

RACE EQUALITY ACTION PLAN (REAP)

Update report (2018 - 2019)

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SECTION ONE: MINISTERIAL FOREWORD

We want Scotland to be a place where race¹ is not a determinant of an individual's ability to fulfil their potential. However, it is to our collective shame that in 2020 minority ethnic communities continue to experience racism and persistent inequality. While this is not particular to Scotland, I am determined to ensure that we have the focus and commitment we need to understand and dismantle racism and promote equality. In order to do this, we need to continue to take steps to remove barriers and create equal opportunities for all. Fundamentally, we are determined that Scotland will play our part in eradicating racism, inequality and injustice – and in building a fairer, better world.

Government has a responsibility to lead, but we all have a part to play if we are to shift the deep seated discrimination and prejudice that perpetuates inequality on the grounds of race. This is everyone's business. Public sector, third sector and private sector, employers and of course communities themselves all have a responsibility to take action. We as a country need to make the decisive shift that we all want to see, to have a society that is reflected at us in our workplaces, our schools, and our governments. In fact in every area of our lives. All of society has a part to play.

Our communities are –rightly – impatient for change, and need to be confident that we are focusing on impactful actions: things that make a difference to people's lives: at school, work and home, and in the community. But it's also important to build foundations for lasting change within our systems and structures so that race equality is embedded and secure for the long-term.

The Scottish Government is committed to making human rights real for every member of Scottish society. Doing so is now a formal National Outcome within Scotland's refreshed National Performance Framework. We are working to ensure that a rights-based approach informs all of the work we undertake as Scotland's national government. Effective action to protect, promote and advance the rights of minority ethnic communities is central to that commitment. The Scotland which I want to see is a Scotland where every member of society can live with dignity and enjoy their rights in full, irrespective of factors such as race, ethnicity, religion, language or cultural background.

Of course it will take longer than the lifetime of the Race Equality Action Plan (to 2021)² to unpick entrenched inequalities and to deliver the Scotland we all want to see. And so we must set our sights on the longer-term vision – which we set out in our Race Equality Framework (2016-2030)³. This is that Scotland in 2030 is a Scotland where people are healthier, happier and treated with respect, and where opportunities, wealth and power are spread more equally. We have a way to go before that ambition is realised. We cannot be complacent. While we have made some progress, there is more to do. We need to redouble our efforts to stamp out racism and advance equality for all minority ethnic communities. While this report shows that we have made progress, it is clear that we need to go further and faster and we are committed to doing just that.

¹ We use the term 'race' to include colour, nationality, and ethnic or national origin.

² [Race Equality Action Plan](#)

³ [Race Equality Framework](#)

SECTION TWO: INTRODUCING THIS REPORT

This report provides a concise interim update on a complex and varied programme of work underway across the Scottish Government. It is not intended to provide an exhaustive update of progress against all actions in the REAP. We will do that in the REAP final report this time next year.

The report provides some examples of concrete progress we have already made, gives a strong sense of the direction of travel, and conveys our commitment to making more substantive progress during the final year of the REAP, and beyond.

We are clear that while the progress we have made on the REAP takes us a step closer to the vision and goals set out in the REF, our approach to addressing race equality from 2021 onwards (after the REAP comes to an end) must link more clearly with our longer-term vision and goals for race equality in Scotland.

Finally, this report does not attempt to capture all of the extensive and varied work underway in the private and third sectors and in communities across Scotland to challenge racism and to advance race equality – all of which is crucial to achieving our shared aims of making Scotland fairer for minority ethnic communities.

Section 3 describes our wider work to embed equality across all our areas of policy and delivery, which will be critical to advancing race equality. This includes work ‘behind the scenes’ to identify/unpick structural discrimination; reviewing and rebuilding our systems and processes so that we can deliver meaningful, lasting change. This is about creating the conditions within which specific policies and interventions focusing on delivering race equality have the best chance of succeeding.

Section 4 provides a snapshot of the progress we have made during the first two years of the REAP, and **section 5** sets out our priorities for the third and final year of the REAP. Both sections 4 and 5 highlight the most significant activities in the areas of education, health, housing, poverty, communities and participation/representation.

Section 6 describes *how* we will deliver these priorities in year 3 of the REAP, and sets out next steps, up to and beyond the end of the REAP. It reaffirms our commitment to work with a range of partners – including minority ethnic communities and organisations who support them – to accelerate the changes we all want to see.

SECTION THREE: EMBEDDING EQUALITY AND CREATING THE CONDITIONS FOR CHANGE

Creating a fairer Scotland for all

Creating a fairer, more equal Scotland is a founding principle for the Scottish Government. We are determined that Scotland should be doing all that it can to advance race equality, tackle racism and address the barriers that prevent people from minority ethnic communities from realising their potential.

Equality and human rights are central to Scotland's future: inclusive growth, fair work and social justice are integral with economic success and cohesive communities. We need to work together to ensure that this vision is achieved equally for people from all ethnicities, helping to build a Scotland where we all share a common sense of purpose and belonging.

There have been significant changes to the Scottish policy landscape since the REAP was published in 2017. Our commitment to creating a fairer Scotland is demonstrated, for example, in the creation of Social Security Scotland, built on principles of fairness, dignity and respect, Fair Start Scotland which aims to support at least 38,000 people to find and stay in work, the establishment of the new Scottish National Investment Bank which will support ambitious companies and important infrastructure projects, which by aligning with Scotland's Economic Strategy has the potential to deliver inclusive growth in our economy, and the forthcoming Hate Crime Bill, which will ensure that the legislation is fit for 21st Century Scotland and – most importantly – will afford sufficient protection for those who most need it, including minority ethnic communities. All of these structural developments – and many more – will over time have a profound effect on our collective efforts to advance race equality in Scotland.

Embedding equality in everything we do

The REAP identified 120 'actions', which vary in scope and nature. Some are a description of processes underway to improve and embed the delivery of equality across the Scottish Government. Others are specific actions to advance race equality.

In late 2019, the Equality Unit - with input from external race equality stakeholders - worked with the REAP Delivery Group to separate out processes from actions to advance race equality. Processes included:

- internal structures and delivery mechanisms (in other words how we will deliver actions).
- things we are doing to embed equality as a guiding principle across all protected characteristics, including race.

Getting our underlying systems and processes right is an essential underpinning for meaningful change. But they are unlikely to show measurable impact in the short term. Some examples of the kinds of systems and processes underway to support more impactful work on equality across all protected characteristics are given below.

Examples of work to improve the way our systems help deliver equality

1. Equality at the heart Social Security Scotland

The creation of Social Security Scotland, marked a fundamental shift in the delivery model of a public body where the delivery of social security support is understood as a human right, underpinned by the values of dignity, fairness and respect.

Social Security Scotland actively engages with equalities groups, stakeholders, local communities and partners to understand and respond to the needs of people with protected characteristics. This engagement influences the development of specific benefits and the application process, and is used to continually assess impact of our work.

2. Improving equalities reporting in further and higher education

The Scottish Funding Council (SFC) has agreed a Memorandum of Understanding (MoU) with the Equality and Human Rights Commission (EHRC) on further and higher education. This will support Scottish Colleges and Universities to take a focussed approach to improving equality outcomes.

Targeted actions have been agreed by the SFC and EHRC to support the implementation of the MoU. For example, a partnership approach between the EHRC, SFC, Scottish Government and sector representatives has been put in place to examine available evidence to identify the persistent inequalities in the FE/HE sector.

This work will then inform a set of national priorities. The national priorities will be identified by September 2020; measurement of progress will take place at intervals aligned with Public Sector Equality Duty reporting for the period 2021-2025.

3. Introducing the new socio-economic duty

We have introduced the Fairer Scotland Duty (aligned with the Public Sector Equality Duty) which recognises that people with protected characteristics are often at higher risk of socio-economic disadvantage. In practice, this will be an important tool in ensuring that public bodies take account of the impact of both race and poverty in their decision-making.

4. Embedding race equality in work to improve outcomes for people with other protected characteristics

The Scottish Government is embedding race equality in key agendas including Fair Work, Gender Pay Gap and Disability Employment. For example, race equality has now been given explicit reference in our Fair Work First approach, meaning that Scottish Government funding will be used to encourage and reward good employment practice amongst employers who are awarded grants and public contracts. This is being further underpinned through the roll out of Directorate Fair Work Action Plans across the Scottish Government, which will support embedding Fair Work across all Ministerial portfolios.

In some of our key policy areas – such as housing – many of the REAP actions are to ensure that significant policies and services are capable of delivering real improvements to minority ethnic communities (and other groups). These are essential to our ambitions for longer term, sustainable and systemic change.

Strengthening our systems to deliver better housing outcomes for minority ethnic communities

The Scottish Government's housing vision is that all people in Scotland live in high-quality sustainable homes that they can afford and that meet their needs. We want Scotland to be a place where our most disadvantaged communities are supported and where all places are sustainable and promote well-being.

We know that adults who identify as being of an ethnicity other than "White Scottish" are more likely to live in the private rented sector than other tenures. We also know that the number of minority ethnic individuals working in all aspects of housing from construction to housing management is very low.

The Scottish Government wants to ensure that the housing needs of people from a minority ethnic background are considered across all tenures; and to address the imbalance between minority ethnic representation within housing organisations and the wider communities in which they operate.

Our actions have primarily been focused on strengthening processes and structures to deliver improvements. This is essential to effect longer term, sustainable and systemic change and has included:

- refreshing local housing strategy (LHS) guidance published in September 2019 with input from COSLA and the Equality and Human Rights Commission, asking local authorities to evidence in a LHS that engagement had taken place with ethnic minority communities (including gypsy travellers) to understand and consider any needs that are additional to those covered by mainstream housing.
- Publishing the joint SG and COSLA Gypsy/Traveller Action Plan (October 2019) including a section focused on the delivery of More and Better Accommodation for Gypsy Travellers so that they will have culturally appropriate places to live and travel.
- Issuing a revised Social Housing Allocations Practice Guide which highlights the importance of landlords meeting their legal responsibilities in relation to equalities and human rights when allocating housing.
- Introducing some of the most significant changes in private renting in 30 years, giving tenants new rights and greater security, stability and predictability, with a translated version of the model Private Residential Tenancy now available on the Scottish Government website.
- Separately, the Scottish Housing Regulator reviewed its regulatory framework, which now requires that social landlords collect data relating to every protected characteristic for their existing tenants, new tenants, people on waiting lists, governing body members and staff. Local authorities must also collect data on protected characteristics for people who apply to them as homeless. Landlords who provide Gypsy/Traveller sites must collect data on protected characteristics for these service users.

All of this underpinning work – and more - will continue throughout the final year of the REAP, but the work we have undertaken to separate out underpinning processes to embed equality from race-specific actions has also enabled us to identify and assess the actions which have the greatest potential to have a positive impact on race equality over the coming year. These are reported in Section 5. Section 4 illustrates the progress we are starting to see over the first two years of the REAP.

SECTION FOUR: REVIEWING PROGRESS– KEY ACHIEVEMENTS IN THE FIRST TWO YEARS OF THE REAP⁴

We recognise the scale of the challenge that lies ahead if we are to realise our long-term vision for race equality. And we have made progress in the first two years of the REAP, showing positive steps across a range of policy areas.

i) Employment

Demonstrating our commitment to raising our collective efforts to address the minority ethnic employment gap, one of the workshops at our first annual **Race Equality conference** in 2018 focussed on Employment. This helped inform the agenda for the **Race Employment event** in March 2019. Since then, we have created a **dedicated minority ethnic employment team** within the Scottish Government's Fair Work Directorate. Key achievements in employment include:

Launching the **Workplace Equality Fund** in 2018, which was expanded in 2019. The purpose of the fund is to address long standing barriers in the labour market to enable everyone to fulfil their potential. We took a targeted approach in the second round of the fund which led to an **increase in the number of projects being funded to support minority ethnic people**. Funded activities included:

- building capability of employers through diversity training to develop a more inclusive and diverse workforce; and
- working with individuals to support their progression in the workplace and sector focused work (construction, communication and housing).

We developed the **framework for a skills recognition service** which is currently being tested. This framework will enable people to access employment (at a level commensurate with their skills and experience). This will be particularly beneficial to people from other countries who may struggle to get their skills and experience recognised.

Improving engagement of minority ethnic women with Fair Start Scotland (Scotland's devolved employability service)

In order to improve engagement and uptake of Fair Start Scotland's employment support services by minority ethnic people, consideration was given to the specific needs of minority ethnic women who were looking to enter or return to work. This resulted in individually tailored support being offered and was taken up by a group of minority ethnic women. The support included tailored information sessions delivered by PeoplePlus (Fair Start Scotland contractors) and DWP. The sessions gave information on what Fair Start Scotland was, how it could support benefit claimants progress towards and into work and worked with claimants to address cultural, gender and geographical barriers in accessing support. The service offers a mixture of 1:1 support and group sessions with a cohort of eight women. These have focussed on personal development including health and wellbeing. This 1:1 and peer work model of support has led to one person moving into part-time employment while two others have secured volunteering opportunities. These outcomes have been reached in the first two months of a 12 month programme.

⁴ The REAP was published in Dec 2017. This section reports on progress throughout 2018 and 2019 and subsumes the update report published in June 2019 which reported on progress during 2018.

Proactive work to boost minority ethnic social enterprises

A range of work has been delivered through third sector intermediaries to increase awareness and knowledge of social enterprise among minority ethnic people. Last year, 3 social enterprise awareness raising events were held in Glasgow and Lanarkshire reaching over 20 entrepreneurs. An increasing number of minority ethnic people are now expressing interest in social enterprise which is being met through 1-2-1 support as well as facilitating links and access to mainstream services. In addition, work is currently underway to look at the role of enterprise and social enterprise in the integration of refugees. Social enterprise development support was accessed by 23 organisations and the funding they have secured has led to 29 positions of employment and 178 volunteering roles where volunteers have developed business skills, increased confidence, reduced isolation and developed employability skills.

Supporting minority ethnic entrepreneurship

The Scottish Government commissioned research by University of Strathclyde's Hunter Centre for Entrepreneurship to identify the barriers to minority ethnic and migrant entrepreneurship in Scotland. That research, published in May 2018, set out key areas in which minority and ethnic migrant entrepreneurs face challenges in starting and growing successful businesses.

Based on that research the Scottish Government has engaged with a broad range of organisations representing minority ethnic and migrant groups, alongside business support organisations in public, private and third sector, through workshops and meetings. The Scottish Government worked with some of those partners to identify case studies on existing practice across the support sector, and to consider next steps. For example, our financial support for the work of the Prince's Trust in Scotland now includes explicit support for their Mosaic Programme supporting young people from minority ethnic backgrounds.

In November 2019 the Scottish Government facilitated a workshop bringing together representatives of key organisations with an interest in business support for minority ethnic and migrant enterprises, with the aim of establishing a network, able to engage in the challenges identified and collectively develop our next steps in supporting businesses.

Increasing the diversity of the Early Learning and Childcare (ELC) workforce

The Council for Ethnic Minority Voluntary Organisations (CEMVO) has worked closely with Glasgow City Council to engage with a range of minority ethnic communities, raising awareness of the career opportunities in Early Learning Childcare (ELC) as part of the drive to increase the diversity of the workforce. This work involved information sessions in the community, inputs from Glasgow City Council HR and Scottish Government and support from application stage to preparing for interview. This has led to 14 people being successfully recruited which accounts for 63% of those who applied. Glasgow City Council continue to take a proactive approach to engaging with local minority ethnic communities. Their recent engagement work with Al Meezan Islamic Centre saw 49 people apply and has resulted in 81% of those who applied being successful.

Skills Development Scotland commissioned independent research to identify **challenges in recruiting and retaining a diverse workforce for the early learning and childcare (ELC) sector**. The report (published November 2019), presents key findings from the research, looks at approaches that would help

achieve greater diversity, and sets out recommendations for partners and stakeholders to consider and take forward.

In 2018 we published the report, *Teaching in a Diverse Scotland: Increasing and Retaining Minority Ethnic Teachers in Scotland's Schools*. The report contained 17 recommendations to **better support Black and Minority Ethnic (BME) teachers into the profession and develop into leadership roles**. The implementation of the recommendations is now being driven and monitored by the Diversity in the Teaching Profession Working Group, who is due to report on progress by end of 2020.

There is work underway in other parts of the public sector to improve minority ethnic representation in the workforce, which is already showing encouraging results. For example in the health and housing workforce.

Increasing diversity in the health workforce⁵:

- Through the Bridges New Refugee Doctors Programme, 15 doctors have completed registration with the General Medical Council and 14 are now working as Foundation Year 2 doctors. 32 other medical professionals, including dentists and nurses have also been helped with registration, licences to practice, retraining and funding.
- NHS Lothian's Leading Better Care Across Difference programme resulted in promotion for 22 BME nursing staff (compared to 3 before the programme started). 12 participants have changed roles to improve their prospects of career progression and 10 participants have enrolled at university for further training. 220 line managers also participated in the programme to improve their awareness of race equality and 35 mentors were also trained, to help support the professional development of minority ethnic nurses and midwives.
- 15% of participants on NHS Scotland's 6 week employability programme with the Prince's Trust identified as minority ethnic. A guaranteed interview with a health board is offered at the end of the programme. The conversion rates to employment are 65% nationally, rising to 91% for Greater Glasgow and Clyde and 100% for Lanarkshire.

Police Recruitment numbers of under-represented groups within the force and what is being done to improve numbers

Police Scotland's People Strategy sets out that their aspiration is to, "strengthen the diversity of our whole workforce as well as change the workforce mix to address the evolving needs and complexities of our diverse communities." Police Scotland has a Positive Action Team providing support to people across Scotland from under-represented groups in the police, including people from visible minority ethnic (BME) communities.

The Positive Action Team (PAT) organises events aimed at encouraging people from under-represented groups to consider a career in policing. During the events, attendees will learn about the recruitment process, the training and various specialist departments and on some programmes have the opportunity to try the fitness test. The majority of the events focus on people from minority ethnic communities but they also undertake events with the LGBTI community and hold women only events. The PAT also regularly visits communities to promote policing as a career and highlights the 'Introduction to Policing'

events that take place throughout the country. From January to March 2020 there will be eight Introduction to Policing events, with six targeted at BME communities.

To see a specific increase in the total number of officers in under-represented groups will take time, with the most recent (31 March 2018) data showing that the service profile has one per cent BME (of those who choose to self-identify). For newly recruited officers the data shows recruitment of five per cent BME.

Scottish Government as an employer

The Scottish Government's approach to race equality and inclusion has increasingly focused on systemic change, developing around 5 principles:

- **Commitment:** explicitly making an increase in diversity, and specifically, race equality, a key measure of success in our recruitment and talent activities.
- **Evidence-led:** gathering, improving and analysing data, to inform and target our action and evaluate our impact.
- **Openness:** trying new and innovative approaches and building our learning
- **Working collaboratively:** with our Race Equality Network and external organisations
- **Taking a 'whole systems' approach:** addressing the whole employment experience, including tackling our biases.

Many of these principles were tested and improved in our recruitment to our Graduate Development Programme (GDP) in 2017 and 2019 and our 2018 campaign to recruit 150 middle managers. Action included:

- The Permanent Secretary setting a strong, clear direction at the outset of these campaigns: that they should have a strong focus on increasing diversity.
- Working closely and collaboratively with our internal Race Equality Network, REN, whose representatives formed part of a 'reference group' which was involved in every stage of the design and delivery of the campaign. REN provided valuable feedback on language in selection tests and communication; supported community outreach in person; provided role models and testimonials about their experiences; and joined the assessing panels to increase diversity of thought and perspective.
- Working with over 100 organisations (including 20 race-based external organisations) providing in-person presentations and a separate toolkit of key messages, example Tweets, etc. to enable partners to promote the campaign on our behalf.
- Hosting a 3 day 'Future Leaders Conference' in 2018, providing 35 high potential candidates from minority ethnic, disabled or socio/ economically disadvantaged backgrounds with open-door access to the SG, advice on preparing for graduate selection and an on-going SG Mentor. Individuals described the conference as 'inspiring' 'energising' 'demystifying', and generating 'a warmth and connection to (the SG)'. Of those invited 2 went on to secure places on GDP 2019, and 2. Took up other opportunities within the Scottish Government
- Testing approaches such as blended interviewing (strength-based and Situational Judgement Testing) and providing bespoke training to assessors on this and unconscious bias.

- Anonymising recruitment – with assessing panels completely separate from recruiting managers– and increasing the diversity of panels.
- Scrutinising analysis throughout the advertising period to evaluate reach and to adapt the message and where it was placed accordingly.
- Exploring the best available assessment approaches which advance equality of opportunity, using a considerable body of research from Government Recruitment Services with particular attention to the impact of certain exercises on minority ethnic candidates.
- We analysed diversity data at each stage of selection testing to understand the impact. This enabled us to ensure the process did not impact adversely on the diversity of the cohort and we will use this to inform assessment methods for future campaigns.

The 2018 external recruitment campaign for middle managers saw 7.9% of applicants and 6.96% of successful candidates identifying as being from a visible ethnic minority background.

In terms of the two GDP campaigns, the proportion of people who identified as minority ethnic being invited to the assessment centre rose from 6% in 2017 to 10% in 2019. Visible minority ethnic people were represented in the final 2019 cohort at levels above the benchmark of the wider Scottish population (5%).

The Scottish Government's Race Equality Network

In Scottish Government we regard thriving networks as the hallmark of a progressive organisation, and a critical part of building an inclusive organisation.

The Race Equality Network (REN) is a Scottish Government voluntary staff association for colleagues from a minority ethnic background or those who are interested in race equality. Members work together to support one another in the development of their careers, and to advocate for progress around equality in recruitment, promotion and the creation of a more inclusive environment where everyone can flourish.

In 2018 the Executive Team decided to appoint a full-time post of Strategic Development Officer for the Race Equality Network to increase the impact of the network through developing a clear structure and governance; enhancing the strategic partnership with the People Directorate; and raising the profile and visibility of the network and members across planned communications and engagement.

Over the last 18 months the membership of the network has more than tripled; there is evidence of increased ownership within the network with members leading on events and initiatives and driving organisation-wide communications; and increased collaboration with our People Directorate with REN offering significant support, feedback, insights and resource to central recruitment campaigns to deliver the corporate ambition to increase diversity.

REN's achievements since August 2019:

- Held 3 annual conferences, 1 in partnership with HMRC and a roundtable with the SG Executive Team to offer spaces of reflection, challenge and collaborative working.

- Participated in the first programme of mutual mentoring with the SG Executive Team and other Senior Civil Servants.
- Delivered a calendar of internal and external events to celebrate Eid and Black History Month 2019, all attracting high numbers of attendees.
- Led on the production of guidance of Ramadan for line managers and staff for colleagues observing Ramadan, producing a video and all-staff news article.
- Members volunteered to join the assessing panels for major recruitment campaigns to increase diversity of thought and perspective, and offered feedback on language in the campaign communications and the Situational Judgment Testing to increase reach and accessibility.
- REN female colleagues contributed in the lived experiences of being women and a minority in Scotland; their experiences were showcased for International Women's Day 2019.
- Published blogs on our intranet highlighting the personal stories of its members around Ramadan, Easter, Sikhism and World Refugee Day.
- Organised sessions for members on Hate Crime and 'Getting to Yes' as part of continued professional development and awareness-raising.
- Worked with the Talent team to host two career development sessions, part of our activity to build diversity in the talent pipeline.

While we have chosen to prioritise actions to address inequalities in minority ethnic employment – and are starting to see some early signs of impact – we have also made some progress in other areas of policy and delivery across the Scottish Government. Some of these are outlined below.

ii) Selected achievements in key areas of policy and delivery

In 2018/19, in partnership with key stakeholders across **education**, we introduced a new approach to recording and monitoring incidents of bullying in schools, this approach includes an ability to **record incidents of bullying on the grounds of race**, as well as other protected characteristics. The new approach was rolled out to local authorities and schools during 2018/19, with the expectation that by August 2019, all schools will be using it to record and monitor bullying incidents. The new approach also includes a tool to monitor incidents at a local authority and school level, thereby informing the identification of particular patterns of bullying. This then enables a local authority or school to put in place appropriate intervention and support measures to address specific incidents.

An expert group led by Education Scotland, which includes race equality organisations (BEMIS and CRER) has worked with partners to identify a number of **case studies to exemplify principles of good race equality education**. The films and gathered information are being collated into an engaging resource for educational practitioners which will be made available on the National Improvement Hub.

Through the Screening Inequalities Fund we have funded 34 projects targeted at reducing inequalities, including for minority ethnic groups, in access to the three **cancer screening** programmes. This included funding to *Jo's Cervical Cancer Trust* – *Glasgow Outreach Service* which targets specific groups where there are

significant health inequalities and a higher prevalence of non-attendance, including women from Black and Minority Ethnic communities.

Another project was funded through the *Minority Ethnic Carers of People Project (MECOPP)*. The project has recruited a part-time worker from the Chinese community and uses community development approaches to increase awareness and uptake of cancer screening programmes within the Chinese community.

Our **Money Talk Team** service for low income families provides targeted support focused on the six priority family groups identified in the Tackling Child Poverty Delivery Plan as being at most risk of poverty, including minority ethnic families. In the first year of operation, this service has helped 449 minority ethnic families with recorded financial gain of over £900k. The percentage of minority ethnic families accessing the service broadly reflects the general population (4%).

As part of the **Advice Services Review**, we undertook two pilot projects for advice services for the Roma community in Glasgow – one project engaged with 141 families to help welfare benefit take up and income maximisation. Initial findings show they received c£25k in one off or backdated awards, and over £61k in recurring benefits. We are awaiting the report from the second project before comparing the results and approaches.

In October 2019, the Scottish Government and COSLA published a joint action plan **Improving the Lives of Scotland's Gypsy/Travellers** which set out 33 actions to help improve lives in five key areas: more and better accommodation, improved access to public services, tackling racism and discrimination, improving representation and better incomes in and out of work.

Following the success of the 'Hate Has No Home in Scotland' campaign, we worked with equality stakeholders on our '**Letters of Scotland' hate crime campaign** which was launched on 26 September 2018 and encouraged witnesses to report. The campaign was a series of letters addressed to perpetrators of hate crime, including one addressed 'Dear Racist', stating that 'your hate has no home here' helping to create 'One Scotland' where hate crime and prejudice is not tolerated. The campaign was also strengthened through case studies on social media and included account of racial hate crime incidents and the impact that it has on victims. The campaign evaluation was positive and showed an increase in those who would claim to take action if they witnessed a hate crime.

Together with Police Scotland and BEMIS Scotland, we held a '**Thematic Conference on Tackling Hate Crime and Prejudice Motivated by Racial and Religious Hatred**', which helped to achieve outcomes from the Tackling Prejudice and Building Connected Communities Action Plan in across several key policy areas in respect of race and religion.

Following Lord Bracadale's independent review of hate crime legislation, we ran a **consultation on hate crime legislation** (November 2018 to February 2019). Race equality organisations engaged fully in the consultation (as detailed in the analysis report) and this was supplemented with further targeted stakeholder engagement with race equality organisations throughout 2018 and 2019.

We have supported the development and launch of the new **Scottish Minority Ethnic Women's Network**, funded action research through the **Fairer Futures Panel** (supported by Young Scot) which aims to involve minority ethnic young people in developing policy, and have funded some initial work to explore how minority ethnic communities want us to mark the **UN Decade for People of African Descent**.

Increasing representation of minority ethnic people in public life

- We provided funding (2017-2020) to enable PATH Scotland to deliver a 'Developing Management and Leadership Skills' programme, which is a personal development course which uses positive action measures to address imbalances in the representation of people from minority ethnic communities in all aspects and levels of public life. The 2018/19 Programme attracted 35 participants and at the end of the course 75% of participants reported improved leadership skills and knowledge.

Ensuring minority ethnic communities benefit from our work to reduce child poverty

We know that people from ethnic minority backgrounds are more likely to live in poverty. In 2013-18, people from minority ethnic (non-white) groups were more likely to be in relative poverty after housing costs, compared to those from the 'White - British' group. The poverty rate was 38% (30,000 people each year) for 'Mixed, Black or Black British and Other' ethnic groups, and 34% (40,000 people) for the 'Asian or Asian British' ethnic group. In contrast, the poverty rate for the 'White – British' group was 18%, 850,000 people.

Given the evidence, the Scottish Government's action to tackle child poverty identifies minority ethnic families as one of our key priority groups. The Child Poverty (Scotland) Act 2017 sets highly ambitious targets for 2023 and 2030 in terms of child poverty reduction and we are already taking bold action.

We have introduced a suite of benefits for families on low incomes, including the Scottish Child Payment, Best Start Grant, and Best Start Foods.

We would expect the Scottish Child Payment in particular to have immediate impact on the households of minority ethnic families. And with minority ethnic families tending to be larger on average, the scale of impact is likely to be significant. At full roll out, the Scottish Child Payment is expected to lift 30,000 children out of poverty. While it's not possible to produce estimates of impact by race or other protected characteristics, because of sample size, we will be working hard to make sure minority ethnic families claim this new benefit and gain from it.

Increasing minority ethnic participation and representation

We worked with BEMIS Scotland to increase the participation of Scotland's ethnic and cultural minority communities in the 2018 Year of Young People (YOYP) and 2018/19 Scottish Winter Festivals (SWF) which resulted in:

- 71 ethnic and cultural minority events led across Scotland
- 41 self-identified ethnicities participated in shaping Scotland's inclusive national identity
- 35,450 people attended minority ethnic-led YOYP events

- 23,700 people attended minority ethnic-led SWF events
- 14,205 people attended minority ethnic-led St. Andrew's Day Celebrations

Nearly £70,000 was invested directly into local community organisations to lead these celebrations, which demonstrates the value we place on the multiple ethnic and cultural identities that shape modern Scotland.

SECTION FIVE: OUR FOCUS FOR YEAR THREE

We have recognised that in order to shift the barometer on race equality over the final year of the REAP, we need to identify and focus on the actions which will deliver genuine improvements, while still working hard to ensure our processes and structures are capable of delivering equality in a systematic and sustained way. In section 3 we described some of our work to make our systems and processes fairer. In this section we set out the actions which we believe can deliver measurable impact to advance race equality by May 2021. We believe that individually and collectively, the actions we set out in this section of the report will help us move closer to the long-term vision in the Race Equality Framework (2016-2030⁶). These are:

Community cohesion and safety: We build good race relations and community cohesion across all communities, and all minority ethnic individuals feel safe, protected and included, and experience less racism.

Participation and representation: Minority ethnic participation and representation is valued, effective, fair and proportionate at all levels of community and public life.

Education and lifelong learning: Everyone has the opportunity to learn in an inclusive environment without disadvantage in relation to racial inequality or racism.

Employability, employment and income: Minority ethnic people have equal, fair and proportionate access to employment and representation at all levels, grades and occupation types in Scotland's workforce and experience fewer labour market, workplace and income inequalities.

Health and home: Minority ethnic communities in Scotland have equality in physical and mental health as far as is achievable, have effective healthcare appropriate to their needs and experience fewer inequalities in housing and home life.

All of these aspirations are central to achieving our **overall long-term vision for race equality in Scotland:**

Our vision for a fairer Scotland is that by 2030 Scotland is a place where people are healthier, happier and treated with respect and where opportunities, wealth and power are spread more equally.

The Race Equality Framework aims to ensure that this vision is achieved equally for people from all ethnicities, helping to build a Scotland where we all share a common sense of purpose and belonging.

⁶ [Race Equality Framework](#)

This section of the report is in four parts:

- i) the context for our focus on advancing race equality in employment
- ii) actions which relate to **race equality in employment and employability**.
- iii) **prioritised actions in other policy areas** covered by the REAP.
- iv) actions to **improve the data** to drive and measure change in race equality.

i) Advancing race equality in employment

Across government and the wider public sector, we are determined to improve diversity, representation and engagement within the context of employability, employment and continuity in employment.

Evidence shows that the employment rate (16-64) of the minority ethnic⁷ population in Scotland is consistently lower than the white population⁸. The minority ethnic employment gap is currently 15% (61% vs 76%)⁹ and has been for the past decade.

The minority ethnic employment gap is significantly higher for women (20%) than men (9%) and this is driven by a much lower employment rate for minority ethnic women than white women (53% vs 73%).

There is significant variation in employment rates by ethnicity in Scotland and due to small sample sizes in employment surveys, these are volatile over time and by region. However, people of Indian ethnicity tend to have the highest employment rate of any non-white ethnicity.

There is also a pay gap between people from minority ethnic groups and the white population in Scotland, contributing to in-work poverty. Minority ethnic employees earned on average 10% less than white employees in 2018¹⁰, this is larger than the latest gender pay gap (7% for Full-time employees)¹¹ and disability pay gap (8%)¹².

Minority ethnic employees are under-represented in some industries, most notably in construction and manufacturing where shares of 16+ employment of people from minority ethnic groups is significantly lower than shares of 16+ white employment (2% vs 8% for construction and 3% vs 8% for manufacturing).

⁷ Minority Ethnic includes Mixed/Multiple, Indian, Pakistani, Bangladeshi, Chinese, Any other Asian background, Black/African/Caribbean/Black British and Other ethnic groups

⁸ White population includes white gypsy, Irish travellers and white Polish.

⁹ Unless otherwise stated all data quoted is ONS, Annual Population Survey, October 2018 – September 2019

¹⁰ ONS, Annual Population Survey, Jan-Dec 2018

¹¹ ONS, Annual Survey of Hours and Earnings, 2019

¹² ONS, Annual Population Survey, Jan-Dec 2018

In Scotland, labour market outcomes tend to be better for people from minority ethnic groups born in the UK, than not born in the UK. Latest data shows that employment rates are higher and inactivity and unemployment rates are lower for people from minority ethnic groups when born in the UK¹³.

We want to see a reduction in these employment outcomes by improving labour market representation of people from minority ethnic backgrounds. That's why our focus for year 3 will be on employment within specific sectors and the measures that can be taken to diversify the workforce within key public and private sector employers. To do this, the Scottish Government and its partners recognise the need to:

- Build the capability of employers to consider structural processes that may act as barriers leading to discrimination, and to take action in dismantling those barriers by making change;
- Effect cultural change through leadership commitment through the development of a community of practice;
- Encourage a more proactive approach to improving race equality in the workplace and in recruitment by using levers within our powers to do this when engaging with employers including the implementation of Fair Work;
- Draw on expertise and advice from specialist organisations and communities so that we build capability and approaches in the right way; and
- Improve our approaches to meeting the employment support needs of minority ethnic groups.

These are the approaches underpinning key employment actions in year 3.

ii) Priority actions we will take forward in year 3 to improve minority ethnic employment outcomes

We will take action to **address the low uptake of apprenticeships and employment support services** through national campaigns such as Fair Start Scotland and Modern Apprenticeships. We will increase engagement with communities to improve understanding of specific needs that vary across ethnicities, age groups and gender, so that we can better meet those needs in terms of employment support and access to employment opportunities.

We will set up a **stakeholder advisory group** consisting of community ambassadors and experts with experience and knowledge of employment barriers who will support, advise on and guide our work to improve minority ethnic employment. Doing this will bring improved collaborative working with stakeholders, added value to the employment work, greater engagement with community networks leading to increased uptake of employment support services and employment opportunities through the apprenticeship scheme.

¹³ ONS, Annual Population Survey, July 2018-June 2019

We will also expand the successful approach tested through Fair Start Scotland to **work with minority ethnic women to inform and shape the tailored programme of support on offer**, in order to increase the number of minority ethnic clients successfully accessing and benefitting from the service.

In implementing **Fair Work**, we will be working across the Scottish Government and with key stakeholders to develop a robust approach for monitoring the adoption of Fair Work First by employers and its impact on minority ethnic workers and the wider workforce. In doing so we will use a suite of indicators to illustrate what employers can do along with good practice exemplars. This will help employers understand how effectively they meet the dimensions of Fair Work, and what action they can take to improve their practice, removing race related barriers within their workplace.

We aim to use the increased offer of funded Early Learning and Childcare (ELC) workforce to **increase the diversity of the ELC workforce**, including greater representation of people from minority ethnic communities. We will do this by working with race equality groups and employers to establish how best to attract more people from ethnic minority backgrounds into the profession. Working with intermediary groups such as the Council for Ethnic Minority Voluntary Organisations (CEMVO) is recognised in research published by Skills Development Scotland, as effective practice in increasing recruitment. We will continue to support CEMVO in their role supporting Local Authority recruitment in Year 3, including sharing best practice between authorities.

We continue to work with the **Diversity in the Teaching Profession** working group, to look at ways of increasing the number of teachers from under-represented groups at all levels in Scottish schools. This will include developing more robust data collection methods to capture numbers of minority ethnic students entering and qualifying as teachers. The working group will also work to better **understand and address the barriers which prevent the number of teachers from minority ethnic groups progressing into leadership roles**. The establishment of a national coaching and mentoring network and a review of leadership programmes are key to this. The group is due to conclude and will report on progress in early 2021.

We will work with Education Scotland to **build capacity in the education workforce around race equality** in the wider context of inclusion and equality, by developing targeted support such as professional learning opportunities aligned to the Developing our Young Workforce and careers education, in collaboration with key stakeholders.

We will also continue to help others (such as Skills Development Scotland, Developing our Young Workforce (DYW) Regional Employer Groups and DYW Education Leads, and third sector organisations) to **broaden minority ethnic young people's knowledge and awareness of the range of future learning and career paths** and challenge assumptions.

We believe our **NHS** will be better in every way, if our workforce is fully reflective of the diverse communities it serves. During the coming year we will take forward a range of actions which will drive the changes needed in recruitment practices,

opportunities for progression and support for minority ethnic staff in the health workplace. Through this work, we aim to demonstrate to minority ethnic communities that we are building a more inclusive culture, and want to attract and retain talent from a diverse range of backgrounds.

A current challenge for NHS employers is the lack of multi-agency support as a lever to attract, retain and progress a more diverse workforce. To address this **we will establish a multi-agency National Working Group, chaired by a senior Scottish Government official to provide strategic direction and hold health boards to account for delivering outcomes on minority ethnic employment by March 2021**. The working group will be supported by four specialist sub-groups on attraction, recruitment, retention, and progression. We have also identified challenges with representation and visibility of minority ethnic staff at senior manager, executive and board levels.

In advance of establishing the multi-agency working groups **we will agree commitments that will be agreed by all NHS Chief Executives by April 2020 including:**

- increasing the numbers of minority ethnic staff in senior and executive team roles;
- increasing young minority ethnic representation in the workforce through employment, apprenticeships and work experience;
- recruiting as fairly and widely as possible from minority ethnic communities;
- review and take action to remove any discriminatory recruitment and selection practices;
- sharing learning and good practice;
- review of occupational pay and seniority segregation for minority ethnic staff; and
- more focus on senior race allies, staff networks and mentoring.

We will also launch a **national campaign in Spring 2020 to promote diversity and inclusion for everyone in the workplace** (across all the protected characteristics), with a **pledge to not be a bystander to prejudiced based bullying**. This will coincide with the launch of the new NHS Scotland bullying and harassment policy. As part of the campaign, NHS employers will also be asked to pledge to actively recruit from minority ethnic communities, provide inclusive and welcoming places to work and reflect greater diversity in everything they do.

We will also work with key housing stakeholders through the Joint Housing Policy and Delivery Groups to explore what actions can be taken to **address inequalities in the representation of minority ethnic people in employment in the housing sector**, to ensure housing organisations reflect the wider communities in which they operate.

Race Equality in the Legal Profession

The Scottish Government Justice Directorate is working collaboratively with the legal professional bodies, such as the Law Society, Faculty of Advocates and Scottish Ethnic Minority Lawyers Association and others to identify opportunities and remove barriers to increasing the diversity and equality of opportunity within the legal profession in Scotland. We challenged the profession in 2019 to commit to zero tolerance of bullying with immediate effect; expand family friendly policies including flexible working by 2023; and tackle the gender pay gap by increasing the gender equality of partners by two per cent each year to achieve gender equality by 2028. We held 3 Ministerial round tables in November 2019 with key stakeholders to understand what further action can be taken to remove real or perceived barriers that might be preventing talented individuals, particularly from under-represented groups such as individuals from minority ethnic communities, from either entering the profession and from reaching senior positions.

The key barriers identified in the Ethnicity Equality and Religion Round Table include unconscious bias, traditional networks and routes to promotion can exclude minority ethnic solicitors; prejudice; lack of support in the industry; lack of representation of minority ethnic representation on recruitment panels; difficulties in obtaining traineeships; lack of relevant experience in senior roles leads to blockage in pipeline of suitably qualified minority ethnic applicants for senior roles in the legal profession and judiciary; lack of participation in social networking due to cultural differences.

Key solutions identified include unconscious bias training; formal mentoring programme; leadership skills training programme; organise different client origination events; business development coaching and make senior lawyers responsible for retention.

By Year 3 we hope to improve the robustness of the data collection process to measure and evaluate data on the profile of the legal profession, including minority ethnic legal professionals and make substantive progress on developing a co-ordinated approach to promoting opportunities and reducing the barriers identified in the Ethnicity and Religion Round Table.

The Scottish Government has been proactive in engaging with senior leaders in public bodies to raise the profile of race employment and the importance of increasing diversity of the workforce. This engagement with senior leaders through the **Scottish Leaders' Forum** will help to deliver change in recruitment practices.

The focus for this interest and commitment is the development of a **toolkit and a community of practice to encourage and support public bodies to improve recruitment of minority ethnic people**. This approach will help to develop an ongoing dialogue between leaders of organisations and knowledge exchange of effective approaches for organisations to improve or begin their journey to improving their practice. Through this work, we hope to see increased numbers of minority ethnic people working in the public sector in Scotland, and a subsequent reduction in the employment gap and an elimination of barriers face by minority ethnic people in recruitment.

The Scottish Government wants to have strong representation of minority ethnic people at all levels of our organisation, and an inclusive and supportive culture where minority ethnic people can flourish. To achieve this, **we will develop a Scottish Government Recruitment and Retention Plan for minority ethnic people**. We will publish, internally and externally, the progress we make as part of our obligations under the Public Sector Equality duty. During the year, the outputs of specific work streams will be reported and scrutinised through our corporate assurance and governance processes. This Plan – which will be published in October 2020 - will focus not only on increasing the representation of minority ethnic people, but will place significant emphasis on the experience of new and existing minority ethnic employees. It will describe our continuing actions to build a culture of inclusion and will set out how we intend to address discrimination, harassment and victimisation on the grounds of race, taking an intersectional approach, and to support minority ethnic employees who experience such unacceptable behaviour, including increasing reporting.

Social Security Scotland building a diverse workforce

Social Security Scotland wants to recruit and support a diverse workforce, and so need to understand and remove potential barriers within our recruitment processes.

All lead panel members are required to undertake an in-depth recruitment training programme which includes learning about unconscious bias. We encourage recruiting managers to consider the diversity of their panels and are looking at options for supporting this, for example asking colleagues in Scottish Government diversity networks to assist with interview panels. We continue to work with minority ethnic communities and organisations that support them to explore ways in which we can refine our recruitment process to engage more minority ethnic candidates.

We also need to attract a more diverse pool of talent when we are recruiting. We do this by running job fairs and workshops in local communities to encourage, advise and support people from a wider and more diverse range of backgrounds to apply, including many who have previously not considered employment in the Civil Service. This year we will be running a series of taster days aimed at specific under-represented groups in our workforce including minority ethnic communities.

iii) Priority actions in other policy areas we will take forward in year 3

We have committed to almost doubling children's funded **Early Learning Childcare (ELC)** entitlement to 1140 hours per year from August 2020. Local authorities have been asked to ensure that their expansion plans ensure accessibility for all, and they are expected to **consider the impact of expansion on families of all ethnicities**, taking into account cultural and religious needs where relevant. Following workshops that were held with stakeholders from across the ELC sector to consider barriers to uptake, we will use our Partnership Forum and dedicated Knowledge Hub portal to share good practice from local authorities and their funded providers.

We want to ensure that all families are aware of their child's **entitlement to funded ELC**, and are able to make an informed choice about where and how to access it.

Our parental marketing campaign is running in Spring 2020. One element of this is a bespoke outreach project with seldom heard groups, including minority ethnic families. We are also producing a translated leaflet in six languages to increase awareness and encourage families to find out more about funded ELC. In Year 3 we will evaluate this work and the impact of the campaign, to help us target further parental communications in 2020/21.

We are determined to address **racist bullying in our schools**. Our work through *respectme*, will build on existing relationships with race equality organisations to strengthen support for all adults working with children and young people on incidents of racist bullying, to build confidence and capacity to address bullying effectively. This includes reviewing, formulating, implementing and evaluating locally relevant anti-bullying policies on which stakeholders have been consulted and providing free training, information and support with guidelines, procedures and monitoring which includes racist bullying.

We will increase the **involvement of minority ethnic parents in their children's learning** by consulting with them on refreshed statutory guidance to strengthen the Scottish Schools (Parental Involvement) Act 2006. This will be achieved through the funding of 8 projects, with an equalities focus, which will aim to reduce barriers to parental engagement and involvement. Some of these projects will include a specific focus on involving and engaging parents and families from minority ethnic backgrounds. The learning from each of these projects will help to increase our understanding of the additional challenges that some parents face and what approaches to overcoming these challenges may work best.

The Scottish Funding Council (SFC) is leading work to support Scotland's colleges and universities to take action in response to the findings of the EHRC inquiry into **racial harassment in universities**, published in October 2019. Benefitting from direction and expertise from staff and students with lived experience of racism, a suite of awareness raising resources are in development. These resources will support institutions to raise awareness of the impact of racism and support individuals to access support networks and complaints procedures. The resources are scheduled to be made available to institutions in October 2020, to coincide with Black History month. The evaluation is planned for Spring 2021 with a report in July 2021.

Work is also underway that will lead to the development of a practical toolkit to support staff and students within university to have confident conversations about **race and racism**. The toolkit and awareness raising resources will be available in Autumn 2020, with an associated evaluation taking place in summer 2021.

In addition, Scottish Government, along with NUS Scotland is represented on the Review of Student Misconduct Guidelines Group led by Universities Scotland. The Guidelines will address all forms of student misconduct including racial harassment.

The Scottish Government will engage with the University and College Scottish Race Equality Network as it works with stakeholders to develop an integrated approach to student wellbeing to take forward our Programme for Government commitments around Student Mental Health and Well Being to ensure that mental health support

reflects the **impact of racial harassment on people's mental health and wellbeing**, and the needs of people with different protected characteristics.

In the health sector, we will work with minority ethnic communities (and others) to develop a **National Screening Inequalities Strategy**. This will draw on evaluation of the projects funded to address inequalities in screening and will be supported by a working group which will include representation from minority ethnic communities.

We recognise that we need to do more to support race equality in relation to **income and poverty**. The Scottish Government will provide over £16 (2019-2022) to Local Authorities for the delivery of the **Parental Employment Support Fund (PESF)**, which will deliver intensive employability support for low income parents to access and progress in employment. Minority ethnic families will be one of the six priority groups supported through this Fund. The fund aims to help minority ethnic families – and other groups at high risk of experiencing poverty - to have access to effective support and advice, and the impact for minority ethnic families will be closely monitored. It will also enhance local links between employability and the expansion of Early Learning and Childcare in Scotland.

And beyond employment, we will build on work underway through the Tackling Child Poverty Delivery Plan, we will build on evidence of what works in helping to **lift minority ethnic families out of poverty**. This will help shape our future programme of work to ensure that minority ethnic families benefit from efforts to tackle and reduce child poverty. We will provide updates within our annual progress report in June 2020.

Over the coming year, our **Money Talk Team** service will be targeted at the six priority groups identified in the Tackling Child Poverty Delivery Plan as being most at risk of poverty, one of which is minority ethnic families. The Citizens Advice Network will concentrate on reaching out to local community groups and working with partner organisations to engage with vulnerable families and can provide translation services if required.

Policy Proofing pilot

Work is currently underway on a project proposal to engage a group representing the views of black and ethnic minority (BME) citizens when developing policy plans. This work is very much in its infancy but the plan is around consulting with a BME organisation in policy across Civil Law and Legal Systems with a view to enhancing the EQIA process and allowing better consideration of the BME view in formulating policy. The project will be for a trial period of twelve months, commencing April 2020, with a view to rolling out lessons learned and best practice across Justice and wider following a post project evaluation.

We will continue to work across all areas to **improve participation and representation of minority ethnic people**. We will do this with the active support of the race equality organisations we currently fund, and through developing partnerships with a wider range of organisations who work with minority ethnic communities. In particular, we will continue to support the Scottish Minority Ethnic Women's Network, and will work with African communities to carry out an initial

programme of work to explore how we can mark the UN Decade for people of African Descent in Scotland.

Participation and representation is a key theme for the development and delivery of our new social security system in Scotland. As part of recruiting new members to the **Experience Panels**, we have continued our series of focus group events for ethnic minorities. We will report on this work in 20/21, ensuring that the views, needs and experiences of ethnic minorities continue to feed into the design of social security in Scotland. Looking forward, we are ensuring the approaches that facilitate ethnic minority participation in research are adopted in future research with clients of Social Security Scotland.

Minority ethnic representation in public appointments

The Ethical Standards Commissioner set the Scottish Government an overall target that 8% of applications should be from people from ethnic minority backgrounds (visible and non-visible); the baseline has been the 2011 census data where the visible and non-visible ethnic minority populations are 4% each of the overall population. In the most recent published figures from 2018, 6.3% and 5.2% of applications were from people from a visible and non-visible ethnic minority background respectively ([page 21, ESC annual report 2019](#)). In 2018, of the people appointed 3.6% were from a visible ethnic minority and 3.6% were from a non-visible ethnic minority background.

The Public Appointments Team have an action plan in place to increase the number of ethnic minority people appointed to Scottish public body boards. We want to address the gap between application rate and appointment rate of people from a visible ethnic minority background. The process is iterative, building on progress, findings from discussion group sessions, and monitoring. In 2019/20 the team prioritised:

- Understanding and using data to create evidence-based action planning to address any barriers or discrimination
- Working with current public appointees from an ethnic minority
- Setting up a network of current appointees
- Raising the profile of current public appointees from an ethnic minority background
- Demystifying the public appointments process.

iv) Actions to improve our data and evidence

Employment

In employment – as in all areas - it is clear that there needs to be a strong emphasis on the use of evidence and the application of data to either inform policy or to set baselines for actions. Over the coming year, we will take forward a **range of actions to improve data on minority ethnic employment**, with the intention to build a robust monitoring framework to improve accountability and report on progress.

In order to develop our understanding of the experience of people from minority ethnic groups in Scotland's labour market, the Scottish Government will continue to work with key stakeholders, including the BME Employability Strategic Steering Group, to **consider how alternative sources of data can be used to complement Annual Population Survey statistics**.

Improved employment support, in its broadest sense, is crucial for a range of groups including minority ethnic young people in transition phases and minority ethnic women returning to work. There is evidence of effective approaches to recruitment practice and **we will look at what is being done to improve practice in relation to recruitment, retention and progression of minority ethnic people.**

We will undertake a **review of the Workplace Equalities Fund** to evaluate the impact of the fund in relation to recruitment practices, minority ethnic representation in workplaces and progression in employment of the companies that were funded. This evaluation and the learning from it will be used to shape future policy development and to share good practice with other employers.

Data shows that Scotland's minority ethnic population is more likely to be inactive in the labour market due to student status compared with the non-minority ethnic population. This has a substantial impact on the gap between minority ethnic and non-minority ethnic employment rates. **We will continue to analyse existing education data to improve understanding of how the career prospects of minority ethnic graduates differ to the non-minority population in Scotland.** This will better enable the Scottish Government to identify and quantify the impact of different labour market barriers to minority ethnic labour market outcomes in Scotland.

As reported in section 5 (i), the **Diversity in the Teaching Profession Working Group** are developing more robust data collection methods to capture number of minority ethnic students entering and qualifying as teachers. This will enable us to establish exactly where the barriers are and consider ways of addressing them.

There are a range of drivers which contribute towards the race employment gap. To deepen our understanding of this, we will undertake a **review of the existing evidence base with a literature review.** This will be used to ensure that any potential future analysis is focussed on evidence gaps. We will publish the findings and will engage with stakeholders to evaluate the review and use this to determine what further research is required.

Data actions in other policy areas

We will continue to ensure that high quality evidence and analysis on race and ethnicity underpins effective and inclusive policy making in Scotland. We will continue to present key summary data broken down by ethnic group on its Equality Evidence Finder website. This innovative data portal also directs users to sources of more detailed data across a number of policy areas, broken down by ethnic group. We will also continue to work to strengthen Scotland's evidence base on race and ethnicity in collaboration with external users and its own analysts to ensure that more evidence gaps are filled and its Equality Evidence Strategy is progressed. This will include continued work to improve the disaggregation of statistical indicators by ethnic group in key measurement frameworks such as the National Performance Framework (NPF).

We will take forward a literature review on what evidence is needed and how it can best be gathered on the **housing needs and experiences of minority ethnic households**, to help inform future actions.

The current data collected on funded early learning and childcare (ELC) uptake, does not include information on a child's ethnicity. Our data transformation project will enable **information on a child's ethnicity** to be collected from 2021. This will allow for more substantive research on how minority ethnic families use ELC in Scotland.

We are also undertaking qualitative research that aims to identify any **systemic barriers to the three desired outcomes of the ELC expansion** and understand the inequality dimensions of those outcomes. This work will provide insights into how minority ethnic families make decisions about ELC use and the barriers they face, which will inform future policy development.

All clients of **Social Security Scotland** are asked to complete an Equality Monitoring and Feedback form along with each application form for all benefits. The data from this will look at how our processes work for different groups of people including minority ethnic communities, and we will then use this to drive improvement. We will also be undertaking an 'all clients' survey in 2020, and this will also include the Equality Monitoring and Feedback questions, allowing us to identify issues across protected characteristics.

We are committed to **developing our approach to gathering evidence around hate crime**. We want to see the provision of more detailed information on hate crime in Scotland and our analysts are continuing to work with Police Scotland to review data and carry out an in-depth analysis of Police Scotland's systems. A final report is expected to be published in later this year.

SECTION SIX: HOW WE WILL WORK DURING YEAR THREE AND BEYOND

Advancing equality and human rights across the Scottish Government

Embedding equality, inclusion and human rights requires an acceleration of cultural change across the Scottish Government and we need to recognise that our own commitment and embodiment of diversity and inclusion cannot be separated from the quality of our policy making. It will also involve investment in awareness, capacity and capability across all portfolios.

Given this aspiration, to be transformational in our policy development and delivery and to be truly diverse and inclusive as an employer, we believe this can best be achieved by establishing a stand-alone directorate.

And so this year, the Scottish Government will establish a new Directorate of Equality, Inclusion and Human Rights. The new Directorate will bring together our teams on Human Rights, Equalities and Connected Communities. This will support greater policy coherence, promote greater effectiveness and efficiency, enhance the Government's focus on equality, internally and with external partners and support greater organisational wide capability in relation to diversity and inclusion, including intersectional issues. We will also be strengthening the link between our outward facing policy on race equality, and our internal processes as an employer.

In addition to the expanded capacity of the Equality Unit – which has responsibility for co-ordinating the REAP – we have also increased the staffing resource in other parts of the Scottish Government, in order to accelerate progress on race equality in key areas. In particular, the creation of a new Race Employment Team within the Fair Work Directorate is evidence of our commitment to make meaningful progress in this area over the coming year.

Leadership and governance of the REAP

Over the coming year, the REAP will continue to be driven by a dedicated Programme Board, chaired by the Director General for Education, Communities and Justice – who have overall responsibility for equality and human rights – with membership covering Directors from across the Scottish Government who have responsibility for leadership and oversight of REAP actions. The minutes from all the REAP Programme Board are published on the Scottish Government website to ensure we are working in a transparent way.

The REAP Programme Board is supported by a Delivery Group comprising Deputy Directors who have operational responsibility for driving the implementation of REAP actions within their respective areas.

In late 2019, the Programme Board took the decision to increase the frequency and focus of their meetings, with a view to accelerating progress during the final year of the REAP.

Early in 2020 the Board held an extended meeting to consider how far our work to deliver the REAP matches our ambitions for race equality, and to explore ways of

maximising impact. Particular focus was given to the challenges set out in Kaliani Lyle's 2017 report to the Scottish Government, as Independent Race Equality Adviser.

In May 2020, the Programme Board and the Delivery Group will participate in a Development Day to gain a deeper understanding of racism and racial inequality, to improve our collective 'racial literacy' and to explore ways of maximising collective impact on advancing race equality across the Scottish Government.

In June 2020 we will host our second annual Race Equality Conference. This will involve a range of minority ethnic communities, organisations that support them, including public bodies (such as local authorities and NHS Boards and others). The conference will provide us with an opportunity for us to report back on progress to date but more importantly to set out our priorities for the coming year, and to discuss how we can all work together to make impactful progress during the final year of the REAP.

In addition to our annual conference, we are also developing new mechanisms for engaging with stakeholders and communities to inform our work on minority ethnic employment. This will ensure that we take full account of the lived experience of minority ethnic communities as we develop this programme of work, and that we create opportunities for challenge which will strengthen our accountability.

Working with others

As the foreword to this report made clear, while Government has a responsibility to lead – a responsibility we take very seriously - advancing race equality in Scotland is everyone's business. We all have a part to play if we are to shift the deep seated prejudice and discrimination that perpetuates inequality on the grounds of race. Our success in making the decisive shift we all want to see will depend upon the contributions of many people, communities and organisations. We have been grateful for all the work so far that has helped to shape both the Race Equality Framework and the Race Equality Action Plan, and in delivering the actions which will take us closer to our long-term goals. We look forward to continuing to work with others in our shared ambition to create a fairer Scotland for people from minority ethnic communities.

Beyond the REAP

We will present our REAP final progress report to the Scottish Parliament in Spring 2021. This will report on progress across the range of REAP actions. It will also set out our early thinking about the focus for our onward programme of race equality work required to meet our long-term vision and goals for race equality in Scotland, as set out in the Race Equality Framework.