

Scottish Government Equality Outcomes Report

Our work to make sure people in Scotland are treated equally and fairly.



Information from the Minister.



When this report was published the Scottish Government Minister for Social Security and Older People was Shirley-Anne Somerville.

She said:

“The Scottish Government want Scotland to be a country where people are treated fairly and equally.

Everyone must have the same choices and chances.

This report says what work we are doing to make this happen.



Scotland must be safe and fair for every person.

Everyone in Scotland is important.

We must all work together to make this happen.



Thank you to the communities and organisations who gave advice to the Scottish Government.”

It will help us decide what work to do next.”



Introduction



The Scottish Government has done a lot of work on equality and discrimination – making sure people are treated fairly and equally.

When we say ‘we’ in this report we mean the Scottish Government.



The Public Sector Equality Duty is a law that helps us make sure people are being treated fairly and equally.

A duty means being required by law to do something.



The Scottish Government and public bodies must think about how they can make sure their work supports equality.

They can do this in their services, through their jobs, and through the money they spend.



Public bodies are organisations that provide public services.

These include the Scottish Government, schools, hospitals and councils.



The law says every two years the Scottish Government must publish information on what it is doing to make things more equal for everybody.

This report shows what we have been doing and what is planned for the next two years.



The first part of the report is about our work to make Scotland a country where everyone is treated fairly and equally.



The second part is about work to make things fairer for people who work for the Scottish Government.

Part 1 – work about Scotland



We talked to lots of different people to find out how Scotland can be made more equal after coronavirus.



A new part of Government works with people to hear about how we can do things differently.

They will ask the Government questions if plans are not working.

Plans to tackle inequality



The Scottish Government has made lots of plans about treating people equally.

This includes:

The Fair Work Action Plan



We want workplaces to be diverse.

Diverse means having a mix of different kinds of people – men and women, young and old people, people of different ethnic backgrounds, disabled and non-disabled people.

Workplaces must treat everyone equally and fairly.



Disability



In 2016 we published a plan called 'A Fairer Scotland for Disabled People'.

It gave our plans up to 2021.

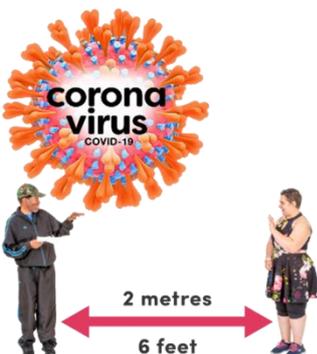


We speak to disabled people to find out what work they think we must do to make things more equal for them.

In 2017 we published the first British Sign Language National Plan.

In 2021 we will publish a report on how well the work is going.

It will say what else needs to happen before the plan ends in 2023.



We contacted organisations that support disabled people to make sure they knew how to cope during the coronavirus pandemic.



We had accessible messages about health and how to stay safe.

Age



In 2019 we published a plan called 'A Fairer Scotland for Older People.'



Money in the Supporting Communities Fund helped organisations give support to people and communities.

This included support for older people.



In April 2020 we started a National Helpline and text phone number to connect callers to their local council for local support.



In August 2020 we published the second 'Child Poverty Action Plan'.

It talks about our work to support families so there are less children living in poverty.

Poverty means not having enough money to buy basic things like food or housing.



Race



We published 2 plans about helping minority ethnic people.

In March 2020 we published a report on how work is going.

We have a plan to support the gypsy and traveller community to be treated equally.



A group gives advice to the Scottish Government to help us understand how coronavirus affected Minority Ethnic communities.

Sex



Many women find it hard to get a job.

This is harder for disabled women, older women, minority ethnic women, women from poorer backgrounds and women carers.



We are looking at the difference in pay for men and women.

We look at facts and figures that check if work on equality is going well.

The facts and figures were published in reports in 2020.



The First Minister has a group that gives her advice and information on things that affect women and girls.

They do a report every year.

In 2020 they met online and their report was published in January 2021.

Housing



A new group published a plan in October 2020 to say how government, councils and voluntary organisations will work together to end homelessness in Scotland.

Refugee and Asylum Seekers



A refugee or asylum seeker is a person who has fled their home country because of war or other things harming them or their family.

They come to another country for protection.

We have a plan called 'New Scots' which helps people become part of Scottish communities.

The plan will run until 2022.



Part 2 – work about our workforce.

Diversity



Our workforce are the people who work for us.

By 2025, our workforce will be more diverse to reflect the people who live in Scotland.

Culture



We speak to different people to make sure our equality plans are good.



In 2021 we made a plan for the work we will do on recruitment and retention of people of different races.

This is the way people apply for jobs and how we keep people in the jobs they have.



In 2019 we made a plan for the work we will do on recruitment and retention of disabled people.

We want more disabled people to work for us and for our disabled employees to do well at work.



Our report also explains Scottish Government pay systems and a breakdown of pay gaps across certain protected characteristics.



Characteristics describe us as people.
A protected characteristic is one that is covered by the [Equality Act](#).

Outcomes for 2021-25



The law says that the Scottish Government must publish equality outcomes every four years.
An outcome is what we want to happen.
We published our outcomes for 2021-25 in March.
People and groups who understand equality helped us make the outcomes.



Each outcome has a list of actions we will work on before 2025.
We will make a report on how well the work towards the outcomes is going in 2023 and in 2025.



We have 6 outcomes about what the Scottish Government wants to do for the people of Scotland.
We have 2 outcomes about what we want to do for the people who work for the Government.

1. Facts and figures



By 2025, we will have better facts and figures on the characteristics of people in Scotland.

A characteristic is how you see yourself or a group that you feel part of.

We will use this information to change how we work so that everyone is treated equally.



2. Communication

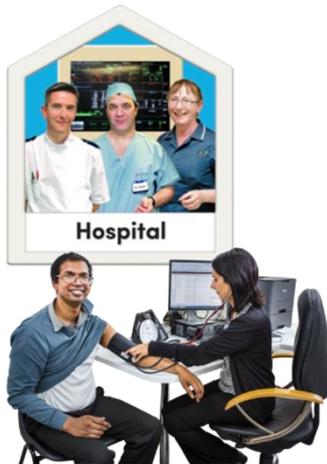


By 2025 public bodies will use inclusive communication.

More people in Scotland will tell us their communication needs are being met when they get public services.



3. Health



By 2025 our work will make health better for people who have a protected characteristic in Scotland.

We will look at sex, race, age and disability and how coronavirus has affected some groups in a worse way than other groups.

4. Employment



By 2025, work outcomes for women, disabled people and ethnic minorities will have got better.

Employers will have improved how they do things.

Workplaces will be more diverse and there are plans to make sure people are treated equally.

5. Transport



By 2025 our work will support transport services to be fairer to access, easier to use and more affordable.

6. Lived experience – what people have been through.



From 2021 to 2025 we will speak with people who have not been treated equally.

They will tell us how to make our policies better.

Our two employer outcomes are:

7. Diversity



By 2025 our workforce will be more diverse and represent the different people who live in Scotland.

8. Culture



By 2025 employees from all backgrounds and characteristics and experiences will feel more valued.

Checking how the Public Sector Equality Duty works



Scottish Ministers want to look at how the Public Sector Equality Duty works in Scotland.

This is a law for public bodies telling them to think about how their work supports equality.

The work we do next will help us to:



- Have better links between equality and human rights plans.



- Have stronger leaders and enough money, materials and staff to work well.



- Have less paperwork.



- Making it clear how to use the Scottish Specific duties to do things better.

These are parts of the law that are only about Scotland.

- Support organisations to make reports about using the Scottish Specific duties.

We need to do more to:



- Help people understand our work.
- Get better information about people.



- Have better ways to buy things for us to do our work.



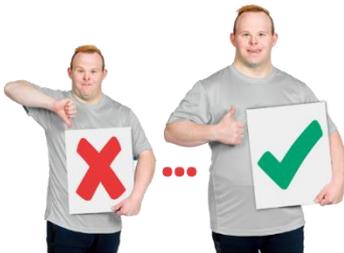
- Have accessible information.



- Check if policies are working well.
- Have better outcomes.



- Look at how to use the duties for Scottish Ministers in the best way.



We should not get rid of the Scottish Specific Duties.

We want to change them and make them better.



We will make sure equality and human rights are at the centre of all government work.



For more information email the Equality Policy and Mainstreaming Team at mainstreamingequality@gov.scot