

## Race Equality Action Plan – Year 1 report

The [Race Equality Action Plan \(REAP\) 2017 – 2021](#) sets out the key actions for the Scottish Government to drive positive change for minority ethnic communities. It is the first step towards achieving the [Race Equality Framework](#) 2016 – 2030.

The Plan outlines the actions that will be taken over the course of this Parliament to make real improvements in the lives and experiences of minority ethnic communities in Scotland. Aligned with the 15 year Race Equality Framework and informed by the recommendations of the Race Equality Adviser, this Plan is a key driver for advancing race equality, tackling racism and addressing the barriers that prevent people from minority ethnic communities from realising their potential.

This highlight report provides an overview of the work that was undertaken in the first year of the plan (December 2017 – December 2018) and of work underway in year 2.

### Delivery

In the first year of the REAP there were 82 actions (many of which continue into Year 2).

Actions in the REAP are cross-cutting and in the first year alone 42 policy areas across Scottish Government were engaged, along with 63 public sector and third sector organisations. Delivery of the plan has been supported by continued work with our intermediary organisations BEMIS and CEMVO and our strategic intervention partner, CRER. Work has also been informed by regular input from organisations that we fund through the Promoting Equality and Cohesion Fund as well as other third sector organisations, academics and thought leaders involved in race equality across Scotland and the UK.

In total in 2017/18 and 2018/19 we provided over £2.6 million in funding each year to support programmes and organisations promoting race equality

### Year 1 highlights

Full details of progress against each year 1 action (i.e. between December 2017 and December 2018) has been separately published online.

Highlights from work that is ongoing from Year 1 are:

#### Overall commitments

*Programme Board & Delivery Group*

The REAP Programme Board was established towards the end of 2018. The Board's main objectives are to:

- Provide senior level commitment and support for the delivery of the actions arising from the plan;
- Provide strategic direction and organisational context for embedding race equality in Scottish Government policies and practices;
- Appoint Senior Responsible Officers (SRO) for the REAP operational Delivery Group to act as the lead policy official;
- Share learning and best practice to ensure activities focus on securing real impact; and
- Agree priorities and participating in high level assessments of shared outcomes and risk.

A Delivery Group was established in early 2019 to help manage actions and ensure we're developing work in a way that will deliver maximum impact.

Minutes for the Programme Board and Delivery group are published online at [gov.scot](http://gov.scot).

### *Engagement*

The Race Equality Action Plan Conference was held on 11 December. The event was opened by Christina McKelvie, Minister for Older People & Equalities followed by presentations, workshops and a panel discussion focussed on the key themes from the Action Plan. A summary of the outcomes from the conference are included in Annex A.

At the conference there was a workshop on the major issues facing ME communities in employment. This workshop formed the basis for the Race Equality Employment and Enterprise Event which was held on 21 March 2019 to coincide with the International Day for the Elimination of Racial Discrimination.

While the first REAP Conference was held in December 2018 it has been proposed that the Year 2 conference will be held early in 2020. This is so that the conference is more closely aligned with collation of outcomes from Year 2 and publication of a further update on progress.

## Employment

### *Workplace Equality Fund*

The aim of the fund is to support private businesses in reducing employment inequalities, discrimination and barriers in the workplace. This was across multiple sectors including arts, culture, tourism, construction, agriculture, transport and STEM.

In addressing long standing barriers faced by women, older workers, ethnic minority and disabled people, over 25% of the funds successful projects are aimed at supporting the ME community (6 out of 22 successful projects).

## Education & Lifelong Learning

### *Early learning workforce*

With the expansion of early learning and childcare provision, colleagues in Education are working with several organisations to increase minority ethnic teachers into the profession. The [Teaching in a diverse Scotland: increasing and retaining minority ethnic teachers report](#) was published in November 2018. Work to implement recommendations in the report is ongoing.

### *School resources*

Anti-bullying guidance has also been developed in conjunction with respectme and CRER. The resource '[Addressing Inclusion - Effectively Challenging Racism in Schools](#)' was published in February 2019.

## Health

### *Tackling inequalities in health*

Access to equitable health care has been identified as a priority for ME communities. Several of the actions in the plan focus on tackling these inequalities.

A health inequalities network has also been established. The network brings together clinical and academic experts from across Scotland as well as organisations such as Cancer Research UK and Jo's Cervical Cancer Trust. Over £2.7 million has been committed to fund projects targeted at reducing inequalities in access to the three cancer screening programmes, including for minority ethnic communities.

## Housing

We've continued to fund PATH Scotland to support the increase of minority ethnic people working in housing management roles. This ties in strongly with work to improve employment prospects for people from the ME community.

We also continue to work closely with the Scottish Housing Regulator to gather data and intelligence on an ongoing basis to inform its regulatory engagement. This helps ensure that social landlords meet the Scottish Social Housing Charter's standards and outcomes – including those on Equalities and Gypsy/Travellers.

## Poverty

### *Child Poverty*

We have ensured that race equality is embedded in the [Tackling Child Poverty Delivery Plan](#) which was published in early 2018. The plan works towards the aims of the Child Poverty (Scotland) Act. 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. Scottish Ministers, Local Authorities and Health Boards will publish their first progress report in 2019.

### *Financial Health Check*

We have embedded race equality in the development of the Financial Health Check. 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.

As part of the launch of the Health Check we're working with equality organisations and Citizens Advice Scotland and local bureaus to undertake local promotional events and awareness sessions.

## Community Cohesion & Safety

In June 2017, the [Tackling Prejudice and Building Connected Communities Action Plan](#) was published. The Action Group, chaired by the Cabinet Secretary for Local Government and Communities, is tasked with taking work forward and includes representation from our race equality intermediaries, BEMIS and CEMVO.

### *Hate Crime*

We worked with equality stakeholders on several hate crime initiatives including the 'Hate Has No Home In Scotland' campaign which was launched in October 2017. 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.

Lord Bracadale published his review of hate crime legislation on 31 May 2018. Scottish Ministers have accepted his recommendation. Consultation on the way forward following the review ended in February 2019 with publication of outcomes in summer 2019.

## Participation & Representation

### *Scottish Minority Ethnic Women's Network*

The Scottish Minority Ethnic Women's Network, coordinated by CEMVO, had several meetings over the course of 2017 and 2018. They are currently working towards a formal launch of the network towards the end 2019. For more information about the network contact [CEMVO Scotland](#).

### *Year of Young People*

2018 was the Year of Young People. In addition to a large programme of work across government, we worked with Young Scot to set up a team of people, aged 14-21 to implement the Actions and Recommendations from the Fairer Future project. The second phase of the project has now commenced. We're continuing to work with the Fairer Future team to set up a meeting with the Minister and members of the panel to explore how we can support the recommendations from their report, "[Creating a Fairer Future`](#)".

### **Gypsy Travellers**

The [Ministerial Working Group on Gypsy Travellers](#) was formed drive improvement in outcomes for those communities and is attended by the Ministers for relevant portfolios, including education, health, fair work and housing. The Group has developed an Action Plan to look at further improving outcomes for the Gypsy Traveller community. This will be published in the latter half of 2019.

Scotland also celebrated Gypsy/Roma/Traveller History Month for the first time in June 2018, with a series of events and Ministerial engagement.

## Year 2 developments

With a range of actions continuing from year 1, a total of 92 actions are being taken forward in year 2.

The Programme Board and Delivery Group will continue to review how they operate, with a view to ensuring that, alongside oversight of delivery of the full range of actions underway, they are also able to focus their efforts and attention to areas that are the key drivers for improvement in outcomes for minority ethnic communities, such as employment and education.. This will involve continued partnership working with third sector and community groups.

Further year 2 developments include:

- Delivering round tables
- Employment focus
- UN Decade of people of African decent

### *Round tables*

In Year 1 round tables discussions with third sector partners were held on Housing, Participation & Representation and Community Cohesion & Safety in 2017. Events on Employment, Education and Health in 2018 are planned for summer 2019.

### *Employment*

As we know, there are serious discrepancies in employment and pay gap for minorities.

Building on the successful race employment summit in spring 2019, year 2 employment actions double. Work will continue to ensure we deliver positive impact for members of the ME community. The Scottish Government has also committed to looking at how it can improve recruitment and retention of ME staff to demonstrate best practice as an employer within the public sector.

### *UN Decade*

We've drafted proposals for consultation around work to support the UN decade of people of African descent. We're clear that it's not just a decade to be marked, but we're looking to work with members of the African community to find out what they would like to see done and better understand where people of African descent want to be in 10 years' time.

## Race Equality Action Plan Conference outcomes

In the Race Equality Action Plan (REAP) we made a commitment to hold an annual Race Equality Summit to be attended by key organisations and individuals, at which we will report on progress to date against the actions. The conference was held on 11 December 2018 in Edinburgh.

The day was opened by Christina McKelvie, Minister for Older People & Equalities followed by a speech from a member of the Fairer Future Young Scot ME Board.

There was a short presentation giving an overview of work that had been done in Year 1 of the Action Plan.

Then attendees attended one of four workshops. They were:

- How do we measure/report success indicators for the framework and action plan
- What steps can we take to improve integrating race equality in the work place?
- How can we improve hate crime reporting in Scotland?
- How can we improve engagement with health service and outcomes for ME communities?

These topics were developed in consultation with our three key race equality partners (BEMIS, CEMVO and CRER) and policy leads in the relevant areas.

In addition to the workshops, there was a panel discussion on the topic “How can we build an inclusive national identity?”

The panellists were:

- Paul Johnston, Director-General Education, Communities & Justice, Scottish Government
- Florence Igboayaka, Project Manager, African Council
- David Donaldson, Scottish Traveller activist and campaigner
- Fairer Future Panel, Young Scot ME board

The event was attended by officials from relevant policy areas in Scottish Government, third sector race equality stakeholders, and other public sector organisations including NHS Boards, Police Scotland and Local Authorities.



## Workshop outcomes

Attendees were able to attend one of the four workshops. In them professionals with expertise in the subject area gave short presentations and facilitated discussion around the subject. Participants were asked what they could do in their organisation and what the government could do to help support improvements.

Feedback from the Employment workshop was used to inform the agenda for the Race Equality Employment and Enterprise Event in March 2019.

### **Workshop topic: How do we measure/report success indicators for the framework and action plan**

Presenter: Jon Hunter, SG Statistician

Comments and suggestions:

- Ask expert organisations.
- Engage communities and encourage their participation.
- Review the categories for ethnic groups when collecting data on communities through the census

### **Workshop: What steps can we take to improve integrating race equality in the work place**

Presenters: Ruth Boyle, Close the Gap, Jake Laws, Stonewall Scotland, and Joanne Streeter, Head of D&I, Scottish Government

Comments and suggestions:

- Consider responding to ethnicity pay reporting (U.K. Government consultation).
- Organisations need to take stock of their own practices.
- Share and listen to lived experiences.
- Safe spaces.
- Create awareness of the value of having a diverse team.
- Dispel myth that people are getting “better” treatment.
- Create a positive message.
- Scottish Government needs to show leadership.
- The system and process to the workplace needs to be equitable – many minority ethnic people aren't at graduate level (jobs) due to inequality.
- The system needs to learn how to talk about racism.
- Government needs to further appreciate of, and transgenerational transmission of inequality.
- Cultural awareness/anti-racism training.
- Networking
- Opportunities for enterprise
- People need to be aware of their rights.

**Workshop: How can we improve hate crime reporting in Scotland**

Presenter: Fiona Mackay, SG Connected Communities Division

Comments and suggestions:

- General fear in reporting – people don't want to contact police, unaware they can report anonymously
- Increase awareness of reporting/3<sup>rd</sup> party reporting – campaign visiting schools and colleges
- Make process simple – online, on phone or 3<sup>rd</sup> party
- Educate people about consequences of offences – demonstrate examples of enforcement, communities feel nothing happens when they do report
- Organisations are afraid of damaged reputations so may suppress incidents
- Campaign about what ME communities rights are
- Improve trust and relationship with communities
- English isn't always the first language of those reporting

**Workshop: How can we improve engagement with health service and outcomes for ME communities**

Presenter: Jac Ross, NHS Health Scotland

Comments and suggestions:

- Have a diverse NHS workforce.
- More competent interpreters.
- Minority ethnic groups need more English language support.
- Stop grouping minority ethnic people in one big basket.
- Address gaps in public health information.
- Talk to communities and encourage feedback.
- Improve minority ethnic communities' knowledge of the NHS.
- Collect disaggregated data.
- Address discrimination at institutional and individual level.