

RACE EQUALITY ACTION PLAN 2017/21 - FINAL REPORT

March 2021

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Terminology and Definitions	2
Glossary/Acronyms	3
Section 1 : Ministerial Foreword - Race Equality in Scotland	4
Section 2: Executive Summary	6
Section 3: Introduction and Context	10
Section 4: Mainstreaming Equality and Human Rights	18
Section 5: Reviewing Progress During the Lifetime of the REAP	22
Case Study 1: Expert Reference Group on COVID-19 and Ethnicity	24
Case Study 2: Hate Crime Bill	26
Case Study 3: Our response to the Dame Eilish Angiolini Report	27
Case Study 4: Data, Race & Justice	28
Case Study 5: Public Appointments	29
Case Study 6: Museums	30
Case Study 7: Black Lives Matter in Scotland's Education System	32
Case Study 8: Gypsy/Travellers: Supporting Flexible learning	33
Case Study 9: Diversity in the Teaching Profession	34
Case study 10: STUC's Scottish Union Learning (SUL)	38
Case Study 11: Race Recruitment and Retention Plan	39
Case Study 12: NHS Workforce	40
Case Study 13: Glasgow City Council Ethnicity Data Monitoring	41
Case Study 14: COVID-19 Occupational Risk Assessment	44
Case Study 15: Gypsy Travellers Accommodation and Targeted Healthcare	45
Section 6: Beyond REAP – what's next for race equality in Scotland	46
Annexes	
ANNEX A: Employment	50
ANNEX B: Education	74
ANNEX C: Health	97
ANNEX D: Housing	107
ANNEX E: Poverty	121
ANNEX F: Community Cohesion and Safety	128
ANNEX G: Participation and Representation	137
ANNEX H: Gypsy/Travellers	150
ANNEX I: General and Cross-Cutting Issues	159

Terminology and definitions

The Scottish Government uses the definition of race present in the [Equality Act 2010](#), that it is colour, ethnicity, nationality and citizenship. We use “Minority Ethnic” to include all racial and ethnic groups protected under the Act, and we use the terminology minority ethnic (ME) instead of “BME” or “BAME”, as ME is inclusive of both visible and non-visible (i.e. white) ME groups. We recognise that across Scotland, people belonging to ME communities define themselves and their communities using a variety of terms; our use of the over-arching term minority ethnic aims to be inclusive of that variety.

It is crucial that our policies and services meet the needs of all our minority ethnic communities. This includes both visible and non-visible minority ethnic groups, as per the legal definition of ethnicity. The Census 2011 figures showed that the percentage of the population belonging to all minority ethnic groups was 8% (this figure is expected to be significantly higher in the 2022 Census). This is the definition and the figure the Scottish Government uses.

We will use data in order to focus our interventions on specific communities within that definition of minority ethnic. There may be occasions in which we need to focus our work on, for example, visible minority ethnic groups for some of our work on colour-based prejudice. Accurate gathering and maintenance of data, along with clear and consistent terminology, are important so that policies and interventions are designed around/delivered to minority ethnic communities in the right way.

Glossary/Acronyms

BEMIS	Black and Ethnic Minority Infrastructure in Scotland
BLM	Black Lives Matter
CEMVO	Council of Minority Ethnic Voluntary Organisations
CERD	UN International Convention on the Elimination of all forms of Racial Discrimination
COSLA	The Convention of Scottish Local Authorities
CRER	Coalition for Racial Equality and Rights
DiTP	Diversity in the Teaching Profession
EHRC	Equality and Human Rights Commission
ERG	Expert Reference Group on COVID-19 and Ethnicity
ES	Education Scotland
GRT	Gypsy/Roma/Traveller
GTCS	General Teaching Council of Scotland
HESA	Higher Education Statistics Agency
IYS	Intercultural Youth Scotland
LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex
MECOPP	Minority Ethnic Carers of People Project
NPF	National Performance Framework
PfG	Programme for Government
PSED	Public Sector Equality Duty
REAP	Race Equality Action Plan 2017-20
REF	Race Equality Framework for Scotland 2016-30
SAMEE	Scottish Association of Minority Ethnic Educators
SBTE	Strategic Board for Teacher Education
SDS	Skills Development Scotland
SMEWN	Scottish Minority Ethnic Women's Network
STEP	Scottish Traveller Education Project
STUC	Scottish Trades Union Congress
SUL	Scottish Union Learn
UNCRC	UN Convention on the Rights of the Child
UNDPAD	UN Decade of People of African Descent
WEF	Workplace Equality Fund

1. Ministerial Foreword



Since its publication in 2017, the [Race Equality Action Plan \(REAP\)](#) has guided our work on the journey to race equality in Scotland. Each year, we have published a report on progress against the actions, which contribute towards the long-term vision and goals set out in the Race Equality Framework (2016-2030).

This final report will look back not only at 2020, but at the successes and challenges over the whole lifetime of the REAP, as it now draws to a close and we look ahead to the next stage of our work.

Since the Year 2 report was published just days before the first lockdown in March 2020, we have seen unprecedented change, disruption and uncertainty across all aspects of our lives – this is true not only in Scotland, but globally. COVID-19 has, of course, had deep impacts in terms of health, the economy, and more, changing what “everyday” looks like for everyone. But for many groups, including minority ethnic communities, COVID-19 has also exposed and exacerbated existing inequality. The disproportionate impacts experienced by some minority ethnic groups have been stark, and the need to explore and address those issues has been, and continues to be, paramount. This has shaped much of our work throughout 2020, and will continue to do so for some time to come.

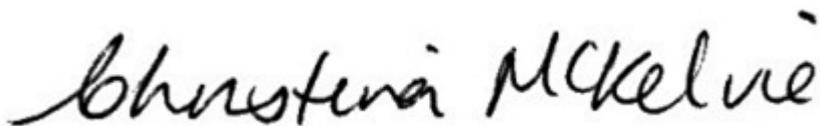
As well as the pandemic, 2020 marked the final year of EU membership for the UK, and on 31 December 2020, the UK exited, bringing significant change to the lives of many who have benefitted from the advantages of EU membership, such as freedom of movement. As part of our commitment to protecting rights after EU Exit, we are working towards a new statutory framework for human rights, and working towards incorporation of the [International Convention on the Elimination of All Forms of Racial Discrimination \(CERD\)](#) as part of that work.

The Black Lives Matter protests during the summer of 2020 shone a harsh light on the continuing injustice and inequality experienced by minority ethnic communities. Although the USA was initially the focal point for activity, there were significant protests across the UK and in Scotland, and this has played a role in raising public awareness of race and racism, and how this is reflected in – for example – our historic environment, and our education system. But these are not events that are consigned to history; they bring with them a legacy of discrimination and disadvantage which has an ongoing impact. We cannot be complacent: Scotland cannot and does not claim to be free of racism. We have a duty to each other and ourselves to be explicit, however, that we do not tolerate racism of any kind in Scotland – our new Hate Crime Bill sends that message out loudly and unequivocally.

Of course, there is much more to inequality than racist hate crime. There are also the systemic and structural issues that perpetuate inequality and exclusion. These are more complex issues to overcome, and this is not just a job for Government, but for all of us. We must be example-setters, leaders, and enthusiastic advocates for change, however, we need the support of everyone, in every sector of society, so that we can achieve the goals set out in the long-term Race Equality Framework for Scotland.

This report shows the progress we have made, highlighting enlightening examples of good practice. But, it also acts as a challenge to us. There is more to do in order to see our collective ambitions become reality, and in particular to unpick the systemic discrimination which perpetuates racial inequality.

I would like to thank everyone who has engaged with us over the last, extremely challenging, year and indeed over the lifetime of this plan. I see the collective level of ambition and I am as determined as you are to see those changes, whether it be system level, attitudinal or policy shifts, we will act to continue on that journey of making Scotland an equal and fair place for all.

A handwritten signature in black ink that reads "Christina McKelvie". The script is cursive and fluid, with a prominent flourish at the end of the name.

Christina McKelvie MSP

Minister for Older People and Equalities

2. Executive Summary

This summary is designed to provide an overview of progress throughout the three years of the REAP. Action has been broad in scope and extensive in reach, and all of our action is documented in full in the [Annexes](#).

This report shows that the Scottish Government has made marked progress, in particular in areas of [Employability, Employment and Income](#), (identified as a particular area of interest for the REAP from the end of Year 1 onwards), [Education and Lifelong Learning](#) and [Participation and Representation](#). Case studies from these three areas illustrate measurably improved outcomes for minority ethnic people in Scotland in areas such as ethnicity data monitoring, staff recruitment and retention, and public appointments.

There were 120 initial actions devised as part of the original REAP in 2017 as well as 57 updated actions, some of which are updated versions of some of the original 120, and some of which are new actions entirely, stemming from a reprioritisation exercise at the end of Year 2 of the REAP. We also must take into account the considerable and momentous changes as a result of COVID-19, the reality of the UK's exit from the European Union and the light shone on systemic racism as part of the Black Lives Matter protests in summer 2020.

Sections 1-3 of this report serve as background and introduction to the report, covering the scope of what is covered and an overview of progress as well as the effects of the past year on race equality in Scotland. [Section 4](#) highlights the mainstreaming approach taken by the Scottish Government to embedding lasting change and ensuring policy coherence, and the foregrounding of race equality in our policy, legislation and services across the Scottish Government.

In [Section 5](#), we highlight a number of case studies from work on race equality over the course of the REAP, also taking into account complementary and additional race equality work that the Scottish Government has undertaken in addition to the REAP, particularly in the light of the unusual years of 2020 and 2021. These case studies represent some highlights of our work over the last three years, as well as some of the ways the Scottish Government has worked to advance race equality in line with the [Race Equality Framework for Scotland \(REF\)](#).

This past year has cast into sharp relief the inequalities of health outcomes for minority ethnic people in Scotland. **COVID-19** has been shown on multiple levels to effect ME people more severely. That is why, as part of our work to implement the recommendations of the Expert Reference Group on COVID-19 and Ethnicity (See [Case Study 1](#)), we are carrying out a baseline assessment of the sources, quality and completeness of ethnic coding in health and care records. Public Health

Scotland is also leading a programme of work to establish a clearer picture of the impact of COVID-19 on minority ethnic people in Scotland.

Below are some of the notable actions from the REAP period 2017-21, which are detailed in full in [Annexes](#).

To help increase minority ethnic representation in the workplace, we worked closely with Skills Development Scotland (SDS) to establish their equality action plan for apprenticeships. Building on this, a range of guides for SDS learning providers have been developed, which have included best practice for engaging with minority ethnic communities. These resources have been translated into multiple languages. We also worked with partners in the social enterprise sector to provide 1-to-1 business support to minority ethnic entrepreneurs, including support for their business' response to COVID-19.

In February 2021, SG launched its [Race Recruitment and Retention Plan](#), setting in place an ambitious plan of action to address imbalances of power through an explicitly anti-racist approach, as well as to build a culture of inclusion within the Scottish Government (See [Case Study 10](#)). We aim to broaden this approach across the Scottish public sector more widely.

We have almost doubled **Early Learning and Childcare (ELC)** provision to 1,140 hours, which will be fully implemented by August 2021. In order to boost take-up among those seldom heard, including minority ethnic families, we funded a bespoke outreach project and translated the materials into six languages.

In July 2020, we published guidance for health and social care staff on **risk assessment for COVID-19**, including ethnicity as a risk factor, and this tool determines the safety of continuing to work for employers in this sector. 9 health boards in Scotland have also established minority ethnic staff networks to help amplify the voices of minority ethnic staff. In line with our [Programme for Government commitment for 2021](#), a new National Public Sector Ethnic Minority Network is being established, with an initial focus on NHS Scotland.

A review of the housing needs of minority ethnic groups was published in January 2021, which, along with an overview of the needs of Gypsy/Travellers in Scotland, has informed our [Housing to 2040 plan](#), to best serve the needs of minority ethnic Scots. As part of our route map for Housing to 2040, Scotland's first ever long-term national housing strategy with a vision for what we want housing to look like and provide to the people of Scotland, we will make up to £20 million available over five years for more and better Gypsy/Traveller accommodation from 2021-22. Building on the £2 million of short term funding in 2020-21, this represents a sustained investment to support local authorities to improve and widen access to

Gypsy/Traveller accommodation. We will also continue to work with Gypsy/Traveller communities to make sure their needs are embedded in housing and planning policy.

Our review of the Scottish Social Housing Charter's Equalities outcome means that social landlords must collect data relating to each and every protected characteristic for tenants, and sets out the responsibilities for social landlords in order to provide for the needs of their minority ethnic tenants. Reflecting our data on the communities best served, the Scottish Model Private Residential Tenancy Agreements and easy read notes have been translated into Urdu, Punjabi and Polish, and are available on the Scottish Government website.

Following Lord Bracadale's Independent Review of hate crime legislation in Scotland, and our subsequent public consultation on its recommendations, the Scottish Government introduced the [Hate Crime and Public Order \(Scotland\) Bill](#) on 23 April 2020. This Bill provides for the modernising, consolidating and extending of hate crime legislation in Scotland. With regards to race and race-related hate crime in the Bill, the Scottish Government has pursued a distinct approach from the Bill's other characteristics, due to the historical and structural nature of racism, the prevalence and seriousness of race hate crime and the impact that this has on community cohesion. The Bill successfully passed the Parliamentary process on 11 March 2021.

We supported the development of the Scottish Minority Ethnic Women's Network (SMEWN), which has 140 registered individual members and has enabled minority ethnic women in Scotland to network, develop a collective voice, build partnerships and mentor each other.

Despite the pandemic, a programme of events of Gypsy/Roma/Traveller (GRT) History Month went ahead online in 2020, involving traditional craft-making, story-telling and discussions on identity, and has led to plans for a potential online GRT museum. We have funded a post at COSLA with the sole focus of supporting Gypsy/Traveller engagement in local authority areas. Our dedicated Gypsy/Traveller Action Plan details progress on these and other outcomes, and is due to be published in March 2021.

Across the Scottish Government, our guidance relating to equality in procurement was reviewed, and the updated guidance was endorsed by the Equality and Human Rights Commission (EHRC). We developed a course in equality in procurement which has gone on to train 90 public sector procurement practitioners from across central and local government, to encourage them to identify and pursue equality outcomes as part of their valuable procurement work.

[Section 6](#) looks forward to where our attention is focused on our next programme of race equality work. This must take us measurably closer to the long-term vision and

goals of the Race Equality Framework for Scotland (REF), as well as to recognise the need to balance immediate action and longer-term structural change.

That is why, following the conclusion of the REAP, we will be taking a twin-track approach, with an 18 month “bridging plan” of immediate actions, based upon the recommendations of the newly established ERG, to tackle both healthcare and systemic inequalities during the crucial recovery period. During this time, we will be formulating a long-term further plan of actions that align closely with the objectives of the Race Equality Framework (REF), which will work to develop a longer-term change programme to tackle systemic discrimination which results in racial inequality.

3. Introduction and Context

The Race Equality Framework 2016-2030 and our long-term vision for race equality in Scotland

The [Race Equality Framework for Scotland 2016 to 2030](#) (REF) sets out our long-term vision for race equality in Scotland, and acknowledges the leadership role that the Scottish Government must take to realise this vision. The REF is also clear that the Scottish Government cannot achieve these goals alone, and highlights the importance of engaging and empowering communities, and taking a partnership approach, spanning the public and third sectors, to work towards common aims.

That partnership approach is a key component of the Scottish Government's commitment to mainstreaming equality and human rights. Mainstreaming means making sure that progress towards equality is built in to the design and delivery of policy, legislation and services across the Scottish Government and the wider public sector, by thinking about equality early and often, and ensuring that considering equality is part of everyone's job. More detail on our approach to mainstreaming equality and embedding lasting change is at [Section 4](#) of this report.

An evidence-based approach was taken to develop the REF, with significant engagement undertaken with minority ethnic communities, as well as stakeholder organisations, the public and voluntary sectors, and academics.

A wide range of people and organisations contributed. The views of minority ethnic communities fed into the development process through a Community Ambassador's Programme, which took a transparent, inclusive and participatory approach.

That approach led to the creation of the six underpinning Visions for the REF, which are based on the priorities, needs and experiences identified in the evidence-gathering process. Those Visions, which remain the guiding light for our work, are set out below:

Theme	Area of work	Vision
1	Overarching work	<p>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.</p> <p>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</p>

		all share a common sense of purpose and belonging.
2	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.
3	Participation and representation	Minority Ethnic participation and representation is valued, effective, fair and proportionate at all levels of political, community and public life.
4	Education and lifelong learning	Everyone has the opportunity to learn in an inclusive environment without disadvantage in relation to racial inequality or racism.
5	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.
6	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.

As well as having its six themes, the REF sets out the principles that underpin it. These are:

- Creating an awareness of how race equality benefits the whole of society;
- Developing a detailed understanding of racial inequality and racism;
- Promoting policy and practice that is evidence based;
- Complementing mainstreaming approaches with lawful positive action;
- Valuing capabilities and capacities;
- Looking at race equality from intercultural and intersectional perspectives.

These principles highlight the centrality of taking a joined-up approach to race equality which underpins not only the REF itself but the work flowing from it. Key to that is our Race Equality Action Plan (REAP), which takes the visions and principles of the REF, and applies them to tangible actions designed to further those goals.

The Race Equality Action Plan 2017-2020

As a 15-year Framework, the REF is a high-level document that sets out our long-term goals and underpinning principles. In order to deliver on the commitments set out in the REF, we developed our Race Equality Action Plan (REAP) 2017-2021, to set out the specific actions the Scottish Government committed to undertaking between 2017-2020 in order to advance race equality, tackle racism, and address the barriers that can prevent minority ethnic people from realising their potential. These 120 actions cut across a range of policy areas within the Scottish Government, and collectively, are helping us work towards realising the ambitions set out by the REF.

Much of the content of the REAP was developed as a response to the [Recommendations of the Race Equality Adviser - Kaliani Lyle](#) (Dec 2017). Ms Lyle's remit was to provide strategic independent expertise, insight and advice to the Scottish Government in taking forward the goals of the REF, and her 72 recommendations, made in 2017, were key to informing the REAP. Ms Lyle also served on the REAP's Programme Board for two years after the publication of her report, which provided continuity and a crucial external perspective to the work as it developed.

This report will provide a comprehensive update on progress across all 120 actions set out in the REAP when it was published in 2017. Over the life of the REAP, some actions have been altered to take account of changing circumstances. Where that is the case, we have explained any changes to the action within the update. The full list of actions and progress is in [Annex A-I](#) of this report.

Highlights of this report show that the Scottish Government has made marked progress, in particular in areas of [Employability, Employment and Income](#), (identified as a particular area of interest for the REAP from the end of Year 1 onwards), [Education and Lifelong Learning](#) and [Participation and Representation](#). Case studies from these three areas illustrate measurably improved outcomes for minority ethnic people in Scotland in areas such as ethnicity data monitoring, staff recruitment and retention, and public appointments. These areas and others are explored in detail in [Section 5](#).

The life of the REAP has been a time of significant volatility and uncertainty. The vote to leave the European Union, in June 2016, has brought about considerable change, and has caused concern for many people. The Scottish Government has been clear throughout that we will continue to welcome everyone who chooses to make Scotland their home, and we will continue to celebrate the contributions those people make to our rich and varied culture and society.

COVID-19 – Disproportionate Impacts, and Structural and Persistent Inequality

Throughout 2020, the COVID-19 pandemic has had significant impacts on all aspects of our lives. The pandemic has also exacerbated, highlighted and exposed many of the existing inequalities in society. For Scotland's minority ethnic communities, there has been evidence of disproportionate impacts since the early stages of the pandemic, both in terms of immediate health outcomes and in a wider context, including economically.

In order to understand and address these impacts, the Scottish Government established an Expert Reference Group on COVID-19 and Ethnicity (ERG) in June 2020 (See [Case Study 1](#)), to help shape and inform our emerging policy response. In recognition of the pandemic's highlighting and exacerbating existing inequalities, the recommendations of the ERG concerned both immediate health issues, in particular relating to data-gathering, as well as the systemic and persistent inequalities that underpinned them. These complex, cross-portfolio issues will help form the basis of our next steps (see [Section 6](#)).

As is noted throughout this report, progress cannot be made by Scottish Government alone. Throughout the pandemic, community and grassroots organisations have played a vital role in supporting the people who need them, and in identifying priority issues for the groups they serve. This has been invaluable in supporting and informing our response to COVID-19.

COVID-19: Immediate response work

To support the work of these organisations, the Scottish Government provided over £312,000 during the early weeks of the pandemic to support minority ethnic people with culturally appropriate food and support services, with a particular focus on young people, and older people experiencing isolation.

We, along with BEMIS, supported the establishment of the Scottish Minority Ethnic Resilience Network, which includes over 100 local and national organisations supporting minority ethnic people across Scotland. Ministers and Officials have benefitted from engagement with this network.

We have also funded Intercultural Youth Scotland to support the mental health of young people – a key challenge for young ME people, particularly those self-isolating. They provided extensive youth work support to assist young people in their transition from school to employment at a very difficult time as well as using social media to raise awareness of their work and the support on offer to young minority ethnic people.

As well as financial support to meet immediate practical needs, a multiagency Gypsy/Traveller Action Group was convened to focus on immediate or developing issues as a result of COVID-19, with a membership that included the Scottish Government, COSLA, Police Scotland, and third sector partners with engagement experience within the Gypsy/Traveller community.

As we move beyond the immediate COVID-19 crisis, it is clear that we must continue to identify, analyse, and respond to the issues raised by the ERG and by grassroots organisations. More on our plans following the end of REAP are at [Section 6](#) of this report.

The renewal date for existing funding arrangements for Scottish Government equalities stakeholders, including key race equality third sector organisations, has been extended to end September 2021. This has provided financial stability so organisations could rapidly adapt their work to meet the changing needs of communities throughout the COVID-19 pandemic. In February 2021, we opened the new Equality and Human Rights Fund, which will support work to further equality and support people to realise their human rights, from October 2021.

Winter Support Package

In late 2020, we awarded a further **£170,000** and in early 2021 **£200,000** in funding to support those most acutely impacted minority ethnic communities in this uniquely challenging winter season. These projects have supported expert organisations in offering mental health support, digital devices to enable people to stay connected with loved ones and curbing the harms of loneliness as well as frontline support to access food and medical supplies. A portion of this Fund has also supported our collective efforts to aid the vaccination programme, encourage up-take and also develop interactive resources in a variety of languages and dialects to ensure effective communication and engagement with the vaccination programme.

The Winter Support funding allocated to organisations to support specific work with ME communities (**£370,000** in total) is outlined below:

- **£25,000** awarded to **MECOPP** to purchase and provide vital digital equipment to help ensure that vulnerable people are connected throughout the winter. Part of this funding has also been used to encourage vaccine up-take.
- **£190,000** awarded to **BEMIS** to cover the additional work that COVID-19 has made necessary. This funding has supported over 100 projects across 8 regions to curb the harms of loneliness and provide adequate food and medicine supplies. Part of this funding has been used to support minority ethnic organisations and communities to encourage up-take of the vaccine and develop targeted resources to ensure effective communication and engagement with the vaccination programme.

- **£15,000** awarded **Sikh Sanjog** so that they can provide support to the Sikh community to tackle loneliness, stay connected and to run support groups for vulnerable people. Part of this funding has also been used to support the development of vaccine promotion materials to encourage up-take of the vaccine in the Sikh community.
- **£15,000** awarded to **STEP** to help serve the educational needs of vulnerable young people in the Gypsy Traveller community.
- **£15,000** awarded to **Article 12** in order to purchase digital devices for vulnerable Gypsy Traveller young people.
- **£15,000** awarded to support **CEMVO's** work developing an app focused on promotion of health information for minority ethnic people.
- **£30,000** to the **African Council and African Women Group Scotland** to provide support for those most disproportionately impacted by the pandemic and support the vaccine rollout among the most hard to reach communities.
- **£65,000** awarded to **Intercultural Youth Scotland** to conduct a variety of activities such as counselling and therapy to support minority ethnic young people suffering from poor mental health, loneliness and isolation as a result of the pandemic.

Year 3 of the REAP in Practice

At the end of Years 1 and 2 of the REAP, we have published progress reports that both look backwards and forwards. Our [Year 2 Progress Report](#) was published in March 2020, and set out the planned way of working for Year 3.

Key to that plan was the establishment of a new Equality, Inclusion and Human Rights Directorate within the Scottish Government, with the aim of:

- Enhancing the profile of equality both internally and externally;
- Supporting greater policy coherence across connected areas;
- Promoting effectiveness and efficiency, and;
- Supporting greater capability in relation to diversity and inclusion, including intersectionality.

That work has now commenced, with the inaugural Director of Equality, Inclusion and Human Rights taking up her post in December 2020 and the new Directorate forming in line with that.

The Year 2 Report also noted that the REAP Programme Board, which provides Director-level oversight on progress, had agreed in late 2019 to meet more frequently, in order to accelerate progress. As a result, the Board has met eight times in 2020 and twice in 2021 (to date), in contrast to quarterly meetings in previous years. The Board has also been strengthened with the addition of a Depute Non-Executive Director who joined in late 2019, and by the inclusion of Kaliani Lyle, former Race Equality Adviser - as an independent member (until March 2020).

Recognising the significance of the COVID-19 pandemic on the REAP, the CEO of Public Health Scotland joined the Board in June 2020. These changes to the Board have helped to ensure that progress has continued, despite challenging circumstances, and momentum remains high as we move beyond the REAP and onto next steps.

During Year 2 of the REAP, we identified that in order to better meet the REAP objectives, the REAP actions should be re-evaluated and reprioritised. A full account of this re-prioritisation is provided in the [Year 2 report](#), and prioritised actions have been highlighted in the [Annexes](#). Notably, the year 2 progress report reiterated our determination - across government and the wider public sector - to improve diversity, representation and engagement within the context of employability, employment and continuity in employment. We made the decision to focus on improving employment outcomes for minority ethnic communities within specific sectors, concentrating on the measures that can be taken to diversify the workforce within key public and private sector employers. Given the COVID-19 context, the specifics of this approach have been shifted slightly, informed by our assessment of developing events, however this does not detract from the importance of this focus going forward.

What Does This Report Do?

The role of this report is to set out the progress made across the three-year life of the Race Equality Action Plan (REAP), from 2017-2020. All those activities support the visions and goals in the 2016-2030 Race Equality Framework.

The work undertaken to progress the REAP has been cross-portfolio and collaborative, with significant engagement with, and support from, stakeholders working both in the field of race equality and across contexts including education, health, local government, employment, and many more. The REAP Programme Board, chaired by the Director General for Education, Communities and Justice, has provided an executive oversight structure for work towards the REAP, and the Delivery Group, comprising Deputy Directors from across Scottish Government, has driven forward actions at operational level.

That cross-portfolio approach has been key to the success of the REAP. At [Section 4](#), this report sets out our approach to mainstreaming equality across all that we do in Scottish Government, and how that ensures that we create and embed lasting change. How we can further advance these aims is a key strand of work for the newly-created Equality, Inclusion and Human Rights Directorate within the Scottish Government, which will be the home for driving forward the REF as we enter its next stage.

An overview of some of the REAP's key successes and challenges is set out at [Section 5](#) of this report, and a full list of the actions and their statuses, along with

explanatory comments, is at [Annexes A-I](#). As well as the original 120 actions, more have been added over the REAP's lifespan as priorities and ambitions have evolved. Our actions will be reviewed as we move into our next cycle of race equality work, with the expectation that those which are still relevant and of value will be included within that work.

Although this report marks the end of the REAP's lifespan, it also points the way forward for the next cycle of work to achieve the goals set out in the REF. At [Section 6](#), this report looks to the future of our work to achieve race equality in Scotland, while making clear that next steps will be decided in collaboration with stakeholders and in the context of our wider work to make Scotland a fair and equal place for everyone who lives here.

4. **Mainstreaming Equality and Human Rights - Embedding Lasting Change**

Both the REF and the REAP are clear that lasting change, and meaningful improvement of equality for minority ethnic groups, can only be brought about by a concerted, Scotland-wide, and partnership-focussed approach. To support this, we are focused on ensuring that equality is embedded in everything we do. We remain committed to putting in place the structures that will allow us to strengthen and deliver this mainstreaming approach, which will embed equality at the start of, and throughout, all our work at design, development and delivery stages.

The National Performance Framework

Our [National Performance Framework \(NPF\)](#) guides everything the Scottish Government does. The purpose of the Framework is:

- to create a more successful country;
- to give opportunities to all people living in Scotland;
- to increase the wellbeing of people living in Scotland;
- to create sustainable and inclusive growth, and;
- to reduce inequalities and give equal importance to economic, environmental, and social progress.

There are a number of specific outcomes to support the NPF's purpose, including that people respect, protect and fulfil human rights and live free from discrimination. However, both the overall purpose and the full list of outcomes of the NPF are clear that equality is a vital ingredient in Scotland's identity and its future. We will continue to use the NPF to underpin all the actions we take forward under the REF and into our plans following the conclusion of the existing REAP.

The Directorate for Equality, Inclusion and Human Rights

An important step towards putting equality at the centre of the Scottish Government's agenda has been the creation of the new Directorate for Equality, Inclusion and Human Rights, incorporating the existing Divisions for Equality & Human Rights and Connected Communities, as well as working closely with People Directorate on matters relating to internal diversity and inclusion. The new Directorate will be key to ensuring equality is considered across all aspects of public policy development, supporting not only the next stages of work towards the ambitions of the REF, but also underpinning key outcomes in our National Performance Framework.

A New Statutory Framework for Human Rights

As well as driving forward equality work, the Scottish Government is also committed to the further realisation of human rights, as part of our work to embed lasting and meaningful change. Central to that is the government-led National Taskforce for Human Rights Leadership, which was established in early 2019, in response to the recommendations made in December 2018 by the [First Minister's Advisory Group on Human Rights Leadership](#). The Taskforce has been working to establish a statutory framework for human rights that can bring internationally recognised human rights into domestic law and protect the human rights of every member of Scottish society.

The First Minister's Advisory Group recommended that a wide range of human rights be included in a new statutory framework for human rights, including: civil and political rights; economic, social and cultural rights; environmental rights; and further specific rights belonging to children, women, disabled people, on race and rights for older persons, and for LGBTI communities. In the 2020-21 Programme for Government, we committed to continue work on the Taskforce, to deliver a radical blueprint for this human rights legislation covering all areas of devolved responsibility. This included active consideration of the incorporation of the [International Convention on the Elimination of All Forms of Racial Discrimination \(CERD\)](#), working closely with key stakeholders in this sector. We are proud that the Taskforce report has now recommended the incorporation of CERD, as part of a new and comprehensive statutory human rights framework to be taken forward in the next Parliamentary term.

To reach its recommendations, the National Taskforce for Human Rights Leadership undertook a wide range of engagement with public bodies, civil society organisations and many others, with five roundtables specifically focused on race and a reference group to consider CERD incorporation. Furthermore, the Taskforce was also guided by papers from an Academic Advisory Panel of human rights experts, papers from stakeholders and the 'All Our Rights in Law' project lead by the Human Rights Consortium Scotland and the Scottish Human Rights Commission which fed directly into the Taskforce's considerations.

In line with all our work at this time, next steps in relation to the further realisation of minority ethnic people's human rights in Scotland will include consideration of the new and existing inequalities brought to the forefront by COVID-19.

Our Mainstreaming Programme of Work

Since the Equality Act 2010 came into force, the Scottish Government has been bound by the Public Sector Equality Duty (PSED), which requires us to eliminate

discrimination, foster good relations and advance equality across the public sector – putting these commitments at the heart of everything we do.

To ensure that we meet this duty, the Scottish Government has been seeking to mainstream equality and human rights across all of our policies and practices. As we move to the next stages of our COVID-19 renewal and recovery work, it is vital that we use this opportunity to make fundamental and lasting changes to address the inequalities exposed and exacerbated by the pandemic, including in relation to race.

To support this, our 2020 Programme for Government makes the commitment to ‘develop an equality and human rights mainstreaming strategy, which is underpinned by a comprehensive approach to improving data collation and analysis, and will ensure that the voices of those impacted shape our approach and policies.’ The development of our new mainstreaming strategy is still in its early stages, and we will engage with race equality and other stakeholders to shape this work.

Beyond the new strategy, and as per the Scottish Specific Duties under the Public Sector Equality Duty (PSED), the Scottish Government is initiating work to begin setting new equality outcomes for the 2021-25 reporting cycle, which will be published in April 2021.

The PSED review will be progressed in two stages between now and summer 2021. This will enable progress to continue to be made whilst retaining capacity to engage with COVID-related equality matters, which remains critically important, and to deliver on our PSED responsibilities to report on progress and set new outcomes.

We will publish a report on the effectiveness of PSED in Scotland, learning from the experience of seeking to discharge the equality duty during the COVID-19 pandemic. We have undertaken substantial engagement with stakeholder and equality networks throughout the pandemic, and we have therefore learned a great deal about the operation of PSED in these circumstances. This learning will shape interim findings and suggested next steps, which will underpin the second stage set out below. Work on this report is now underway and we intend to publish it in early spring 2021.

We will engage closely with equality stakeholders to develop specific proposals, and this will form part of the development of the new strategy for embedding equality and human rights in the work of the government, as per the commitment made in the September 2020 Programme for Government. This will ensure that PSED is considered alongside the overall equality and human rights framework, which is vital given the importance of PSED as a key legislative driver for change. It has previously been confirmed that there will be no regulatory change to the PSEDs during the current parliamentary session.

To help us respond to some of the more immediate issues raised by COVID-19, the Scottish Government is considering inclusion of some short-term, specific outcomes in this context, alongside our longer-term goals. For more information on our forward planning, please see [Section 6](#) of this report.

5. Reviewing Progress during the Lifetime of the REAP – overview and case studies

The primary purpose of this report is to provide a comprehensive picture of the progress made against every action in the Race Equality Action Plan (REAP). This is to ensure that we are transparent about our challenges, as well as our successes, and can be clear about our priorities, and the improvements we can make to achieve them, as we draw the REAP to a close and move on to next steps.

In our report on the work of Year 2 of the REAP we recognised that in order to shift the barometer on race equality over the final year of the REAP, we needed 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.

The complete list of the REAP's 120 actions, along with an update on the progress to achieve them, is at **Annexes A-I** of this report. The Annexes are structured around the nine sections of the REAP:

- [Employment](#);
- [Education and lifelong learning](#);
- [Health](#);
- [Housing](#);
- [Poverty](#);
- [Community cohesion and safety](#);
- [Participation and representation](#);
- [Gypsy/Travellers](#), and;
- [General and cross-cutting issues](#).

While reporting on the REAP is the primary purpose, it's also clear that there have been significant changes in the landscape since the original formulation of the REAP, not least of which have been in response to the UK's Exit from the European Union and the COVID-19 pandemic. Actions were also developed in response to the Black Lives Matter movement in 2020, which cast racial inequality into sharp relief.

Some of this work, conceived in response to the momentous and changing events of the last few years, are reflected in our case studies below, which reflect both our response work as well as our work on the actions identified in the REAP.

Much has undoubtedly changed over the course of this year, which has been like no other. This has not diminished the importance of our chosen focus on the themes identified in last year's report. These will help us move closer to the long-term vision in the Race Equality Framework (2016-2030) (See [Section 3](#)). These themes are:

1. Overarching work
2. Community cohesion and safety
3. Participation and representation
4. Education and lifelong learning
5. Employability, employment and income
6. Health and home

All five of these themes feed into the REF's overarching 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.

Strategic areas of work including policy and planning should provide the foundation for promoting race equality within the work of the Scottish Government and other public bodies. Making progress in these areas is essential in order to achieve the overarching vision set out here. The success of many of the visions for specific policy areas set out later in the Framework depends on having the right strategic environment.

1. Overarching work and our response to COVID-19

Taking into account the intersectional nature of inequality in Scotland, many of our actions on tackling racial inequality have cut across a variety of areas within our work. In no place has the need for cross-cutting nature of equality work been more starkly illustrated than in our response to the COVID-19 pandemic.

Detailed information on our overarching work can be found in [Annex I](#).

Case Study 1: Expert Reference Group on COVID-19 and Ethnicity

Early in the COVID-19 crisis, evidence emerged at UK and international level that suggested some minority ethnic groups may be disproportionately impacted by COVID-19, both in terms of immediate, adverse health outcomes and in a wider context, including economically. As a response to this, the Scottish Government convened an Expert Reference Group on COVID-19 and Ethnicity (the ERG) in June, with a remit to consider, inform and contribute to the Scottish Government's emerging approach, and to advise on proposed actions to mitigate the harms felt by minority ethnic people and communities in relation to COVID-19.

The ERG's membership was drawn from across academia, health, data, and third sector areas of expertise, as well as involving key officials from the Scottish Government and its agencies.

The ERG was created at pace, with the need for swift, meaningful action as its core purpose. As the pandemic continued, it became clear that the impacts on some minority ethnic groups were exacerbated by pre-existing inequalities, and the ERG's response would need to address those deeper causes alongside the immediate health considerations. As a result, the ERG divided its work into two strands, focussing on data, evidence & risk, and systemic inequality. Those dual strands formed the basis for the group's recommendations to the Scottish Government, which were published in August 2020.

The Scottish Government's initial response to the ERG's recommendations was published in November. This is not intended to be a final word, but a further step towards realising the ambitions set out by the ERG. Further to this, the Scottish Government has presented the ERG with a timeline for the implementation of these recommendations over the coming months as we recover from the pandemic. The ERG's contributions through their recommendations are forming part of the basis of our ongoing race equality work after the conclusion of the REAP (see [Section 6](#)).

Some of the ERG's recommendations are already reflected in the 2020-21 Programme for Government, published in August. These are that we will: look closely at undertaking a review of our past and current initiatives to tackle systemic

racism; make ethnicity a mandatory field for health databases; develop a linkage to the census, and; embed the process of ethnicity data collection in the culture of the NHS in Scotland.

The work already done by the ERG has played a vital role in shaping not only the Scottish Government response to COVID-19, but also our longer-term work to advance race equality. Its recommendations, including around tackling systemic racism and ensuring meaningful progress towards our goals, have been key in developing our next steps towards the commitments set out in the Race Equality Framework.

2. Community Cohesion and Safety

As set out in the Race Equality Framework, our vision for 2030 is that 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.

The Scottish Government is clear that, as a nation, we are made stronger and better by diversity of culture, background, and perspective brought by our minority ethnic communities, including New Scots. We have a responsibility to ensure that everyone lives a life free from harassment and discrimination, and feels safe and supported in their communities. The work progressed under this strand is about realising these core rights, and advancing inclusion across Scotland.

Detailed information on our work on Community Cohesion and Safety can be found in [Annex F](#).

Case Study 2 – Hate Crime Bill

Following Lord Bracadale's Independent Review and our subsequent public consultation on its recommendations, the Scottish Government introduced the Hate Crime and Public Order (Scotland) Bill on 23 April 2020. This Bill provides for the modernising, consolidating and extending of hate crime legislation in Scotland. Legislation in this area has evolved over time in a fragmented manner with the result that different elements of hate crime law are located in different statutes, there is a lack of consistency, and the relevant legislation is not as user-friendly as it could be. The new hate crime legislation will provide greater clarity, transparency and consistency.

The Scottish Government continues to engage with race equality stakeholders and minority ethnic communities on the Bill. Since introduction, the Cabinet Secretary for Justice has met with a range of race equality stakeholders and minority ethnic communities to discuss the impact the Bill's provisions will have. Most recently, the Cabinet Secretary presented on the Bill to the Scottish Parliament's Cross-Party Group on Racial Equality.

With regards to race and race-related hate crime in the Bill, the Scottish Government has pursued a unique approach from the Bill's other characteristics. The Scottish Government is of the view that, due to the historical and structural nature of racism, the prevalence and seriousness of race hate crime and the impact that this has on community cohesion, a separate approach is justified.

Further information on the Bill, including the Scottish Government's policy rationale, can be found here <https://beta.parliament.scot/bills/hate-crime-and-public-order-scotland-bill>. The Bill passed the parliamentary process on 11 March.

Case Study 3 – Our response to the Dame Elish Angiolini Report

In 2018, the Scottish Government and Crown Office commissioned the Rt. Hon Dame Elish Angiolini, DBE QC, to undertake an independent review of complaints handling, investigations and misconduct in relation to policing in Scotland. The aim was to bring greater fairness, transparency, accountability and proportionality, to ensure that all parties are treated justly in any such circumstances.

Dame Elish published her final report in November 2020, containing 81 recommendations for improvements across the system, including several on the theme of equality and diversity. In February 2021, Ministers published their response to Dame Elish's report, re-stating their commitment to the vision, as set out in the Race Equality Framework for Scotland, for a fairer Scotland where people are healthier, happier and treated with respect and where opportunities, wealth and power are spread more equally. Eliminating discrimination is critical to ensuring we have a fair and equal justice system, and this report indicates that in the police service - as in the wider community - attitudes have not necessarily changed as much as we like to believe.

There is strong commitment from both Police Scotland and the Scottish Police Authority to address the diversity, equality and inclusion recommendations in the report, and also from the Police Investigations and Review Commissioner and the Crown Office and Procurator Fiscal Service, all of whom are part of the system. Work to commission an independent review of equality matters (recommendation 18) is being taken forward as a priority. All involved recognise the need to be clear on outcomes, and to have metrics in place to capture and measure progress.

While acknowledging the roles of key partners, Scottish Government is active in supporting this work, recognising equality and diversity as an issue which affects the whole justice system. There are links with other areas of work ongoing, including the two Cross Justice Working Groups. While the focus of the two working groups is on race equality and extends beyond policing, we will explore opportunities for shared learning and collaborative working towards common goals.

Ministers have committed to publishing updates three times a year to show progress made against Dame Elish's recommendations, with Equality and Diversity as one of nine organising themes.

The collective ambition of all partners is to address the challenging findings in this review and go further - to act as an accelerant to drive wider change.

Case Study 4 – Data, Race & Justice

It is vital that we look across the whole system to understand the perspective and differential experiences for minority ethnic groups and work to develop evidence-based solutions to address the issues. The Scottish Government's Justice Board, which brings together partners from across the justice system, considered a paper on 16 July 2020 and accepted the proposal to establish the two working groups:

- the Cross Justice System Race Data and Evidence Group (established 14 October 2020) is working to improve both the collection and reporting of race data and evidence on people's interactions with the justice system; and
- the Cross Justice Working Group on Race and Workforce (established 26 October 2020) is reviewing the diversity of those who work within Scotland's Justice sector to assess the extent to which opportunities are spread equally

The two groups are running concurrently and clear links have been established to ensure that evidence generated from both groups is shared and considered to support the delivery of their aims.

Both groups report into the Justice Board. This is the forum responsible for leadership of the Justice sector in Scotland.

As an outcome of the Cross Justice Working Group on Race and Workforce, new standards or harmonization of existing standards across the Justice system on employability practices for Minority Ethnic individuals. In addition, a mapping of the current infrastructure (tools, technologies, services, approaches or other vehicles) has been conducted which can be utilised to help improve upon current practice and supports/focuses on data sharing, exchange, interoperability and usability across the Justice system.

There has been developed an improved understanding of the barriers to Minority Ethnic individuals in recruitment, retention, promotion and leadership to Justice organisations and new or developed policies are introduced to respond to these. The group has overseen an increase in the number of applicants and employees at all levels of an organisation, who choose to disclose their ethnicity, across the Justice system. Overall, the Justice system, and each organisation within it, is more representative of the communities they serve.

3. Participation and Representation

Our vision for 2030 is that minority ethnic participation and representation is valued, effective, fair and proportionate at all levels of political, community and public life.

As with [Community Cohesion and Safety](#), enhancing participation and representation for minority ethnic people and communities is at the heart of a better, fairer, more inclusive Scotland for all. Ensuring that individuals and communities have their voices heard and their needs recognised is the key responsibility of Government, and for minority ethnic people this means ensuring that we remove the obstacles to full participation in public life at local and national level, including in relation to diversity in public appointments.

Participation and representation also extends to culture, and Scotland's civic and creative life. Museums and our built environment have been a focus for significant public interest in recent years, along with the need to ensure that people see themselves reflected in artistic, cultural and civic decision-making.

Detailed information on our work on Participation and Representation can be found in [Annex G](#).

Case Study 5: Public Appointments

Through the Race Equality Action Plan for Public Appointments we want to do more to encourage people from black and minority ethnic backgrounds to apply for public appointments, for those applications to be successful in a fair, transparent and merit-based system, and for the conditions to be right for people to be able to give their best when they are on a board.

We have worked to raise the profile of current appointees from minority ethnic backgrounds and to improve our outreach and engagement activity with people from minority ethnic backgrounds. This year we will work to build the pipeline of talent to boards by offering shadowing and mentoring to people from black and minority ethnic backgrounds. Targets for public appointments, including targets for applications by protected characteristic, are set by our regulator, the Ethical Standards Commissioner.

We are seeing improvements in the appointment rate for minority ethnic people. In 2019, 6% of new appointments made were to people from minority ethnic backgrounds was up from 4% in 2018 and 2% in 2017.

Overall 3.5% of appointees are from a minority ethnic background and we expect that this figure will continue to improve.

People from minority ethnic backgrounds remain still underrepresented on the boards of public bodies. In order to identify ways to tackle this, targeted outreach and engagement has been undertaken.

As part of the ongoing advertising of public appointments vacancies, organisations representing people from a black and minority ethnic background are notified of every public appointment vacancy posted on the public appointments website (Appointed for Scotland website).

For NHS public appointments we agreed in December 2020 that individual non-executive recruitments for 2021 will be conducted as one recruitment exercise, as part of a more inclusive recruitment approach. This includes an amended application process, more diverse recruitment panels, alternative publicity strategy and more inclusive assessment methods. At the same time, we are piloting alternative approaches in 2021 for some of our Non-Executive Member senior appointment rounds. The pilots will also look at aspects of the process including applicant feedback, and collecting equality data. We will then use the learning from these rounds to implement the changes and will work to continuously improve the appointment process.

The new National Minority Ethnic Network for NHS Scotland will also focus on senior appointments within the NHS, both non-executive and executive. These can have complex processes and psychological assessment exercises that have the potential to disadvantage prospective minority ethnic candidates.

The Network will provide qualitative data from minority ethnic applicants to provide new insight into these complex barriers. Over the next 18 months we will then work with recruitment agencies, to whom such campaigns are often outsourced, to put together practical and creative solutions to address these barriers.

Case Study 6 – Museums

We are developing a series of proposals to recognise Scotland's ties to the historic slave trade and empire. Those who came to Scotland through the slave trade and empire and their descendants have made an indelible contribution to our country that should be recognised.

That is why Culture, Tourism and Major Events Directorate are partnering with Museums Galleries Scotland (MGS), in collaboration with race equality and museums sector stakeholders, to sponsor an independent expert group to recommend how Scotland's existing and future museum collections can better recognise and represent a more accurate portrayal of Scotland's colonial and slavery history.

We expect the discussions held by the expert group to include the following topics;

- Collections – There is a necessity to re-evaluate current collections and revise cataloguing, as well as to consider the evaluation of new collections/artefacts.
- Interpretation - the interpretation and perspectives that we use to view history should reflect the full diversity of Scotland's population, and whether we can better use museum collections across Scotland to explore the history, legacies, and impacts of slavery and colonialism. Recommendations for best practice whilst recognising the variety of resource levels available across the sector can also be explored.
- Human Resource – There is a need for, and focus of, training across the sector, including for volunteers and board members.
- Education/Outreach – We can invite suggested methods to drive engagement with educational stakeholders, as well as how to maximise the extent of links to the curriculum and national standards.
- Museum of Slavery proposal - The delivery model most appropriate to ensure the Scottish Government commitment to anti-racism is clear and communicated well. Also for consideration is the best mechanism of delivery of our shared past to the full diversity of the Scottish population without racial, gender-based, or geographical bias.

We expect high-level recommendations in these areas to be delivered to Scottish Government by the end of November 2021.

4. Education and Lifelong Learning

Our vision for 2030 is that everyone has the opportunity to learn in an inclusive environment without disadvantage in relation to racism and racial inequality.

The Scottish Government's ambition is for Scotland to be the best place to grow up, and for everyone to have the opportunity to learn in an inclusive, equal environment. Ensuring that minority ethnic children and young people are able to realise their potential without facing barriers or disadvantage is crucial to building a fairer future for Scotland. Our work towards realising positive outcomes for all children is underpinned by the UN Convention on the Rights of the Child, and our Curriculum for Excellence and Getting It Right for Every Child initiatives support an inclusive, rights-focussed learning environment, providing a supportive framework for the work taken forwards under REF and REAP.

Detailed information on our work on Education and Lifelong Learning can be found in [Annex B](#).

Case Study 7 – Black Lives Matter in Scotland's Education System

The Black Lives Matter movement has provided a significant platform for people and organisations to campaign for change and progress on race equality. In Scotland, education has been a particular focus for interest in this context, and a campaign stemming from BLM raised a number of issues with the Scottish Government's Learning Directorate.

In order to better understand how these issues need to be tackled, the Learning Directorate, in conjunction with the Equality Unit and Education Scotland, have carried out a number of engagement sessions with race equality and education stakeholders, minority ethnic groups and individuals and young people. Some of those sessions have been with Ministers in order that they get to directly hear the voices of people, particularly young people, who have experienced racism in the education system.

These engagement sessions have been the catalyst for a new programme of work, which is now underway to help focus our efforts and make progress in this area. The programme will focus on 4 key areas – all intrinsically linked:

- i. curriculum reform
- ii. diversity in the teaching profession
- iii racism and racist bullying
- iv professional learning and leadership

Throughout the lifetime of this programme, engagement with minority ethnic groups and individuals, including young people, will continue in order that solutions and actions can be identified in collaboration. This will be facilitated by a newly established stakeholder network group, consisting of race equality and education stakeholders, which will oversee the development of measures and actions to address persistent race inequality in education

We know that tackling the education system in isolation is short sighted, and we will therefore align any emerging actions with the ambitions of the next iteration of the Scottish Government's Race Equality Action Plan (REAP) as it continues to develop. This will ensure that any actions we develop dovetail with the Scottish Government's overarching ambitions on race equality.

Similarly, this programme will also align with work being taken forward by the Human Rights Taskforce, the integration of UNCRC in to Scots Law and the recommendations made by the COVID Expert Group on Ethnicity to ensure consistency and optimum delivery of outcomes.

Case Study 8 – Gypsy/Travellers: Supporting Flexible Learning

At the start of the pandemic, our ability to adapt our education system to the needs of home working was paramount. The beginning of the first lockdown highlighted the disparity in digital access between the Gypsy/Traveller and settled communities. Many G/T had to contend with unreliable or non-existent internet access, while others had no devices at home to use for distance learning at all. We worked closely with both the Scottish Traveller Education Programme (STEP) and Article 12 to mitigate these problems. Both of these third sector partners rolled out programmes of supported learning by distributing tablets and iPads, as well as MiFi routers and top up cards, to Gypsy/Traveller families. Between them, 137 children from 81 families, (approximately 2/3 girls, 1/3 boys) were provided with equipment for distance learning. This not only allowed young people to continue with their education, it also provided much needed digital access for older family members for things such as job hunting, online grocery ordering as well as vital information about Government guidance during the pandemic. These projects have prevented many from falling out of touch with their schooling, and helped families keep safe during the pandemic by minimising the amount of time they need to spend leaving their homes. It is hoped that the high success rate these programmes have had will help to shape future distance and blended learning projects that could benefit nomadically-living young people in the future

Case Study 9 - Diversity in the Teaching Profession

Following the publication in 2018 of [Teaching in a diverse Scotland: increasing and retaining minority ethnic teachers - gov.scot \(www.gov.scot\)](https://www.gov.scot/Topics/education/teaching-profession), the Diversity in the Teaching Profession (DiTP) Working Group was asked to reconvene by the Strategic Board for Teacher Education (SBTE), to take forward the report's recommendations and help increase the number of minority ethnic teachers, at all levels, in Scotland's schools.

Steps have been taken to create the conditions for change however it should be noted that many of the report's recommendations will take time to come to fruition (e.g. some teacher education programmes take 4 years to complete).

The group, made up of stakeholders from across the Education Sector, including Higher Education, Race Equality organisations and teacher unions, has met 7 times since the report's publication. It is due to conclude in its current form this spring when Professor Arshad CBE, the chair of the group, will publish a final report

There have been notable achievements including:

- All Teacher Leadership programmes in Scotland offered via Education Scotland (ES) now include explicit information about how everyday racism occurs within schools and education settings, helping to improve the racial literacy of those working at the most senior leadership roles.
- A revised version of the General Teaching Council of Scotland (GTCS) Professional Standards now leads with a section called 'Being a teacher in Scotland' which places the professional values of social justice as being at the heart of what it means to be a teacher.
- The Scottish Association of Minority Ethnic Educators (SAMEE) Leadership and Mentoring Programme has been endorsed by Education Scotland. This programme is now offered to minority ethnic probationers, newly qualified and established teachers across Scotland.
- An annual process of collecting data has been established which will; capture diversity in the teaching profession in order to be able to inform future work and; measure and evaluate increases in the number of minority ethnic teachers in Scotland's schools. As a result, a new annual report is in development, which will draw together Higher Education Statistics Agency (HESA) and Teacher Census data, which can be shared with the Strategic Board for Teacher Education, Scottish Council for Deans of Education and other influential groups, to inform on progress and keep the issue live.

As well as the achievements, the final report is likely to outline the challenges faced in implementing the recommendations, and set out the long-term ambitions which

still remain, in order to achieve a teaching profession which reflects the diversity of Scotland's population by 2030.

This work remains a key priority for the Scottish Government, as reflected in the most recent Programme for Government Commitment. The PfG commitment commits to ensuring that the diversity of Scottish society is recognised and represented in the education workforce, at all levels, in line with the ambitions of the Race Equality Framework.

Increasing the diversity of the teaching profession has also been identified as one of the key workstreams of a new programme of Race Equality in Education work (outlined in Case Study 4). Professor Arshad's report and associated working group have helped create the conditions for change and our commitment to the continuation of these ambitions, as part of the new programme, will result in increased numbers of minority ethnic teachers, at all level in Scotland's schools.

As detailed in full in our updated report of [19 March 2021](#) on diversity in the teaching profession, between 2022 and 2030 we aim to achieve this greater diversity through recruiting 200 new minority ethnic teachers every year, with a target of 1,600 new minority ethnic teachers by the end of the decade.

5. Employability, Employment and Income

Our vision for 2030 is that 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.

In common with our [Participation and Representation](#) goals, the removal of obstacles to inclusion is key in achieving workplace equality. We know that further action must still be taken to eliminate workplace discrimination, and achieve parity in employment rates, pay, and experiences. As a significant public sector employer, the Scottish Government also has a role to play in terms of setting a strong example to others, and ensuring that our own policies and processes are fit for purpose.

Following the conclusion of Year 1 work, it was agreed that Employment would be an area of particular focus for Year 3 work on race equality. This focus was continued following our Year 2 report.

Year 3 of the Action Plan has seen a range of activity related to race equality in employment including the Equalities and Human Rights Committee inquiry on race equality, employment and skills. The focus of their inquiry was to look at what positive actions public authorities have taken to improve employment practice towards minority ethnic communities in response to the [Race Equality Framework for Scotland 2016-2030](#), and what more can be done to deliver further progress. Its report published in November 2020, came with a series of recommendations for public authorities. The Scottish Government has committed to a Public Sector Leadership Summit on Race Equality in Employment, the development of positive action guidance and the development of a race equality in the workplace training framework. This will be held on 23 March 2021.

We spent Year 3 developing a [Minority Ethnic Recruitment Toolkit](#) drawing on a range of practice that was shared by employers to develop key considerations around recruitment. The toolkit aims to support employers to improve the recruitment of minority ethnic people. It gives advice on the importance and use of workforce data to help determine approaches for recruitment campaigns when looking to improve recruitment of minority ethnic groups into the workforce. The toolkit is being embedded in Fair Work policy with reference to the resource given in the Fair Work Employer Tool and Fair Work First Guidance.

In developing the Toolkit, improvements in practice were identified and implemented at Glasgow City Council (see [Case Study 13](#))

We have also established a small working group of public sector employers to share information and practice on recruitment. This informal group meets on a monthly

basis and consists of senior leaders and HR and Equality leads. It invites input and contributions from other parts of Scottish Government including the Race Equality Staff Network, Labour Market Analysis Unit and the Diversity and Inclusion Team. Each meeting is themed and members are invited to share materials. Meetings have focussed on community engagement and marketing and branding.

We launched the 2020/21 Workplace Equality Fund in November to continue our commitment to address workplace barriers for certain priority groups including minority ethnic people. This fund has helped to deliver positive outcomes for minority ethnic people through a range of projects since it began in 2018.

In 2019 and 2020, the Fife Centre for Equalities, supported by the Workplace Equality Fund, ran a project looking to engage with minority ethnic communities specifically with regard to the employer Sky. The project looked to ascertain how those involved from minority ethnic backgrounds thought of working at Sky, what barriers were there and what might encourage them to consider applying for Sky vacancies.

This project found that simple pointers such as awareness of the family context for minority ethnic women, or the different impact of challenging client interaction may have when linked to racism, can drastically improve the long-term relationship in the workplace.

Fife Centre for Equalities' findings have been incorporated into Sky's 2021 apprenticeship programme.

Year 3 also saw the Young Women Lead parliamentary committee undertake an inquiry to investigate the transition from education to employment and what measures are being taken to increase employment opportunities for women from ethnic minorities including recruitment, retention and development policies and practices.

A range of measures to support young people moving into employment have progressed over the final year of the Action Plan. Skills Development Scotland's Equality Action Plan published in 2015 sought to improve uptake of apprenticeships by minority ethnic people. Figures show a positive trend but there is recognition that more can be done and work is underway to engage with young minority ethnic people to understand the level of awareness of apprenticeships and the reasons behind not choosing this route as a career pathway. SDS are continuing the Ethnic Intersectionality Incentive, a recruitment incentive to support entry to the MA programme for individuals from minority ethnic communities who have further barriers to entry to the MA programme.

The Cabinet Secretary for Economy, Fair Work and Culture announced the launch of the Young Person's Guarantee on 5 November 2020. The £60 million Young Person's Guarantee is part of a total of £100 million for employment support and training to tackle employment challenges. £10 million of this was used to support a range of measures to recruit and retain apprentices, including additional support for Scotland's Adopt an Apprentice programme. To address the far-reaching impacts of COVID-19, the Scottish Government have committed additional investment of £125 million in the 2021/22 budget to support the Young Person's Guarantee, Employability and Skills, which apprenticeships are integral to. We worked with organisations representing young people including Intercultural Youth Scotland to develop the Phase 1 Activity Plan.

Detailed information on our work on Employability, Employment and Income can be found in [Annex A](#).

Case study 10: STUC's Scottish Union Learning (SUL)

Scottish Government funds the Scottish Trades Union Congress (STUC) to enable Scottish Union Learning (SUL) to support trade unions in accessing skills and lifelong learning opportunities for their members that contribute to collective prosperity, fairness and equality, for workers across Scotland. Through this, it provides £100,000 of funding for the Fair Work: Leadership and Equality Programme. This programme focuses on developing leadership and promoting equalities at all levels within trade unions. The programme supports the diversification of leadership within the trade union movement to help provide trade unionists with the skills to identify and nurture new leaders from under-represented groups within their union or increase the capacity of unions to deliver on the equalities agenda.

Women from minority ethnic backgrounds and Muslim women are extremely under-represented in trade union structures in Scotland. In 2019 one of the projects funded was the development of a coaching and mentoring programme for minority ethnic teachers with colleagues from the Scottish Association of Minority Ethnic Educators. This programme has now been delivered to over 50 participants.

In 2020, the Fund took account of the impact of the pandemic and the particular attention given to minority ethnic groups in relation to race inequality and the resurgence of the Black Lives Matter movement. There were 10 successful applications for the Fair Work: Leadership and Equality Programme for 2020/21 including:

- YWP: Building Young Worker Confidence & Power with an aim to make 50% of attendees being Women and an increased effort at engaging with young BME workers.
- Unite: Developing the Future Leaders of Our BAME Membership that is exclusively targeted at Unite BAME membership focusing on engaging more with women and workers from key sectors such as hospitality and health and social care.
- EIS: Leadership Learning to Mobilise Anti-racist Activism (in the Union and Education)

Case Study 11 – Race Recruitment and Retention Action Plan

In March 2020 a commitment was given to developing a Race Recruitment and Retention Action Plan ('the Plan') in the Race Equality Action Plan **Year 2 Progress Report**.

The Scottish Government Race Recruitment and Retention Action Plan was launched on [2 February 2021](#) and sets out the action we will take to deliver on our vision to be a world-leading diverse and inclusive employer, where racial equality is achieved.

It was developed in partnership with the Council of Scottish Government Unions and in collaboration with our Race Equality Network and external race-focused organisations. Most importantly, at the heart of the Plan are the voices and views of minority ethnic employees in Scottish Government.

The Plan has at its heart an anti-racist approach and is built around five priorities focused on the whole system, aiming to redistribute power and bring about cultural change.

The key priorities for the Plan are:

1. Embedding Responsibility and Accountability

Outcome: There is ownership of the Plan at individual, corporate and leadership levels and people are taking effective action to take ownership and implement the Race Recruitment and Retention Plan.

2. Leadership, Governance and Decision Making

Outcome: Senior leaders take the lead and champion Race Recruitment and Retention Plan and incorporate equity lens in all leadership and people-related policies, processes and decision they make.

3. Recruitment and Representation

Outcome: Minority Ethnic employees are represented at all levels and in all areas, particularly within at senior levels and management structures.

4. Career progression and promotion

Outcome: Minority Ethnic employees experience equality of opportunity and are optimistic about being able to fulfil their potential in SG.

5. Building an anti-racist culture

Outcome: Our workplace culture is inclusive, collaborative, accountable and enables the skills, talent, experiences and diversity of our minority people to flourish.

Sharing – and relinquishing – power, and building collective leadership are critical to making systemic changes. We will seek to do this by increasing the representation of minority ethnic people in the Senior Civil Service and by exploring structures which enable diverse voices to effectively influence decision-making spaces. We will focus on building an anti-racist mind-set amongst senior leaders to enable them to effectively challenge decisions, behaviours and attitudes which may result in racial inequity. To support that change in behaviours and attitudes, we will build a critical mass of race allies across a range of business functions, grades and roles. We will focus on creating opportunities for exposure to diverse experiences and ways of thinking; building empathy and understanding of others' perspectives; and engaging to listen and understand and act on what minority ethnic colleagues are telling us is their experience.

Our immediate priorities are establishing effective governance to oversee the implementation of this Plan and equipping our work force at all levels to understand their responsibilities and take effect action to advance race equality. In particular we will seek to normalise race as part of our workplace conversations, in a way which is safe and respectful to create a shared language to discuss racial equality and inclusion.

Case Study 12 – NHS Workforce

In December 2020 it was agreed that a meaningful standardised equality objective will be set for all Health Board Chairs to take effect from 1 April 2021. This will mean Board Chairs will be responsible, in their scrutiny and assurance roles for demonstrating visible support for minority ethnic staff and in turn, Chief Executives will be accountable for delivering outcomes on tackling workforce race inequalities in the NHS.

These objectives will focus on support and empowering new and existing minority ethnic staff networks. Setting these objectives for Chairs means there will also be clear lines of governance at Health Board level in taking the ERG recommendations in an effective way that will deliver outcomes for minority ethnic staff.

In July 2020 we asked Health Boards to signal their commitment to addressing any concerns/anxieties minority ethnic staff had as a result of the pandemic. We also asked them to set-up minority ethnic and other staff networks, where they were not already in place. The results indicated that these Health Boards acted swiftly and appropriately upon these concerns, but that further action is needed to tackle racially motivated bullying, harassment and discrimination. From this exercise 9 Health Boards have established or are in the process of establishing staff networks. We are also working to join up the networks in some smaller Health Boards.

To support and empower these new and existing networks, NHS Tayside developed a toolkit. The toolkit includes a terms of reference, with a focus on establishing senior race allies, mentoring, training and ensuring staff on these networks have ring-fenced time to develop resources and an action plan. The toolkit was sent to Health Boards in August 2020.

We have also been working closely with NHS Tayside to establish and National Minority Ethnic Network, focussing on NHS Scotland initially. As well as being a formal structure for gathering important qualitative data of the experiences of minority ethnic staff, this network will facilitate a clear, strong and credible voice and structure for agile engagement in the development of Health Board policies and initiatives and improvements and effective use of equality data.

A procurement exercise is underway to develop an online portal for best practice in so that employers have access to the information and resources they need to make rapid changes within their organisations. The procurement exercise should be completed in May 2021. The portal will also allow staff from local networks, across health and social care make connections, share information and good practice.

The Network will comprise of the Chairs of local minority ethnic staff networks, external experts and will focus on three key areas, employment, workforce culture and mental health.

Case Study 13 – Glasgow City Council Ethnicity Data Monitoring

As a service of 11,000 employees Glasgow City Council, has a very low recorded level of ethnicity information on its workforce. The Council took steps to improve the recording of data. This included capturing data at the point of recruitment if the employee provided it. The only data it could reliably provide was age and gender.

From 2017 the Council has promoted the message of recording equality data in its staffing communications including how to record this online. Being mindful of concerns which had been expressed by some employees about being asked to provide data around equalities characteristics e.g. religion and sexuality, these communications provided assurances to employees on the use of the data which is only used for statistical purposes and also encouraged trade unions to promote this. The Council then had a targeted approach to all 114 Early Years

establishments as they have limited access to computers at work. HR provided forms in sealed envelopes and had around a 70% response rate from establishments. The data provided in these returns confirmed our view that the ethnicity of staff across all of education – teaching, early years and support staff was mainly “White Scottish”.

The Council engaged with CEMVO during the Early Years expansion and they provided us with an email list of applicants from minority ethnic communities they were working with who were “work ready”. The Senior HR Officer worked tirelessly with CEMVO and we ran a targeted campaign using the email list. This resulted in 14 successful applicants for Support for Learning worker posts in nurseries.

The Council was asked by one of their elected members, who sat on the Council’s Equalities All-Party Working Group, to engage with Al Meezan - a women’s Muslim centre on the south side of Glasgow whose activities the elected member supported. They hosted 2 information sessions which were attended by the Senior HR Officer and Executive Director. At these sessions, the Council representatives delivered detailed presentations, and took questions from the audience. In addition, HR staff members provided 1-2-1 careers advice. Following on from the two information sessions, the Council ran a further targeted campaign focusing on those who had attended the sessions, and received 47 applicants of which 44 were successful.

A number of successful applicants are still waiting on a post as the majority of the people who applied were restricted in hours and travel, illustrating the intersectional barriers faced by many minority ethnic people applying for jobs in Scotland. The Council were committed to being as flexible in terms of working patterns as possible; however, this was constrained due to the structure of the school/nursery day, meaning most posts were for a 10am – 2pm pattern of hours within specific localities. Head teachers were impressed and fed back to the Council that the standard of applicants was in the main excellent: it was noted that, based on previous interviews with applicants who had worked with CEMVO, the benefits of interview preparation support for this cohort were clearly in evidence.

In recognition of the barriers faced by some potential applicants from minority ethnic communities within Glasgow, the Council ran interview preparation sessions at a local primary school for applicants, and covered information on: how to prepare for a competency based interview; how to “sell” transferable skills if you have no recent employment experience; how to be confident and address the panel and provided guidance and explanation on terms such as “Nurture” “Learning through Play” and “Additional Support Needs” which were of significance within the early years sector.

The Council continued this approach and ran a further 2 sessions at the central Gurdwara in early in 2020 which were attended by around 80 interested applicants.

A further targeted campaign was run restricted on the same basis as before to those who attended plus a small group of women from the east end of Glasgow who the Council had funded to undertake a college course. While the Council has identified an approach that has been effective, further engagement through face to face workshops have been affected by the pandemic. It is anticipated that this will change over time as restrictions ease. The Council has, in recent months, supported applicants who required to move to a post in another location, and one of the applicants has started on an early education degree with University of the West of Scotland on a part-time basis.

6. Health and Home

The final year of the REAP has been an unprecedented challenge when it comes to health outcomes for minority ethnic people. On top of the established structural inequality that affects for Scotland's minority ethnic people, evidence quickly emerged that with respect to COVID-19, ME people suffered worse health outcomes as a result.

Our vision for 2030 is that 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. Achieving this vision in the current environment requires focussing upon making our response to COVID-19 work for Scotland's minority ethnic population, tackling the intersectional inequalities that Scots suffer from.

Health and wellbeing are strongly linked with family life and the home environment, and equality in these areas of life is vital to improving life chances. Our action as part of the REAP year 3 has also focused on improving health outcomes for minority ethnic Scots through initiatives to improve the home lives of vulnerable people.

Detailed information on our work on Health and Home can be found in [Annex C](#).

Case Study 14 – COVID-19 Occupational Risk Assessment

On 27 July 2020 we published COVID-19 Occupational Risk Assessment Guidance. This guidance includes an easy to use, individual risk assessment tool that takes into account ethnicity, age, gender, BMI and health conditions to give an overall COVID-19 risk age.

Staff and employers in all sectors now use this guidance to determine whether or not, the workplace is safe and it is safe for the individual to be at work. The guidance is based on the latest clinical and scientific advice on COVID-19 and is updated on a regular basis.

The clarity this tool brings has been widely welcomed, as we now know that certain minority ethnic groups are more vulnerable to COVID-19 and that simply viewing medical conditions in isolation, does not accurately predict an individual's vulnerability.

The most important part of the process is the conversation that takes place between a manager and a member of staff. It is essential that the outcome from these conversations is agreed by both parties. The conversation should take into consideration, workplace risks, and the control measures that can be put into place, to agree a course of action regarding work duties. The guidance also signposts to further medical advice and support for those with complex vulnerabilities.

Case Study 15 – Gypsy Travellers Accommodation and Targeted Healthcare

The Scottish Government published [Improving the Lives of Scotland's Gypsy/Travellers](#) jointly with COSLA on 9 October 2019 which includes a number of actions to improve accommodation for Gypsy/Travellers. Delivery of the accommodation actions is supported by a Delivery Plan, overseen by an Accommodation Actions Stakeholder Group. At the start of the pandemic an action on our COVID response was added to the Delivery Plan.

The Scottish Government recognised that the Gypsy/Traveller community faces clear additional challenges during the pandemic. We moved quickly to develop and publish a framework in April 2020 to support local authorities and their partners in local decision making to support Gypsy/Travellers during the outbreak. We reviewed the framework and published a revised version on 25 June that takes into account changing circumstances, while ensuring health protection is maintained. The framework presumes against evictions and focuses on providing additional sanitation facilities to support Gypsy/Travellers to comply with public health advice. Approaches will vary locally but have included providing shower and toilet facilities to unauthorised encampments, keeping seasonal sites open all year and use of holiday caravan site.

6. Beyond the Race Equality Action Plan 2017/21 – what next for race equality in Scotland?

As we look beyond the current Race Equality Action Plan (REAP), our attention is focused on our next programme of race equality work, which must take us measurably closer to the long-term vision and goals of the Race Equality Framework for Scotland (REF).

Our next programme of work must also:

- Respond to and take action to implement the recommendations from the Expert Reference Group on COVID and Ethnicity (ERG), and build directly upon this work;
- Be underpinned by the data and evidence which shows the disproportionate impact of COVID and wider evidence of systemic, structural inequalities and race, to build a foundation for its actions;
- Be rooted in lived experience, and informed in its approach by those it is working for;
- Include an analysis of previous race equality work, what has worked and what has not;
- Focus on significant actions which can have real and direct impact on the lives of minority ethnic communities;
- Stress, and act on the centrality of active participation, empowerment and the voices of minority ethnic communities, and take an intersectional perspective;
- Set out measurable outcomes that are explicitly linked with the REF, are anchored in the National Performance Framework, and can be tracked and measured;
- Include robust governance and oversight arrangements, with a stronger accountability structure.

Our plan for 2021-2022

The Scottish Government recognises the need to balance immediate action and longer-term structural change, particularly in the light of COVID-19 and the new role of the ERG. That is why we intend to publish a 18 month “bridging plan” before summer 2021, setting out actions and activities, closely linked to the REF, which would be delivered with appropriate monitoring and oversight from external partners in addition to its internal governance.

This “bridging plan” aims to coincide with a proposed 18-month extension to deliver on the actions set out in the Gypsy Traveller Action Plan, with longer-term planning and increased action focusing on the integration and coherence of our work with

Gypsy/Travellers as part of our broader approach to tackling systemic racism and racial inequality.

There will be three parts to the 'bridging' plan:

1. Ongoing implementation of recommendations made by the ERG. These focus on the immediate needs of communities in dealing with the ongoing COVID-19 pandemic. As we move into the recovery and post-pandemic stage, we need to ensure that we continue to deliver for Scotland's minority ethnic community.
2. Continuation of priority areas of work already underway to address immediate issues of race equality in key policy areas, with specific targets/milestones to be achieved within this period.
3. Develop a deeper understanding of how systemic racism creates racial inequality, to inform longer-term system change.

Across all three parts of the work, data will be key to knowing if we have succeeded. Longer-term work to improve the gathering, analysis and reporting of robust and reliable data to monitor outcomes – already underway – will continue through the bridging plan and into the longer-term change programme.

Governance, oversight and accountability is critical and while appropriate arrangements will be put in place to cover this 18 month period, we will also use this time to explore an optimal model for strengthened functions of oversight and accountability, bringing the right blend of support, challenge and focus.

Developing a longer-term change programme to tackle racial inequality (2023-2026)

Throughout the 18 month bridging plan, detailed work will be taken forward to develop a longer-term change programme to tackle systemic discrimination which results in racial inequality. This will be underpinned by the lived experience of minority ethnic people in Scotland. In order to do this, we will directly involve people from minority ethnic communities as well as organisations that represent and support them, as well as academic experts and a wide range of delivery partners.

There are a number of challenges that this development work will need to address. We welcome discussion on these points:

1) Coverage of the future programme of race equality work

Unpicking structural racism and addressing inequality experienced by Scotland's minority ethnic communities cannot be a job for government alone. Everyone has a role to play, including local government, NHS Boards and the wider public sector,

businesses and employers and of course wider society. Our work must ensure the active participation of minority ethnic communities, and centre lived experience. Our longer-term change programme must involve built-in, direct engagement with a wide range of people and organisations, who must also play a key role in the monitoring, reporting and governance structures. This will be key to the success of our future plan of work.

2) Understanding and responding to the scale and complexity of the challenge to address systemic racism and racial inequality

The environment in which we are working has changed in ways which were unanticipated when the REF was published in 2016, and with it, societal expectations about how systemic racism should be addressed. We acknowledge that existing systems and power dynamics too often perpetuate disadvantage, and that if we are to create real cultural and systemic change we need to tackle this directly. We have acknowledged that we need to tackle systemic racism, and we now speak about being explicitly actively 'anti-racist'. Our next steps must reflect that – not only by using those words but understanding how we embed this in our policies, services and cultures. We acknowledge that we need to build a deeper understanding of systemic racism and anti-racist actions, not only across the Scottish Government, but also the public sector as a whole and wider society. We recognise the scale and complexity of the task, and the investment which will be needed to address this.

4) Taking an Intersectional Approach

Intersectionality is a key principle for our future work, based on the understanding that individuals and communities have dynamic, fluid identities and diverse circumstances. Racism and racial inequality combines with other types of discrimination and disadvantage to affect people's life experiences, needs and opportunities and outcomes. This work must be built on a sound understanding of intersectionality and compound discrimination.

5) Oversight and accountability

We recognise the need to put in place strong mechanisms for oversight and accountability. External monitoring and accountability will be a key feature of our longer-term programme of race equality work, so as to support and strengthen our work to advance race equality. We are committed to exploring how a stronger structure for oversight and accountability will guide and measure our work on race equality and that work will be further developed in the coming months.

6) Prioritisation and resourcing

We must acknowledge the need for appropriate resourcing for race equality work across and well beyond the Scottish Government, and to recognise the priority issue that race equality represents. We will ensure that our response matches our ambition, and that it is a core part of government work going forward. This will be relevant to our broader thinking in relation to the development of our overall approach and strategy to mainstreaming equality and human rights across Government and the wider public sector.

Our next programme of Race Equality work over the period 2021-2026 has already begun with our timeline for implementation of the recommendations of the ERG. We welcome ongoing conversations with a wide range of people, communities and organisations as this immediate work continues to form the baseline for a programme of work which matches our ambitions and takes us measurably closer to the long-term vision and goals of the REF.

ANNEX A - Employment

These annexes provide updates on all original actions from the Race Equality Action Plan followed by updates on the reprioritised and refocused actions from the end of Year 2. Additional activity in Year 3 that has taken place in response to either COVID-19 or Black Lives Matter is then captured.

Action status categorisation is as follows

- Complete*
- Ongoing**
- Paused
- Reprioritised

*We cannot see this work as being done just because an action has been completed within a timeframe. For some actions, the marking of a status as complete may mean that the specific one-off action as originally proposed has been undertaken however work continues in this area and this is reflected in the update.

** Actions may be marked as 'ongoing' for the same reason. Much of the work reflected in these annexes is long-term in nature and continues beyond the end of the REAP.

Year 1 only

Action	Action Status	Update
We and our partners will actively promote the Workplace Equality Fund as an opportunity for increasing employment opportunities for people	Complete	The Workplace Equality Fund (WEF) was delivered by the Voluntary Action Fund (now Impact Funding Partners) to address long standing barriers in the labour market faced by women, older workers, minority ethnic and disabled people. Voluntary Action Fund (VAF) worked with a number of the unsuccessful applicants to enable them to improve the quality of the

<p>from minority ethnic backgrounds.</p>		<p>applications following the first round of the Workplace Equality Fund, in which only one successful application specially stated that it would support people from minority ethnic backgrounds.</p> <p>For the second round of applications in July 2018, Ministers and Scottish Government officials actively promoted the Workplace Equality Fund through speeches at diversity events and conferences and also via the BME Employability Steering Group.</p> <p>Five of the thirteen projects approved for funding in the second round in autumn 2018 targeted support for minority ethnic communities.</p> <p>A further update on Workplace Equality Fund activity undertaken since Year 1 can be found in the reprioritisation section.</p>
<p>We will encourage stakeholders engaged in race equality to consider submitting an application to the Workplace Equality Fund.</p>	<p>Complete</p>	<p>Both the Scottish Government and the Voluntary Action Fund (now Impact Funding Partners) actively promoted Round 2 of funding to organisations who support minority ethnic people and this resulted in an increase both in the quality and the number of applications relating to the support of the ME community. Five of the thirteen projects approved for funding in the second round in autumn 2018 targeted support for minority ethnic communities.</p> <p>We continue to promote the Workplace Equality Fund to our stakeholders through regular catch ups, e-bulletins and webinar information sessions.</p>
<p>We will use the data from the public bodies reporting round to influence the dialogue with delivery agencies and other key stakeholders to map activities that aim to</p>	<p>Complete</p>	<p>The Scottish public sector is covered by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (as amended). These Regulations apply to listed authorities with twenty or more employees and include two elements for reporting on staff (including in regard to ethnicity).</p> <p>The first element is a general duty on each listed authority to annually gather and use information on its composition of its employees, as well</p>

<p>improve employment and progression for minority ethnic communities. This will contribute to the development of a coherent cross government approach that will provide direction and accountability.</p>		<p>as on their recruitment, development and retention, all broken down by relevant protected characteristic. This information is published every second year.</p> <p>In addition, every four years, authorities must publish a policy on equal pay among its employees, including between staff who fall into a minority racial group and those who do not. At the same time authorities must publish information on occupational segregation among its employees, including the concentration in particular grades and particular occupations of staff who fall into a minority racial group and staff who do not.</p> <p>Public bodies will next report by the end of April 2021. This data will inform the subsequent development of proposals for the mainstreaming strategy detailed below. This data will also be core to the development of the next set of race equality employment actions taken forward in the next iteration of the Race Equality Action Plan.</p> <p>The Public Sector Equality Duty review will be progressed in two stages between now and summer 2021. The first stage will be the production of a report, scheduled for publication spring 2021 on the effectiveness of PSED in Scotland, learning from the experience of seeking to discharge the equality duty during the COVID-19 pandemic.</p> <p>The second stage of the review, engaging with equality stakeholders to develop specific proposals, will form part of the development of the new strategy for embedding equality and human rights in the work of the government, as per the commitment made in September's Programme for Government.</p>
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Enterprise

<p>We will fund research to aid a clearer understanding of the issues around minority ethnic entrepreneurs to make interventions that assist minority ethnic entrepreneurs to access and make full use of the enterprise eco-system within the public and private sector.</p>	<p>Complete</p>	<p>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 ethnic and migrant entrepreneurs face challenges in starting and growing successful businesses.</p> <p>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.</p> <p>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 has included support for their Mosaic Programme supporting young people from minority ethnic backgrounds. A workshop was also held in November 2019, bringing together representatives of key organisations with an interest in business support for minority ethnic and migrant enterprises. The establishment of a network was discussed, in order to engage in the challenges identified and collectively develop next steps in supporting businesses. Due to the impact of COVID-19 this work has had to be paused and will be picked up as soon as possible.</p> <p>We know that the economic impact of COVID-19 will be felt disproportionately by groups already under-represented in Scotland's entrepreneurial community, including women, minority ethnic and migrant entrepreneurs and young people. Widening participation in enterprise will be a key focus for Scottish Government, our enterprise agencies and partners as we support economic recovery.</p>
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Year 2 only

<p>We will work with key stakeholders, including the BME Employability Strategic Steering Group, to agree baselines, measures and targets for minority ethnic communities who face disadvantage in the labour market.</p>	<p>Complete</p>	<p>Our work on this concluded that the Annual Population Survey is the primary source of data as a baseline, but that a variety of other sources should be considered. This action was highlighted in the Year 2 report and refocused as follows:</p> <p>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.</p> <p>An update on the above action can be found in the reprioritisation section.</p>
<p>We will work with key stakeholders to review current employment support measures to ensure that they are focused on achieving parity in employment for minority ethnic communities.</p>	<p>Complete</p>	<p>The Scottish Government has an extensive range of race equality stakeholders, including BEMIS, CEMVO, CRER and the BME Employability Steering Group - we work closely and collaboratively with them and the communities they represent.</p> <p>Engagement with these stakeholders informed the development of our Fair Work Action Plan, published in 2019, which sets out the actions we will take to make Scotland a Fair Work Nation by 2025. As part of this programme of work we</p> <ul style="list-style-type: none"> • Announced that we will introduce fair work criteria to as many Government grants and contracts as possible by the end of this Parliament.

		<ul style="list-style-type: none"> • Provided £750,000 through the Workplace Equality Fund to fund projects to improve race equality and tackle the minority ethnic pay gap in the workplace. • Funded Close the Gap to do a piece of research focused on ME women’s experiences. Still Not Visible: Research on black and minority ethnic women’s experiences of employment in Scotland was published in February 2019. • Held a Race Equality and Employment event in March 2019 and will continue this engagement going forward. <p>Further information on work in this area can be found in the main report and in other action updates.</p>
<p>We will lead a dialogue with delivery agencies, and other key stakeholders, to map activities that aim to improve employment and progression for groups who suffer disadvantage in the labour market (including people from minority ethnic communities) to develop a more coherent approach that will provide direction and accountability.</p>	<p>Complete</p>	<p>Our work to develop interventions such as the Parental Employability Support Fund (PESF), PESF Boost, the Women Returners Programme, the Workplace Equality Fund and our No One Left Behind delivery plan all reflect engagement and evidence captured with and by stakeholders and lived experience panels, which have informed the design and implementation of interventions to best meet the needs of individuals.</p> <p>We have been working closely with stakeholders to convene our first lived experience panel, drawing on expertise from advocacy organisations to identify a membership that represents a wide range of backgrounds and barriers to employment.</p> <p>Impact assessments were completed for PESF including an Equality Impact Assessment (EQIA) ensuring that low income parents are supported to access or progress in employment, thereby reducing the likelihood of them and their family experiencing poverty. Data released on 13 May 2020 highlights a higher mortality rate for Coronavirus for ME males, strengthening the need for ME families to be one of the</p>

		<p>priority groups targeted through PESF and wider No One Left Behind interventions.</p> <p>The ongoing development of No One Left Behind, has given us the opportunity to work collectively with service users, Local Government, the Third Sector, private providers and employers to continue to design, develop and deliver improvements to the employability system in Scotland. During this time we have listened to a range of people and organisations, including people who rely on employability support, about the importance of developing a flexible and responsive system, capable of supporting people in ways that work for them.</p> <p>For the Women Returners Programme, meetings were held with stakeholders to help to ascertain specific needs of minority ethnic women.</p>
<p>We will work with key stakeholders to agree baselines, measures and targets with regard to underrepresentation of ethnic minorities. We will ask this group to identify gaps in the evidence base and use this information to assess the next steps.</p>	<p>Complete</p>	<p>This activity forms part of the work referenced in the above action.</p>
<p>We will engage a wide range of public sector employers in a discussion about what positive actions we can take to improve employment and</p>	<p>Ongoing</p>	<p>As part of our response to the Scottish Parliament's Equalities and Human Rights Committee report, "Race Equality, Employment and Skills: Making Progress?", we have committed to developing and publishing a guide on positive action that public authorities can take, including case studies and other material, to help them shape their actions to make a real impact. This will complement the Minority</p>

<p>progression for minority ethnic communities.</p>		<p>Ethnic Recruitment Toolkit we published in September last year and cover the breadth of the employability pipeline from recruitment to retention to progression. We intend to work with a small group of public sector employers to assist in the development of this guidance. This work will be taken forward by the Coalition of Race Equality and Rights (CRER), who bring their expertise on race equality and anti-racism. Further details on the approach are yet to be finalised but we expect documentation to be produced by the end of this calendar year and for it to be published on the Scottish Government website.</p> <p>In addition, we highlighted in our criteria for the Workplace Equality Fund that we are looking for outcomes that include businesses/employers/line managers/workers to develop their knowledge and skills around fair work principles and equalities, and apply positive action that will lead to a more inclusive workplace. The Workplace Equality Fund projects for 2021/22 were announced in January, and we will raise awareness of the projects that focus on positive action measures and look at ways in which practice can be more widely shared.</p> <p>As part of our commitment to develop a community of practice to support public sector employers in their recruitment of minority ethnic people, we also established a small working group in early 2020, with a number of meetings held throughout the year, albeit impacted by the COVID-19 pandemic. This group continues to meet and its membership includes Social Security Scotland, Police Scotland, Local Authority representation and Scottish Parliament.</p>
<p>In partnership with stakeholders we are currently developing a recognition of prior qualifications, skills and a</p>	<p>Ongoing</p>	<p>Since 2018 the Scottish Government has supported the Skills Recognition Scotland pilot project, led by Dr Ima Jackson at Glasgow Caledonian University, to develop a service and national process to enable people who have migrated to Scotland (including refugees and asylum seekers) to gain recognition for the skills and qualifications</p>

<p>learning pilot project as part of the New Scots Strategy.</p>		<p>they have obtained out with the UK and to overcome the significant issues of unemployment and under-employment.</p> <p>Phases 1-3 were the development phases and the project engaged with employers, key stakeholders, education sectors and participants to consolidate and test processes and infrastructure.</p> <p>Phase 4 is the initial implementation phase and started in March 2020. With restrictions imposed by COVID-19, the proposed face-to-face model was no longer appropriate, therefore the project quickly adapted its delivery model to an online service to meet the needs of the project, participants and employers. Moving services online has created the opportunity for a more fluid and inclusive service, accessible from all geographical locations, once the project is launched.</p> <p>The first cohort using these new online methods, was led by 16 pharmacists. Ten participants have completed the process with four obtaining jobs in Dispensing, one as a Laboratory Technician and a further five engaging with a key employer. All have obtained relevant documentation evidencing their skills.</p> <p>It is important that this project is seen as an economic initiative and a valuable part of the overall economic recovery, linking into talent attraction and skills initiatives.</p>
<p>Following our procurement process for the Fair Start Scotland Programme, we will take specific actions to help those from disadvantaged minority ethnic groups to tackle the barriers these</p>	<p>Complete</p>	<p>Minority Ethnic communities and refugees remain a key priority group of communities for entry onto Fair Start Scotland. Providers are required to recognise the specific support needs of people from minority ethnic communities and put in place measures to support engagement. Officials continue to liaise with organisations who support minority ethnic communities to understand any barriers with a view to increasing the number of referrals to the service.</p> <p>In order to improve engagement and uptake of Fair Start Scotland's employment support services by minority ethnic people, consideration</p>

<p>groups face in the labour market.</p>		<p>was given to the specific needs of minority ethnic women who were looking to enter or return to work and the following action highlighted in the end of Year 2 report:</p> <p>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</p> <p>A further update on the above action can be found in the reprioritisation section. As face to face delivery has not been possible since March 2020 due to COVID restrictions, this work is currently paused.</p>
<p>We will tailor employment support to meet the needs of refugees and (where eligible) asylum seekers.</p>	<p>Ongoing</p>	<p>In addition to the action taken on Fair Start Scotland, Skills Development Scotland and Education Scotland continue to develop and strengthen joint working to meet the needs of asylum seekers in response to the “New Scots” strategy.</p> <p>The New Scots refugee integration strategy 2018 – 2022 aims to support refugees and asylum seekers in Scotland’s communities. The strategy is led by the Scottish Government, COSLA and the Scottish Refugee Council. Development and implementation require the support of wider partners. The strategy recognises that integration is a long term, two way process, involving positive change for both refugees and asylum seekers and host communities. Delivery of outcomes, which will support the achievement of the New Scots vision, requires coordination of the efforts of organisations and community groups across Scotland.</p> <p>The delivery and monitoring of progress on this work will be undertaken in partnership by the New Scots Employability and Welfare</p>

		Rights group, which is co-chaired by Scottish Refugee Council, DWP and Bridges Programmes.
We will work with stakeholders to promote an evidence based approach to ensuring the right support is in place to help minority ethnic graduates enter employment.	Ongoing	<p>Longitudinal Educational Outcomes (LEO) data was made available to the Scottish Government during the early stages of the REAP's lifespan and was the beginning of work to undertake proper analysis and to consider how it could be used.</p> <p>A workshop was held internally in May 2019 where Equality and Fair Work colleagues were consulted on what would be useful to see from the LEO data.</p> <p>Some analysis of activity of ME graduates including how many are going into employment has been carried out, but the data set is small. However, the evidence base has been established and will provide the foundation for building on, including how to increase the data set by combining years in order to be able to publish.</p> <p>In the end of Year 2 report we highlighted some related work to this as follows:</p> <p>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.</p> <p>The action has subsequently been paused due to COVID-19 priorities and will be resumed as soon as possible.</p>
We will work with the Developing Young Workforce Regional Groups to encourage more employers to offer work placements for young people in school	Complete	An equalities audit was carried out in 2019 on the work of the Developing Young Workforce Regional Groups to review how well its work was targeting particular equality groups including young people from minority ethnic backgrounds. This review revealed the need to provide further support to regional groups to build their capability to engage with minority ethnic communities.

and college, including those from minority ethnic groups.		Further information on progress on Developing the Young Workforce can be found in the main report.
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Multi-year actions

Action	Action Status	Update
We will work with Skills Development Scotland to annually review their Equality Action Plan for Modern Apprenticeships in Scotland to monitor progress towards the improvements set out in our Youth Employment Strategy - Developing Scotland's Young Workforce.	Ongoing	<p>The Skills Development Scotland Apprenticeships Equality Action Plan sets out a commitment to ensuring that individuals from a diverse range of backgrounds can access work-based learning opportunities and achieve equitable outcomes.</p> <p>SDS has published a review for the Equality Action Plan (EAP) annually since 2017. The Year 4 update was published in November 2020; Year 5, 20/21 is the last year of the Action Plan.</p> <p>As a result of the work that has come from the EAP there has been an increase in the number of Modern Apprenticeship starts self-identified as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group since 2015/16. The target of 5.1% of MA starts has so far not been achieved.</p> <p>The work undertaken through the EAP and the insight gained from the annual reports will now inform the development of future plans to build on the progress made when the EAP reaches its conclusion at the end of 2020/21. This will be done in partnership with other policy areas which contribute to the delivery of the Young Person's Guarantee.</p>
We will work with partners and social enterprises to strengthen minority ethnic	Ongoing	As of January 2021, we have provided 1-1 SE business support (including COVID response – further details below) to 43 minority ethnic groups.

<p>engagement with social enterprises. We will fund key delivery partners to deliver a Social Enterprise Capacity Building Programme which will provide support for up to 38 minority ethnic social entrepreneurs and 34 minority ethnic groups; and deliver 6 social enterprise awareness raising events.</p>		<p>Areas of support client groups are receiving include:</p> <ul style="list-style-type: none"> • Legal structures. • Business planning. • Market research. • Funding strategies. • Financial awareness. <p>Two organisations have been supported through Asset Transfers with ongoing legal and Governance support working in partnership with COSS.</p> <p>Many ME groups access support through the Just Enterprise partnership support programme. Groups unable to meet the criteria can receive support from the Social Enterprise CEMVO team.</p> <p>Since November 2018, we have been engaging with</p> <ul style="list-style-type: none"> • Faith & Educational groups. • Neighbourhood groups. • Women’s café. • Community Shops. • Poverty relief. <p>Individuals are currently being supported within these areas through 1-2-1 delivery and workshops.</p> <ul style="list-style-type: none"> • Drafted a Memorandum of Understanding with Firstport with the aim of ensuring equitable access to social funding to ME applicants and to enable Firstport staff to better identify and address barriers to ME applicant success.
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		<ul style="list-style-type: none"> • Currently working with SIS to organise partnership events to increase awareness of SIS / social investment loans and to possibly pilot a new part funding part loan model to help develop a “loan ready” / “loan culture” among ME social enterprises. • Have an agreement with CEiS to provide additional SE business resilience support to ME clients over and above the Just Enterprise SE support. • Have developed a working relationship with Aberdeen TSI to work together to support ME social enterprises in that region. • Involved in Scottish Enterprise consultations on developing COVID economic recovery plans with consideration for inequalities. <p>COVID 19 Third Sector Recovery Fund – Wellbeing Fund</p> <ul style="list-style-type: none"> • CEMVO Social Enterprise Team distributed information broadly to ME social enterprises and ME Third Sector organisations. We received direct contact from 37 ME groups and provided them with more in-depth information and discussions around proposed projects to supporting the submission of applications for funding. This is in addition to ongoing social enterprise support that we were providing to 43 SE clients. <p>COVID 19 Adapt & Thrive, Community Recovery</p> <ul style="list-style-type: none"> • distributed information broadly to ME client networks. Had further contact with approximately 12 clients to support the submission of applications and have 2 clients currently awaiting assessment. • Distributed information to our ME social enterprise and Third Sector networks as COVID emergency funding and other
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		<p>funding streams came online and followed up with those who we thought the fund was relevant to.</p> <ul style="list-style-type: none"> • Supported applications to the Coop Food Fund, Big Lottery Awards for All, Tesco Bags of Help, NET/ Foundation Scotland, The Robertson Trust, Glasgow City Council, and South Lanarkshire Council. • Directly supported ME social enterprise clients to successfully apply for and secure £154,471 worth of funding which will contribute to the resilience and survival of many EM social enterprises. • Directly supported many more clients who are still waiting for the outcome of funding applications, to the value of around £197,000.
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Additional actions generated from Year 2 reprioritisation, the Black Lives Matter movement and/or COVID-19

Action	Action Status	Update
Development of a race employment toolkit.	Complete	<p>Data from the Annual Population Survey, collected by ONS, shows that the proportion of minority ethnic workers is lower in Scotland's public sector than in the wider economy. It became apparent that there is a risk that this will worsen across the labour market due to the impact on the economy of the coronavirus pandemic. In response to this, in September 2020 Scottish Government published a toolkit to support employers in recruiting from minority ethnic backgrounds.</p> <p>This toolkit is aimed at recruitment managers in the public sector looking to improve the diversity of their workforce and includes a range</p>

		<p>of suggestions and ideas for organisations who will appreciate some initial guidance focusing on 5 components</p> <ul style="list-style-type: none"> • Strategic direction. • Developing and embedding capability and capacity. • Using data. • Advertising and engagement. • Sifting and interviewing. <p>Content has been drawn from practice that is used in parts of the public sector, however the information in this toolkit may be equally useful to employers in other sectors</p> <p>Minority Ethnic Recruitment Toolkit</p>
Development of a Fair Work Statement.	Ongoing	<p>In response to the Black Lives Matter movement and the impact of COVID-19 on minority ethnic groups, a proposal to develop a Fair Work position on race equality was agreed. We engaged with a range of stakeholders in September to begin discussions on developing the paper. Through working with the STUC Black Workers' Committee, we engaged with minority ethnic workers in November to hear about their experiences of the workplace and to review this against the fair work practice that employers are encouraged to apply.</p> <p>The statement is due to be complete by summer 2021.</p>
We will take action to address the low uptake of apprenticeships and employment support services through national campaigns such as Fair Start Scotland and	Ongoing	<p>The Modern Apprenticeship Quarter 4 Statistics published in June 2020 showed that for Ethnicity: The proportion of MAs who self-identified as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group has continued to increase and was 2.4% in 2019/20, +0.2 pp on 2018/19. The Scottish Government and Skills Development Scotland recognise that more work is needed to see a significant increase across apprenticeships and access to</p>

<p>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.</p>		<p>employment opportunities, and support services, and that employers play a vital role in our work to ensure take up is representative of our communities.</p> <p>Building on the EQIA for work-based learning, and the work Skills Development Scotland (SDS) has undertaken during 2019/20, over the next year SDS will use a logic model approach to carry out a systematic review of their programmes and activities in order to better determine the impact that they are having.</p> <p>A range of guides for SDS learning providers have previously been developed, including engaging with Minority Ethnic communities and supporting apprentices with additional support needs. In 2020/21, SDS will review these guides to ensure that providers across Foundation Apprenticeships, Modern Apprenticeships and Graduate Apprenticeships continue to have access to up-to-date information and resources on attracting and retaining a diverse workforce.</p> <p>More of SDS resources will be translated into other languages, providing greater information on work-based learning to people whose first language is not English.</p>
<p>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</p>	<p>Ongoing</p>	<p>We are engaged with Fair Start Scotland Providers around how this activity can be progressed. Referral volumes to Fair Start Scotland have reduced considerably during the period of COVID 19 restrictions, with Job Centre Plus Offices (source of the majority of referrals) either closed or more recently allowing access to complex needs individuals only. Consequently the majority of referrals since March have been generated through Social Media and previous levels of new participation from ME individuals are not being reached.</p> <p>A strategy to market FSS to ME communities is being developed, following which the intention is to utilise and expand on the previous approach. We recognise that much of the success prior to the</p>

<p>and benefitting from the service.</p>		<p>pandemic was due to face to face and peer support, which is proportionately more difficult in the current operating conditions.</p> <p>Our Year 2 Annual Report on FSS identified minority ethnic individuals as being an under represented group in FSS, consequently we are working with providers to develop and implement an action plan to specifically prioritise ME individuals and communities.</p> <p>We are also in the process of commissioning a ME support organisation to deliver capability building sessions for FSS Providers to upskill their staff on techniques for engaging with ME individuals and communities, and marketing them to potential employers.</p>
<p>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,</p>	<p>Ongoing</p>	<p>Fair Work policy leads are currently working with Scottish Government analysts to develop an appropriate and proportionate approach for measuring the impact of Fair Work First. In line with our Fair Work First criteria, we will look to measure improvements in creating more diverse and inclusive workplaces for those employers accessing public funding or delivering a public contract. In doing so, particular attention will be given to the fair work experience of minority ethnic workers and an intersectional approach undertaken.</p>

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.	Ongoing	This update is covered in the Early Learning and Childcare update within the Education section of the report.
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.	Ongoing	This update is covered in the Diversity in Teaching update within the Education section of the report.
Work with partners/agencies to broaden minority ethnic young people's	Ongoing	Scottish Government is working with Intercultural Youth Scotland to ensure that young Black people and young people of colour are properly represented and have support to access to available opportunities. This will align Scotland's Young Person's Guarantee

<p>knowledge and awareness of the range of future learning and career paths.</p>		<p>with the work being taken forward through the Workplace Equality Fund, Gender Pay Gap, Race Equality Action Plan, the Promise, and Disability Action Plan to encourage employers to adopt and embed fair and inclusive workplace practices. As part of the drive to address challenges for young people from minority ethnic backgrounds, there is work underway towards the delivery of a package of training, as well as the implementation of School Co-ordinators through Developing the Young Workforce.</p>
<p>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.</p>	<p>Ongoing</p>	<p>We are working to establish a national health and social care minority ethnic staff network and a scoping meeting will take place in early 2021 to discuss the remit and membership of this network, with a view to establishing the network from April 2021. This network will help drive forward the ERG recommendations and our PfG commitments that reflect the recommendations.</p> <p>To support this network we are scoping the development of an online portal where local staff networks can share resources, good practice and support one another. The national network differs from our original proposal to establish a multi-agency National Working Group on race, namely that the Scottish Government will provide a supporting, rather than a chairing role, to ensure the network's independence.</p>
<p>We will develop a Scottish Government Recruitment and Retention Plan for minority ethnic people.</p>	<p>Complete</p>	<p>The Scottish Government's first Race Recruitment and Retention Plan was developed over the course of 2020 and launched on 1 February 2021.</p> <p>The plan sets out actions to achieve three main objectives: to redress imbalances of power through an anti-racist approach; to build a culture of inclusion within the Scottish Government; and to build on targets already set to increase the proportion of minority ethnic people at all levels in the organisation. Further details of the plan can be found in the main report.</p>

<p>Promote evidence of effective approaches to recruitment practice and what is being done to improve practice in relation to recruitment, retention and progression of minority ethnic people.</p>	<p>Ongoing</p>	<p>We promoted the effective approaches of Scottish Government as an employer as a case study within the Minority Ethnic Recruitment Toolkit which is aimed at recruitment managers in the public sector looking to improve the diversity of their workforce</p> <p>A small working group of Public Sector leaders has been set up with a focus on recruitment, looking at recruitment issues such as community engagement, marketing and inclusive messaging.</p> <p>Further work on this will include the commission of work later this year to develop a guide on positive action.</p>
<p>Undertake a review of the Workplace Equalities Fund.</p>	<p>Ongoing</p>	<p>We continue to support minority ethnic people to enter, remain or progress in employment through the Workplace Equality Fund via collaborations between charities and private business or public bodies to reduce labour market inequalities. In 2019/20, 13 of 25 funded projects targeted minority ethnic people.</p> <p>As a result of the COVID-19 pandemic, we extended the funding period which enabled projects to adapt the delivery of their projects in a way that observes and follows public health guidance, for example a move to online learning rather than face-to-face.</p> <p>On 22nd January 2021 we announced the projects that will be funded through our Workplace Equality Fund 20/21, with a collective funding amount of over £300,000. Projects will aim to provide short, sharp labour market interventions to support equality groups and 6 will support minority ethnic communities specifically.</p> <p>An evaluation will take place over February – March 2021 of the previous two iterations of the Workplace Equality Fund 18/19, 19/20 and the current 20/21 fund which will end on the 31st March 2021. The results of the evaluation will inform the design of any future iterations of the fund.</p>

<p>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.</p>	<p>Ongoing</p>	<p>Recent labour market analysis has shown that compared with the white population, labour market outcomes for minority ethnic groups in Scotland have been disproportionately impacted during previous economic recessions. This analysis has helped to inform criteria for specific strands of funding, such as the Workplace Equalities Fund and the Fair Work Leadership and Equality Programme administered by Scottish Union Learning.</p> <ul style="list-style-type: none"> • The COVID-19 pandemic and associated restrictions have been found to have a generally regressive impact on the UK labour market with more deprived areas and already disadvantaged groups worst affected¹. • This is partly due to the service sectors of the economy being particularly hard hit (e.g. accommodation & food) where lower paid and more precarious work is more prevalent. • People from minority ethnic groups make up a disproportionately large share of employment in some of these sectors. For example, 27.4% of the minority ethnic workforce in Scotland work in the Distribution, Hotels and Restaurants sector, compared with 17.9% for the white population (ONS, Annual Population Survey, Oct '19 – Sept '20). • Even prior to COVID-19, research by the Resolution Foundation found BAME workers in the UK experience a “pay penalty” in the hospitality sector compared with White British workers².
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¹ [Jobs, jobs, jobs • Resolution Foundation](#)

² [Ethnic minorities in the hospitality sector • Resolution Foundation](#)

		<ul style="list-style-type: none"> • And analysis for the UK has shown that by ethnicity, Black, Asian and Minority Ethnic workers have experienced the highest rate of job losses when leaving furlough³. • Further information of how inequalities based on ethnicity have been affected by COVID-19 is available here: Inequalities by ethnicity in the context of COVID-19 (slide-pack)
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.	Paused	This action has been paused due to COVID-19 priorities but will be resumed as soon as possible.
We will set up a stakeholder advisory group to support, advise and guide our work.	Paused	This action has been paused due to COVID-19 priorities but will be resumed as soon as possible.
We will continue to analyse existing	Paused	This action has been paused due to COVID-19 priorities but will be resumed as soon as possible.

<p>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.</p>		
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ANNEX B – Education

These annexes provide updates on all original actions from the Race Equality Action Plan followed by updates on the reprioritised and refocused actions from the end of Year 2. Additional activity in Year 3 that has taken place in response to either COVID-19 or Black Lives Matter is then captured.

Action status categorisation is as follows

- Complete*
- Ongoing**
- Paused
- Reprioritised

*We cannot see this work as being done just because an action has been completed within a timeframe. For some actions, the marking of a status as complete may mean that the specific one-off action as originally proposed has been undertaken however work continues in this area and this is reflected in the update.

** Actions may be marked as 'ongoing' for the same reason. Much of the work reflected in these annexes is long-term in nature and continues beyond the end of the REAP.

Year 1 only

Action	Action Status	Report on Progress
We will publish an on-line resource for parents, including minority ethnic families, to empower them to make choices	Complete	An online resource was developed as part of the 'Parent Club' website (designed to be a 'one stop shop' for parents). To inform content, engagement was undertaken with parent focus groups and a range of representative organisations. Special consideration was taken to ensure the views of different parent groups were heard; this included

<p>about the right ELC setting or combination of settings for their child. The Scottish Government published our Quality Action Plan for ELC in October 2017, with a specific action to develop this online resource to ensure that families are getting information in the way that is most helpful to them.</p>		<p>ensuring there was a wide geographical spread of sessions, purposefully taking into account those communities which have a high proportion of minority ethnic families. A communications and engagement strategy was then put in place to ensure that the most appropriate channels were used in order to reach all parents and carers.</p> <p>The content of the online resource includes general information about the Early Learning and Childcare (ELC) entitlement alongside more detailed information to help parents to make informed choices, as well as links to other relevant information such as the UK Government's Tax Free Childcare Scheme. We worked with our marketing agency to ensure diversity in any photographs and ensured this was reflected in images and videos in our literature and parental communication on the ELC pages on Parent Club.</p> <p>This work fed into the wider equality impact assessment developed for the Early Learning and Childcare Expansion.</p> <p>www.parentclub.scot</p> <p>Minority Ethnic audiences are included in any insight gathering and creative testing, to ensure that the advertising has as broad appeal as possible. Recent campaign evaluation results suggest that Minority Ethnic audiences are just as likely to have seen the campaign or heard of the website as others.</p> <ul style="list-style-type: none"> • 55% had seen the campaign. • 67% had heard of the website. <p>SG Marketing works with NHS and Public Health Service (PHS) colleagues, BEMIS, CEMVO, Minority Ethnic Health Inclusion Project (MEHIS), Minority Ethnic Carers of Older People Project (MECOPP) and the Scottish Public Health Network to identify specific challenges in effectively reaching seldom-heard communities with marketing</p>
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		<p>campaign messaging. Insights gathered from these conversations shape our communications materials, and this collaboration allows us to better reach communities via their trusted voices, such as community leaders.</p> <p>Parent Club has created and co-produced content with partners and has delivered key information in multiple languages and formats. For example, the latest ELC deferral communications included a summary document outlining key information, which was then translated in to 11 languages (as well as Easy Read, BSL, and Audio) and disseminated via partners. We also produce WhatsApp/SMS content which can be shared within communities via trusted voices, and is particularly useful for audiences who may not be reached with digital channels.</p> <p>Since the Parent Club ELC pages launched, we have collaborated with BEMIS to hold workshops with community leads and parents from minority ethnic communities. The aim of these workshops has been to introduce them to the information and assets available through Parent Club, and more specifically to give them an overview of the ELC entitlement including guidance on how to access information locally, through local authorities. Workshops were held in 2020, and more will be held in March 2021.</p>
<p>We published the refreshed National Approach to Anti-Bullying for Scotland's Children and Young People, "Respect for All" and we will review it in full at least once every five years with interim reviews carried out by the Scottish</p>	<p>Complete</p>	<p>The National Approach to Anti-Bullying for Scotland's Children and Young People, "Respect for All" last review concluded in 2017 and resulted in a refreshed National Approach which included a greater focus on protected characteristics and took account of changes to Equality legislation. The next review is due in 2022 and a Working Group will be convened to inform the review process.</p>

<p>Advisory Group on Behaviour in Schools to identify future areas for improvement in the national approach.</p>		
<p>Over 2017-2018 we will work with key delivery partners and <i>respectme</i> to support the development and dissemination of a race equality focussed anti-bullying resource for teachers.</p>	<p>Complete</p>	<p>The resource, “Addressing Inclusion: Effectively Challenging Racism in Schools” was jointly produced by <i>Respectme</i> and CRER and was published in January 2019. It can be found at:</p> <p>Addressing Inclusion: Effectively Challenging Racism in Schools</p> <p><i>respectme</i>, continue to work with local authorities, communities and other organisations working with children and young people, 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.</p>
<p>We will increase the involvement of minority ethnic parents in their children's learning by consulting on legislative changes to strengthen the Scottish Schools (Parental Involvement) Act 2006, as part of our consultation on the new Education Bill.</p>	<p>Complete</p>	<p>A decision not to introduce the Education Bill was announced to parliament in June 2019. The work to strengthen the Scottish Schools (Parental Involvement Act 2006) and work with stakeholders to update the statutory guidance, including updating sections covering protected characteristics and working with parents with English as an additional language continued and is still progressing. Public consultation on the guidance closed in June 2020 with responses published in August. Scottish Government continue to analyse these responses as part of the redrafting process which will conclude in early 2021.</p> <p>Eight equalities and equities projects with a focus on parental involvement, engagement, family learning and learning at home are also continuing following a short pause in 2020. Each of these projects are taking forward packages of work focused on different equalities</p>

		teams including engaging and involving families from diverse cultural background and parents for whom English is an additional language. Phase one of the eight projects and initial outcome reports are expected in early 2021, with each project due to enter phase two by March 2021.
Building on the data and findings for minority ethnic students from the Scottish Funding Council (SFC) Triennial Review on Widening Access, the SFC will seek further evidence to identify any potential barriers for minority ethnic students in FE and HE and will continue the monitoring of the participation, success, attainment and destinations of minority ethnic students through statistical publications and Outcome Agreements over 2017-18.	Complete	<p>SFC access team and SFC analysts published The Access and Inclusion committee paper on the SFC website in November 2018. The data further enhances and updates ME data reporting, including building on the data findings from the SFC Triennial Review on Widening Access.</p> <p>SFC Access and Inclusion committee paper</p> <p>The data was shared with the Scottish Race Equality Network forum (for Colleges and Universities) for feedback. A paper with this data also went to the SFC Access and Inclusion Committee. SFC also consulted with SREN and updated the ethnicity section of the Outcome Agreement guidance for both colleges and universities.</p>
The Scottish Funding Council will continue to fund ECU over 2017-18 to provide best practice, guidance and advice to	Complete	Advance Higher Education (formerly ECU) successfully bid to Scottish Funding Council (SFC) to fund the delivery of a national equality and diversity offer for post-16 education in Scotland. SFC awarded funding of approximately £1.8 million to Advance HE in June 2018.

<p>both sectors via the Scottish Race Equality Network forum and will encourage and support Universities to apply for the ECU Race Equality Charter.</p>		<p>The Advance HE funding is for a 3 year programme over the period AY 2018-19 to 2020-21.</p> <p>In 2019, EHRC undertook an inquiry into racial harassment in publically funded universities in Great Britain and made a series of recommendations for the UK and devolved governments, funders, regulators and universities.</p> <p>Following this, the programme of work that Advance HE is undertaking was revised and specific race programmes, including an anti-racist curriculum project, set up as part of a set of activities taken forward by SFC, Universities Scotland and the sector to address the EHRC recommendations.</p> <p>Further information on that work can be found here: Tackling racism on campus: Raising awareness and creating the conditions for confident conversations - Advance HE</p>
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Year 2 only

<p>We will include equality as a theme of the 2018-19 Blueprint Action Plan for Early Learning & Childcare. We will carry out an equality impact assessment on the expansion, to ensure that high quality ELC is accessible to all families. We will consider the</p>	<p>Complete</p>	<p>A Blueprint Action Plan was not published in 2018/19, however a number of actions were taken forward as part of the Early Learning & Childcare (ELC) expansion programme.</p> <p>In 2019, we published a suite of Equality Impact Assessments (EQIAs) for the ELC expansion programme. Those include EQIAs considering:</p> <ul style="list-style-type: none"> • Access to ELC to accompany the legislative changes that support the ELC expansion programme i.e. The Children and Young People (Scotland) Act 2014 (No. 1) Order 2019 and The Children and Young People (Scotland) Act 2014 (No. 2) Order 2019.
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<p>impact of expansion on families of all ethnicities, taking into account cultural and religious needs where relevant, to ensure that provision is accessible to all.</p>		<ul style="list-style-type: none"> • The barriers to taking up employment in the ELC sector and diversifying the workforce. • The barriers to children with protected characteristics fully benefitting from their ELC experience. • How changes to the income threshold impacts the eligible two year old population.
<p>We will work with Education Scotland and regional collaboratives in the development of new professional learning in leadership and ensure that minority ethnic teachers are encouraged and supported to join programmes. In creating new programmes of professional learning for teachers and school leaders we will ensure Education Scotland undertakes effective equalities proofing including by seeking the views of external experts.</p>	<p>Complete</p>	<p>Education Scotland have worked with Scottish Association for Minority Ethnic Educators (SAMEE) to offer professional learning on race, equality and diversity, for example, the Culturally Responsive Pedagogy workshop that is part of the Teacher Leadership Programme (TLP) and are also working with Professor Arshad and contacts at the Centre for Education and Racial Equality in Scotland (CERES) in promoting TLP.</p> <p>A TedTalk on Cultural Intelligence is now part of the TLP 20/21 Pre-programme reading.</p> <p>In the 2020/21 academic session, members of SAMEE have delivered anti-racist sessions as part of the Teacher Leadership Programme on critical race theory and decolonising the curriculum.</p> <p>As part of the CERG Workstream 6 coaching and mentoring offer, Education Scotland is working with SAMEE to support minority ethnic educators.</p> <p>Aspiring school leaders</p> <p>A revision and refresh of core learning modules of the Into Headship programme in 2020/21 will be undertaken with minority ethnic educators to ensure it includes intercultural and anti-racist professional learning. This means from 2021/22 all practitioners obtaining the Standard for Headship will have accessed anti-racist professional learning.</p>

		<p>School leaders</p> <p>Excellence in Headship (EiH) has introduced new EiH Learn sessions focused on cultural identity and race equality. These sessions are led by those with lived experience of race inequality. The first two in a series of sessions on 'Socially Just Leaders' have been delivered with the remaining session taking place later in 2021.</p>
<p>We will direct the partnership task group which is focussed on continuously enhancing the career services delivered by partners, to undertake the activities around enhancing career information, advice and guidance services.</p>	<p>Reprioritised</p>	<p>This work was reprioritised/re-focused and is now captured under the "Additional actions generated from Year 2 reprioritisation, the Black Lives Matter movement and/or COVID-19" section".</p>
<p>We will build on the Developing the Young Workforce commitment to embed the Career Education Standard and ensure the partnership group considers the barriers and enhancements that need to be made to existing services to meet the needs of all young</p>	<p>Reprioritised</p>	<p>This work was reprioritised/re-focused and is now captured under the "Additional actions generated from Year 2 reprioritisation, the Black Lives Matter movement and/or COVID-19" section".</p>

people, including those from ethnic groups.		
We will work with the SFC and the Equality Challenge Unit (ECU) to deliver a further and higher education roundtable event in 2018 to identify possible barriers for minority ethnic students in FE and HE with a follow on practitioners' event for colleges, universities and key agencies to address identified barriers.	Ongoing	The education roundtable event did not take place in this format, however the SFC worked with Advance HE (formerly ECU) to re-position the SFC/AHE work plan to ensure increased focus on actions to tackle race inequalities.

Multi-year actions

Action	Action Status	Update
Using an expert peer review group led by Education Scotland and involving key stakeholders, we will review existing resources to deliver race equality education across the	Complete	<p>A group was formed and met for the first time in January 2018, to agree terms of reference and next steps. There were representatives from primary, secondary, further and higher education, Coalition for Racial Equality and Rights (CRER), Children and Young People's Commissioner Scotland (CYCPS) and BEMIS.</p> <p>It was agreed that the following items would be created:</p> <ul style="list-style-type: none"> • A template to share resources.

<p>curriculum and identify a suite of resources to be used in early learning and school education to deliver the specific objectives of race equality education by summer 2018.</p>		<ul style="list-style-type: none"> • A letter inviting participants to share resources. • A smart survey to gather responses. • A set of criteria to quality assure materials. <p>The template and letter were designed and a survey link was circulated in February 2018. Education Scotland encouraged partners to gather resources using their own networks and contacts. The request was also sent out using the digital newsletter. Education Scotland also contacted the Religious Education Curriculum Network and the Scottish Catholic Education Service.</p> <p>Due to a low response, it was decided that the expertise of the group should be used more directly and that a composite list should be constructed of materials directly recommended by the group.</p> <p>Education Scotland recruited a highly experienced member of staff to review all equality content on their Hub.</p> <p>This action was subsequently re-focused at the end of year 2 and led to the creation of a new action</p> <p>“Education Scotland will lead an expert group to develop an evidence based advice paper for practitioners outlining the principles of good quality race education which will be illustrated by case studies.”</p> <p>An update on that action can be found in the reprioritisation section below.</p>
<p>We have committed to almost doubling funded Early Learning Childcare (ELC) provision to 1140 hours by 2020. Local authorities have been asked to ensure that their</p>	<p>Ongoing</p>	<p>The impacts of coronavirus necessitated a delay to the full roll-out of the duty to provide 1140 hours of funded Early Learning and Childcare (ELC) from August 2020. Where local authorities were already delivering expanded entitlements, we made clear that it was critical that this was protected and maintained. Full funding for 2020-21 to support the expansion remained in place for local authorities and flexibility was given to enable a focused approach to address the</p>

<p>expansion plans ensure accessibility for all families and they will be expected to consider the impact of expansion on families of all ethnicities, taking into account cultural and religious needs where relevant, to ensure that provision is accessible to all.</p>		<p>needs of children and parents, in recognition of the differing challenges faced locally.</p> <p>Full statutory roll out of 1140 hours is now planned for August 2021. As part of our work to reintroduce the 1140 hours duty, we have published a new Equality Impact Assessment (EQIA).</p> <p>We want to ensure 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 ran until Spring 2020. One element of this was a bespoke outreach project with seldom heard groups, including minority ethnic families. We also produced a translated leaflet in six languages to increase awareness and encourage families to find out more about funded ELC. For 2021 intake, we are unable to run a full campaign due to COVID-19 priorities, but we are working with local authorities to share materials, including a range of translated materials. A key part of our activity is planned BEMIS workshops (online) to share and explain materials.</p>
<p>We aim to create an ELC workforce which better reflects wider society including from minority ethnic communities. We estimate that the expansion of ELC will require up to 11,000 additional staff across a range of roles.</p>	<p>Ongoing</p>	<p>The recruitment of additional staff to ensure delivery of expanded ELC will continue up to August 2021. Beyond implementation of expanded ELC we will continue our work to create a more diverse ELC workforce which better reflects wider Scottish society. We continue to work with race equality groups and engage with employers to establish how best to attract more people from minority ethnic backgrounds into the profession. We currently estimate that the expansion of Early Learning and Childcare (ELC) will require up to 8,244 additional staff across a range of roles. 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.</p> <p>COVID-19 has seen the ELC sector focus on critical childcare and maintaining services, rather than recruitment. Indeed, the statutory</p>

		<p>duty on local authorities to deliver expanded ELC by August 2020, was temporarily removed during the initial phases of the outbreak. As of December 2020, that statutory duty was reinstated with the expansion of ELC now due to be delivered by August 2021. As local authorities begin recruitment again, we will continue to work with them to diversify the ELC workforce.</p> <p>We have shared the new race employment toolkit widely among stakeholders to further encourage good practice in this area.</p>
<p>Over 2018, we will introduce a new approach for local authorities and schools to record and monitor specific information on bullying incidents (including prejudice based bullying) and will identify any improvements required in SEEMiS, the information management system used by schools, working with COSLA, ADES and local authorities.</p>	<p>Complete</p>	<p>All recommendations from the dedicated short life working group were accepted by the Deputy First Minister in May 2018. In addition, the working group published supplementary guidance for local authorities and schools on 'Recording and Monitoring of Bullying Incidents in Schools'. The purpose of this guidance is to develop a consistent and uniform approach to recording and monitoring. There is an expectation that all local authorities and schools adopt the approach outlined in this guidance. An Operational Support Group was established to support LA's on a phased approach throughout 2018/19.</p> <p>The group was made up of local authority representatives, Education Scotland, Trade Union representatives, Scottish Government and respectme, Scotland's anti-bullying service. The group was chaired by the Association of Directors of Education in Scotland (ADES). The Operational Support Group met for the final time in March 2019.</p> <p>All schools were expected to record and monitor bullying incidents on SEEMiS, the schools information management system from August 2019.</p> <p>The Bullying and Equalities Module on SEEMiS was also updated to reflect the new approach. These improvements are now allowing schools to record any racist incidents that a pupil reports.</p>

<p>We will work with "respectme", Education Scotland, ADES and the Scottish Council for Independent Schools to identify how current anti-bullying approaches (including for prejudice based bullying) can be improved in schools by 2019.</p>	<p>Complete</p>	<p><u>respectme</u> continues to work with local authorities, communities and other organisations working with children and young people, 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.</p> <p>As part of the Mentors in Violence Prevention training programme, Education Scotland has produced a number of Wakelets (online platforms for content) for school staff one of which looks at combatting prejudice and hate crime. The Wakelets include resources and signposting to help schools and empower young people to create inclusive and safe environments for minority ethnic young people.</p> <p>Education Scotland has also included information on prejudice-based bullying and hate crime in their Race Equality Wakelet and in the race equality resource that is being produced in partnership with Education Scotland, BEMIS and CRER.</p>
<p>We will work with Education Scotland and key organisations to review how the National Improvement Plan considers and delivers equality and intercultural competency training by the end of 2019.</p>	<p>Complete</p>	<p>As an action under the school improvement driver in the 2021 National Improvement Framework (NIF), the Scottish Government has developed an overarching programme of race equality and antiracism in education which encompasses 4 separate, but interlinked, workstreams: curriculum reform, racism and bullying, diversity in the teaching profession and school leadership and professional learning. It is underpinned by a whole-system approach, giving consideration to areas such as assessment and qualifications, initial teacher education, teacher professional development, and leadership.</p> <p>Equality and intercultural competency training is being rolled out as part of the Excellence in Headship programme and further updates on this can be found below.</p>

<p>We will fund a series of high level staff development seminars for leaders of Scottish education services to develop knowledge and capacity to lead, manage and deliver for race equality in their respective areas.</p>	<p>Ongoing</p>	<p>Guidance for all educators, whether working in establishments with learners aged 3-18 or in local authorities, was drafted on the principles of a whole school approach to race equality education and consultation has taken place with a wide range of stakeholders. Publication of this guidance has been delayed by the pandemic when there were challenges in gathering case studies which exemplify good practice. In addition, curriculum mapping development is now underway to support a whole school approach to race equality education, across all ages and stages of learning provision. When published, the guidance will support professional learning while the curriculum mapping will provide practical support for the implementation of a whole school approach.</p> <p>The group agreed two guiding principles for the supporting guidance:</p> <ul style="list-style-type: none"> • Race Equality Educational resources are there to benefit all schools and pupils in Scotland. They are not only for schools with high numbers of minority ethnic pupils but can benefit all of the children of Scotland as we learn more about our communities and the diverse people who call Scotland home. • That our approach will be cognisant of the United Nations Convention on the Rights of the Child and be enhanced via engagement with the office of the Scottish Commissioner for Children and Young People. Ensuring that our race equality and human rights aspirations are complementary and mutually informative. <p>School leaders</p> <p>Excellence in Headship (EiH) has introduced new EiH Learn sessions focused on cultural identity and race equality. The first in a series of sessions on ‘Socially Just Leaders’ has already been delivered with the remaining 2 sessions taking place in 2021.</p>
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<p>We will work with the short-term working group on Diversity in the Teaching Profession that has been established by the Strategic Board for Teacher Education, which will look at increasing the number of teachers from under-represented groups at all levels in Scottish schools over 2017-18.</p>	<p>Complete</p>	<p>The Diversity in the Teaching Profession working group's remit was to look at increasing the number of teachers from under-represented groups at all levels in Scottish schools. As part of this, the working group sought to address the barriers which prevent the number of teachers from minority ethnic groups progressing. This included considering how to develop more robust data collection methods to capture numbers of minority ethnic students as they progress through the Initial Teacher Education journey. The group was initially due to conclude in November 2020, but this was extended to Spring 2021, when the Chair published a final report which includes suggestions for how we sustain and make progress beyond the life of the group. This includes continuing to progress this workstream as part of Learning Directorate's recently established Race Equality in Education Programme.</p>
<p>We will encourage GTCS to increase the profile of equality and intercultural competence in their ongoing review of professional standards for teachers by summer 2019.</p>	<p>Complete</p>	<p>The General Teaching Council for Scotland revised draft Professional Standards for Scotland's Teachers were published and feedback was sought from a range of stakeholders. This feedback has been incorporated into the final drafts which were approved by GTCS Council in December 2020. Final publication of the new Standards is due in January 2021 with implementation in August 2021. The revised Standards now make specific references to ethnicity and 'challenging discrimination in all its forms'. In addition, GTCS have published an Equality and Diversity Guide as part of an Equality and Diversity Hub: GTCS Equality and Diversity Guide</p>
<p>In conjunction with the Scottish College for Educational Leadership and Education Scotland, we will review the "Into Headship" programme</p>	<p>Complete</p>	<p>The Scottish College for Educational Leadership is now the Professional Learning and Leadership directorate within Education Scotland.</p> <p>Online modules for Into Headship: Education Law and Employment Law were reviewed for Cohort 6 and will be reviewed annually as part</p>

<p>over 2018-2019 to ensure equality and intercultural competency training is embedded in it.</p>		<p>of ongoing evaluation processes to enhance content to support diversity in the profession. This action supports those aspiring to headship to understand the key role of school leadership play in creating inclusive school cultures and ensuring that institutional racism and lack of awareness of race issues are addressed and do not continue to act as blocks to the recruitment, promotion and retention of black and minority ethnic staff.</p> <p>Excellence in Headship (EiH) has introduced new EiH Learn sessions focused on cultural identity and race equality. These sessions are led by those with lived experience of race inequality. The first two in a series of sessions on 'Socially Just Leaders' have been delivered with the remaining session taking place later in 2021.</p>
<p>We will work with Education Scotland to consider the development of learning resources in partnership with Regional Collaboratives for subject teachers and PSE programmes that seek to broaden minority ethnic young people's knowledge and awareness of the range of future learning and career paths and challenge assumptions about expected direction of travel.</p>	<p>Complete</p>	<p>Education Scotland has finalised Developing the Young Workforce (DYW) equalities learning resource/toolkit (Learning Resource 7: Ensuring Equality of Opportunities) which incorporates aspects of race inequality, in particular Section 2.4 which is on widening pathways for children and young people who come from black and minority ethnic backgrounds. This has been promoted through our DYW National Network members and wider stakeholders.</p> <p>DYW Learning Resource 7 - Ensuring Equality of Opportunities</p> <p>Equalities resources have now also been added to the Developing the Young Workforce - Wakelet, in order to enhance understanding of teachers and practitioners in this area across education.</p>

<p>We will work with Education Scotland to develop professional learning resources in partnership with Regional Collaboratives for Skills Development Scotland (SDS) and Careers, Information, Advice and Guidance (CIAG) staff, teachers and practitioners that raise awareness of minority ethnic employability issues and the priority actions that can help address these challenges.</p>	<p>Complete</p>	<p>Education Scotland, in partnership with stakeholders has been working with a group to review equalities, including race equality, in terms of education but with a particular focus on the world of work. A review of all of the Developing the Young Workforce (DYW) Resources on the National Improvement Hub was undertaken and a themed approach created, with one theme being Equalities and Inclusion. Additional activity undertaken as part of this includes:</p> <ul style="list-style-type: none"> • DYW National Leads establishing a working group, which includes local authority leads and other stakeholders, with a focus on equality. • The delivery of a set of ‘Blethers’ (online events) nationally, one of which was focused on equality. • Co-creation with partners of a Learning Resource which focuses on equality and is one of a suite that focuses on supporting equality of opportunity. The resource incorporates aspects of race inequality, in particular Section 2.4 which is on widening pathways for children and young people who come from black and minority ethnic backgrounds.
<p>The SFC will refresh and strengthen their commitment to promoting race equality in the 2018-20 Outcome Agreement guidance and to work with ECU, universities and colleges to support the implementation of the</p>	<p>Complete</p>	<p>Outcome Agreement guidance for Colleges and Universities was updated in 2018 and again in 2019. Outcome Agreements set out institutions’ commitments in support of SFC priorities over the three-years to 2019-20 to 2021-22. Whilst Outcome Agreements for 2019-20 were published, 2020-2021 agreements were impacted by the COVID-19 pandemic.</p> <p>Current outcome agreement guidance asks that colleges and universities set evidence based equality outcomes.</p>

Race Equality Framework.		SFC has worked with EHRC to produce guidance for colleges and universities to support institutions set evidence based, measurable equality outcomes for the period 2021-2025.
The SFC will monitor the uptake of the Race Equality Charter Mark and report this to the Scottish Government by 2019.	Ongoing	One institution (Abertay) has been awarded the Race Equality Charter. Other institutions are working towards the charter framework.
The Scottish Funding Council (SFC) will provide an annual report on outcomes by racial group and, where necessary, will work with the Scottish Government to develop new measure for future OA guidance by March 2019.	Complete	<p>The report was submitted to the Scottish Funding Council's Access & Inclusion Committee in November 2018 and published on the website:</p> <p>The Report on Widening Access published annually by the SFC, contains increased data regarding outcomes by racial group. Report on Widening Access</p> <p>In March 2020 SFC entered into a memorandum of understanding with the SFC. SFC Memorandum of Understanding with the EHRC</p> <p>As part of this a working group, which includes representation from Scottish Government, is progressing work to identify inequalities that persist in colleges and universities. This includes specific consideration of inequalities relevant to protected groups, including race and ethnicity.</p> <p>The current outcome agreement guidance asks that colleges and universities set evidence based equality outcomes.</p> <p>SFC has worked with EHRC to produce guidance for colleges and universities to support institutions set evidence based, measurable equality outcomes for the period 2021-2025.</p>

Additional actions generated from Year 2 reprioritisation, the Black Lives Matter movement and/or COVID-19

Action	Action Status	Update
Development of COVID-19 risk assessment guidance for ME teachers and school staff.	Ongoing	An SG Risk Assessment tool for public sector employees was developed by Health Workforce colleagues. The tool includes ethnicity as a risk factor. We included a link to it in schools opening guidance with advice that minority ethnic staff should complete it if they wish to and can use it as part of the discussion with their employer to initiate a local risk assessment. We continue to liaise with Health Workforce colleagues and the Secretariat of the Expert Reference Group on COVID-19 and Ethnicity and will make any updates or revisions to the status quo based on their advice.
We will engage with relevant stakeholders to better enable our children and young people to learn about Scotland's colonial and slavery history and the real need to challenge racism, eliminate racial discrimination and advance equality.	Ongoing	<p>The Black Lives Matter Movement and over 1000 pieces of correspondence received by Scottish Government in response, has created a significant new workstream in Learning Directorate. The key asks from the campaign which are relevant to Education in Scotland, include: ensuring that black history is taught in Scotland's schools, underrepresentation of ME teachers and ensuring that racist bullying is addressed robustly. Colleagues in Curriculum, Support and Wellbeing and Workforce Units have been working together along with Education Scotland to consider how to take these ambitions forward in collaboration with race equality and education stakeholders.</p> <p>A series of stakeholder engagement sessions were held, including meetings with young people and the Deputy First Minister and the Minister for Older People and Equalities. A new Race Equality in Education Programme with associated Programme Board and Stakeholder Network Group has been established. The former has met twice and the latter, which consists of education and race equality stakeholders has met once. It will develop actions which mitigate race</p>

		inequality across 4 themes: Professional Leadership and Learning; Diversity in the Teaching Profession; Curriculum Reform and Racism and Bullying. These will be taken forward, in collaboration with stakeholders, and importantly young people, to affect meaningful and long term change.
Education Scotland will lead an expert group to develop an evidence based advice paper for practitioners outlining the principles of good quality race education which will be illustrated by case studies.	Ongoing	<p>A draft advice paper 'Race Equality Education' has been created and case studies identified to exemplify this resource. Two new case studies were filmed before the Pandemic but further case studies were put on hold due to the pressures on schools during this period. A signposting wakelet for Race Equality education has been collated and launched in September 2020.</p> <p>This resource has been further enhanced by associated Education Scotland development work on curriculum mapping.</p> <p>This work will now be co-created with lead officers for equalities in Glasgow City Council who are engaged in a similar development with practitioners. Feedback on an early draft will be sought from groups representing Black and Minority Ethnic educators in order to shape the work as it develops further.</p> <p>The role of leadership and professional learning to support its effective implementation is recognised.</p>
SG will work with ES to build capacity in the education workforce around REAP issues in the context of inclusion and equality. They will also continue to help others to broaden minority ethnic young people's	Ongoing	<p>Education Scotland (ES) will continue to promote the equalities agenda throughout education through the National Developing the Young Workforce (DYW) Leads Network resulting in including the draft of new recommendations.</p> <p>ES also offered national career-long professional learning webinars, incorporating Equalities and Inclusion into newly developed support offers and contributed to the DYW Regional Employer Sub-Group on equalities, for example through promoting national campaigns like #ajobforeverybody. This ensured that teachers and practitioners as</p>

<p>knowledge and awareness of the range of future learning and career paths and challenge assumptions about expected direction of travel.</p>		<p>well as stakeholders were able to better support those young people disproportionately affected by the current COVID-19 pandemic.</p> <p>Aspects of this work has also been taken forward through Education Scotland's Improving Gender Balance and Equalities Team.</p>
<p>The Scottish Funding Council (SFC) is leading work to support Scotland's colleges and universities 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.</p>	<p>Ongoing</p>	<p>Following feedback from staff and students at an SFC led session supported by Scottish Government, Universities Scotland and the EHRC held in October 2019 to discuss the findings of the EHRC Inquiry Report, SFC and Advance HE established a working group led by and involving majority Black, Asian and Minority Ethnic members representing staff and students from Scotland's colleges and universities.</p> <p>This group has developed a range of resources and led and organised a successful series of webinars covering topics such as #BLM and Leadership conversations on race.</p> <p>Tackling racism on campus: Raising awareness and creating the conditions for confident conversations - Advance HE</p> <p>As a result of this work the principals of every university and nearly all colleges have signed up to a commitment to tackle racism on campus. Richard Lochhead, Minister for Further Education, Higher Education and Science, also signed up to this commitment which was launched at a webinar in September 2020. In total 6 webinars have taken place in 2020 to showcase the work produced under the direction of the majority Black, Asian, and Minority Ethnic steering group. This webinar series exploring critical conversations on racism has been successful with over 2,500 participants taking part live, and roughly 3,000 total views.</p>

		<p>A final webinar is planned for 22 March and provide an opportunity to share the finalised resources and discuss the value of ensuring Black, Asian and Minority Ethnic voices contribute to the development of this work.</p> <p>Project resources include:</p> <ul style="list-style-type: none"> • The creative concept and branding templates to help raise awareness of race equality and racial harassment across institutions. These consist of Social Media Images/Templates, Poster Template, and a Leaflet Template. • The Declaration against racism “Racism exists on our campuses and in our society. Call it what it is and reject it in all its forms. We stand united against racism.” This Declaration was endorsed across the sector, by the SG, Ministers and SFC. • The ‘Race Statement’, developed by the steering group to help institutions understand and embed the necessary components of an effective strategic, whole institution approach to race equality. • A framework for embedding and considering race equality in governance, aligned to the ‘Scottish Code for Good Higher Education Governance’ (a similar framework is being developed for colleges). • Guidance on reporting racial harassment, aligned with the good practice and existing guidelines for Equally Safe and reporting gender based violence. • Workshop materials on race equality and racial harassment, which can be adapted/localised by an institution. • A living document and guide to micro-aggressions.
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		<ul style="list-style-type: none"> • A race literacy glossary from The Anti-racist Educator, which has agreed for the project to signpost to the glossary as it is open source. • Video and animation to promote anti-racist messaging. • Anti-Racist Ally Stamp (email signature) for use by staff and students. <p>All resources, including anti-racist training, are currently being tested with a selection of FE and HE institutions, and following any necessary revisions will be available for use across all colleges and universities in Scotland from 22 March 2021.</p> <p>Other activity that is underway includes:-</p> <ul style="list-style-type: none"> • A partnership with QAA that is developing guidance to inform an anti-racist curriculum • A working group that is developing guidance and practical resources to support inclusive recruitment and development so that colleges and universities can take action to address recruitment inequalities.
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ANNEX C – Health

These annexes provide updates on all original actions from the Race Equality Action Plan followed by updates on the reprioritised and refocused actions from the end of Year 2. Additional activity in Year 3 that has taken place in response to either COVID-19 or Black Lives Matter is then captured.

Action status categorisation is as follows

- Complete*
- Ongoing**
- Paused
- Reprioritised

*We cannot see this work as being done just because an action has been completed within a timeframe. For some actions, the marking of a status as complete may mean that the specific one-off action as originally proposed has been undertaken however work continues in this area and this is reflected in the update.

** Actions may be marked as 'ongoing' for the same reason. Much of the work reflected in these annexes is long-term in nature and continues beyond the end of the REAP.

Year 1 only

Action	Action Status	
We will ensure the development of the national priorities for public health reflect the health inequalities that	Complete	In 2018, we published Scotland's national Public Health Priorities: our subsequent public health improvement action plans are enabling us to tackle some of the most significant health challenges we face, specifically in relation to PH Priority 4: A Scotland where we reduce harm from alcohol, tobacco and drugs and Priority 6: A Scotland where we eat well, have a healthy weight and are physically active.

<p>exist in our minority ethnic communities.</p>		<p>We are working closely with Public Health Scotland to support the delivery of all the public health priorities. Through their Strategic Plan, Public Health Scotland has focused on Community and Place and Poverty and Children as high level areas they believe they can have biggest and best impact. Their outcomes based approach recognises that ethnicity is a key factor to be considered in addressing health inequalities within these areas and evaluating such specific inequalities plays a significant role in improving the overall health and wellbeing of our communities.</p> <p>A critical part of work underway is action to improve data across a number of priority areas, aligned with the recommendations set out by the Expert Reference Group on COVID-19 and Ethnicity.</p> <p>We are actively supporting a whole system approach that fosters better collaboration between the wider public, third and community sectors to be increasingly focussed on improving health and the wider social, environmental and economic determinants of that. Ensuring that the priorities focus the whole system on areas which will have the greatest potential to improve healthy life expectancy, reduce persistent health inequalities and support sustainable economic growth over ten years remains a key commitment and will be reflected in the context of a post-COVID landscape.</p>
<p>We will establish an inequalities network, involving clinical and academic experts from across Scotland as well as organisations such as Cancer Research UK and Jo's Cervical Cancer</p>	<p>Complete</p>	<p>A Screening Inequalities Network was established and a dedicated space created on the Knowledge Hub, providing a platform for discussion and collaboration on inequalities issues within the screening community.</p> <p>Since 2016/17 we have made up to £5m available over 5 years under the cancer strategy Beating Cancer: Ambition and Action 2016 to tackle inequalities in access to screening services. We have already</p>

<p>Trust. The network will focus on groups where significant health inequalities exist and participation in screening is low; this includes minority ethnic groups, travelling communities and those from disadvantaged backgrounds. It will oversee the development of a national screening inequalities strategy and will include a 3 year programme of action.</p>		<p>funded a number of NHS Board and Third Sector pilot activities and continue to fund projects into this financial year.</p> <p>This year (2020/21) we have sought out projects that aim to tackle new and emerging inequalities as a result of COVID-19. A number of projects have been funded that will seek to address inequalities faced by minority ethnic groups and people from disadvantaged communities. For example, one of the projects will carry out research through focus groups with Muslim women in Glasgow with the aim of designing a faith based intervention targeting uptake in all screening programmes for Muslim women.</p>
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Year 2 only

<p>We will work with Health Boards to audit their mainstreaming data and workforce outcomes to support minority ethnic recruitment, retention and progression within the NHS in Scotland.</p>	<p>Ongoing</p>	<p>An audit of Health Board's mainstreaming data was carried out at the end of 2019. The need for more focussed workforce outcomes, specific to individual Health Boards' needs was identified and agreed with NHS Diversity and Inclusion Leads. These outcomes will be developed, once the NHS moves off its emergency footing to cope with the pandemic.</p> <p>Moving forward, work to improve data and outcomes for new and existing NHS staff will be taken forward through the new national Minority Equality Network for the NHS, under its employment workstream. Work is underway to establish the network which will</p>
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		include the development of a portal to allow staff from local networks, across health and social care make connections, share information and good practice.
We will work with our delivery partners to actively promote the participation of minority ethnic young people in NHS Scotland Boards' youth employment activity, including new employment, work experience, development and training opportunities.	Paused	<p>15% of participants on our 6 week employability programme with the Prince's Trust in 2019 identified as minority ethnic. A guaranteed interview with a health board is offered at the end of the programme. The conversion rates to employment were 65% nationally, rising to 91% for Greater Glasgow and Clyde and 100% for Lanarkshire.</p> <p>Work on these and other programmes such as Modern Apprenticeships was paused when Health Boards were put onto an emergency footing from March 2020 and will resume once the NHS in Scotland remobilises.</p>
We will consider data and evidence on minority ethnic groups as part of the evaluation of the pre-medical entry programme, forming part of our drive to widen access to medicine.	Ongoing	<p>We have examined the data and our findings are that representation of minority ethnic groups on pre-medical entry programmes is high, particularly those from a South Asian background. However other ethnic groups are not so well represented. These findings link to wider inequalities in attainment levels and other inequalities for minority ethnic groups. Since 2017 students from a minority ethnic background have constituted 45.8% of the total number of participants on the pre-med course at Glasgow University with the proportion of minority ethnic students within each annual intake varying from 34.6% to 56.5%. At Aberdeen University, 57.55% of the cohort since 2017 on the pre-med course have come from minority ethnic backgrounds with the proportion of minority ethnic students within each annual intake varying from 42.6% to 70%.</p> <p>All 5 Scottish Medical Schools, since 2016/17 to 2020/21 have had 10 Widening Access (WA) places (those from the lowest SIMD20%) each year to fill on their medical undergraduate intake numbers. For the</p>

		2021/22 intake each Medical School will now have at least 12 WA places to fill. However, Widening Access does not directly translate into dealing with race inequality and we will look at ways in which this action can be subsumed into the wider work on race inequality, led by the Scottish Government Health Workforce Directorate.
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Multi-year actions

Action	Action Status	Update
We will carry out a baseline assessment of the sources, quality and completeness of ethnic coding in health and care records and will provide recommendations to Ministers during 2018 for systematic improvement.	Ongoing	<p>This action is now being implemented as part of the recommendations from the Expert Reference Group on COVID-19 and Ethnicity. Work is already underway reflecting our commitment to improve the data and our wish to make progress. Public Health Scotland (PHS) are already working with analytical partners across the Scottish Government, National Records of Scotland and the NHS and discussions are underway with National Services Scotland and NHS Inform on adaptation of the current patient registration form to support better recording of ethnicity data.</p> <p>We will ultimately use the new CHI system, which will have an ethnicity field to routinely record ethnicity in health and social care records.</p> <p>Public Health Scotland (PHS) is also leading a programme of work to establish a clearer picture of the impact of COVID-19 on minority ethnic communities in Scotland.</p>
We will develop and implement a Diabetes Prevention Framework to support early	Complete	A Healthier Future: type 2 Diabetes prevention, early detection and intervention: framework was published in July 2018. It sets out the importance of reducing health inequalities as was reflected in the Diabetes Improvement Plan (2014) as Priority 4 – Equality of access,

<p>identification, diagnosis and treatment of those at risk of developing type 2 diabetes. This will be published in 2018 and will identify risk assessment tools and outline appropriate interventions to support the prevention of diabetes and its complications. It will be achieved by establishing collaborative and co-ordinated approaches to prevention and early intervention between services, government and the third sector. It will identify ways of engaging with people from hard to reach communities, including minority ethnic communities, and socially deprived backgrounds.</p>		<p>which aims to reduce the impact of deprivation, ethnicity and disadvantage on diabetes care and outcomes.</p> <p>Furthermore, in keeping with NHS Health Scotland’s health inequalities policy review recommendations, the provision of universal services under this framework should include added support for vulnerable groups. It also makes clear: Co-production of services and resources must be carried out to ensure that effective support, guidance and services are provided for the individuals who will use them. Co-production is also at the heart of reducing health inequalities and making progress to wider population health goals.</p> <p>Recent activity that has been undertaken includes</p> <ul style="list-style-type: none"> • Public Health Scotland hosted a webinar on 20th January 2021 to support boards to consider a human rights based approach in response to and recovery from the COVID-19 pandemic – helping to support the most marginalised and excluded in our communities. The session also covered co-creating inclusive and accessible communications and explored the lessons learned from the Scottish Government’s communications and engagement around COVID-19, particularly around engagement with minority ethnic communities. • Work is underway to explore how we might take forward a digital discovery exercise to understand user needs and inform future service delivery in relation to Type 2 Diabetes (T2D) prevention, early detection and early intervention, including weight management services. • Funding has been allocated to three health boards to test the digital Type 2 Diabetes prevention and education programmes provided by Oviva. These programmes are delivered by Dietitians and offered in 22 different languages to meet the needs of our ethnically diverse population who are also at
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		<p>higher risk of developing Type 2 Diabetes. These programmes are already underway and evaluation and outcomes will be reported in June 2021, including information on uptake and clinical measures.</p> <ul style="list-style-type: none"> • Feedback from territorial boards has revealed capacity concerns to undertake local EQIAs as public health teams are deployed to COVID-19 response. We are exploring how to best support the completion of these by central means as they are an essential component of needs analysis and programme design and success at community level.
<p>We will consider data and evidence on inequality relevant to diabetes and CVD policy, including the SHELS reports, to support the delivery of the priorities within our Diabetes Improvement Plan and our Heart Disease Improvement Plan (2014) on minimising the impact of inequality.</p>	<p>Ongoing</p>	<p>We are currently in the process of refreshing the heart disease improvement plan. The delivery of equitable care is a core component of the refreshed plan. As part of this work, we are considering how best to amplify the voices of groups who face disparities in their access to care or outcomes from heart disease, including on the basis of ethnicity. This will enable us to ensure that the implementation of new models of care is based upon a wide range of lived experience</p> <p>Our Equality and Impact Assessment identified that people of South Asian origin are at higher risk of developing coronary heart disease than those of White European origin in the UK. We also know that people from African or African Caribbean backgrounds are at higher risk of developing high blood pressure and having a stroke than people from other ethnic groups.</p> <p>Targeted engagement with people from South Asian, African and African Caribbean backgrounds will form part of our lived experience work, in order that new models of care implemented as a result of the plan, take into account their needs and address disparities in outcomes.</p>

		<p>Improved access to, and utilisation of, data relevant to cardiovascular disease will also form a key part of this work in order to better understand unwarranted variation and disparities in care.</p> <p>The refreshed Heart Disease Plan is due to be published in Spring 2021.</p>
<p>We will establish an Equality of Access group to drive improvement and address issues around difference in access to services where there is a health inequalities dimension.</p>	Ongoing	<p>This action is superseded by the activity in the above action. Governance and engagement mechanisms are currently being considered as part of this work.</p>
<p>We will ensure that the Short Life Working Group on HIV Testing, set up to explore how to improve HIV testing in Scotland, will specifically consider what could be done to increase the uptake of testing among African men living in Scotland, who have been identified as a key target group. Suggested actions will be passed to the NHS Sexual Health</p>	Complete	<p>The Short Life Working Group has ended. However, work to improve HIV Testing in Scotland continues. The NHS Sexual Health and Blood Borne Virus Executive Leads Group was disbanded in May 2019. It was replaced by the Scottish Health Protection Network (SHPN) Sexual Health and Blood Borne Virus Strategic Leads. The HIV Short Life Working Group did not continue following the establishment of the Strategic Leads group.</p> <p>Oversight for increasing HIV testing in specific populations, including African men, will now be progressed through the SHPN, and through the Scottish Government's next multi-year Sexual Health and Blood Borne Virus Framework. Increasing access and reach of HIV testing is also at the core of the Scottish Government's commitment to explore ending HIV transmission elimination in Scotland by 2030.</p>

<p>and Blood Borne Virus Executive Leads to consider how services can be improved.</p>		<p>Meaningful engagement and partnership working with minority communities will be a vital part of taking all of this work forward. As an example, Scottish Government currently provides funding to Waverley Care's African Health Project, and we will continue to work with them to progress these important actions.</p>
<p>We are working directly with key delivery partners to ensure that people from minority ethnic communities who have lived experience of mental health services are represented at our Bi-annual Forum. The views and input of the Forum will be fundamental in the development of the Mental Health Strategy's first Annual Report to Parliament in 2018 which will include a section on equality, and the experiences of minority ethnic stakeholders will be part of this.</p>	<p>Ongoing</p>	<p>The first annual progress report included a section on assessing equality and human rights impacts. This detailed the work undertaken with advocates for protected characteristic groups, including minority ethnic communities to review the equality impact assessment for the strategy.</p> <p>In response to the COVID-19 Pandemic the Mental Health Transition and Recovery Plan was published on the 8th October 2020. It lays out the Government's response to the mental health impacts of COVID-19 and specifically acknowledges the mental health impact on minority ethnic groups. To help address this, we have established an Equality Stakeholder Forum for Mental Health. This Forum will look at the causes of mental health inequality at a structural and individual level and address the issues identified. It will act as a key mechanism through which minority ethnic communities are represented and play a key part in mainstreaming equalities across the plan's implementation and wider mental health policies.</p> <p>BEMIS has been invited to be a member of our Equalities Forum and we will be working with them to reach out to, and consult with, wider minority ethnic networks and those with lived experience.</p>
<p>We will increase engagement and participation of minority ethnic communities in the</p>	<p>Complete</p>	<p>CEMVO Scotland was commissioned to provide consultancy support to a number of Health and Social Care Partnerships, focussing on:</p> <ul style="list-style-type: none"> • Engaging minority ethnic communities in health and social care issues.

<p>implementation of health and social care processes through funding a key delivery partner to provide guidance and consultancy support to at least 3 Integration Authorities in developing inclusive models of working by November 2018.</p>		<ul style="list-style-type: none"> • Facilitating dialogue between the Integration Joint Board and minority ethnic organisations. • Enabling the needs of minority ethnic communities to be integrated into strategic planning processes. • Direct capacity building of Health and Social Care Partnerships in addressing race equality. <p>CEMVO provided the Scottish Government with guidance in May 2019, and it is the ongoing responsibility of Health and Social Care Partnerships to develop inclusive models of working that involved active engagement and participation of minority ethnic communities in the implementation of health and social care processes.</p>
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Additional Health actions generated in Year 3 can be found in the main report

ANNEX D – Housing

These annexes provide updates on all original actions from the Race Equality Action Plan followed by updates on the reprioritised and refocused actions from the end of Year 2. Additional activity in Year 3 that has taken place in response to either COVID-19 or Black Lives Matter is then captured.

Action status categorisation is as follows

- Complete*
- Ongoing**
- Paused
- Reprioritised

*We cannot see this work as being done just because an action has been completed within a timeframe. For some actions, the marking of a status as complete may mean that the specific one-off action as originally proposed has been undertaken however work continues in this area and this is reflected in the update.

** Actions may be marked as 'ongoing' for the same reason. Much of the work reflected in these annexes is long-term in nature and continues beyond the end of the REAP.

Year 1 only

Action	Action Status	Update
The Centre for Housing Market Analysis (CHMA) will update the Housing Need and Demand Assessment (HNDA) Tool and associated data by the end of 2017, and the	Complete	The latest Housing Need and Demand Assessment refreshed guidance was published in November 2020 and this includes the consideration of any housing issues for protected characteristics. Housing and Demand Assessment Guidance

<p>tool will be supported by refreshed guidance. The refreshed guidance will include updates to areas that have generated consistent comments during the Robust and Credible appraisal process.</p>		
<p>Consideration will be given to making Consultation one of the Robust and Credible criteria on which the HNDA assessment is based, to ensure clarity around who has been consulted, how they were consulted and the findings from the feedback received. This should help to ensure that the evidence base for the HNDA is more informed and reflects more accurately the current and future need for housing and housing related services for all, including minority ethnic communities.</p>	<p>Complete</p>	<p>The HNDA Refresh was published in November 2020. The Scottish Government formal appraisal criteria now require authorities to consult with relevant stakeholders about their housing needs.</p>

<p>Working through the Private Rented Sector Investigations and Prosecutions Working Group, we will develop guidance to enable more effective enforcement and prosecution in the Private Rented Sector by March 2018.</p>	<p>Complete</p>	<p>We worked in partnership with Police Scotland, the Crown Office and Prosecutions Service, the Housing & Property Chamber of the First-tier Tribunal and Local Authorities to develop the guidance and identify practical solutions to the issues that were highlighted around effective enforcement and prosecution.</p> <p>The purpose of the guidance is to support better understanding across all agencies of the Private Rented Sector of the role that different bodies have in ensuring compliance by landlords with their legislative duties.</p> <p>The Guidance was published at the end of August 2018.</p>
<p>Over the next twelve months we will identify and promote a wide range of measures to encourage and support the sharing of good practice across the sector to improve standards, and between local authorities in their enforcement role. We will identify good practice by local authorities in supporting minority ethnic landlords to understand their obligations and in providing minority ethnic tenants with information about their rights and share this more widely by</p>	<p>Complete</p>	<p>The Scottish Government funded a Private Landlord Support Officer post in Glasgow City Council for a year following the success of the Shelter project with Dundee City Council. The positive impact of the work led both local authorities to make these posts permanent. The PLSOs work with landlords in their city to promote greater compliance with legal responsibilities. We will work with them to identify good practice and promote this through the national Landlord Registration Network.</p> <p>A review of the landlord registration statutory guidance for local authorities is underway. We will liaise with local authorities (including PLSOs) and other stakeholders to update existing content relating to race equality and share the updated guidance with the National Landlord Registration Network.</p> <p>The impact of the ongoing pandemic has meant that local authorities and Scottish Government work has been focused on the response to the health emergency and priority work, this has led to delays in the ongoing review.</p>

<p>supplementing the existing guidance.</p>		<p>The Scottish Government intends to undertake further collaborative work with local authorities in the coming months, to assess the effectiveness of the current guidance and to update it.</p>
<p>We will develop and implement a framework for gathering information to monitor the impact of new legislative changes on those living in the Private Rented Sector, including the impact on minority ethnic private tenants.</p>	<p>Ongoing</p>	<p>As part of the Scottish Parliament Information Centre (SPICe) academic engagement programme with the Urban Big Data Centre (UBDC) at the University of Glasgow and the UK Collaborative Centre for Housing Evidence (CaCHE), two briefings were produced on private renting reforms in Nov 2018⁴ and 2019⁵.</p> <p>The Nationwide Foundation funded a 3 year Private Rent Sector research programme called Rent Better. A full set of baseline findings were published in November 2020 that includes some analysis of impacts on tenants from minority ethnic groups.</p> <p>The Scottish Government is designing a framework to complement and build upon this work and will include a focus on how the changes brought in by the new Private Residential Tenancy have impacted on minority ethnic tenants The framework is currently in draft form and will be finalised later in 2021.</p> <p>We will review what further research is needed in light of Housing Needs of Minority Ethnic Groups evidence review⁶ findings and gaps in the Rent Better research.</p> <p>Rent Better Baseline Full Report</p>

⁴ <https://digitalpublications.parliament.scot/ResearchBriefings/Report/2018/11/14/Private-renting-reforms--how-to-evidence-the-impact-of-legislation-1#>

⁵ <https://digitalpublications.parliament.scot/ResearchBriefings/Report/2019/5/14/Overview-of-private-rented-housing-reforms-in-Scotland#>

⁶ <https://www.gov.scot/publications/housing-needs-minority-ethnic-groups-evidence-review/>

Year 2 only

Action	Action Status	Update
<p>We will review Local Housing Strategy (LHS) guidance in 2018-19 and this will be used to address areas of concern highlighted by the review process so far and other issues that have arisen since the guidance was last updated in August 2014. The guidance will also reflect all changes coming from the HNDA refresh and the planning review, as well as a range of other new or amended policies that impact on housing.</p>	<p>Complete</p>	<p>Revised Local Housing Strategy guidance is being used by Local Authorities in the development of their forthcoming Local Housing Strategies, supported by updated Housing Need and Demand Assessment Guidance. The revised guidance (2019) makes clear the expectation that local authorities should engage with and consider any needs of minority ethnic communities that are additional to those covered by mainstream housing including for homes suitable for larger/extended family groups and /or any other specific cultural needs.</p> <p>‘Accommodation Actions’ under the Gypsy Traveller Action Plan, which was published in October 2019, include an action on identifying and understanding Gypsy/Traveller accommodation needs. "The Scottish Government will work with COSLA and stakeholders to consider whether further quantitative/qualitative data would add value and impact to policy making and practice at a regional and/or a national level and how this can best be achieved." This action is being progressed with the More and Better Gypsy/Traveller Accommodation Stakeholder Group.</p> <p>Work on this was delayed due to COVID 19 but we are now considering alternative options for undertaking research.</p>
<p>We will reaffirm in the Housing Need and Demand Assessment and LHS guidance the expectation that local</p>	<p>Complete</p>	<p>The latest HNDA Guidance (November 2020) asks authorities to consider what sizes of properties are needed across their housing stock. Revised Local Housing Strategy guidance is being used by Local Authorities in the development of their forthcoming Local Housing Strategies, supported by updated Housing Need and Demand</p>

<p>authorities fully consider the requirement for larger accommodation, including for minority ethnic families and seek to address any identified need.</p> <p>The HNDA guidance is being refreshed now and the LHS guidance is to be refreshed 2018-19. The review process for the LHS will take this requirement into account when providing feedback to local authorities.</p>		<p>Assessment Guidance. Local Authorities are expected to reflect any identified priorities relating to larger homes or for minority ethnic families through their Strategic Housing Investment Plans which are reviewed by the Scottish Government.</p>
<p>We will carry out a scoping exercise which would allow a clearer picture to be established of what research is required on the housing needs and experiences of minority ethnic households.</p>	<p>Complete</p>	<p>A review of evidence on the housing needs of minority ethnic groups was published in January 2021:</p> <p>Housing Needs of Minority Ethnic Groups Evidence Review</p> <p>The report provides a review of the literature on the housing needs and experiences of minority ethnic groups in Scotland, and presents results of secondary data analysis from the Scottish Household Survey and Scottish House Condition Survey. A meeting to discuss the findings and possible next steps took place on 25 January 2021 and SG officials will use this analysis to inform the development and implementation of Housing to 2040, which was published on 56 March 2021.</p> <p>An overview of evidence about the accommodation needs of Gypsy/Travellers in Scotland, drawing on both academic and grey literature, was published in October 2020:</p>

		Evidence Review of Accommodation Needs for Gypsy Traveller community
<p>We will ensure that the Joint Housing Policy and Delivery Group has a renewed focus on the specific needs of minority ethnic communities. We will recommend to the Group that an additional outcome is added to the Joint Housing Delivery Plan for Scotland so that it is explicit that our working groups should take account of the specific needs of minority ethnic communities. We will recommend to the Group that the specific needs of minority ethnic communities are considered as a strategic discussion item at their plenary in 2018.</p>	Complete	<p>A race equality outcome for Joint Housing Policy and Delivery Group (JHPDG) was included in the annual report (published in July 2019). The draft outcome is ‘a collaborative and joint approach to improving diversity in housing, which leads to better delivery for minority ethnic communities, and more diverse recruitment in the housing sector’.</p> <p>A commitment was made by members of JHPDG to support action to tackle race inequality in housing - this was interrupted by COVID when all Group activity was suspended but will be added to the agenda at any future meeting.</p> <p>Scottish Government held an event on race equality in housing in 2020, enabling housing professionals to hear real life experience from people from minority ethnic communities, and provide learning.</p> <p>Meeting the needs of people from minority ethnic groups will be part of our work to develop governance structures and processes to deliver H2040.</p>
<p>We are working with Homes for Scotland, to develop better baseline information about skillsets, industry</p>	Paused	<p>Work on skills capacity within the sector was paused due to the COVID-19 pandemic.</p>

<p>demographics, population representation levels, including for minority ethnic individuals and current and future skills requirements in industry over the coming year.</p>		<p>We will carefully consider the recommendations of the Social Renewal Advisory Board, established during the COVID-19 pandemic and which has an emphasis on delivering equality and social justice.</p> <p>The SRAB report on employment in housing/construction recommends that: Each employability or skills programme/funding stream should be required to set out what action it will take to ensure that people from minority ethnic groups, refugees, disabled people, women, single parents, young people, older people, carers and people from deprived areas benefit from what it offers (action 4.1).</p> <p>This will be taken forward in the context of Scotland’s recently published new 20 year housing strategy, Housing to 2040.</p>
<p>This baseline information will allow us to identify skills needs and gain a better understanding of current representation levels. We will then work together and with relevant skills providers to promote industry participation and opportunities in the industry's many roles and professionalisms to targeting specific demographics, including younger people, across traditional industry gender divides and minority ethnic communities.</p>	<p>Paused</p>	<p>The above update applies here. Work on skills capacity within the sector was paused due to the COVID-19 pandemic and will be resumed as soon as possible.</p>

<p>We will work with the Scottish Federation of Housing Associations (SFHA) as the national representative body for Registered Social Landlords (RSLs), and the Glasgow and West of Scotland Forum of Housing Associations, encouraging those bodies to promote the need for positive action measures by their members to address staffing imbalances where there is an underrepresentation of an existing group.</p>	<p>Paused</p>	<p>Work on skills capacity within the sector was paused due to the COVID-19 pandemic and will be resumed as soon as possible.</p>
<p>By the end of 2018 we will include practice examples covering access for minority ethnic communities and individuals in the revised Social Housing Allocations Practice Guide.</p>	<p>Complete</p>	<p>The Allocations Guidance was published in February 2019 and was sent to all social landlords.</p> <p>Social Housing Allocations Practice Guide</p> <p>This includes a chapter on equalities and the requirement on social housing landlords to take into account the law on allocations, equality and human rights, as well as regulatory standards and the Scottish Social Housing Charter when deciding on their allocation policies, processes and procedures.</p> <p>The Charter's Equalities Outcome further sets out that social landlords perform all aspects of their housing services so that: every tenant and</p>

		<p>other customer has their individual needs recognised, is treated fairly and with respect, and receives fair access to housing and housing services.</p> <p>It describes what social landlords, by complying with equalities legislation, should achieve for all tenants and other customers regardless of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, or sexual orientation.</p> <p>It includes landlords' responsibility for finding ways of understanding the rights and needs of different customers and delivering services that recognise and meet these needs.</p>
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Year 3

Action	Action Status	Update
We will assess the case for an additional specific requirement on the recording and provision of advice provided to minority ethnic communities on the conclusion of the current pilot of the Scottish Standards for information and advice providers.	TBC	Scottish National Standards for Information and Advice Providers' has finished the pilot phase and will be moving to phase 2 in the near future. This action is currently under discussion and we are looking to determine the correct vehicle for assessing the provision of advice to specific groups.

Multi-year actions

Action	Action Status	Update
<p>In 2018-19 the SHR will review their Charter indicators, including those related to protected characteristics, in order to help identify further opportunities for improvements in performance against the equalities outcome in the Scottish Housing Charter. This will be subject to full and formal consultation with a view to introducing new or amended equalities indicators.</p>	<p>Complete</p>	<p>The Scottish Housing Regulator reviewed its regulatory framework including its Charter indicators.</p> <p>Each social landlord must now collect data relating to each and every protected characteristic for their existing tenants, new tenants, people on waiting lists and who apply as homeless, governing body members and staff. We will no longer require equalities data to be submitted to us but we expect it to be readily available if we do ask for it – for example – when we undertake specific equalities thematic work. Landlords who provide Gypsy/Traveller sites must collect data on protected characteristics for these service users.</p> <p>We are working with the social housing sector, EHRC and SHRC to develop guidance that will help landlords to effectively embed equalities and human rights in how they run their organisations and deliver services, and on how data collection can best be delivered. Release of this guidance is imminent as at early December 2020.</p> <p>We require landlords to collect this data because doing so and then assessing it is the first step to gaining a better understanding of, and delivering better services to, their tenants and others. More broadly it helps them deliver their Charter commitments (the first outcome is on equalities) and other obligations on equalities and human rights. This will help to ensure better outcomes for the minority ethnic community and others with one or more protected characteristic.</p> <p>We will start assessing compliance with the requirements on equalities and human rights in the second half of 2021.</p>

<p>We will work with local authorities (through COSLA) and housing associations to identify options for increasing the number of minority ethnic people in housing management roles.</p>	<p>Paused</p>	<p>PATH (Scotland) are funded by the Scottish Government's Equality Unit for 2017-18, 2018-19 and 2019-20 to undertake a 'Developing Management and Leadership Skills' programme. The Developing Management and Leadership (DMLS) course is a personal development course which uses positive action measures to address imbalances in the representation of people from ME communities in all aspects and levels of public life.</p> <p>This activity has been paused due to the COVID-19 pandemic.</p>
<p>Over the course of this Parliamentary term we will make the best use of available housing data and research to identify issues affecting minority ethnic communities and promote race equality. The Scottish Housing Regulator will use the data and intelligence that it gathers on an ongoing basis to inform its regulatory engagement to help ensure that social landlords meet the Scottish Social Housing Charter's standards and outcomes - including those on Equalities and Gypsy/Travellers.</p>	<p>Ongoing</p>	<p>In October 2018 we published a report on social landlords' progress towards the Scottish Government's minimum site standards for Gypsy/Travellers which showed that over half of social landlords did not meet the standards by the deadline of June 2018. Following this we undertook a consultation on our proposals for how we regulate social housing in Scotland. Our equalities impact assessment of the main proposals in our consultation showed no proposals with negative equalities impacts, two with neutral impacts and 12 with positive impacts.</p> <p>In our new Regulatory Framework that we launched in 2019 we say that:</p> <ul style="list-style-type: none"> • Each social landlord needs to have assurance and evidence that it considers equality and human rights issues properly when making all of its decisions, in the design and review of internal and external policies, and in its day-to-day service delivery. • We will require all social landlords to submit an Annual Assurance Statement confirming their compliance or otherwise with the Equalities and Gypsy/Travellers Outcomes in the Charter and confirmation that they are meeting their legal duties in relation to equality and human rights.

		<ul style="list-style-type: none"> • Each social landlord must collect data relating to each and every protected characteristics for their existing tenants, new tenants, people on waiting lists and who apply as homeless, governing body members and staff. <p>The work in this area continues and we published a report in October 2020 which outlined the experiences and views of people who use homelessness services and gypsy/travellers about their accommodation. We speak to users of social housing landlord services to ask them about their experiences. This then informs our regulation and raises the profile of particular issues in the social housing sector through our published work.</p> <p>More information on the Scottish Government's site standards can be found at https://www.gov.scot/Publications/2015/05/4938."</p>
<p>We will work with key stakeholders to deliver a communication strategy aimed at tenants, landlords, letting agents and the wider public to make them aware of the changes in the Private Rented Sector ensuring that relevant information is developed for minority ethnic landlords and tenants by engaging with key delivery partners.</p>	<p>Complete</p>	<p>As part of our strategy, Scottish Government placed links to the training and information resources developed by Shelter (with SG funding) on the SG website. Proposals for communication of the new Private Residential Tenancy were submitted from Young Scot, Scottish Association of Landlords and Living Rent.</p> <p>The model private residential tenancy and easy read notes were translated into Urdu, Punjabi and Polish.</p> <p>Translated version of the model Private Residential Tenancy and Easy Read Notes are now available on the Scottish Government website. A new microsite on private renting aimed at young people has been developed and is now available via the Young Scot website, this was accompanied by a targeted 3 month social media campaign.</p> <p>More recently, we have run a further three social media campaigns in 2020, as well as working with stakeholders to disseminate information as part of our response to the coronavirus pandemic. This has helped</p>

		to ensure tenants are aware of their rights, the financial support available and how to access it.
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Additional actions generated from Year 2 reprioritisation, the Black Lives Matter movement and/or COVID-19

Action	Action Status	Update
<p>The Scottish Government published <u>Improving the Lives of Scotland's Gypsy/Travellers</u> jointly with COSLA on 9 October 2019 which includes a number of actions to improve accommodation for Gypsy/Travellers. Delivery of the accommodation actions is supported by a Delivery Plan, overseen by an Accommodation Actions Stakeholder Group. At the start of the pandemic an action on our COVID response was added to the Delivery Plan.</p>	Ongoing	<p>The Scottish Government recognises that the Gypsy/Traveller community faces clear additional challenges during the pandemic. We published a framework in April 2020 to support local authorities and their partners in local decision making to support Gypsy/Travellers during the outbreak. We reviewed the framework and published a revised version on 25 June that takes into account changing circumstances, while ensuring health protection is maintained.</p> <p>Approaches will vary locally but the current framework recommends options which focus on providing additional sanitation facilities and minimising evictions.</p> <p>Over the coming year, we will build on work in partnership with COSLA during the COVID 19 outbreak to support Councils to provide more and better Gypsy/Traveller accommodation, in line with our commitments in the Gypsy/Traveller action plan.</p>

ANNEX E – Poverty

These annexes provide updates on all original actions from the Race Equality Action Plan followed by updates on the reprioritised and refocused actions from the end of Year 2. Additional activity in Year 3 that has taken place in response to either COVID-19 or Black Lives Matter is then captured.

Action status categorisation is as follows

- Complete*
- Ongoing**
- Paused
- Reprioritised

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** Actions may be marked as 'ongoing' for the same reason. Much of the work reflected in these annexes is long-term in nature and continues beyond the end of the REAP.

Year 1 only

Action	Action Status	Update
The Child Poverty Measurement Framework, which is currently being revised in consultation with stakeholder groups, will give due consideration to	Complete	The first annual progress report on Every Child Every Chance was published in June 2019 and includes an Annex on Child Poverty In Minority Ethnic Families . It presents ethnicity breakdowns, where possible, for the 4 child poverty target measures and the 23 indicators in the Child Poverty Measurement Framework. It also draws on wider evidence about the

the experiences and issues faced by minority ethnic groups living in poverty.		drivers of poverty, and draws conclusions about the actions needed to address poverty among minority ethnic families.
We will work with minority ethnic volunteers on Experience Panels to help shape the social security system, hearing directly from them about what works, what needs improved and what our new system can do to better support ethnic minorities in Scotland.	Complete	<p>The Social Security Experience Panels research programme asked panel members to provide demographic information, including their ethnicity. 2 per cent of panel members who have responded to this question said that they belonged to a non-white minority ethnic group.</p> <p>To supplement this, we have carried out 20 focus groups with 130 people from minority ethnic groups in 5 events across Scotland. Interpreters were provided where needed and focus groups were conducted in English, Urdu, Hindi, Punjabi, Bengali, Nepalese, Cantonese, and Mandarin. The research explored the particular barriers faced by minority ethnic groups and people with English as a second language when accessing public support and the benefits system. It also asked participants about how Social Security Scotland could be designed to make sure it is accessible to these communities.</p> <p>The findings from this research are published here: Social Security Experience Panels - minority ethnic groups - report</p>

Year 2 only

Action	Action Status	Update
We will ensure that the introduction of the new socio-economic duty on public bodies will align	Complete	The Fairer Scotland Duty (previously known as the Socio-economic Duty) came into force on 1 April 2018. It places a legal responsibility on public bodies in Scotland to actively consider how they can reduce

<p>with the equality duties already placed on public authorities. We recognize the importance of intersectionality for example - low income minority ethnic women and minority ethnic disabled people.</p>		<p>inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.</p> <p>There is ongoing work to explore innovative approaches to meeting the Fairer Scotland Duty. This involves bringing together evidence to support consideration of issues around intersectionality of race and poverty during the Fairer Scotland Duty's 3 year implementation period.</p>
<p>We will develop a common reporting and evaluation framework as part of the Advice Services Review that will include monitoring of reach and impact in relation to ethnicity and other protected characteristics.</p>	<p>Complete</p>	<p>We have undertaken an internal strategic policy review of our support for advice services, with the aim of developing a coherent strategic policy framework for the Scottish Government's support to advice services that directs investment and ensures services are effective, efficient, fit for purpose, provide value for money and are not duplicate. We will ensure advice services contribute to tackling poverty and inequality contributing to fulfilment of our Fairer Scotland Duty.</p> <p>Separately, we are now providing funding to the Improvement Service to embed the Common Advice Performance Management Reporting Framework (CAPMRF) within Local Authorities. The CAPMRF includes measurement of client demographics, including ethnicity.</p>

Year 3 only

Action	Action Status	Update
<p>The Poverty and Inequality Commission will consider the issue of race and poverty as part</p>	<p>Complete</p>	<p>The Poverty and Inequality Commission has considered the issue of race and poverty throughout its work. In its advice to the Scottish Government on developing the first Tackling Child Poverty Delivery Plan, the Commission highlighted that children from minority ethnic</p>

<p>of their work and we will consider and respond to the advice from the Commission when it is received.</p>		<p>households were much more likely to live in poverty than children from white households, recommending that the Delivery Plan should recognise a potential higher risk of poverty than other households and should be clear how its proposed actions will support children from high risk households. The Scottish Government subsequently identified minority ethnic families as one of the priority family groups for the Delivery Plan.</p> <p>The Commission has recognised that different minority ethnic groups have different experiences of poverty, and that race interacts with other identities such as gender, disability and age to create different experiences (intersectionality). It will publish research in 2021 on how intersectionality is understood and accounted for in policy and service delivery in Scotland. This will highlight areas where the Commission can take action to drive this agenda forward.</p> <p>In its work for the Scottish Government’s Social Renewal Advisory Board, the Commission (through the Addressing Low Income policy circle) looked at how the experiences of asylum seekers and refugees can be responded to in Scotland’s approach to addressing low income through employment.</p>
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Multi-year actions

Action	Action Status	Update
<p>We will ensure that ethnicity is a consideration in the development of the Child Poverty Delivery Plan to</p>	<p>Complete</p>	<p>The Tackling Child Poverty Delivery Plan was published in March 2018. The plan commits to broad ranging action to reduce child poverty between 2018 and 2022 and has a focus on 6 priority family types which have a higher rate of poverty, of which minority ethnic</p>

<p>be published by April 2018.</p>		<p>households are one. This focus has meant that race equality has been embedded in the delivery of the plan over its lifespan.</p> <p>The second annual progress report, published in August 2020, sets out that 56 of the 58 actions reported on the previous year are either in progress or being delivered. Progress updates provided highlight the impact on minority ethnic families, including that 35% of minority ethnic people who joined Fair Start Scotland went on to start work, higher than the percentage of white people (32%).</p>
<p>We will be introducing a Financial Health Check service for families who have children or are expecting a child. We know that minority ethnic families on low incomes can face particular challenges in terms of accessing support, so we will ensure that we work with organisations who engage with minority ethnic populations at local level to raise awareness of the offer of a guaranteed Financial Health Check for those who will benefit most.</p>	<p>Complete</p>	<p>In November 2018, the Cabinet Secretary for Communities and Local Government launched the roll-out of the Financial Health Check (now known as the Money Talk Team). This income maximisation service includes 17 different components, including advice on reducing household energy costs, increasing benefit uptake, and support for child related costs.</p> <p>National marketing campaigns took place in January and August 2019 to raise awareness of the service as well as a national information roadshow during September 2019. A stakeholder toolkit has been produced to provide key partners with materials to help support the campaign messaging, and a number of ME organisations, including BEMIS, CEMVO and the Ethnic Minority Law Centre, were contacted as part of this. Alongside this, Citizens Advice Scotland and local bureaux undertake their own on-going local promotional events and awareness sessions at key forums and other collaborative groups with partner organisations. We provide funding for bureaux to access translation services.</p> <p>We launched a third national marketing campaign on 8 January 2021 and it ran for four weeks. In addition to using TV, radio, digital and social media to help promote the service it also included partnership</p>

		<p>working with BEMIS to deliver a series of workshops for minority ethnic families.</p> <p>In the first two years of delivery, the service has supported over 1,000 minority ethnic families be better off by almost £1.9 million.</p>
<p>We will work with minority ethnic communities over the course of this Parliamentary term in developing and implementing our new consumer and competition powers.</p>	Ongoing	<p>Consumer protection and competition policy remain reserved to the UK Government but the Scotland Act 2016 devolved consumer advocacy.</p> <p>The Consumer Scotland Act 2020 was passed in June 2020 and Consumer Scotland, a dedicated Scottish consumer advocacy body will be established later in 2021 as COVID-19 has impacted on the timeline. Consumer Scotland will engage widely to develop its forward work programme. It will have a particular focus on potentially vulnerable consumers and identifying causes of inequality. Once established, Consumer Scotland will be subject to the Public Sector Equality Duty and expected to engage directly with key groups including minority ethnic communities to understand their needs and issues. The Act requires Consumer Scotland to communicate in an inclusive way and ensure that any barriers are removed, for example by ensuring that information is available in multiple languages and formats, so that information can be received and the needs of individual met.</p>
<p>Over the course of this Parliamentary term we will collaborate with Credit Unions to deliver an awareness raising campaign and will seek views from representatives of</p>	Suspended	<p>Part of the Programme for Government for 2020-21 is the commitment to introduce and publish a credit union strategy, co-produced in partnership with the sector, to enable it to develop and flourish.</p> <p>The development of this Strategy has been suspended due to the COVID pandemic. It is the intention that it will get underway later this spring. It will give us the opportunity to revisit the objectives and to consider the inclusion of a race specific action at that time as part of its inclusive and strategic approach to sustainable Credit Unions.</p>

minority ethnic communities during the design and delivery of this campaign, ensuring its key messages are accessible to a diverse audience.		
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ANNEX F – Community Cohesion and Safety

These annexes provide updates on all original actions from the Race Equality Action Plan followed by updates on the reprioritised and refocused actions from the end of Year 2. Additional activity in Year 3 that has taken place in response to either COVID-19 or Black Lives Matter is then captured.

Action status categorisation is as follows

- Complete*
- Ongoing**
- Paused
- Reprioritised

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Year 1 only

Action	Action Status	Update
We have engaged with race equality stakeholders to shape and deliver our 6 week 'Hate Has No Home In Scotland' campaign which was launched on 13 October 2017. The campaign aims to raise awareness	Complete	The Scottish Government launched a further hate crime campaign on 26 September 2018 in partnership with Police Scotland. The campaign aimed to encourage witnesses to report. We worked closely with Police Scotland and equalities organisations as we developed this campaign. Evaluation showed that those who engaged with the campaign are now more likely to report a hate crime and that it was particularly successful with those who have been exposed to hate

<p>of hate crime and encourage reporting.</p>		<p>crime. The campaign evaluation has been published on the Scottish Government website and we will use that evaluation to consider future campaigns. The evaluation can be found here:</p> <p>Hate Crime Campaign Evaluation</p> <p>We relaunched this campaign in October 2020 following concerns raised by stakeholders that there had been an increase in hate crime, including racial hate crime, both online and face-to-face. The campaign aimed to encourage victims and witnesses to report and raised awareness of how to do so during the pandemic.</p>
<p>We will work with key partners to engage effectively with minority ethnic communities through focus groups and roundtable events to ensure the contribution of these communities in the development of a National Strategy to reduce social isolation and loneliness and encourage increased social engagement.</p>	<p>Complete</p>	<p>We published our national strategy for tackling social isolation and loneliness on 18 December 2018.</p> <p>This final strategy was informed by our consultation period. Separate analysis of the consultation responses was published in October 2018 and can be found here</p> <p>Social Isolation Consultation Analysis</p> <p>The national strategy for tackling social isolation and loneliness is available online at</p> <p>Social Isolation Strategy</p> <p>As a result of the pandemic the Scottish Government has had to pivot activities in order to be able to proactively respond to the impacts of the virus.</p> <p>We know that social isolation and loneliness can cause negative health impacts. Part of our recent activity to support older minority ethnic communities and mitigate this has been delivered through the Supporting Communities Fund and the Winter Support Package.</p>

		This funding has supported a variety of projects, including befriending support and culturally appropriate meal delivery services for isolated older people.
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Multi-year actions

Action	Action Status	Update
Representatives from minority ethnic community organisations will be part of our newly established Community Cohesion Delivery Group, tasked with implementing the recommendations of the Advisory Group on Hate Crime, Prejudice and Community Cohesion. We will publish an update on progress relating to the implementation of the Advisory Group's recommendations in 2020.	Ongoing	<p>In June 2017, we published our Tackling Prejudice and Building Connected Communities Action Plan, which can be found here: Tackling prejudice and building connected communities: Scottish Government response.</p> <p>We have established an Action Group chaired by the Cabinet Secretary for Communities and Local Government which includes representation from BEMIS and CEMVO to take this work forward.</p> <p>An update on progress was anticipated to be published in 2020. As a result of the pandemic and the Scottish Government responding to the impacts of the virus, the report will now be published in 2021.</p>
We will review and update our mechanisms for engaging with communities - including minority ethnic communities - to ensure we take account of their concerns and issues.	Complete	<p>There are a wide range of mechanisms in place in key areas of the Scottish Government to engage directly with minority ethnic communities and the organisations who work with them. This includes working groups addressing race equality in education, in justice, and in relation to a wide range of aspects of our response to COVID-19.</p> <p>We also work closely with race equality stakeholder organisations who enable us to understand issues being raised by specific</p>

		<p>communities, for example the Ethnic Minority Resilience Network coordinated by BEMIS, and the Regional Equality Councils.</p> <p>Other specific examples where we engage effectively with minority ethnic communities includes our work to tackle hate crime and prejudice. During the development of the Hate Crime and Public Order (Scotland) Bill, we engaged closely with race equality stakeholders and representatives from Scotland’s minority ethnic communities including through public consultation. We have also engaged with race equality organisations on the development of our campaigns, work to improve data and evidence and on third party reporting. We will continue to engage with communities, including minority ethnic communities, as we refresh our hate crime strategy later this year.</p>
<p>We will consider and implement the findings of Lord Bracadale's independent review of hate crime legislation in close consultation with race equality stakeholders and minority ethnic communities.</p>	<p>Ongoing</p>	<p>Following Lord Bracadale’s Independent Review and our subsequent public consultation on its recommendations, the Scottish Government introduced the Hate Crime and Public Order (Scotland) Bill on 23 April 2020. MSPs voted to pass the Bill on 11 March 2021. The Bill provides for the modernising, consolidating and extending of hate crime legislation in Scotland. Legislation in this area has evolved over time in a fragmented manner with the result that different elements of hate crime law are located in different statutes, there is a lack of consistency, and the relevant legislation is not as user-friendly as it could be. The new hate crime legislation will provide greater clarity, transparency and consistency.</p> <p>Throughout Parliamentary scrutiny of the Bill, the Scottish Government and the Cabinet Secretary for Justice met with a range of race equality stakeholders and minority ethnic communities to discuss the impact the Bill’s provisions will have.</p> <p>With regards to race and race-related hate crime in the Bill, the Scottish Government has pursued a distinct approach from the Bill’s</p>

		<p>other characteristics. The Scottish Government is of the view that, due to the historical and structural nature of racism, the prevalence and seriousness of race hate crime and the impact that this has on community cohesion, a separate approach is justified.</p> <p>Further information on the Bill, including the Scottish Government's policy rationale, can be found here</p> <p>https://beta.parliament.scot/bills/hate-crime-and-public-order-scotland-bill.</p> <p>We will continue to engage with race equality stakeholders and minority ethnic communities as we develop guidance and raise awareness of the new legislation.</p>
<p>Once the Code of Practice on stop and search, which came into force in May 2017, has been in place for 12 months we will fund an independent review that will look at (among other things) any concerns about how stop and search powers are being used on people from specific sections of the community, including minority ethnic groups. The Stop and Search Advisory Group will be asked to report to Ministers on the review findings by the end of July 2018.</p> <p>The review will also cover: any potential gaps in legislation around young people and alcohol; any lack of clarity in the Code or gaps in legal</p>	<p>Ongoing</p>	<p>On 13 June 2019, the Independent Advisory Group (IAG) on Stop and Search published a full report reviewing the first 12 months of the operation of the Code of Practice on Stop and Search.</p> <p>https://www.gov.scot/publications/twelve-month-review-code-practice-stop-search-scotland-independent-advisory-group-stop-search/</p> <p>The report made two recommendations which the Scottish Government has accepted, including a new specific power for situations involving the protection or preservation of life and for a power of search for alcohol relating to large, spontaneous gatherings, such as Troon Beach.</p> <p>The Scottish Government has identified that there are currently no legislative vehicles suitable within this Parliamentary session to make the necessary legislative amendments. However, we are looking for a potential Bill slot in the next parliamentary session to implement the Group's recommendations.</p>

<p>powers to search where this is necessary to preserve life; and any increase in the use of alternative search powers, such as "no suspicion" search powers under section 60 of the Criminal Justice and Public Order Act 1994 (searches where serious violence is expected in an area).</p>		
<p>We will work with the Scottish Police Authority and Police Scotland to promote positive action to increase the number of minority ethnic entrants to the police workforce, and to improve opportunities for development and promotion, to reflect the minority ethnic population in Scotland.</p>	<p>Ongoing</p>	<p>The Scottish Government has worked with the Scottish Police Authority and Police Scotland to promote positive action to increase the number of minority ethnic entrants to the police workforce. Police Scotland's Positive Action Team provides support to people across Scotland from under-represented groups who are considering a career in policing.</p> <p>The Positive Action Team has introduced a number of initiatives to encourage those from a minority ethnic background to apply to be police officers, this includes the "Introduction to Police Programme (ITPP)", where potential minority ethnic candidates are provided with advice and training on the recruitment process and then peer support as they go through the full recruitment process.</p> <p>During COVID-19 the Positive Action team initially cancelled their in-person events but has now undertaken a range of virtual sessions for underrepresented groups. The Positive Action Team has also been instrumental in making changes to the recruitment process to break down perceived barriers to joining the police. This includes the introduction of the standard Hijab for officers; the removal of the</p>

		<p>requirement that candidates hold a full driving licence; and changes to the police fitness test.</p> <p>Police Scotland will co-Chair a Cross Justice Working Group on Race and Workforce. The group aims to provide a strategic and cohesive approach to tackling barriers to employment across the justice system and to support cross system learning.</p> <p>Following recommendations in the independent review of police complaints, investigations and misconduct, Police Scotland intends to commission independent and expert support, to work with policing in Scotland to better understand the experiences of minority groups in the service and to ensure appropriate support is available where it is required.</p>
<p>We will work with the Scottish Police Authority and Police Scotland to promote effective equality and intercultural competency training within initial training from the police workforce, combined with appropriate CPD for those already in post.</p>	<p>Ongoing</p>	<p>Currently, Diversity Training is undertaken as part of the Probationer Training Programme when officers first start with Police Scotland (2 days). This promotes inclusivity and awareness. Following a review of Equality and Diversity Training, the Service identified a need to; upskill E&D instructors; increase the cadre of instructors; update/refresh training materials and content; and to benchmark and evaluate best practice across partner organisations. Work was ongoing to achieve this with twelve workshops delivered in 2019, and more planned for 2020 (currently postponed due to COVID-19).</p> <p>The current Equality and Diversity training package was reviewed, and updated content will be incorporated into the new probationer training programme that began in December 2020.</p> <p>Police Scotland's 'Critical Incident Management Exercise' training programme (known as CIMplexity) is provided for Inspectors and above, and is designed as an immersive training exercise. The scenarios specifically looks at how diversity can be linked to critically, with plenary discussions centred around the language used,</p>

		<p>communication, the behaviour officers display and how these are perceived outside the organisation.</p> <p>Following a HMICS report, Police Scotland are considering how diversity training is provided and mainstreamed into leadership courses at all levels.</p>
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Year 2 reprioritisation actions

<p>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 later this year.</p>	<p>Ongoing</p>	<p>In February 2019 we published the report 'Developing Information on Hate Crime Recorded by the Police in Scotland'. The report can be found here: https://www.gov.scot/publications/developing-information-hate-crime-recorded-police-scotland/</p> <p>Whilst this included new data on the volume and type of hate crime recorded over 2014-15 to 2017-18, stakeholders on the Tackling Prejudice and Building Connected Communities Action Group made clear their strong desire to see more detailed analysis on the nature of these offences.</p> <p>On 23 February 2021, the Scottish Government published its research report, 'A Study into the Characteristics of Police Recorded Hate Crime in Scotland'. The report can be found here: https://www.gov.scot/publications/study-characteristics-police-recorded-hate-crime-scotland/</p> <p>This is the first time such a high-quality measure of police recorded data on hate crime has been publicised. The report presents updated statistics on the number of hate crimes recorded by the police in Scotland over 2014-15 to 2019-20. The study also includes the nature</p>
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		<p>of hate crimes recorded by the police in 2018-19, including characteristics of both victims and perpetrators.</p> <p>We recognise that the value of data and evidence on hate crime in Scotland needs to be improved. It needs to show a greater level of disaggregation, and it needs to tell us more about victims and perpetrators. Such data is essential in our work to more effectively tackle hate crime in Scotland.</p> <p>Like our stakeholders, we want to see this level of data published on a regular and sustainable basis and the Hate Crime and Public Order (Scotland) Bill makes provision that information on police recorded hate crime and convictions data be published annually, and with greater detail where known.</p> <p>Until Police Scotland's systems are in place, we have committed to produce a further study into the characteristics of police recorded hate crime for 2020/21, which will cover the exceptional circumstances of the COVID pandemic.</p>
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ANNEX G – Participation and Representation

These annexes provide updates on all original actions from the Race Equality Action Plan followed by updates on the reprioritised and refocused actions from the end of Year 2. Additional activity in Year 3 that has taken place in response to either COVID-19 or Black Lives Matter is then captured.

Action status categorisation is as follows

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Year 1 only

Action	Action Status	Update
We will work in partnership with Young Scot to develop a Strategic Participation Panel of minority ethnic	Complete	Young Scot worked with the Scottish Government to set up a team of people, aged 14-21, to implement the Actions and Recommendations from the Fairer Future project. The team explored the six key themes identified in the first phase of Fairer Future and worked with Young

<p>young people, building on the Fairer Future project, to develop skills and understanding for young people to participate in local and national decision making processes.</p>		<p>Scot and the Scottish Government to begin implementing the Recommendations and Actions set out in the first phase Ideas report.</p> <p>Although some of this work was delayed in 2020, there is ongoing activity to ensure that we continue to embed working with young people into development process of all actions.</p>
<p>We will work with stakeholders and minority ethnic communities in developing awareness, learning and capacity building in relation to participation requests that can be made under the Community Empowerment Act.</p>	<p>Complete</p>	<p>In 2017-18 the Scottish Government funded the Scottish Community Development Centre (SCDC) to deliver learning and support workshops to 30 BME community members in Glasgow and Fife.</p> <p>Learning from the programme was captured in a report provided to the Scottish Government in June 2018. SCDC published the findings of their “One Piece of the Puzzle” report which highlights learning about Participation Requests from communities and groups that include ME groups in August 2018. A three year evaluation of Participation Request legislation was conducted by Glasgow Caledonian University on behalf of Scottish Government and a final report provided on 8th April 2020. The evaluation recommends that public service authorities should encourage groups from marginalised communities to take part in processes and contribute to developing services that effectively support their needs.</p> <p>The Scottish Government Guidance on participation requests highlights a range of activities that may be required to promote participation requests to specific groups with protected characteristics and ‘disadvantaged and marginalised groups’ more broadly.</p>

		<p>In 2019/20 SCDC carried out work in three development sites specifically targeting community groups experiencing disadvantage (populations in the most deprived 20% SIMD datazones or supporting local communities of interest with protected characteristics) to support local authorities develop their own support mechanisms including staff awareness raising and toolkits.</p> <p>Awareness raising sessions have been conducted in areas of disadvantaged or excluded communities including North Lanarkshire, Inverness, and Falkirk. Sessions were also conducted with the Scottish Refugee Council.</p> <p>To build on the success of the last three years and continue to embed part 3 of the Community Empowerment Act, SCDC were invited to provide a proposal for participation requests work in 2020/21.</p>
<p>We will develop an outcomes focussed approach to volunteering in Scotland, building relevant minority ethnic related research into the emerging evidence base and including key race equality partners in the evidence and analysis group that will be tasked with looking at this work.</p>	<p>Complete</p>	<p>The Third Sector Unit worked with the sector and partners to develop a Volunteering Outcomes Framework over the course of 2018. This framework will be co-produced with the sector and be evidence led. A programme of activity to realise the development of this Framework is now finalised and includes a strand of activity around evidence and analysis.</p> <p>A Volunteering Literature Review was then commissioned with equalities considerations including relevant minority ethnic research built into the specification.</p> <p>The Scottish Government published its Volunteering For All Framework in April 2019 along with a review of the research literature on volunteering and a research summary document.</p> <p>Work is now underway to develop a Volunteering Action Plan to implement the outcomes identified in the Framework.</p>

<p>We will work with key delivery partners to develop a robust evaluation framework and logic model to measure the impacts of partners community event activity supported by the Multi-cultural Celebration of the Year of History, Heritage and Archaeology.</p>	<p>Complete</p>	<p>BEMIS Scotland continue to be involved in Themed Years activity and in 2018 ran a Year of Young People small grants fund, in conjunction with the Scottish Government's Equality Unit, to boost minority ethnic community participation in the Year.</p> <p>The evaluation of this, together with the 2018/19 Scotland's Winter Festivals is available here</p> <p>BEMIS Year of Young People and Scottish Winter Festival evaluation</p> <p>The Major Events team are using this, and other relevant material, to continue to refine the logic model and evaluation framework they had developed following 2017's Themed Years/Winter Festivals multi-cultural celebrations.</p> <p>From 2018 onwards emerging evidence has shown that communities are starting to deliver their own events without central funding support. Within Themed Years this is supported through the Partner Events Programme, administered by VisitScotland, which offers a free, non-funded opportunity to align an event with the Year and benefit from potential inclusion in our promotional activity in celebration of the Year.</p>
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Year 2 only

<p>We will mark the International Decade for People of African Descent over 2018-2019 with an innovative programme of events.</p>	<p>Ongoing</p>	<p>We are working with community groups to better understand what work they would like to see done as part of this decade of work and where people of African descent want to be in 10 years' time.</p> <p>As part of this the African Council of Scotland and Intercultural Youth Scotland were given funding to undertake consultation activities with people of African descent to gauge what activities will be most</p>
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		<p>meaningful for these communities. Some of the planned activity included:</p> <p>African Council of Scotland</p> <ul style="list-style-type: none"> • The hosting of an event for Africa Day on 25 May 2020, a celebration/conference that typically has representation from over 170 African attendees from across Scotland for each event with over 14 African countries. • A series of Regional workshops aimed at strengthening the foundation laid by the outcome of the 2011 Census, in which 90% of Africans in Scotland rejected the hitherto ascribed racial (“Black”) label, and reclaimed their African cultural identity and history; and use this achievement to build capacity, and implement the aims of the UNDPAD - by focussing on three themes which are critical to Africans cultural and economic empowerment: Recognition, Respect, and Representation – which would serve as underpinning principles for enabling the Council to achieve the UN Mandate. <p>Intercultural Youth Scotland</p> <ul style="list-style-type: none"> • Two events were planned, one in Glasgow and one in Edinburgh, inviting young people from across Scotland to engage in a Music / Rap / Storytelling workshops. One event was staged in Edinburgh before COVID lockdown before March where IYS worked with a group to set out the project aims and further research/event in Glasgow. • Improving race equality in sport Decade report were developed and built into a working document, online on IYS website. • Workshops were organised with a Glasgow local music business who has a studio and evidence of working with Black
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		<p>young people. This had to be cancelled due to COVID restrictions.</p> <ul style="list-style-type: none"> • Engagement was undertaken with four Black influencers in Glasgow (two of whom are now IYS employees) who contributed to the content for the film and the report. • On the back of the IYS successful research report “in sight” a survey was developed to have a wider reach to those who couldn't make the two events so that Black young people could give their views on the objectives of the International Decade in a specialised youth friendly way. The survey was developed with youth Black influencers and IYS Ambassadors to ensure the survey questions were youth led and culturally sensitive. They produced around 50 questions and submissions were received from 100 Black young people from across Scotland, all led by 5 Black Ambassadors who directly worked with 20 Black young people through telephone calls and zoom to make sure the survey had thorough reflections and cultural support when talking about racism and racial trauma. • An upcoming report and short spoken word/rap performances will be published early in April with a hope of staging an online launch event hosted by Black young people who led in the research design and report. <p>Some of the postponed activity will now take place online in 2021 and revised activity programmes, to take into consideration the changes to the landscape in light of COVID-19, are under development.</p>
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Multi-year actions

Action	Action Status	Update
During the first half of 2018 we will agree and publish a public appointments action plan detailing specific actions on research and positive action steps, in partnership with the Commissioner for Ethical Standards in Public Life in Scotland, race equality and other relevant intermediary organisations.	Complete	<p>The public appointments race equality action plan is published here. https://www.gov.scot/publications/public-appointments-race-equality-action-plan/</p> <p>Work on the actions is now underway and further detail can be found in the case study in the main report.</p>
We will monitor the impact of the Equal Representation in Politics self-assessment tool with the Equal Representation Coalition over 2018-2020, to inform a new set of actions in the next Action Planning period to increase representation in elected office for minority	Complete	<p>The Equal Representation Tool was launched in spring 2018 and met with a lot of initial interest. In June 2019, The Coalition for Racial Equality and Rights (CRER) reviewed the impact of the toolkit by looking at the website analytics and writing to political party headquarters.</p> <p>Key findings were:</p> <ul style="list-style-type: none"> • A high bounce rate suggesting that people were visiting the site, then quickly (within about a minute), navigating away. This indicated that people were not using the website as intended, i.e. taking the quizzes within the toolkit and doing the associated reading.

<p>ethnic communities and other under-represented groups.</p>		<ul style="list-style-type: none"> • With only 35% of parties visiting from the UK, it is assumed that a majority of users were not visiting the website as part of their party role, instead people were searching for related terms and coming through to the website this way. • Nearly half of those coming to the website were coming from a search engine, with 85% of those leaving after visiting the page they landed on. Aside from the homepage, the page on targets vs quotas was the most popular landing page, and the page with the longest average view time and a 95% bounce rate. This suggested that people were searching for information on targets and quotas, coming to the site, then navigating away. <p>CRER also wrote to the five political parties represented in the Scottish Parliament to ask them about their knowledge of, and involvement with, the tool but received no response.</p> <p>The available analysis undertaken by CRER therefore indicated that this tool is not being used as intended and that there has been little sustained engagement with political parties, at least through website-based resources. This brief evaluation did not explore if the Toolkit or associated resources had been utilised in any other way.</p> <p>Engender has recently advertised a one-year post for a Development Officer specifically to work on and progress this tool.</p>
<p>We will work with a group of civic society representatives, including race equality partner organisations, to engage with minority ethnic communities in the development of the</p>	<p>Ongoing</p>	<p>The core content of the Participation Framework has now been delivered, and will be published internally in the coming weeks. The framework has been devised by Involve, who have developed the core advice and documents. A programme of work has been commissioned from an independent expert to scope what additional tools, content and guidance are required to ensure that inclusion is fully embedded within the framework. This work will be followed by a process of user testing conducted by a service designer to ensure key strategic,</p>

<p>Participation Framework towards completion in summer 2018.</p>		<p>tactical and organisational elements are in place so that policy makers have the confidence, competence and tools to involve the public, inclusively, in participation. This will include testing with race equality stakeholders.</p> <p>Governance continues to be delivered through an internal 'steering group' from across a variety of areas in Scottish Government to oversee the development and an experts' working group, which includes equalities expertise. Updates on this piece of work have been published on our website.</p>
<p>We will work in partnership with key delivery partners to develop and co-ordinate a Minority Ethnic Women's network to develop skills and understanding for women to participate in local and national decision making processes.</p>	<p>Complete</p>	<p>The Scottish Minority Ethnic Women's Network (SMEWN) was developed and supported by CEMVO Scotland since 2017 to enable minority ethnic women to have a voice and to influence policy and decision making at local and national levels.</p> <p>The SMEWN currently has 140 registered members. All women that have engaged with the network have found it to be a positive experience, for they have engaged in a way that they previously had not had the opportunity to do so. The main aspects being:</p> <ul style="list-style-type: none"> • Opportunity to network with other minority ethnic women. • Developing a collective voice to feed into policies, practices and legislation that will make an impact for ME women and communities. • Mentoring support. • Partnership building. • Confidence and assertiveness building. <p>As part of its development, the SMEWN became a registered Charity and was successfully launched on October 2019 by Christina</p>

		<p>McKelvie MSP, Minister for Equalities and Older People. The newly formed Board consisting of 10 Network members agreed a workplan that focussed on key topics such as employment, health and education</p> <p>In 2020, the SMEWN Board with continued CEMVO support, planned, designed and delivered a series of webinars under the theme of “Let’s Break to Educate.” Topics included Impact of COVID-19, home schooling, employment, human rights law and Black Lives Matter. These webinar sessions were all well attended and feedback has been highly positive. It is planned that a summary report of the webinar series will be drafted and circulated widely online in the coming months.</p>
We will work with key delivery partners to identify opportunities to boost the engagement of minority ethnic, faith and cultural communities in the 2018 Year of Young People; the Winter Festivals and the future Themed Years from 2020.	Complete	<p>The EQIA for the 2018 Year of Young People concluded it will provide quality opportunities to engage with Scotland's diverse range of young people and provide them with a significant platform to shine</p> <p>The Major Events team are using this, and other relevant material, to continue to refine the logic model and evaluation framework they had developed following 2017’s Themed Years/Winter Festivals multi-cultural celebrations. The majority of events planned for 2020 Year of Coasts and Waters have been delayed due to COVID.</p>
We will work with a range of partners - including organisations representing the minority ethnic, faith and cultural	Complete	The Equality Impact Assessment (EQIA) for the European Championships 2018 was published on 30 June 2018 (see web- link below). This showcased a number of opportunities to boost equality across all of the protected groups and featured highlights from a wide range of successful partner activities aimed at inviting multi-cultural to

<p>communities- on the development of an Equality Impact Assessment (EQIA)for the 2018 European Championships, 2019 Solheim Cup and Euro 2020.</p>		<p>participate in the Championships and the associated cultural programme (Festival 2018)</p> <p>https://beta.gov.scot/publications/results-equality-impact-assessment-eqia-glasgow-2018-european-championships-festival/</p> <p>https://www.gov.scot/Publications/2018/07/1827</p> <p>The EQIA for the 2019 Solheim Cup was published on 4 September 2019</p> <p>https://www.gov.scot/publications/2019-solheim-cup-equality-impact-assessment-results/</p> <p>Amongst other factors, this concluded that the 2019 Solheim Cup has no negative impacts on any of the protected characteristics and that partner activity should therefore focus on harnessing the full potential of the event to boost equality, inclusion and diversity. Given the nature of the Solheim Cup, showcasing and boosting gender equality in sport is the key opportunity related to this event. However this is not the only opportunity, others include boosting accessibility for disabled and older people and also welcoming the LGBTI community</p> <p>The EQIA for the proposed UEFA European Championship (Scotland) Bill was published on 25 September 2019. The Bill (and now Act) gives powers to let Glasgow host the UEFA European Football Championship</p> <p>https://www.gov.scot/publications/uefa-european-championship-scotland-bill-results-eqia/</p> <p>Building on earlier Major Events, Scottish Government and the partners at the Scottish Football Association and Glasgow City Council are currently working together with the shared aim of boosting diversity and inclusion at the COVID-delayed Euro 2020; under-pinned by the broad principles of the Equality Impact Assessment process.</p>
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<p>We will ensure sportscotland monitors and evaluates the impact of the £2m investment for Scottish governing bodies of sport (SGBs) on minority ethnic participation in sport and physical activity, and share the learning across SGBs so it can be used to inform their equality action plans and programme delivery, ensuring they continue to engage minority ethnic communities in sport and physical activity with the aim of increasing minority ethnic participation in physical activity and sport.</p>	<p>Complete</p>	<p>The Minister for Public Health and Sport announced £2m of supplementary funding for Scottish Governing Bodies of sport (SGBs) in 2017. Included within this was allocating one-year investment to help SGBs accelerate work around equalities. sportscotland invested in 17 SGBs to accelerate their work in equality, with 5 of these including a focus on race.</p> <p>sportscotland commissioned an external evaluation of this investment, with a full report, executive summary and project summaries published in September 2018. The evaluation analysed monitoring data, qualitative interviews and case studies to understand how SGBs are achieving the outcomes and gather learning on what works. This learning was then shared with all SGBs receiving investment from sportscotland to support the development of their wider work.</p> <p>sportscotland continues to support SGBs to progress against the Equality Standard for Sport and implement the action plans that are developed through this. For example, a grant from Changing Lives through Sport and Physical Activity Fund has allowed Scottish Athletics and the Scottish Association for Mental Health (SAMH) to partner to increase access to jogging activities for people from ME communities, including recruiting and training new jog leaders from ME communities and promoting the benefits of physical activity on mental health.</p> <p>sportscotland has recognised that more work needs to be done in improving race equality in sport. In 2020, they agreed a joint approach with the other home nation sports councils and UK Sport to develop a collective plan to help build a sporting system that's properly reflective of the societies they represent, and to stamp out racism and racial inequality in sport. Two major initial pieces of work have been commissioned as part of the first phase of plans, while the chief executives will also meet regularly to track progress and publish</p>
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		<p>updates. The first piece of work involves bringing together existing data on race and ethnicity in sport to identify gaps and make recommendations, while the second involves creating an opportunity to hear lived experiences of racial inequalities and racism in sport by offering people a safe space to tell their stories. A full report and set of recommendations will be made within six months on both pieces of work.</p>
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ANNEX H – Gypsy/Travellers

These annexes provide updates on all original actions from the Race Equality Action Plan followed by updates on the reprioritised and refocused actions from the end of Year 2. Additional activity in Year 3 that has taken place in response to either COVID-19 or Black Lives Matter is then captured.

Action status categorisation is as follows

- Complete*
- Ongoing**
- Paused
- Reprioritised

*We cannot see this work as being done just because an action has been completed within a timeframe. For some actions, the marking of a status as complete may mean that the specific one-off action as originally proposed has been undertaken however work continues in this area and this is reflected in the update.

** Actions may be marked as ‘ongoing’ for the same reason. Much of the work reflected in these annexes is long-term in nature and continues beyond the end of the REAP.

Year 1 only

Action	Action Status	Update
We will establish a Gypsy/Traveller Ministerial Working Group to cover the areas of Education, Health,	Complete	A Gypsy/Traveller Ministerial Working Group was established in 2018, demonstrating leadership from five ministers with responsibility for the key areas of housing and planning, children and young people, public health, employability and skills and equality and human rights.

<p>Employment and Housing/Planning, which will be attended by the Ministers for these portfolios.</p>		<p>Recognising the critical role local government has to play in improving outcomes for Gypsy/Traveller communities, the Convenor of COSLA's Community Wellbeing Board was formally invited to join the group.</p> <p>It met seven times over the course of 2018/19 leading up to the publication of our cross-government action plan</p> <p>Improving the lives of Gypsy/Travellers: 2019-2021 in October 2019. An early decision of the group was that it needed to hear directly from members of the Gypsy/Traveller community, and so every meeting has included community representation.</p> <p>The Ministerial Working Group reconvened one year after the plan was published to review progress. The Group has been instrumental in the progressing the work that we are undertaking to improve outcomes for the Gypsy/Traveller community.</p> <p>Minutes from the Group are published online.</p>
<p>Our Gypsy/Traveller Programme of Work will bring together all the relevant policies across Scottish Government to help secure improved outcomes for the community.</p>	<p>Complete</p>	<p>An important role of the Ministerial Working Group is to work across key portfolios, and officials across these portfolios have formed close working relationships – alongside COSLA officials – to ensure a genuinely cross-government approach and to strengthen the combined impact of our policies and services on our Gypsy/Traveller communities. Our Gypsy/Traveller action plan demonstrates our commitment to securing better outcomes for the community, at a national and local level, across the key areas of accommodation, improved public services (notably health and education), as well as tackling poverty. A key element of the plan is about tackling the stubborn discrimination that this community continues to face – at home, at school and at work – and to celebrate the contribution which Gypsy/Travellers make to our communities, our cultures and our country.</p>

<p>A joint Scottish Government and COSLA summit will be held in 2018 with local authorities to share best practice on improving the lives of Gypsy/Traveller communities.</p>	<p>Complete</p>	<p>Rather than hold a single event to share best practice, since 2018 we have worked closely with COSLA on a joint agenda to improve the lives of Scotland's Gypsy/Travellers. This culminated in the publication of our joint action plan – which has the full support of COSLA and all 32 Council Leaders. We have also provided funding for two posts at COSLA to support local authorities to deliver the actions set out in the plan at a local level. We have recently extended this funding to September 2021. This approach has enabled a much greater level of collaboration between the Scottish Government, COSLA and local authorities to improve outcomes for Gypsy/Travellers, including sharing best practice.</p>
<p>A review will be held into the progress of local authorities and Registered Social Landlords towards meeting the minimum site standards for Gypsy/Traveller sites ahead of the June 2018 deadline.</p>	<p>Complete</p>	<p>Between August 2017 and March 2018, the Scottish Government carried out a review of progress towards meeting the minimum standards for Gypsy/Traveller sites. The first phase of this work involved requesting site providers to complete a self-assessment of their progress. This was followed up by a programme of visits to eight sites to talk to residents about their experiences of conditions on their sites while issuing questionnaires to residents living on the remaining sites. We spoke to a number of residents during these visits and received questionnaire returns from five other sites. According to the self-assessment returns, two sites met the standards across the board at the time of the survey and information gathered in the review indicated that 19 out of 26 sites would meet the site standards by June 2018. However, in a number of areas where site providers said that they met the standard, the information from site residents did not support this. We published a report detailing our findings in May 2018.</p> <p>The minimum site standards are now part of the Scottish Social Housing Charter and this report provided a baseline for the Scottish Housing Regulator (SHR) in its on-going oversight of the Charter. The Minister wrote to the SHR and all site providers when the report was</p>

		<p>published to stress that the Scottish Government expected all sites to be brought up to standard as soon as possible and that residents should be kept informed of progress.</p> <p>The Scottish Housing Regulator (SHR) published a review report on 23 October 2018 which found that 13 sites actually met the minimum standards by the June 2018 deadline.</p> <p>We continue to liaise with the SHR and site providers to ensure that all sites provide accommodation that is of a good standard to Gypsy/Travellers.</p> <p>The Gypsy/Traveller Action Plan published in 2019 includes an action to ensure that the small number of remaining sites still to meet the minimum standard do so as soon as possible.</p>
<p>Educational guidance will be published aimed at schools, including early learning and childcare settings, and local authorities, to help them improve educational outcomes for Traveller children.</p>	<p>Complete</p>	<p>The guidance was finalised following the consultation on the draft and comments from the Ministerial Working Group on Gypsy Travellers and published in the Autumn 2018.</p> <p>Improving educational outcomes for children and young people from travelling cultures</p> <p>Since the Ministerial Working Group was established in January 2018, the Scottish Government has invested £1 million specifically on improving the delivery of education to Gypsy/Traveller children, young people and their families. This was done in two ways, taking into account previous criticism from the Equality and Human Rights Committee (amongst others) that our previous work in this area did not deliver real long-term change, or were of too small a scale.</p> <p>The first – delivered by STEP - was to focus on improving the community’s experience of education within existing systems. This enabled us to embed positive and effective approaches across Scotland. This involved tailoring initiatives at a local level, which allowed us to accelerate programmes of work that upskilled key staff</p>

		<p>and strengthened or created important partnerships. As a result, there is more consistency across the country and all age groups.</p> <p>The second was a programme - delivered jointly by a range of third sector partners - supported digital learning for Gypsy/Travellers – something that has risen in prominence during the national lockdowns. Significant headway has been made in terms of online/distance learning via the distribution of digital tablet devices; MiFi routers and digital data plans – as well as in online teaching staff.</p> <p>There is hope these methods can be continued in a post-pandemic world, as they have proven to be highly effective and have the potential to help combat long term inequalities in education for this community.</p>
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Multi-year actions

Action	Action Status	Update
An annual event will be held during Gypsy/Traveller month in June to promote and celebrate the cultural heritage of the community.	Complete	<p>(The Gypsy/Traveller Action Plan now incorporates these actions)</p> <p>Although Gypsy Roma Traveller History Month has been widely celebrated in the UK since 2001, the concept was only formally adopted in Scotland in 2016. Since then it has grown in stature every year - with celebrations of art, culture and history within the broader community, as well as awareness-raising sessions, fun days out for the family and exhibitions in museums.</p> <p>Due to the global pandemic, things were run slightly differently in 2020. This time all events were moved online, and ran in partnership between Article 12 and MECOPP with funding from Scottish</p>

		<p>Government. This involved a wide range of events that could be attended remotely, including traditional craft-making; story telling; discussions on identity and photograph sharing.</p> <p>This was deemed a great success, in spite of the challenging circumstances and consideration is being given to the development of the resources used into a more permanent online museum in the future.</p>
<p>We will establish a mechanism to ensure continued engagement with stakeholders and members of the community.</p>	<p>Ongoing</p>	<p>(The Gypsy/Traveller Action Plan now incorporates these actions)</p> <p>Community engagement is at the heart of how we are planning all future work. Although COVID-19 prevented us from getting out into the community ourselves in 2020, we utilised, and continue to utilise, partners in our Action Group such as STEP and MECOPP.</p> <p>Going forward, we are investing more in work that will have engagement at its centre. For example, we have funded a new MECOPP placement for the Women’s Voices Project, to undertake extensive engagement work with the community.</p> <p>MECOPP have also secured funding from Scottish Government for a new COSLA post, whose sole focus will be to support Gypsy/Traveller engagement in their local areas.</p> <p>At the suggestion of the Minister for Older People & Equalities, we have also set up a regular Community Conversation drop-in – where members of the community can come and speak freely to the Minister and Cllr Whitham regarding concerns or worries they may have.</p>
<p>We will work with National Records of Scotland as they engage with Gypsy/Travellers and</p>	<p>Ongoing</p>	<p>(The Gypsy Travel Action Plan now incorporates these actions)</p> <p>We are continuing to work with National Records of Scotland to support them in their work preparing for the 2022 Census. Our key focus is on ensuring that there are strong communications sent out</p>

devise their plans for Scotland's Census 2021		into the community, which will ensure significant participation when the time comes.
We will continue to engage with the Health and Social Care sector to improve Gypsy/Travellers' access to and experience of healthcare services over the lifetime of this Parliament.	Ongoing	<p>(The Gypsy/Traveller Action Plan now incorporates these actions)</p> <p>We have worked closely with Scottish Public Health Network during the pandemic, through our Action Group.</p> <p>This engagement was instrumental in the provision of the Health Boxes, distributed via MECOPP during lockdown. We also worked with MECOPP to fund a telephone counselling service for Gypsy/Travellers suffering from poor mental health during the pandemic – which has now been given the go-ahead to continue until March 2021, ensuring support is still there for the winter months.</p> <p>Further engagement will play a critical role in our activity as we move forward through the pandemic and recovery.</p>
We will financially support organisations working to improve outcomes in areas such as employment, health and education for the Gypsy/Traveller and Roma communities.	Ongoing	<p>(The Gypsy/Traveller Action Plan now incorporates these actions)</p> <p>Unfortunately, the COVID-19 pandemic impacted the approach that we had planned for this activity in 2020. However, these remain critical issues for us and there is strong cross-government and third sector commitment to ensuring better outcomes for the community.</p> <p>During the pandemic specifically, Scottish Government has funded projects that have been set up to:</p> <ul style="list-style-type: none"> • Support continued education through digital inclusion (distribution of tablets and dongles). • Combat financial insecurity via a Financial Resilience phone-line. • Work against poor wellbeing with a Mental Health & Wellness phone-line.

		<ul style="list-style-type: none"> To avoid those in self-isolation missing out on essentials, by providing a tailored Health Box delivery service. <p>The newly set up Officials' Working Group for Gypsy/Travellers incorporates policy leads from health, education, equality, & accommodation – who will respond to community feedback to ensure the Actions they are delivering from the Action Plan meet community expectation/needs.</p>
We will use social media and the One Scotland website to promote the Gypsy/Traveller community and organisations.	Ongoing	<p>(The Gypsy/Traveller Action Plan now incorporates these actions)</p> <p>Through the Action Group a Gypsy/Travellers Facebook page was set up as a focal point for distributing COVID-specific messages into the community.</p> <p>This has now evolved into a more general information page which is run by Article 12 with input from Scottish Government and other partners such as the NHS. Content consists of information useful to community members, such as videos about coronavirus safety. This includes videos/graphics – often delivered by community members themselves – covering a variety of topics, for example graphics on vaccination uptake; FACTS safety during the pandemic; or instructional exercise videos for when the gyms are closed by a professional Gypsy/Traveller athlete.</p>
We remain committed to Scotland's plan-led system being more effective, and we will review the Scottish Planning Policy (SPP), including to enable the positive planning of family sites for the	Paused	<p>(The Gypsy/Traveller Action Plan now incorporates these actions)</p> <p>Scottish Government is committed to ensuring that current & future accommodation needs are met – so that Gypsy/Travellers are provided with access to good quality, safe & appropriately located sites.</p> <p>The Planning (Scotland) Act 2019 includes new duties for planning authorities to set out how they have engaged with Gypsy/Travellers in their local development plan evidence reports. They will also have to</p>

<p>Gypsy/Traveller community, over this parliamentary term. The Planning Bill will pursue a higher, statutory status for policies contained within the SPP. It will also pursue measures aimed at encouraging wider engagement in the development plan.</p>		<p>report on how they have met the accommodation needs of Gypsy/Travellers.</p> <p>Scottish Government is also currently reviewing national planning policies, recognising that policies should support a wider range of new & innovative delivery solutions – including for Gypsy/Travellers.</p> <p>On publication (anticipated spring 2022), the National Planning Framework 4 will be a key strand in ensuring that the current & future accommodation needs of Gypsy/Travellers are met.</p>
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ANNEX I – General and Cross-Cutting

These annexes provide updates on all original actions from the Race Equality Action Plan followed by updates on the reprioritised and refocused actions from the end of Year 2. Additional activity in Year 3 that has taken place in response to either COVID-19 or Black Lives Matter is then captured.

Action status categorisation is as follows

- Complete*
- Ongoing**
- Paused
- Reprioritised

*We cannot see this work as being done just because an action has been completed within a timeframe. For some actions, the marking of a status as complete may mean that the specific one-off action as originally proposed has been undertaken however work continues in this area and this is reflected in the update.

** Actions may be marked as 'ongoing' for the same reason. Much of the work reflected in these annexes is long-term in nature and continues beyond the end of the REAP.

Multi-year actions

We will have new governance arrangements involving senior officials to ensure co-ordination and drive on race equality over the lifetime of this action plan.	Complete	The governance structure implemented for the Race Equality Action Plan consists of a Programme Board, providing senior level leadership and strategic direction, and a Delivery Group, providing operational oversight and accountability for the actions arising from the plan. The Programme Board is chaired by the Director-General Education, Communities and Justice, with membership drawn from Directors with responsibility for key themes within the REAP and representation from key delivery partners. The Programme Board was set up with an initial
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		<p>remit to meet quarterly, however, following the re-prioritisation exercise at the end of Year Two and in response to the impact of COVID and Black Lives Matter, the decision was made to increase the frequency of meetings. Eight meetings took place in 2020 and two have taken place so far in 2021.</p> <p>Delivery Group membership is made up of Deputy Directors supported by lead policy officials in relevant policy areas. The Delivery Group met three times in 2020 and has met once to date in 2021.</p> <p>During the lifetime of the Race Equality Action plan, the Expert Reference Group for COVID-19 and Ethnicity became a new part of the landscape and the work that they have undertaken, and their recommendations, is core to our current work and the direction of future Race Equality action and activity.</p>
<p>We will encourage public bodies subject to Ministerial control to identify a senior official with lead responsibility for race equality and to carry out regular reviews on race equality issues.</p>	Ongoing	<p>We recognise that there is much more for us to do to ensure and embed accountability both within Government and outside. This has been further highlighted through the recommendations of the Expert Reference Group on COVID-19 and Ethnicity.</p> <p>As part of our work in response to the Equality and Human Rights Committee's report on race equality, employment and skills we are holding a Public Sector Leadership Summit on 24 March 2021 involving leaders and representatives of public authorities in areas of health, education, and justice with representation from local government and public bodies. The programme will include independent expert, race-experienced facilitators.</p> <p>A core purpose of the summit is to achieve commitment from public sector leaders to understand institutional racism and take forward the committee's recommendations.</p>
<p>Working with public sector partners,</p>	Ongoing	<p>The Scottish National Equality Improvement Project (SNEIP) continues to provide a means through which the Scottish Government</p>

<p>including COSLA, we will focus on embedding the co-ordination and delivery of race equality in policy and practice. This will be part of the 2018-19 work-plan of the Scottish National Equality Improvement Project (SNEIP), including improving data collection and use, reviewing induction and CPD training for staff and sharing examples of innovative workplace practices/positive action.</p>		<p>can work closely with a wide range of public authorities, including COSLA and others, to shape the review of the Scottish Specific Duties under the PSED. Going forward SNEIP will be able to advise the Scottish Government in an oversight capacity on the experience of public authorities' compliance with the PSED; this includes assisting in shaping distinct pieces of work, such as the review of the operation of the Public Sector Equality Duty.</p> <p>SNEIP is now in a renewal phase and will be considering how best public bodies can move forward the race equality agenda at its next meeting, likely to be in summer 2021. Improving data collection and use is a plank of the new mainstreaming strategy which is now in development; and colleagues in Communities Analysis Division are also working up an extensive programme of equality evidence improvement projects.</p> <p>Discussions are continuing with SNEIP about best to share examples of innovative workplace practices/positive action, and we have recently commenced the co-ordination of a regular update to SNEIP members which will provide opportunities for further sharing.</p> <p>The ongoing review of the operation of the PSED in Scotland also provides an opportunity to review the effectiveness of the equality framework in terms of how well it supports the co-ordination and delivery of race equality in policy and practice.</p>
<p>Jointly with the Scottish Councils Equality Network we will hold a roundtable event in spring 2018 to develop opportunities and practical shared actions for Scottish local authorities to reach the</p>		<p>This specific roundtable event did not take place, however there is regular engagement between policy teams and COSLA in relation to specific areas of race equality work, for example race equality in Education and in Employment.</p> <p>We will engage with COSLA and other public sector partners as we develop the bridging plan to ensure activity is linked to the Race Equality Framework and its principles and outcomes, and that we</p>

ambitions of the Race Equality Framework and its Action Plan.		implement robust feedback and accountability mechanisms to help support this.
We will review the training and guidance relating to equality and procurement provided to procurement professionals and to suppliers.	Complete	<p>The guidance relating to equality and procurement was reviewed, and the updated guidance was endorsed by the Equality and Human Rights Commission (EHRC). This guidance is available from our sustainable procurement tools platform.</p> <p>The sustainable procurement tools link to Scotland’s National Performance Framework providing a line of sight between our procurement activity and local and national strategic priorities through the National Outcomes and Indicators. Public sector procurement practitioners are being encouraged to consider equality systematically alongside other social, economic and environmental factors through use of the tools and associated equality guidance. The tools, along with the associated guidance are free to access for any parties with an interest in our approach to sustainable public procurement.</p> <p>In partnership with EHRC we developed a course on “Equality in Procurement” through our sustainable procurement training framework.</p> <p>That course has trained around 90 public sector procurement practitioners from across the Central and Local Government sectors. This delivery of approximately 600 hours of training has encouraged public sector procurement practitioners to identify and pursue equality outcomes in relevant procurements since 2018.</p>

Multi-year actions

Action	Action Status	Update
We will develop a resource for evidence-based quality criteria for equality training for public sector workers. Working with partners we will have this in place by 2018-19 and encourage its use to the public sector.	Complete	Scottish Government agreed that this resource would be developed by CRER. Following extensive background research into the effectiveness of equality training interventions, the resource "Race Equality Training in Scotland's Public Sector: Ten Standards for Training from an Anti-Racist Perspective" has now been published and is available from www.crer.scot
We will modernise the Equality Evidence Finder web resource and improve the presentation of our online ethnicity evidence to better meet the needs of its users over the next two years. Over the four year period of the Equality Evidence Strategy, we will prioritise identified gaps, define projects and work with research partners to improve the evidence base on ethnicity.	Complete	The Scottish Government's Equality Evidence Finder web resource was revamped and modernised in 2019 following engagement with users. Key new features include: <ul style="list-style-type: none"> • Interactive user friendly charts. • Improved navigation features leading to increased usability. • Improved accessibility. • A new section presenting available data broken down by socio-economic status. • An NPF Evidence Finder, showing NPF indicators and the equality breakdowns within these. • A new section displaying COVID-19 analysis. The Equality Evidence Strategy provided a steer for the Scottish Government to improve Scotland's equality evidence base over the

		<p>past four years, including on ethnicity. An interim progress report, published in late 2019 highlighted improvements</p> <p>Equality evidence strategy 2017 to 2021: interim progress report - gov.scot (www.gov.scot)</p> <p>The strategy will be refreshed in late 2021 and, moving forward, will be informed by an Equality Data Improvement Programme and guided by a high level steering group.</p>
<p>We will ask enterprise agencies how we can increase the number of businesses who produce pay gap reports and action plans and continue to signpost businesses to the relevant guidance available.</p>	<p>Ongoing</p>	<p>This work has not been progressed as we had planned, however we recognise that pay gap information is crucial to tackling inequalities and we are looking at scope to take this action forward in a more impactful way.</p>



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