

# Equality Evidence Strategy (2017-21): Interim Progress Report

## 1. Introduction

Scotland's Equality Evidence Strategy<sup>1</sup>, published in summer 2017, is a four year strategy (2017-21) detailing a strategic approach to strengthening Scotland's equality evidence base. It also lists equality evidence gaps raised during the Scottish Government's discussions with partner organisations and academic colleagues. Since the publication of the strategy, the Scottish Government has worked alongside partner organisations in the public sector, academic institutions and the third sector to begin filling these equality evidence gaps. This paper summarises the progress to date.

## 2. Overarching work

### Equality Evidence Finder

Following engagement with users, the Equality Evidence Finder website<sup>2</sup> was refreshed in late 2018. The modernised website has a range of improved features, including better navigation and interactive graphics. It still provides a summary of the range of available equality research and statistics for Scotland, along with links to where further information can be found. The Equality Evidence Strategy is guiding improvements to its content. The Scottish Government plans a user survey in late 2019 to gather feedback on the new site and inform further improvements.

The new site includes content on socio-economic status and also equality breakdowns for National Performance Indicators where available.

### National Performance Framework

Scotland's new National Performance Framework (NPF) was introduced in 2018, measuring Scotland's performance across eleven Outcomes and 81 Indicators. In addition to measuring Scotland's performance for each indicator, work is ongoing to publish Indicator performance across different equality groups. To date, 90 NPF equality breakdowns across 33 Indicators have been published on the Equality Evidence Finder.

In addition, a detailed report "Scotland's Wellbeing: National Outcomes for Disabled People", analysing the NPF indicators from the perspective of disability, was published by equality analysts in July 2019.<sup>3</sup>

### Gender Equality Index

The Scottish Government, in collaboration with academic and third sector partner organisations, is developing a Gender Index for Scotland. This index will measure gender equality across the domains of Justice, Health, Knowledge, Money, Power,

---

<sup>1</sup> <https://www.gov.scot/publications/scotlands-equality-evidence-strategy-2017-2021/pages/7/>

<sup>2</sup> [www.equalityevidence.scot](http://www.equalityevidence.scot)

<sup>3</sup> <https://www.gov.scot/publications/scotlands-wellbeing-measuring-national-outcomes-disabled-people/>

Time Use and Work domains - its main purpose will be to show change over time at Scotland level. The working group has met seven times and has discussed five of the seven domains with the aim of identifying 4-8 suitable indicators for each. A baseline Gender Index will be published in summer 2020.

### Advisory Council on Women and Girls

Regular 'spotlight' evidence summaries have been published by the Scottish Government. To date these have covered early years; education; enterprise; health; justice; masculinity and femininity; older women; participation; poverty; sexual harassment; sport; and STEM.<sup>4</sup>

### Equality Budget Statement (EBS)

The Scottish Government routinely publishes an Equality Budget Statement alongside the Scottish Budget. The EBS<sup>5</sup> is the Scottish Government's equality statement on its tax and spending proposals.

## **3. Equality Evidence Update By Policy Area**

The following sections provide a summary update, by policy area, on evidence gaps raised by stakeholders during discussions before the publication of the evidence strategy. New and emerging evidence is described and details are given on where this is published.

### **i. Enterprise and Labour Market**

#### Access to Business Finance

The Scottish Government is planning to collect data on the gender and ethnicity of business owners and directors in the new 'Access to Finance Survey' – this work is currently being developed by analysts.

#### Ethnicity Employment and Pay Gap

In 2019, the Office of National Statistics published statistics on the ethnic pay gap showing that in Scotland minority ethnic adults earned 10.2% less<sup>6</sup>.

The Scottish Government is currently reviewing the existing evidence base on the race employment gap, to identify existing best practice and areas for further research that could be used to inform any future policy development.

---

<sup>4</sup> <https://onescotland.org/equality-themes/advisory-council-women-girls/>

<sup>5</sup> <https://www.gov.scot/publications/equality-fairer-scotland-budget-statement-scottish-budget-2019-20/20/>

<sup>6</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/ethnicitypaygapsingreatbritain/2018>

## Living Wage

Analysis of the proportion of the workers earning the living wage is published by age and gender<sup>7</sup>.

## Longitudinal Educational Outcomes (LEO)

The Scottish Government has published analysis on the employment and earnings outcomes for higher education graduates five years after graduation, focusing on disability, gender and socio-economic status<sup>8</sup>. In 2019, a similar analysis was also carried out for modern apprentices, finding that five years after completing a modern apprenticeship men earned more than women across all occupational groupings<sup>9</sup>.

Additional analysis for college and higher education graduates by ethnicity is planned, with analysis for college completers to be published later in 2019.

## Public Sector Workforce

Public sector workforce data has been collected by several public sector organisations through diversity monitoring forms. Due to the data collection being voluntary, completion rates are variable which impacts data quality. Completion rates have improved over recent years, and data is routinely published for Scottish Government civil service<sup>10</sup>, NHS Scotland<sup>11</sup>, Police Scotland<sup>12</sup>, and teachers<sup>13</sup>.

## Social Security

A research programme is being developed to better understand the diversity of our client group and the inequalities issues which affect them. Everyone who applies for a Social Security Scotland benefit will be asked to complete an equalities monitoring survey. It will contain questions on ethnicity, religion, gender, transgender, sexual orientation and disability. We will publish analysis of equalities data next year, if we are satisfied with the quality of the data and can safeguard the confidentiality of individuals.

### **ii. Volunteering and Caring**

## Time Use

The Scottish Government carried out additional analysis of the Scottish results from the Centre for Time Use's 2014-15 survey. This survey looked at how much time respondents spent in a day on particular activities. Men were found to have spent

---

<sup>7</sup> <https://www2.gov.scot/Topics/Statistics/Browse/Labour-Market/Earnings>

<sup>8</sup> <https://www.gov.scot/publications/longitudinal-educational-outcomes-leo-universities-2016-17-scotland/>

<sup>9</sup> <https://www.gov.scot/publications/longitudinal-educational-outcomes-leo-modern-apprenticeship>

<sup>10</sup> <https://www.gov.scot/publications/equality-outcomes-mainstreaming-report-2019/pages/6/>

<sup>11</sup> <https://www.isdscotland.org/Health-Topics/Workforce/Publications/data-tables2017.asp?id=2424#2424>

<sup>12</sup> <https://www.scotland.police.uk/assets/pdf/138327/243045/mainstreaming-report-2017-2019?view=Standard>

<sup>13</sup> <https://www.gov.scot/publications/summary-statistics-schools-scotland-9-2018/>

more time on paid work, TV and leisure, whereas women spent more time on unpaid work, housework and childcare. Further analysis was carried out by disability and age<sup>14</sup>.

The Scottish Government is currently evaluating options for increasing the time use data collected in Scotland. A Scottish boost for the upcoming Office of National Statistics (ONS) Time Use Survey is being considered. Increasing the sample size for Scotland will allow for a more detailed analysis by gender and other equality groups in 2020.

### Intergenerational Caring

The Healthy Aging in Scotland Survey (HAGIS) provides demographics of older people who provide informal and unpaid care. This includes breakdowns by age group, gender and area-based deprivation. This report looks at older people providing unpaid adult care, childcare or both (sandwich carers). Further analysis provides evidence on the impact that caregiving has on employment, and the impact on physical and mental wellbeing.<sup>15</sup>

### Volunteering

Summary statistics are published annually in the Scottish Household Survey (SHS) for age, gender and socio-economic status. More in depth analysis has been published by Volunteer Scotland, providing additional statistics from the SHS<sup>16</sup>. A literature review on volunteering was published in 2019, focusing on the demographics, motivations, benefits, outcomes and barriers related to volunteering.<sup>17</sup>

## **iii. Income and Poverty**

### Child Poverty

The Scottish Government publishes an annual report monitoring child poverty, and its drivers<sup>18</sup>. Priority groups have been identified that have a higher than average risk of child poverty, including lone parent families, families with a disabled adult or child, and minority ethnic families. A more detailed report focused on child poverty among minority ethnic families was also published in June 2019.<sup>19</sup>

---

<sup>14</sup> <https://www.gov.scot/publications/centre-time-use-research-time-use-survey-2014-15-results-scotland/>

<sup>15</sup> <http://hagis.scot/publications/>

<sup>16</sup> <https://www.volunteerscotland.net/for-organisations/research-and-evaluation/publications/volunteering-trends-in-scotland/>

<sup>17</sup> <https://www.gov.scot/publications/literature-review-scotlands-volunteering-outcomes-framework/>

<sup>18</sup> <https://www.gov.scot/publications/tackling-child-poverty-delivery-plan-first-year-progress-report-2018-19/>

<sup>19</sup> <https://www.gov.scot/publications/child-poverty-minority-ethnic-families-annex-c-tackling-child-poverty-delivery-plan-first-year-progress-report/>

## Relative Poverty

Annual statistics on poverty are published in the Poverty and Income Inequality in Scotland publication.<sup>20</sup> Additional statistics for relative breakdown by religious belonging have recently been added, showing that, for example, Muslims were more likely to be living in poverty. This publication also contains further analysis of the disability data, which excludes disability related living costs to give a more like-for-like comparison between disabled and non-disabled people. In 2019 a more detailed ethnicity breakdown was also published using data pooled from the past ten years.

## Intra-Household Distribution of Resources

New questions have been added to the Scottish Social Attitudes Survey (SSAS) for 2019, on how money and other resources are divided within a household. These will look at how partners in a couple pool income and how much control each has over financial decisions.

## Food Insecurity

Data is being collected on food insecurity in the Scottish Health Survey<sup>21</sup> (SHeS), and has been published by age, gender and Scottish Index of Multiple Deprivation (SIMD) quintile. These statistics showed that in 2017/18 that food insecurity was greater in the most deprived areas. There are plans to collect this data in the Family Resources Survey from 2020.

## Access to Period Products

Work is ongoing to build the evidence base on access to period products.

### iv. **Crime and Justice**

## Domestic Abuse

Data based on the statutory domestic abuse aggravator was published by the Scottish Government in the Criminal Proceeding publication<sup>22</sup>. A second year's worth of data will be published shortly which will provide additional analysis.

## Violence Against Women – Social Attitudes

In 2014 a module was included in the Scottish Social Attitudes survey on attitudes around violence against women. This included sexual violence, domestic abuse, sexual harassment and sexual exploitation. A repeat of this module will be included in the 2019 Social Attitudes Survey.

---

<sup>20</sup> <https://www.gov.scot/publications/poverty-income-inequality-scotland-2015-18/>

<sup>21</sup> <https://www.gov.scot/publications/scottish-health-survey-2018-volume-1-main-report/>

<sup>22</sup> <https://www.gov.scot/publications/criminal-proceedings-scotland-2016-17/pages/16/>

## Hate Crimes

Data on hate crime prosecutions is collected by the Crown Office and Procurator Fiscal Service (COPFS). Annual statistics are published for race crimes, and crimes aggravated by religious, disability, sexual orientation or transgender prejudices<sup>23</sup>.

Police Scotland have been developing the data on recorded hate crimes, with progress so far published in February 2019.<sup>24</sup> The Scottish Government also supported a Police Scotland led workshop to gather views on further data developments from the Tackling Prejudice and Building Connected Communities Ministerial Action Group.

### **v. Older People**

#### Healthy Aging in Scotland (HAGIS)<sup>25</sup>

The 2017 Health Aging in Scotland Survey looked at the experiences of older people (aged 50+). The survey covered care, disability benefits, volunteering, older workers, financial and computer literacy, life expectancy, health and wellbeing. This included analysis on the use of the internet for accessing services by age, finding that older age bands were less likely to access online services.

### **vi. Children and Young People**

#### Early Learning and Childcare

Work is ongoing to develop a system for collecting data on early learning and childcare. This will include additional data on the ethnicity of children. However the new data collection will not be available for several years.

## **4. Next Steps**

The Scottish Government will continue to collaborate with its partners over the next two years to enhance the equality evidence base and further improve the content available through the new Equality Evidence Finder. It will carry out user engagement on the new website and gather feedback to steer improvements. It will provide a further progress update in autumn 2021 on progress made in filling gaps in the evidence base.

SG: Equality Analysis Team  
November 2019

---

<sup>23</sup> <https://www.copfs.gov.uk/publications/equality-and-diversity>

<sup>24</sup> <https://actiononprejudice.s3.amazonaws.com/uploads/2019/02/developing-information-hate-crime-recorded-police-scotland.pdf>

<sup>25</sup> <https://hagis.scot>