action	Summary of work
A review will be held into the progress of local authorities and Registered Social Landlords towards meeting the minimum site standards for Gypsy/Traveller sites ahead of the June 2018 deadline.	Between August 2017 and March 2018, the Scottish Government carried out a review of progress towards meeting the minimum standards for Gypsy/Traveller sites. The first phase of this work involved requesting site providers to complete a self-assessment of their progress. This was followed up by a programme of visits to eight sites to talk to residents about their experiences of conditions on their sites while issuing questionnaires to residents living on the remaining sites. We spoke to a number of residents during these visits and received questionnaire returns from five other sites. According to the self-assessment returns, two sites met the standards across the board at the time of the survey and information gathered in the review indicated that 19 out of 26 sites would meet the site standards by June 2018. However, in a number of areas where site providers said that they met the standard, the information from site residents did not support this. We published a report detailing our findings in May 2018.
Policy area	The minimum site standards are now part of the Scottish Social Housing Charter and this report provides a baseline for the Scottish Housing Regulator (SHR) in its on-going oversight of the Charter. The Minister wrote to the SHR and all site providers when the report was published to stress that the Scottish Government expects all sites to be brought up to standard as soon as possible and that residents

	should be kept informed of progress. We will continue to liaise with the SHR and site providers to ensure that all sites provide accommodation that is of a good standard to Gypsy/Travellers.
Better Homes	December 2018 update
Partners	The Scottish Housing Regulator (SHR) published a review report on 23 October 2018 which found that only 13 sites actually met the minimum standards by the June deadline and has now required action from those landlords whose sites did not comply; <ul style="list-style-type: none"> • Those landlords whose sites are due to meet the minimum standards later in 2018 are required to inform SHR once this is complete. • Those landlords whose sites won't meet the minimum standards until 2019 or beyond are required to submit a detailed remedial plan by mid-November 2018. • Where a site fails to comply with the Minimum Standards on 'Safety and Security' landlords are required to provide SHR with assurance that this does not put residents at risk and that they are meeting their legal duties.
The Scottish Housing Regulator	
Next steps	Expected Impact
The Scottish Government is continuing to work collaboratively with SHR to ensure compliance as soon as possible. The Minister for Local Government, Housing and Planning is now seeking to meet with the Leaders or Chief Executives of those landlords whose sites don't meet the standards.	The Minimum Site Standards published in 2015. https://beta.gov.scot/publications/improving-gypsy-traveller-sites-guidance-minimum-sites-standards-site-tenants/ The achievement of minimum site standards for sites provided by social landlords will have an impact on the lives of Gypsy Travellers.

Action	Summary of work
Educational guidance will be published aimed at schools, including early learning and childcare settings, and local authorities, to help them improve educational outcomes for Traveller children.	The guidance is being finalised following the consultation on the draft and comments from the Ministerial Working Group on Gypsy Travellers and will be published in the Autumn. In addition, Scottish Ministers have approved additional funding of £275,000 in 2018-19 to improve delivery of education within existing systems, and embed/systematise effective approaches across Scotland. This approach takes account of the (valid) accusation of the Equality and Human Rights Committee (and others) that previous initiatives to improve outcomes for the community have been too small scale or short term and have not led to lasting change. It also includes proposals to boost expertise/capacity in local areas and by offering funding to accelerate a programme of work to upskill key staff, and create/strengthen critical partnerships. This will create a more consistent and connected learning 'offer' across Scotland, and across all age groups including early years, primary and secondary school, FE/HE and adult learning. [NB THIS HAS NOT YET BEEN ANNOUNCED] This new programme of work will pave the way for delivery of the new commitment to support flexible family learning for Gypsy/Traveller communities (£0.5m over the period 2019-2022) which was announced in the Child Poverty Delivery Plan.
Policy area	
Improvement, Attainment and Wellbeing	December 2018 update
Partners	

<ul style="list-style-type: none"> • In addition to policy colleagues in Learning Directorate, other policy colleagues involved are from the Equality Unit, Early Learning and Childcare, Employability, and Higher and Further Education. • The Ministerial Working Group for Gypsy/Travellers which comprises: Minister for Older People and Equalities (Chair); Minister for Business, Fair Work & Skills; Minister for Local Government, Housing & Planning; Minister for Public Health, Sport & Wellbeing; Minister for Children & Young People • Scottish Traveller Education Programme (STEP) and the Traveller Education Network • COSLA • The stakeholder group which developed the guidance included representatives from: the teaching profession, including traveller teachers; STEP; BEMIS; Education Scotland; local authorities and COSLA; ADES (Association of Directors of Education in Scotland); and NHS Fife. • Working directly with Gypsy/Travellers and their representatives – for example Young Gypsy Traveller Assembly and 'Article 12 in Scotland'. 	<p>The guidance Improving Educational Outcomes for Children and Young People from Travelling Cultures, published in December 2018</p>
Next steps	Expected Impact
<p>Scottish Ministers have approved additional funding of £275,000 in 2018-19 to improve delivery of education within existing systems, and embed/systematise effective approaches across Scotland. This funding will allow the Scottish Traveller Education Programme (STEP) to recruit a National Development Officer whose role will be to build on existing, and create new, partnerships between the Gypsy/Traveller community and local authorities in order to develop sustainable practices. A national, strategic approach will be central to the work. The work of the NDO will support the implementation of the educational guidance. The NDO is expected to take up post in Summer 2019.</p>	<p>The intended lasting impact is that schools, education authorities, and others who support traveller education will develop practices which will support Travellers to have better educational outcomes and experiences and improved life outcomes as a result.</p> <p>We monitor the educational outcomes and experience of Gypsy/Traveller children and young people through Scottish Government data collections and census statistics. These statistics give us a baseline against which we can measure changes going forward. Ethnicity data is not currently collected in Early Learning and Childcare statistics, although plans for an individual child level data collection should mean that this will become possible in future years. Some further data will be available from partner organisations like Skills Development Scotland. We can only monitor outcomes for Travellers who chose to ascribe to the ethnic group 'White Gypsy/Travellers'.</p> <p>We will build on and review the guidance and continue to share practice as we learn what works, and support local authorities to develop sustainable practices.</p>

Action	Summary of work
We will continue to engage with the Health and Social Care sector to improve Gypsy/Travellers' access to and experience of healthcare services over the lifetime of this Parliament.	<p>Since February 2018, I have been collating information about progress on recommendations from various groups – 3 Parliamentary Equal Opportunity Committee Inquiries, Unpublished strategy, Race Equality Action Plan, SG's Independent Adviser's report on Race equality and others. The attached document below was sent to the previous Cabinet Secretary for Communities, Social Security and Equalities and Minister for Public Health and Sport in March 2018. This was the first quick response to the Ministers, in the short time that was available.</p> <p>Since then, some Health Board leads, local authorities, researchers and others met in Fife in May 2018. They have provided a paper to us in July 2018, highlighting the priority areas that require to be progressed from their perspective. Policy leads in the various areas in Health and Social Care Directorates met on the 17 July 2018, to update the actions against the recommendations in the documents above. This will then be submitted to Minister of Public Health, Mr Joe Fitzpatrick, for approval before sending it to the Chair of the Ministerial Working Group (MWG), Ms. Christina McKelvie, Minister for Older People and Equalities.</p> <p>This will help Ms. McKelvie to update the Cross Party Parliamentary Group, Chaired by Ms. Mary Fee MSP. In addition, we also intend to develop the Health and Social Care Directorates part of the Action Plan, which is intended to be developed early next year.</p> <p>As you are aware, the MSG has had themed meetings since early this year on areas of Accommodation/housing, Education, Employment and Health and Social Care. Mr. Fitzpatrick is due to present to the MWG, about the work undertaken in the Health and Social Care Directorates and the possible future work, at the December meeting of the MWG.</p>
Policy area	
Equality Unit	December 2018 update
Partners	<p>GP Practice Registration – Updated guidance was issued on the 26 September 2018 to GP practices and Health Boards, which does not require a full address for registration. This has been publicised to all Primary Care Leads in Health Boards, those involved in Gypsy/Traveller services and to the Gypsy/Traveller community in Lanarkshire.</p> <p>Mr Fitzpatrick updated the MWG on the 4 October 2018. I met with colleagues of a national group in Dunfermline on 9 October 2018 and shared the draft Action Plan for Health and social care. This was received very well and supported, as they believed that it reflected local discussions. Those who attended included Education (LA), 6 Health Board Leads, NHS Health Scotland and MECOPP. Others were keen to attend e.g. Article 12, NHS Highland, etc. Feedback from the meeting will be provided to all Health Board leads and others from partner agencies who have an interest in this area. Some of the actions agreed were:</p> <ul style="list-style-type: none"> • Raising cultural awareness - e-learning training module and information briefing produced by NHS Fife/NHS 24/SAS and NHS Greater Glasgow and Clyde are being updated. NHS Education for Scotland (NES),

	<p>MECOPP and others are included in the group which is updating the materials and making it accessible to professionals on an electronic platform (currently on LearnPro).</p> <ul style="list-style-type: none"> • The easy to read, user-friendly leaflet, with visual presentation, produced by NHS Ayrshire and Arran on how to access healthcare services has been circulated. • The intention is also to contact the Practice Management Development Network to raise cultural awareness as well as support the implementation of the new Practice registration Guidance in their GP Practices, through staff training and implementing standard operating procedures. Local Co-ordinators (LCs) provide ad hoc advice and support to their local Practice Manager colleagues, offering learning opportunities to support their Continuous Professional Development. They support their peers offering coaching and mentoring to new and experienced Practice Managers. LCs are funded by NES for up to four sessions per month. Local Co-ordinators provide support to their local PM colleagues and share information via email. Road shows are provided across Scotland on a rolling basis. LCs meet their colleagues and the National Coordinator at away days twice per annum. • Examples from Forth Valley show that screening rates can be excellent when services are mobilised appropriately. Detecting cancer early programme intends to support a pilot to increase the rate of screening among Gypsy/Travellers. • There is support for the idea of a standardised self-reporting template and NHS Fife colleagues will work on developing a draft to share. • Opportunities for work with gypsy travellers in relation to the strategy to improve survival from Out of Hospital Cardiac Arrest (OHCA) in Scotland were explored. • The Director of Save a Life for Scotland (SALFS) is keen to be part of discussion on CPR and OHCA, possibly as part of wider any discussion on public health and gaps in provision. SALFS is the partnership of public sector and voluntary organisations working to encourage and facilitate people to learn CPR and raise awareness of OHCA. • The Scottish Ambulance Service (SAS) is committed to support and improve the use of PADs across Scotland. This includes advising on all aspects of PADs in communities and public spaces, as well as developing a register of their locations for use by ambulance controllers responding to calls. SAS support and advice on PADs is available to any council, community, organisation or business from their community resilience teams. Scottish Ambulance will be approached to consider these developments in the context of the Gypsy/Traveller communities' needs. This includes other areas such as Community First responders scheme expanded to Gypsy/Traveller community, first aid and baby first aid training. <p>Policy colleagues in Health and Social Care Directorates are exploring ways of testing new approaches e.g. Link worker, Technology Enabled Care, etc.</p>
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Race Equality Action Plan – Dec 2017 – Dec 2018

	The Health and Social Care Action Plan will feed into the national multiagency national plan being considered for development next year, following Mr Fitzpatrick's presentation to the MWG in December 2018 and the comments of the MWG.
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Action	Summary of work
We will financially support organisations working to improve outcomes in areas such as employment, health and education for the Gypsy/Traveller and Roma communities.	Across the SG we are providing over £1m to organisations supporting the G/T community over the period 2017-2020. This is in addition to the £775,000 referenced above in relation to Action 7.
Policy area	
Equality Unit	December 2018 update
Partners	We are providing over £1m to support third sector organisations working with the G/T community over the period 2017-2020. In addition, we are also providing new funding of £275,000 to strengthen the delivery of education to Gypsy/Traveller communities. This will pave the way for an investment of £0.5m under the Child Poverty Delivery Plan to offer flexible education opportunities to Gypsy/Traveller families as a route out of poverty. We intend to work with the community using a participatory budgeting approach to shape this programme of work.

Action	Summary of work
We will use social media and the One Scotland website to promote the Gypsy/Traveller community and organisations.	We are using social media and the SG website to share details of the work of the MWG, and will consider the most effective ways of promoting this work over the coming months. We are working closely with comms on this, and looking for opportunities for positive media coverage.
Policy area	
Equality Unit	December 2018 update
Partners	We are using the SG website to publish minutes of the MWG, and have made use of social media to draw attention to the work Ministers have been doing under the auspices of the MWG, including meetings and visits. The Minister has also written a front page article for the 'Barrie News' which is a newspaper produced by MECOPP for the Gypsy/Traveller community. We are also working with communications colleagues to consider how best to use social media and the One Scotland website in taking forward our commitment to deliver a programme of work to tackle negative attitudes across the public sector. The recent joint announcement about this work referenced the successful 'letters from Scotland' campaign. We will continue to consider the most effective ways of promoting this work over the coming months.

Action	Summary of work
<p>We remain committed to Scotland's planned system being more effective, and we will review the Scottish Planning Policy (SPP), including to enable the positive planning of family sites for the Gypsy/Traveller community, over this parliamentary term.</p> <p>The Planning Bill will pursue a higher, statutory status for policies contained within the SPP. It will also pursue measures aimed at encouraging wider engagement in the development plan.</p>	<p>Preparatory work on the revision to national planning policy will begin over the summer. With the passage of the Planning Bill currently due to complete in the autumn, we will not be in a position to make a public statement until after then.</p>
Policy area	
Planning and Architecture	December 2018 update
Partners	<p>During stage 2 of the Planning Bill, the Government introduced an amendment requiring planning authorities to seek and have regard to the views of the public at large when preparing their evidence reports and specifically to report on how they have done so and how the views expressed by Gypsies and Travellers have been taken into account. These were agreed by the Committee.</p>
<p>Internal - Housing / Equalities External – PAS, Heads of Planning Scotland, CoSLA</p>	
Next steps	Expected Impact
<p>The timetable for the Bill has been amended and the revision of the National Planning Framework (containing national planning policies) will begin following Parliamentary scrutiny of the Bill early in 2019.</p> <p>The Scottish Government has drafted a 10 point action plan for planning to ensure to ensure that the community has a stronger voice in guiding the future development of their places.</p>	<p>Planning can play a vital role in ensuring that the community has safe and secure places to stop or settle.</p>

General and Cross cutting

Action	Summary of work
We will develop a resource for evidence based quality criteria for equality training for public sector workers. Working with partners we will have this in place by 2018-19 and encourage its use to the public sector.	This is Activity 15 in CRER work plan which is to “support review of current approaches to equality training in the public sector – initial activity identifying a set of quality criteria in 2017-18 to inform further work in 2018-19.”
Policy area	Scoping of the work needed to develop the quality criteria has been undertaken, and a programme of evidence gathering is now being progressed to inform the development of the quality criteria for publication by June 2019.
Race Equality Team	Expected impact & next steps
Partners	Better training for public sector employees will have an impact on the work they do with ME communities as well as support ME staff within public sector.

Action	Summary of work
We will modernise the Equality Evidence Finder web resource and improve the presentation of our online ethnicity evidence to better meet the needs of its users over the next two years.	The Scottish Government carried out a survey of Equality Evidence Finder users in summer 2017, and will use the findings from this, and the data gaps identified in the Equality Evidence Strategy, to further develop the website and its content. Its equality analysis team is currently developing plans to move the content to a new more modern web platform, and plan to launch this in Autumn 2018. This site will be closely aligned with the refreshed National Performance Framework and its new website, which was launched in June 2018.
Policy area	
Communities Analysis Division	Expected Impact & next steps
Partners	More engaging content which will be easier for users to navigate.
A wide range of internal and external users across central and local government and third sector will benefit from the improvements.	These improvements should help users more easily find and use data on race and ethnicity.

Action	Summary of work
Over the four year period of the Equality Evidence Strategy, we will prioritise identified gaps, define projects and work with research partners to improve the evidence base on ethnicity.	Scotland's Equality Evidence Strategy was published in July 2017: http://www.gov.scot/Publications/2017/07/9574/0 . High quality equality evidence and analysis is vital to underpin effective and inclusive policy making in Scotland. However, despite improvements in recent years, there remain gaps in Scotland's equality evidence base. This report sets out a four year strategy (2017-21) describing the equality evidence gaps we have identified in concert with our partner organisations and academic colleagues, and details a strategic approach to strengthening Scotland's equality evidence base. A stronger evidence base on ethnicity will help inform the actions in the Race Equality Framework. In Summer 2018, an academic intern reviewed the evidence base on poverty and income inequality by race, providing Scottish Government with a detailed evaluation of data sources and an assessment of the feasibility of filling the evidence gaps identified in the Equality Evidence Strategy.
Policy area	
Communities Analysis Division	Expected impact & next steps
Partners	The filling of gaps in the ethnicity evidence base should lead to more informed policy making We will explore the possibility of utilising emerging data sources containing data on ethnicity.
Equality Unit, other Scottish Government colleagues, and external organisations fed in to the strategy	