



# A Fairer Scotland for All: Race Equality Action Plan 2017-21



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This Plan outlines the actions that will be taken over the course of this Parliament to make real improvements in the lives and experiences of minority ethnic communities in Scotland. Set as part of the 15 year **Race Equality Framework** and informed by the work of the Race Equality Adviser, this Plan will be a key part in advancing race equality, tackling racism and addressing the barriers that prevent people from minority ethnic communities from realising their potential.

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# Ministerial Foreword



“ Everyone has the right to live his or her life free from racism and prejudice ”

**Over a number of generations Scotland has gained a well-deserved reputation of being a welcoming and inclusive country. In the same way in which tens of thousands of Scots who left these shores to create new lives have been welcomed in their new adopted homelands, so too Scotland has warmly received new citizens who have brought a rich diversity to our communities and created a vibrant and dynamic nation.**

Yet despite our tradition and the warm welcome which we give, many of our fellow Scots face barriers in their way, which impedes not just the fulfilling of their potential, but which harms Scotland as a whole. We don't want anyone to be marginalised or abused because of their race, but sadly that is still the case for many in Scotland. The Scottish Government is striving to create a fair and just society for all who live here. If we want Scotland to be a place where race is not a determinant of an individual's ability to fulfil their potential, then we need to continue to take steps to remove barriers and create equal opportunities for all.

That is why I am publishing this action plan. It re-states our commitment to race equality and outlines the clear steps we will take to deliver on this commitment. Our action plan has been informed by the work of the Independent Race Equality Adviser, Kaliani Lyle. I want to thank her and our race equality and strategic partners for working with us to develop this Action Plan. Ms Lyle has rightly noted that we are some way off achieving our ambition of equality.

The reality is that in Scotland today, people from minority ethnic communities are twice as likely to be unemployed, run a higher risk of poverty and are more likely to live in overcrowded homes. Some minority ethnic groups are also disproportionately affected by poor health, and yet have lower take up of preventative health measures, such as screening programmes. We need to tackle all of these issues. Just as we need to take action against discrimination, particularly amongst Gypsy/Travellers, and the thousands of racist incidents reported in Scotland every year.

I believe that our ambition of achieving a fairer Scotland is one to which we should all aspire and although the specific actions set out in this plan have a very clear focus of activity and allocation of responsibility, this is a job for all of us. Whilst government can give a lead, it is for us as a nation to rise to the challenges which we face to help improve the lives of our fellow citizens and create the Scotland that we all want to see. As employers, colleagues and neighbours, across all levels of government and services and society, we must all make the changes necessary.

I am therefore grateful and appreciate the dedicated work and engagement of the vast range of individuals, communities and organisations who continue to strive to make Scotland a better place to live and work.

**Angela Constance MSP**

Cabinet Secretary for Communities,  
Social Security and Equalities

As employers, colleagues and neighbours, across all levels of government and services and society, we must all make the changes necessary.

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

2016-  
2030



# Introduction

The Scottish Government is determined to show leadership in advancing race equality, tackling racism and addressing the barriers that prevent people from minority ethnic communities from realising their potential. This Action Plan outlines the actions we will take over the lifetime of this Parliament to realise the ambitions set out in the Race Equality Framework for Scotland, published in 2016.

The political landscape has shifted considerably since then. There have been national and local elections, and following the decision last June to leave the European Union, we are now preparing for Brexit. The implications of Brexit for equality and human rights are not yet certain. However, the Scottish Government has made clear that we will continue to welcome all people who come to Scotland to live and work, that we value their contribution to our national life and that we will do whatever we can to support them.

Equality and human rights are at the centre of the Scottish Government's business and this is reflected in the Programme for Government, in our economic strategy and in our spending decisions. Furthermore, we have strongly defended the Human Rights Act in the face of UK Government commitments to repeal the Act and bring in a Bill of Rights. Our position is unambiguous. We will countenance no reduction in our equality and human rights protections.

Community cohesion remains of particular importance, as is our continued robust approach to hate crime. We have recently launched 'Hate has No Home in Scotland', a campaign to raise awareness and encourage reporting of hate crime. And we are on course to implement the recommendations of the Independent Advisory Group on Hate Crime, Prejudice and Community Cohesion.

We are conscious of the connections between our work on race equality and the activities to support those seeking refuge and sanctuary as asylum seekers and refugees. We are developing a new integration strategy for supporting 'New Scots: Integrating refugees into Scotland's communities' and that work informs, and is informed by, the ongoing implementation of the Race Equality Framework.

The Scottish Government acknowledges that inequalities remain in many areas of life for minority ethnic people in Scotland. Within our minority ethnic communities many people continue to face poorer outcomes than the majority of Scots, including higher risk of poverty and in-work poverty, lower employment rates, and under-representation in political and public life as a whole.

In developing this Action Plan, we have drawn heavily on the report which Kaliani Lyle, the Independent Race Equality Adviser, has produced, in particular her recommendations for actions. We share her belief that the actions can begin to make progress in tackling racial inequality in Scotland, while recognising, as she does, that they do not tackle every aspect of inequality, but are a platform from which further actions can be progressed.

This Action Plan covers the lifetime of this Parliament i.e. until 2021. We will produce a new Action Plan to cover the next Parliamentary term, to ensure that our focus on tackling racism and working towards race equality continues at the same level, across all relevant areas of Government activity.

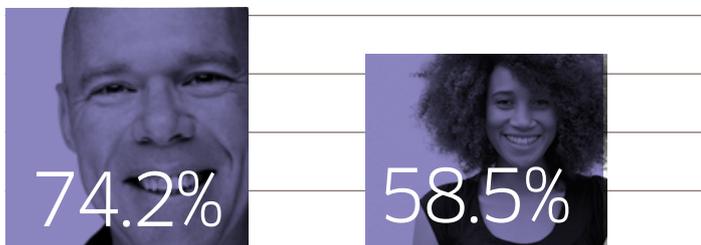
In addition to the actions in this Plan, work is continuing on a range of further actions which were included in the Race Equality Framework. A Highlight Report is included in this Plan which provides an update on actions from the Framework.

We will provide a progress report on this Action Plan to Parliament in early 2021, setting out our early thinking about the focus for the next Race Equality Action Plan, which will cover the period 2021-2026.

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. We will work with partners across the public sector, with race equality stakeholders and communities, so together we can create this vision of a fairer and purposeful Scotland for minority ethnic communities. This Action Plan will help us to realise that vision and to ensure that it is achieved equally for people from all ethnicities, helping to build a Scotland where we all share a common sense of belonging.

# Section 1: Employment

The importance of employment in addressing racial inequality cannot be overstated. It is often in the labour market that racism and discrimination are evident, restricting the opportunities open to people from minority ethnic communities and preventing their skills and expertise from benefitting our economy. It is simply unacceptable that, as Kaliani Lyle notes in her report, despite having the highest levels of educational attainment, people from minority ethnic communities are twice as likely to be unemployed as people from white communities. We have therefore developed a suite of actions which will start to address this employment gap, which we have closely aligned with the recommendations from the Independent Race Equality Adviser's report. Our aspiration is not simply to move more minority ethnic people into employment, it is to ensure that they are employed in jobs which are appropriate for their level of skills, qualifications and experience.



In the year ending June 2017, the employment rate (16-64) in Scotland for ethnic white people was **74.2%** compared with **58.5%** for the ethnic minority groups, an employment rate gap of 15.7%.

**Source:** Annual Population Survey, July 2016-June 2017, ONS. Next update: 24 January 2018.



There is a particular disadvantage for women from minority ethnic groups. Female employment rates for the minority ethnic group are typically around **24%** lower than male minority ethnic employment rates. This is around three times higher than the gap of around **7%** between the employment rates for all males and females living in Scotland.

**Source:** Annual Population Survey, July 2016-June 2017, ONS. Next update: 24 January 2018.

# Actions

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
We will work with key stakeholders, including the BME Employability Strategic Steering Group, to agree baselines, measures and targets for ethnic minority communities who face disadvantage in the labour market.			
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.			
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.			
We and our partners will actively promote the Workplace Equality Fund as an opportunity for increasing employment opportunities for people from minority ethnic backgrounds.			
We will encourage stakeholders engaged in race equality to consider submitting an application to the Workplace Equality Fund.			
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 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.			
We will engage a wide range of public sector employers in a discussion about what positive actions we can take to improve employment and progression for minority ethnic communities.			

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
In partnership with stakeholders we are currently developing a recognition of prior qualifications, skills and a learning pilot project as part of the New Scots Strategy.			
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.			
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 groups face in the labour market.			
We will work with stakeholders to review current employment support measures to ensure that they are focused on achieving parity in employment for minority ethnic communities.			
We will tailor employment support to meet the needs of refugees and (where eligible) asylum seekers.			
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.			
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.			
We will work with the Developing Young Workforce Regional Groups to encourage more employers to offer work placements for young people in school and college, including those from minority ethnic groups.			

# Enterprise

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
<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>We will work with partners and social enterprises to strengthen ethnic minority 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>			

# Section 2: Education and Lifelong Learning

Minority ethnic young people achieve better results in education than their white counterparts, with the exception of Gypsy/Travellers. That this is not carried through into the field of employment has been noted above in that section of this Action Plan. This does not, however, mean that no actions are required in Education. In addition to the urgent necessity to improve educational outcomes for Gypsy/Traveller young people, Kaliani Lyle refers to the need to equip teachers properly to deliver anti-racist education and to challenge racist bullying in schools. As with Housing, workforce issues are also a concern, with Ms Lyle noting that the minority ethnic percentage of the teaching workforce fell by 0.5% in the five years from 2011 to 2016 from 1.9% to 1.3%. Against the backdrop of the Scottish Government's extensive programme to drive up attainment in our schools, our actions on Education are aimed at addressing all of these points.



# 96.4%

In 2015-16, 85.6% of school leavers in Scotland achieved 1 or more award at SCQF level 5 or better. Asian pupils are high achievers with the **highest achievers were pupils of Chinese origin at 96.4%, followed by African/Black/Caribbean at 95.4%**; the lowest were 'Other' at 82.9% and white Scottish pupils at 85.4%.

Source: <http://www.gov.scot/Publications/2017/06/9699/0>.

# Actions Staff Resources

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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 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.	✓	✓	



87.7%

In higher education, students who declared their ethnicity to be 'White' constituted 87.7% of all students with an ethnicity recorded in 2015-16. Students who declared their ethnicity to be **Asian, Black, Mixed or Other** made up the remaining 12.3%, which is **higher than the wider population.**

**Source:** SFC Students and Qualifiers 2015-16.

# Early Learning and Childcare

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
<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 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>We will publish an on-line resource for parents, including minority ethnic families, to empower them to make choices 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>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 11,000 additional staff across a range of roles.</p>			
<p>We will include equality as a theme of the 2018-19 Blueprint Action Plan for Early Learning &amp; 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 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>			

# Anti-Bullying

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.			
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 Advisory Group on Behaviour in Schools to identify future areas for improvement in the national approach.			
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.			
Over 2017-2018 we will work with key delivery partners and respectme to support the development and dissemination of a race equality focussed anti-bullying resource for teachers.			

# Staffing and Staff Development

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.		✓	✓
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.	✓	✓	
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.	✓	✓	
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.		✓	✓
In conjunction with the Scottish College for Educational Leadership and Education Scotland, we will review the “Into Headship” programme over 2018-2019 to ensure equality and intercultural competency training is embedded in it.		✓	✓
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.		✓	

# Careers Guidance

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
<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>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 people, including those from ethnic groups.</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>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>			

# Parental Involvement

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
<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>			

# Further and Higher Education

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.			
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.			
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 Race Equality Framework.			
The SFC will continue to fund ECU over 2017-18 to provide best practice, guidance and advice to both sectors via the Scottish Race Equality Network forum and will encourage and support Universities to apply for the ECU Race Equality Charter.			
The SFC will monitor the uptake of the Race Equality Charter Mark and report this to the Scottish Government by 2019.			
The 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.			

# Section 3: Health

The health of people from minority ethnic communities is in some ways better than that of the white population. This is not universally the case, and for some conditions minority ethnic people are disproportionately affected. The Independent Race Equality Adviser notes that there are high rates of coronary artery disease and diabetes among South Asians, for example, as well as low uptake of screening for breast and bowel cancer, late diagnosis of HIV and disparate patterns of psychiatric hospitalisation by ethnic group. Our actions on Health therefore address these inequalities and are aimed at putting in place provisions which, over the longer term, will change these statistics.

Reducing health inequalities is critical to achieving the Scottish Government's aim of making Scotland a better, healthier place for everyone. Health inequalities can be a matter of personal lifestyles such as smoking or lack of physical activity but community, economic, cultural, ethnic and environmental factors are as important. The Scottish Government is committed to reducing health inequalities and will ensure clinicians and care professionals have access to information they need to identify risk factors and to assess performance in reducing inequalities. Specifically, we will ensure that the data collected routinely through health and care information systems is sufficient to achieve this objective for people from minority ethnic communities.



“Reducing health inequalities is critical to achieving the Scottish Government’s aim of making Scotland a better, healthier place for everyone.”

**Males and females in most of the larger ethnic minority groups in Scotland have longer life expectancies than the majority White Scottish population.**

Source: <http://jech.bmj.com/content/early/2016/07/29/jech-2016-207426.full>.

# Actions

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
We will ensure the development of the national priorities for public health reflect the health inequalities that exist in our minority ethnic communities.			
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.			
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 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.			
We will develop and implement a Diabetes Prevention Framework to support early 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.			
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.			

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.			
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 and Blood Borne Virus Executive Leads to consider how services can be improved.			
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.			
We will increase engagement and participation of minority ethnic communities in the 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.			
We will work with NHSScotland Boards to consider their mainstreaming data in the context of their wider workforce planning, in order to support the engagement and participation of minority ethnic individuals across NHSScotland occupations.			
We will work with our delivery partners to actively promote the participation of minority ethnic young people in NHSScotland Boards' youth employment activity, including new employment, work experience, development and training opportunities.			
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.			

# Section 4: Housing

A safe, secure, warm place to stay is the minimum we should all expect. Yet we know that people from minority ethnic communities are four times more likely to live in overcrowded homes than their white counterparts. They are also concentrated in the private sector, often in poorer quality housing stock. In our actions on Housing, we have followed the Independent Race Equality Adviser's aims to both maximise the availability of good quality, affordable housing across all tenure types and increase the number of people from minority ethnic communities working in the housing sector.



In Scotland 'White: Other British', 'Pakistani' and 'White: Scottish' ethnic groups had the highest levels of home ownership (70, 68 and 68% respectively) in 2011. It should be noted that the 'White: Scottish' and 'White: Other British' groups tended to have an older population compared to minority ethnic groups.

Source: <http://www.gov.scot/Publications/2015/03/8716/downloads>.

'White: Polish', 'Bangladeshi' and 'African' households had the highest rates of over-crowding.

Source: Analysis of Equality Results from the 2011 Census - Part 2.



The 'African' and 'White: Gypsy/ Traveller' groups had the highest proportions of people who lived in social rented accommodation (41 and 40% respectively) – this was double the rate in the population as a whole.

Source: <http://www.gov.scot/Publications/2015/03/8716/downloads>.

Private rented households had a much lower percentage of 'White: Scottish' adults at 57%, than other tenures (86% of social rented sector were White Scottish, 81% buying with a mortgage and 82% owned outright).

Source: Social Tenants in Scotland 2015.

# Actions

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
<p>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 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>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>We will reaffirm in the Housing Need and Demand Assessment and LHS guidance the expectation that local authorities fully consider the requirement for larger accommodation, including for minority ethnic families and seek to address any identified need. 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>			

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.			
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.			
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.			
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.			
We are working with Homes for Scotland, to develop better baseline information about skillsets, industry demographics, population representation levels, including for minority ethnic individuals and current and future skills requirements in industry over the coming year.			

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
<p>This baseline information will allow us to identify skills needs and gain a better understanding of current representation levels.</p> <p>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>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>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>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>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>			

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.			
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 supplementing the existing guidance.			
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.			
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.			

# Section 5: Poverty

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Poverty blights lives, reduces opportunities and can have a devastating effect on health and wellbeing. Scotland is a dynamic, high performing 21st century nation, all of our people should be able to share in the benefits that brings us. We know that poverty is gendered, and we know that there is a particular impact on minority ethnic communities. As Kaliani Lyle notes in her report, minority ethnic women are paying the highest price for the UK Government's austerity agenda. The new Poverty and Inequality Commission, which Ms Lyle co-chairs, will have an important contribution to make in ensuring that we work towards eradicating poverty in Scotland and will have a specific race and poverty theme. In addition to the actions set out below, the Scottish Government will consider the advice provided by the Commission in due course and take action accordingly.



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Over a third of people in minority ethnic groups were in poverty after housing costs were taken into account compared with 18% of people from the 'White: British' group.

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**Source:** Households Below Average Income, DWP, 2013-14 - 2015-16.

# Actions

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
The Poverty and Inequality Commission will consider the issue of race and poverty as part of their work and we will consider and respond to the advice from the Commission when it is received.			
We will ensure that ethnicity is a consideration in the development of the Child Poverty Delivery Plan to be published by April 2018.			
The Child Poverty Measurement Framework, which is currently being revised in consultation with stakeholder groups, will give due consideration to the experiences and issues faced by minority ethnic groups living in poverty.			
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.			
We will ensure that the introduction of the new socio-economic duty on public bodies will align 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.			
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.			

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.			
We will work with minority ethnic communities over the course of this Parliamentary term in developing and implementing our new consumer and competition powers.			
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 minority ethnic communities during the design and delivery of this campaign, ensuring its key messages are accessible to a diverse audience.			

# Section 6: Community Cohesion and Safety

Scotland is not immune from the challenges to community cohesion facing us globally at present. We have invested strongly in building and maintaining resilient communities over many years and this has had positive results. This does not mean that there is no room for improvement, however, and although the Independent Race Equality Adviser did not make recommendations for actions on this theme, we have included a number here which further develop actions from the Race Equality Framework. The ability to live in our communities safely, in harmony with neighbours, is hugely important to our quality of life.



-10%

In 2016-17 racial hate crimes were the most common, however, they have decreased by 10% since 2015-16 (3,349). Offence aggravation data show that in 2015-16, 761 people were convicted in Scottish courts of an offence with an associated racial aggravation.

Source: <http://www.gov.scot/Publications/2017/06/9699/0>.

# Actions

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
<p>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.</p>	✓	✓	✓
<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.</p>	✓	✓	
<p>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 of hate crime and encourage reporting.</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>	✓	✓	✓

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
<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 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>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>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>	✓		

# Section 7: Participation & Representation

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We recognise that increased engagement of minority ethnic groups across heritage, culture, sports and media has many benefits in terms of social cohesion, reduced levels of isolation and the realisations of creative potential, undiscovered talent and fostering good relationships at a community level.

We know that minority ethnic individuals are less likely to be politically active than white people and are under-represented in elected office and in public life, particularly at senior levels.

The Scottish Government developed the Race Equality Framework based on the priorities, needs and experiences of Scotland's minority ethnic communities in recognition of the value in increasing social and community participation. The Programme for Government 2017 sets out our ambitions for strengthening the influence of communities on decision making processes and the actions set out in this Action Plan provide the platform for taking these forward for minority ethnic communities and individuals.

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## 61% v 57%

In 2015 a higher proportion of people from minority ethnic backgrounds (61%) expressed satisfaction with local schools, local health care and public transport (as a composite measure) compared to people from a 'White' ethnic group (57%).

**Source:** Scottish Household Survey 2015.

In 2015, concern about the cultural consequences of Scotland becoming a more diverse society declined. The proportion who thought that Scotland would begin to lose its identity if more black and Asian people came to live in Scotland fell by 11% (45% to 34%) from 2010, by 9% in the case of Muslims (50% to 41%), and by 8% in respect of people from Eastern Europe (46% to 38%).

**Source:** <http://www.gov.scot/Publications/2016/09/3916/6>  
SSA 2015.

# Actions

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.			
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 ethnic communities and other under-represented groups.			
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 Participation Framework towards completion in summer 2018.			
We will work in partnership with Young Scot to develop a Strategic Participation Panel of minority ethnic 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.			
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.			
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.			

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.			
We will mark the International Decade for People of African Descent over 2018-2019 with an innovative programme of events.			
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.			
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.			
We will work with a range of partners - including organisations representing the minority ethnic, faith and cultural communities- on the development of an Equality Impact Assessment (EQIA)for the 2018 European Championships, 2019 Solheim Cup and Euro 2020.			
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.			

# Section 8: Gypsy/Travellers

Outcomes for Gypsy/Travellers are poor across the board. It is often stated that discrimination against Gypsy/Travellers is far more accepted and normalised than that directed at other minority ethnic communities. The difficulties experienced by Gypsy/Traveller communities in Scotland are long standing and seemingly intractable. While some progress has been made in relation to site standards and the production of a model tenancy agreement, much more needs to be done if we are to succeed in improving outcomes for these marginalised communities. Higher level engagement is now required and a radical new approach which will bring about change on a much shorter timescale. The Independent Race Equality Adviser also called for strong leadership at all levels and a powerful Ministerial voice.

The Scottish Government has therefore established a Ministerial Working Group, chaired by the Cabinet Secretary for Communities, Social Security and Equalities, and attended by the Ministers for Local Government & Housing, Childcare & Early Years, Employability & Training and Public Health & Sport. The Working Group will determine priorities for action and drive forward the changes required to start making improvements for Gypsy/Travellers across a range of issues.

As a result, we have not included any actions on Gypsy/Travellers in this Action Plan, not wishing to pre-empt the Working Group.

28%



The age profile of Gypsy/Travellers was much younger compared to the population as a whole. Only 28% of Gypsy/Travellers were aged 45 or over compared to 44% of the population as a whole, and only 4% were aged 70 or over compared to 12% of the population as a whole.

**Source:** Analysis of Equality Results from the 2011 Census (2014).

# SG Planned Activities

Key Activities	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
We will establish a Gypsy/Traveller Ministerial Working Group to cover the areas of Education, Health, Employment and Housing/Planning, which will be attended by the Ministers for these portfolios.			
An annual event will be held during Gypsy/Traveller month in June to promote and celebrate the cultural heritage of the community.			
Our Gypsy/Traveller Programme of Work will bring together all the relevant policies across Scottish Government to help secure improved outcomes for the community.			
We will establish a mechanism to ensure continued engagement with stakeholders and members of the community.			
We will work with National Records of Scotland as they engage with Gypsy/Travellers and devise their plans for Scotland's Census 2021.			
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.			
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.			
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.			

Key Activities	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.			
We will financially support organisations working to improve outcomes in areas such as employment, health and education for the Gypsy/Traveller and Roma communities.			
We will use social media and the One Scotland website to promote the Gypsy/ Traveller community and organisations.			
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 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.			

# Section 9: General and Cross Cutting Issues

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## **GOVERNANCE AND CO-ORDINATION**

This Action Plan is intended to make a real difference to the lives of minority ethnic people in Scotland. Robust governance and co-ordination is therefore required to ensure that progress is maintained, milestones are met and all who require to do so take responsibility for delivery. In line with Kaliani Lyle's recommendations for enhancing policy co-ordination around race equality, we will establish a Programme Board for the implementation of the Action Plan as detailed below, using programme management methodology to identify, manage and mitigate risk. Further, as recommended by the EHRC, we will take a participatory and inclusive approach to the implementation of the Race Equality Action Plan at local and national level, ensuring the full engagement of statutory and civil society stakeholders.

We will establish a Programme Board to oversee implementation of the Race Equality Action Plan. The Board will meet quarterly, chaired by Paul Johnston, DG Education, Communities & Justice and the SG's senior Race Equality Champion. Membership of the Board will be drawn from across Directorate Generals at Director level.

# Actions

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.			
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.			
Working with public sector partners, 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.			
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 ambitions of the Race Equality Framework and its Action Plan.			
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.			

# Data Collection

Lack of adequate data on ethnicity across a number of areas is a well-known problem in Scotland. The Equality Evidence Finder provides a solid platform from which to build, and the Equality Evidence Strategy sets out the steps we will take to fill the gaps. The Scottish Government decided not to participate in the UK Government's Race Disparity Audit, taking advice from our stakeholders and the Independent Race Equality Adviser that it would not be in the best interests of Scotland to do so. Our actions on Data Collection closely align with those recommended by Ms Lyle, and we agree with her conclusion that, if we develop and improve the existing structures, we can build a joined up system which will meet our data collection and auditing needs in relation to race equality.

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
<p>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.</p> <p>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.</p>			

# Public Investment and Procurement

The principle, articulated very clearly by Kaliani Lyle in her report, that the public sector should use its purchasing power to make sure that publicly funded organisations are representative of the communities which they serve, is one with which the Scottish Government fully agrees. The following actions will enable progress to be made on this in relation to race equality, although it is equally relevant across all the protected characteristics.

Key Actions	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20
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.			
We will review the training and guidance relating to equality and procurement provided to procurement professionals and to suppliers.			

# Conclusion, Reporting and Next Steps

## REPORTING & NEXT STEPS

We recognise the importance of being accountable to communities for our progress towards implementing the actions in this Plan. As noted in the narrative on Governance and Co-ordination, we will take a participatory and inclusive approach to implementation, building on the significant levels of participation and inclusion which characterised the original development of the Race Equality Framework.

## Our Commitments

### We will:

- Hold an annual Race Equality Summit to be attended by key organisations and individuals, at which we will report on progress to date against the actions.
- Hold a summit on minority ethnic employment and enterprise in 2018.
- Deliver a further series of themed roundtable events to bring together subject matter experts in each of the areas covered by this Action Plan. The roundtables will commence in early 2018.
- Using innovative community engagement approaches, link members of minority ethnic communities and grassroots organisations and groups across Scotland to the implementation of the Race Equality Action Plan [and its overarching framework]. This will enable us to identify where further progress is required or where there are other emerging issues for communities.
- Establish a Programme Board to oversee the implementation of the Action Plan with membership drawn from senior levels across the Scottish Government.
- Publish the minutes of the Race Equality Action Plan Programme Board online to provide transparency.
- Provide a progress report to Parliament in early 2021, setting out our early thinking about the focus for the next Race Equality Action Plan, which will cover the period 2021-2026.

## CONCLUSION

As stated at the outset of this Action Plan, by 2030 we want all of Scotland's people to be healthier, happier and treated with respect, and a more equal spread of opportunities, wealth and power.

The actions set out in this Plan will take us towards that aspiration, but we know that further work will be required to make our vision a reality. We are extremely grateful to Kaliani Lyle, the Independent Race Equality Adviser, for her well-considered and thoughtful report, on which we have drawn heavily in the development of these actions. We are grateful too to the many organisations and individuals with whom we have worked and who have given so generously of their time, their knowledge and their expertise.

Our minority ethnic communities are part of the threads in the tartan of Scottish life. Their contributions to our economy, our culture and our social life, are vast. It is time for us to honour that, to make it a reality that everyone in Scotland is treated as anyone would wish to be treated, in all aspects of their lives.



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

**Highlight Report**  
of our progress on implementing  
the Race Equality Framework  
March 2016 – October 2017





The Scottish Government is determined to show leadership in advancing race equality, tackling racism and addressing the barriers that prevent people from minority ethnic communities from realising their potential. The Race Equality Framework for Scotland sets out how the Scottish Government aims to progress this ambition over a 15-year period from 2016 to 2030.



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## Introduction

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** (REF) was launched last March to advance race equality and tackle racism and 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 belonging.



This Highlight Report sets out progress made on implementing the Race Equality Framework from its publication in March 2016 to autumn 2017. Actions in the Framework will continue to be implemented in addition to those detailed in the Race Equality Action Plan for 2017-21. We will provide further updates on Framework actions alongside our reporting on progress towards achieving the Race Equality Action Plan actions.

### Implementation

The Framework has now moved into the implementation and monitoring phase, building on the same participatory partnership approach used in developing the Framework. The work to progress the actions has been ongoing within Scottish Government and across our partner organisations throughout 2016 and 2017.

As a model of mainstreaming, implementation against the actions includes linking and engaging external delivery partners and policy areas across Scottish Government. We are doing this collaboratively with key stakeholders and published a summary of our approach to implementation on 23 February 2017. We have also taken forward new work around intersectionality and are carrying out a programme of engagement with both young people and minority ethnic women to make sure their voices are heard.

### Engagement

The Scottish Government has an extensive range of race equality stakeholders in Scotland and we value their engagement with us. We will continue to work closely and collaboratively with them and the communities they represent.

2016-  
2030



## Introduction continued

On 21 March 2017 we held an event to mark a year since the launch of the Framework; to provide further opportunity for engagement with stakeholders, and to mark the International Day for the Elimination of Racial Discrimination.

We have continued our commitment to ongoing engagement throughout the implementation of the Race Equality Framework.

Over the course of 2017 we organised a series of Themed Roundtables linked to REF themes involving policy officials with key experts from a range of statutory and third sector organisations and academia. Three Roundtables were held with the next series planned for 2018.

### Race Equality Framework Adviser

As part of the 2016 Programme for Government, the appointment of Kaliani Lyle as an independent Race Equality Framework Adviser was announced in December 2016, to provide advice on our approach. Ms Lyle's report, which includes a number of recommended actions, has informed the development of the Race Equality Action Plan.

### Wider Links

The REF connects with a range of Scottish Government programmes and activity.

For example, we are developing a new version of '*New Scots: our strategy for Integrating refugees into Scotland's communities*' and that work informs and is informed by the ongoing implementation of the Race Equality Framework.

The Fairer Scotland Action Plan, published in October last year, set out our vision for a fairer Scotland and 50 concrete actions for this Parliamentary period. We have already made significant progress in delivering these actions, and our first progress report was made available in November.

The *Disability Action Plan*, launched in December 2016, and the *Delivery Plan for Equally Safe: Scotland's Strategy to Prevent and Eradicate Violence against Women and Girls* also provide opportunities to enhance the embedding of race equality in these areas.

### Public Sector Equality Duty

We have a powerful instrument for change in Scotland in the Public Sector Equality Duty. It can help organisations to advance equality, to avoid unequal and discriminatory practices and to make informed and inclusive policies and decisions.

For the first time this year, public authorities have had to publish their pay gap and occupational information on race and disability (previously only gender had to be reported). This will help to focus attention on the employment of minority ethnic communities across the public sector.

## The Scottish Government has committed **£20.3 million** for equality work in 2017-18

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### Funding

Despite the constraints on our budget, the Scottish Government has committed £20.3 million for equality work in 2017-18. £2.6 million of this funding is allocated to organisations working to advance race equality.

Every individual and organisation in Scotland needs to play their role in creating a fair and equal Scotland that protects and includes people from all backgrounds, whatever their ethnicity may be. Working with our key delivery partners, there has been significant progress in our first year of implementation and we provide some highlights in the following sections of this report.



# Overarching Theme

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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.



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**Using Young Scot's co-design process, participants have identified issues of importance to the young people.**

## **Race Equality Framework Implementation Approach**

We committed to developing an overarching approach to implementation and monitoring of the Framework and have continued with our ongoing engagement throughout the implementation of the Race Equality Framework (REF). We are doing this collaboratively with key stakeholders and published details of our implementation approach on 23 February 2017.

## **Fairer Future**

Launched on 1 March 2017, Fairer Future has involved working collaboratively with young people and with partner organisations including BEMIS and the Coalition for Racial Equality and Rights (CRER), to support young people to gather their insights, experiences and views of the six themes of the Race Equality Framework. Using Young Scot's co-design process, participants have identified issues of importance to the young people to begin to shape ideas, solutions and recommendations for the Scottish Government, and to create a young people's vision for race equality in Scotland for 2030. An Ideas Gathering Event was held on 29 June 2017 feeding into a final "Creating a Fairer Future" report that was published on 30 November 2017.

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

A minority ethnic **women's** network has been established with events being held in 2017 to link into the REF actions. The first event was held on 22 February 2017 with over 90 women attending. As well as looking at the vision, purpose and structure of the network, employability issues were discussed which will feed into the ongoing implementation of the Framework. Further events were held on 22 May 2017 and 20 September 2017, with the latter of these **focusing on violence against women.**

### **Themed Roundtables**

Over the course of 2017 we **organised a series of Themed Roundtables** linked to REF themes involving policy officials with key experts from a range of statutory and third sector organisations and academia.

**Three Roundtables have been held so far** focusing on Housing, Participation and Representation and Community Cohesion, with the next series planned for spring 2018.

### **Equal Scotland Live**

The 2016 Scottish National Equality Improvement Project (SNEIP) work plan concentrated on the development of a conference for public authorities to provide them with an opportunity to share ideas, knowledge and best practice. The event was held on 21 November 2016. Race equality partners delivered learning sessions to help build the capacity of public sector organisations.

### **Equality Evidence Strategy**

Scotland's Equality Evidence Strategy was published in July 2017: High quality equality evidence and analysis is vital to underpin effective and inclusive policy making in Scotland. However, despite improvements in recent years, there remain gaps in Scotland's equality evidence base. This report sets out a four year strategy (2017-21) describing the equality evidence gaps we have identified in concert with our partner organisations and academic colleagues, and details a strategic approach to strengthening Scotland's equality evidence base. A stronger evidence base on ethnicity will help inform the actions in the Race Equality Framework.

The Scottish Government carried out a survey of Equality Evidence Finder users in summer 2017, and will use the findings from this, and the data gaps identified in the Equality Evidence Strategy, to further develop the website and its content.

# Community Cohesion & 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.



**The Code of Practice on stop and search came into force in May 2017. Under the Code, Police Scotland must carefully monitor the use of stop and search in relation to specific sections of the community, including different ethnic groups.**

## **The Independent Advisory Group on Hate Crime, Prejudice and Community Cohesion**

The Independent Advisory Group published its report in September 2016 and made a number of key recommendations, one of which was for the Scottish Government to develop clear plans for taking forward the public sector equality duty to ‘foster good relations’, and encourage other public bodies to do likewise. This supports the REF action “Explore way to support public bodies in implementing the ‘fostering good relations’ element of the Public Sector Equality Duties with regard to race equality and community cohesion”.

On 13 June, we published an ambitious programme of work to tackle hate crime and build community cohesion in response to the recommendations made by the Independent Advisory Group on Hate Crime, Prejudice and Community Cohesion. This included a commitment to establish a multi-agency delivery group comprising CoSLA, Justice agencies and equality organisations to take this work forward which will meet for the first time in November 2017, chaired by the Cabinet Secretary for Communities, Social Security and Equalities. It also included a commitment to run a national campaign to raise awareness of what hate crime is and encourage reporting which was launched by the Cabinet Secretary on 13 October 2017.

### **Independent review of hate crime legislation**

Lord Bracadale was appointed on 26 January 2017, to lead an independent review of hate crime legislation. Amongst other things, Lord Bracadale is consulting on the groups covered by hate crime legislation. We will consider Lord Bracadale's recommendations carefully when they are made in early 2018.

### **Police Scotland's live review of Third Party Reporting**

Police Scotland Safer Communities Equality and Diversity Unit have ongoing work, which will allow for a greater understanding of the use of Third Party Reporting (TPR) centres and is aimed at improving the effectiveness of Third Party Reporting. All existing TPR centres were contacted in May 2017 and informed of the proposed improvement actions and arrangements are now underway to create a short life working group, comprising of TPR centre representatives and local police liaison officers.

### **Review of Scottish Government's Strategic Police Priorities**

The Review involved widespread engagement activity with communities, including minority ethnic communities, to gather views on their priorities for policing in Scotland. Feedback from focus groups identified opportunities to further strengthen the Priorities and ultimately led to the inclusion of an additional Priority focusing solely on issues linked to inclusion. The Revised Strategic Police Priorities were laid before Parliament on 5 October 2016. The Strategic Police Priorities were used by Police Scotland and the Scottish Police Authority to inform their "**Policing 2026**" long-term transformational strategy which highlights the importance of Police Scotland responding effectively to diverse needs of Scotland's communities.

### **Stop and Search practice on minority ethnic communities**

The Code of Practice on stop and search came into force in May 2017. Under the Code, Police Scotland must carefully monitor the use of stop and search in relation to specific sections of the community, including different ethnic groups. This enables them to identify any concerning trends or seemingly disproportionate use of powers, and to take action if necessary. Police Scotland must also publish an annual report, as soon as practicable after the end of each reporting year (ending 31 March), that includes a breakdown of searches by ethnic origin.

### **Increase the number of minority ethnic entrants to the police workforce**

We worked with the Scottish Police Authority and Police Scotland to promote positive action in the police workforce. There have been positive changes to the recruitment procedures for Police Officers. Police Scotland's Positive Action Team has implemented the "Introduction to Police Programme (ITPP)", that supports potential minority ethnic candidates through a training and mentoring programme. The first course had 54 participants and the second 58, with the direct result that over 10% of the recruits that joined Police Scotland in September 2017 were from a minority ethnic background.

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 requirement that candidates hold a full driving licence; and changes to the police fitness test.

# Participation and Representation

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



**The Scottish Government is working with individuals, artists and practitioners, communities and cultural organisations across the country to develop a Culture Strategy for Scotland**

## **Public Appointments Improvement Programme**

We have undertaken a range of activities including: working with umbrella bodies and key partners, such as the Council of Ethnic Minority Voluntary Organisations Scotland (CEMVO Scotland) and PATH Scotland, to deliver a series of seminars; engaging with existing minority ethnic board members to identify and address barriers to participation, and establishing a mentoring programme for potential Chairs from under-represented groups. Further awareness raising activity and work focused on application and interview skills is planned for 2017-18.

## **Increase Participation across Politics and Public Life**

On 18 May 2017 we announced £50,000 funding to support a joint project with a wide group of equality organisations covering all protected characteristics that will help ensure Scotland's elected representatives truly reflect the diversity of the Scottish population – improving democracy, increasing engagement in public life, and enriching political discourse. Representative organisations engaged with political parties leading to the development of an evidence-based online tool and an app which will allow those involved in political parties, to audit their practices and be supported to remove barriers to becoming involved in politics.

### **Increase in Minority Ethnic Honours Nominees**

Sir Geoff Palmer is now the Honours Independent Reviewer to the Scottish Government and is assisting with the diversity within honours work. The Protocol and Honours team have met with a majority of the Honours Champions appointed within each SG Directorate to discuss their role in promoting honours internally and externally and to increase diversity of nominees. CEMVO included an Honours ad insert in their CEMVO Ethnic Minority Impact Award brochure, for an event last year attended by 500 people representing a cross section of minority ethnic organisations and have asked for an article for this year's event. Edinburgh & Lothian Regional Equality Council is also organising Q & A session where a member of the Protocol and Honours team will attend to explain the process and encourage nominations.

### **New Statutory Arrangements for Community Planning**

Part 2 of the Community Empowerment (Scotland) Act 2015 came into force in December 2016 and gives community planning a statutory purpose. It requires Community Planning Partnerships (CPPs) to take such steps as are reasonable to enable community bodies who wish to participate in community planning to do so. Community participation should inform a clear understanding of distinctive needs and aspirations of communities of place and interest within the CPP area; and decisions about the CPP's priorities and actions. These duties apply to how public sector bodies engage with minority ethnic communities and the bodies that represent them as they do in engaging with other communities and bodies.

### **Volunteering**

The Coalition for Racial Equality and Rights (CRER), in conjunction with Research Scotland, published a Research Briefing "Minority Ethnic Communities and Volunteering in Scotland" in August 2017. This qualitative research on minority ethnic volunteering will support and feed into the evidence and analysis programme being developed to underpin the development of an outcomes framework for volunteering in Scotland.

### **A Culture Strategy for Scotland**

The Scottish Government is working with individuals, artists and practitioners, communities and cultural organisations across the country to develop A Culture Strategy for Scotland. The Strategy will be underpinned by a vision that articulates the powerful and transformative effect that culture has in shaping a democratic, diverse, innovative and open society, enabling everyone to have the opportunity to take part in or contribute to cultural life in Scotland. We are currently engaging with minority ethnic community representative bodies and individuals from those communities to help shape early thinking around the Strategy and prior to issuing a draft Strategy for public consultation in 2018.

### **Youth Music Initiative**

We have worked closely with Creative Scotland and other key stakeholders to help set the new direction and focus of the refresh of the Youth Music Initiative. In 2016-17, there was a clear focus on tackling inequality and supporting the engagement of young people who do not currently take part in music-making, including those from minority ethnic communities. In 2016-17 out of school projects proactively targeted certain groups, with more than a tenth from minority ethnic backgrounds (760 young people).

### **Tourism & Events**

The 2016 Year of Innovation, Architecture and Design (YIAD) and 2016-17 Winter Festivals; supported with funding of £54,000 from the Scottish Government, and delivered by BEMIS Scotland, included 15,000 people from diverse ethnic and cultural communities delivering and attending 63 events across Scotland.

Multi-cultural celebration of the 2017 Year of History, Heritage and Archaeology and 2017-18 Winter Festivals; supported with £64,680 from the Scottish Government was announced on 26 April 2017 and will include a significant community events component delivered by BEMIS through an event fund.

Funding of £10,000 was provided by the Scottish Government to VisitScotland (VS) to enhance the diversity of the images used on the VS websites (consumer and industry). An element of this will include minority ethnic and faith communities.

### **Sport participation**

In January 2016, sportscotland published research on equality in sport participation, funded by EHRC and undertaken by Research Scotland. We have committed to working with sportscotland, EHRC and other partners to develop an action plan in response to the recommendations in this report. An Equality in Sport and Physical Activity Forum is being established and will shape the action plan.

### **BBC Charter**

The new Royal Charter and Framework Agreement for the BBC came into force on 1 January. For the first time, the Scottish Government, along with the other devolved nations, had an active role in the development and delivery of the new Charter and the Scottish Government set out its clear position on the need for greater emphasis on equality and diversity in a policy paper published in September 2016.

The Scottish Government advocated strongly that representing Scotland needed to account for the diversity of the peoples and communities who live here and who are all part of Scotland's story.

# Case Study

## THEMED YEARS

Since 2016, BEMIS has worked in partnership with the Scottish Government and key stakeholders such as VisitScotland, Celtic Connections International Music Festival, Traditional Arts and Culture Scotland, The Scottish Football Association, Food and Drink Scotland, Architecture and Design Scotland and GRAMNet (Glasgow Refugee, Asylum and Migration Network) to facilitate a national events celebrating Scotland's diverse living traditions.



These events seek to enhance an understanding of and celebration of Scotland's diversity, placing into context migration, shared history, common experience and future aspirations as we evolve and sustain a continually developing 'Inclusive National Identity'.

Since the launch of Race Equality Framework in March 2016, BEMIS has:

- **Funded 63 local diverse cultural community events with over 15,000 attendees as part of the Year of Innovation, Architecture and Design.**
- **Held diverse community celebrations in 12 local authorities**
- **Facilitated events in every major city - Glasgow, Edinburgh, Aberdeen, Dundee, Inverness and Stirling and increased promotion of Scotland internationally as a progressive and diverse nation with a strong sense of inclusive national identity.**
- **Increased and evidenced proactive participation of local groups in diverse 2016-17 St Andrews Day and Burns Night events.**
- **35 events have been funded so far as part of the Year of History, Heritage and Archaeology 2017 with 35 events as part of Scotland's Winter Festivals 2017-18.**

# Education and Lifelong Learning

Everyone has the opportunity to learn in an inclusive environment without disadvantage in relation to racial inequality or racism.



**A Scottish Government Nationwide EMA awareness raising campaign was launched in September 2016 in partnership with local authorities and colleges.**

## **1+2 Language Policy**

As part of our work with Education Scotland to make local authorities aware of the value of engaging with minority ethnic communities, Education Scotland languages team hosted a national language event and promoted minority ethnic languages to 1+2 leads in local authorities. The team engaged with 6 individual local authorities, one Scottish Association of Language Teachers (SALT) event, and one modern languages LA development officer event where flexibility of L3 provision was discussed in terms of minority ethnic languages. Education Scotland recently published updated advice on L3 in primary schools.

In spring of 2017, local authorities submitted information to Scottish Government and Education Scotland on the language provision in terms of 1+2. This information provided data on which languages are currently delivered as L2 and L3. This exercise will be repeated for 2018. SCILT, Scotland's National Centre for Languages, organised four national events termed 'Bilingualism Does Matter' aiming to support practitioners working with bilingual learners.

### **Parental Engagement**

The National Parent Forum of Scotland (NPFSS) published the final report from its Review of Parental Involvement in May 2017. As part of the review two focus groups, involving a total of 10 minority ethnic parents were held to collect evidence on the experience of parents from minority ethnic communities. The Deputy First Minister wrote to the National Parent Forum in September 2017 to accept the general conclusions from the review. As part of its response, the Scottish Government is strengthening, modernising and extending the Scottish Schools (Parental Involvement) Act 2006. In addition, the government has committed to develop a national action plan on parental engagement. The action plan will consider the needs of a range of equality groups, including the key steps that will be taken to improve the involvement of minority ethnic parents. A representative from BEMIS is included in the reference group which will consider the amendments to the legislation and the national action plan.

### **Education Maintenance Allowance (EMA)**

A Scottish Government Nationwide EMA awareness raising campaign was launched in September 2016 in partnership with local authorities and colleges. Alongside this, colleges and local authorities receive SG funding to continually promote the programme within their areas to ensure those eligible are aware of the support to which they are entitled.

### **Careers Guidance**

The enhanced Skills Development Scotland (SDS) school service offer was rolled out in all secondary schools in 2016-17 and further refined in 2017-18. This now means that all young people will engage earlier with SDS Careers Advisers, starting at P7/S1 transition and then continuing at each stage until leaving school in line with the commitments in Career Education Standard. These interventions will enable young people and their families to be better informed about the variety of career pathways on offer, including those considered non-traditional career pathways, and to develop their Career Management Skills.

SDS and Education Scotland continue to develop and strengthen joint working to meet the needs of asylum seekers in response to the “New Scots” strategy.

### **Anti-Bullying Approach**

The Scottish Government has refreshed the National Approach to Anti-Bullying for Scotland's Children and Young People to ensure that it remains current.

"Respect for All: National Approach to Anti-Bullying for Scotland's Children and Young People" will help everyone involved in the lives of children and young people to identify and address bullying, including racist, homophobic and abusive behaviour whether it happens online or offline. The Scottish Government recently responded to the recommendations in a report on this issue by the Equality and Human rights committee.

The Scottish Government will continue to wholly fund and support respectme, the national anti-bullying service, to provide direct support to build confidence and capacity to address bullying effectively to local authorities, schools, youth groups and all those working with children and young people. The service is jointly managed by the Scottish Association for Mental Health (SAMH) and LGBT Youth Scotland. We have commissioned the Coalition for Racial Equality & Rights to work with respectme in the development of a stand-alone resource on race bullying.

The Scottish Government also provides over £310,000 in support to Childline to provide confidential advice and information to children, young people and families affected by all issues, including bullying.

Education Scotland has now fully implemented its revised inspection framework How Good Is Our School 4, which supports early years & childcare centres and schools to consider themes of equity and equality as part of their own self-evaluation. This includes an enhanced focus on addressing the impact of inequity on wellbeing, learning and achievement for all learners including those from minority ethnic communities. A vital aspect of the framework is the inclusion and evaluation of educational establishments' safeguarding duties, procedures and practices on all inspections. The safeguarding and child protection quality indicator requires inspectors to review establishments' approaches to dealing with bullying and how they record and analyse data related to bullying incidents.

### **Early Learning and Childcare Workforce**

The 'Skills Investment Plan: Prospectus for Scotland's Early Learning and Childcare sector' published earlier in 2017, includes an action 'to deliver a high profile recruitment campaign to attract a diverse workforce'. That campaign launched on 23 October 2017.

### **Teacher workforce**

The current 'Teaching Makes People' recruitment campaign is the recruitment of STEM undergraduates into Postgraduate Diploma in Education (PGDE) teaching courses. The second phase of the Teaching Makes People campaign will be now underway and will continue to address concerns about under-representation of teachers from minority ethnic backgrounds.

### **College and University Outcome Agreements**

In their 2018-19 to 2020-21 Outcome Agreement guidance to Colleges and Universities published in October 2017, the Scottish Funding Council (SFC) has built in a commitment to work with institutions to consider the Race Equality Framework for Scotland 2016-2030, and to ensure that people do not face barriers to full participation and successful outcomes across Further and Higher Education. The SFC published the Triennial Review on Widening Access in August 2017 and is now building on the data and findings for minority ethnic students to inform future actions.

The SFC Gender Action Plan, published in August 2016, includes commitments for minority ethnic groups: "By summer 2018, aligned with the focus of Developing the Young Workforce (DYW) and the Scottish Government's Race Equality Framework for Scotland, SFC will consult with relevant ethnicity and disability representatives to improve their understanding of the issues faced by such minority groups and how they differ by gender". Building on work with the Equality Challenge Unit (ECU), SFC will seek to identify what further guidance is required.

# 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.



**Scotland's Labour Market Strategy** has equality at its core with a strategic outcome on equality of opportunity to access work and to progress to ensure everyone is able to maximise their potential.

## **Modern Apprenticeships**

We have worked with Skills Development Scotland (SDS) in their delivery of the Equality Action Plan for Modern Apprenticeships for ethnic minorities. (SDS) published its Equality Action Plan (EAP) Year 1 update on 18 July 2017.

SDS utilises regionally devised strategies for ethnic minorities and engages with Developing Young Workforce regional groups, local authorities, schools, employers and regional colleges to develop tailored plans to meet the area's needs and specific targeting of populations. A particular area of focus will be on addressing employability skills issues for some groups.

# Case Study

We are supporting BEMIS's multi-stranded "Modern Apprenticeships for All" initiative which aims to increase participation in the programme by supporting our pipeline approach to raise visibility and awareness of Modern Apprenticeships (MAs) within minority ethnic communities. The BEMIS "MAs for All" project focuses on leaving a legacy of connections between community groups and contracted providers.

This multi-stranded project is aimed at influencing key influencers from ethnic minority groups, attracting talent to the workforce and signposting the services available to support the success of young people from ethnic minority communities. Through this project over 230 Grassroots Community Groups have been engaged and more than 1,000 young people and their parents/carers from ethnic minority communities have been involved through seminars and other events. Around 60 employers have participated in recruitment drives, events and information sessions.



In 2017-18, the project achieved its set target and placed 31 young minority ethnic people into a Modern Apprenticeship. Since April 2017, the project has:

- Supported 47 individual applicants
- Submitted 98 applications (average almost 2 per individual)
- 31 individuals have successfully started a Modern Apprenticeship
- 4 individuals have successfully moved into a Employability Fund programme
- 12 individuals have chosen an alternative pathways

## Labour Market Strategy

Scotland's Labour Market Strategy has equality at its core with a strategic outcome on equality of opportunity to access work and to progress to ensure everyone is able to maximise their potential. The economic analysis underpinning it included an assessment of the issues facing equality groups. In preparing the Strategy we consulted with stakeholders representing equality groups.

We are delivering on the specific commitments with the Labour Market Strategy which include:

- Continuing funding of £100,000 to the STUC in 2016-17 to build capacity around leadership and equality.
- Funding a Returner's Programme to assist women to re-enter the workforce following a career break. We have approved seven projects to date with a total value above £235,000. One project specifically supports minority ethnic women back into the workplace.
- On 24 April 2017 the First Minister announced £500,000 for a new Workplace Equality Fund, based on the recommendations made in the Race Equality Framework and the findings of the Equal Opportunities Committee inquiry into Removing Barriers: Race, Ethnicity and Employment, published in January 2016. The aim of the fund will be to address long standing barriers to accessing the labour market for minority ethnic people as well as women and disabled and older people.

## Fairer Scotland Action Plan

We published our first annual progress report in November 2017 on our ambitious Fairer Scotland Action Plan. Within the first year, we have already made significant progress in delivering its 50 actions and have also identified a range of new actions that will benefit all of Scotland, including minority ethnic communities. For example, by the end of 2017, we will commence the socio-economic duty on public authorities to require public bodies to pay due regard to reducing the inequalities of outcome caused by socio-economic disadvantage, recognising the high proportion of minority ethnic people in poverty.

In addition, to work towards our Open Government Commitments - which included continuing to engage with communities on the Fairer Scotland journey - we held a series of short, focused discussion groups across Scotland to test the impact of the Plan and to listen further to communities about the issues they were facing. The discussions groups ran from June to September 2017 and included a range of different perspectives, including from minority ethnic communities.

### **Equality Budget Statement**

The Equality Budget Statement continues to provide an assessment of the impacts of spending decisions on the protected characteristics, including race. The next iteration of the Equality Budget Statement will be published as part of a suite of documents when the Draft Budget 2018-19 is published on 14 December 2017.

### **Devolved Employment Programme**

Our ambition is for participation in the devolved service to be proportionate to the level of unemployed people who are from a minority ethnic background and job outcomes are at least equivalent to average performance levels. To this end, the invitation to tender (ITT) for Fair Start Scotland stated that Service Providers must demonstrate how they will engage positively to support disadvantaged minority ethnic groups into sustained employment, recognising the geographic variations in ethnic minority populations, and being sensitive to the cultural issues affecting them, particularly women and refugees. The procurement process ended in October 2017.

Unemployed people from minority ethnic backgrounds will be eligible for early entry to the programme - after 6 months as compared to 24 months.

### **New Social Security Powers**

During the social security consultation, the Scottish Government spoke directly to minority ethnic groups to help ensure that the delivery of our social security system understands and can support action to overcome barriers. As part of the consultation, we hosted a specific session with CEMVO, so that Ministers could hear directly some of the issues. The key to the design of the new social security system will be working alongside people who have direct personal experience of the current system. The benefit take up campaign launched in March 2017 was the first phase of our work in this area. This work will be developed over the course of the parliamentary term. The Scottish Government will continue to listen to and take views from a range of equality organisations on how best to increase take up amongst groups that are currently under represented as part of this process.

We have recently recruited over 2,000 volunteers to be part of Experience Panels and help shape the system, hearing directly from them about what works, what needs improved and what our new system can do to better support them. The panels will be fully representative.

## **Scotland's Social Enterprise Strategy 2016-2026**

The Strategy was published in December 2016 and includes a Strategic Priority 1a (Local Development), which states: "We will work to ensure that social enterprise plays its full part in tackling inequality and discrimination based on gender, disability, age, sexual orientation, race, religion or belief. Where necessary we will put in place additional awareness raising and specialist, early stage capacity building support, where potential exists to release latent potential". We partnered with CEMVO to organise two focus groups involving minority ethnic social entrepreneurs as part of the consultation process.

## **Social Enterprise Action Plan**

The Plan was published in April 2017 and includes an action to work with minority ethnic organisations to stimulate and support nascent social enterprise activity among equality groups and communities of interest. As part of this, we have increased our support for CEMVO to allow the expansion of the delivery of the Social Enterprise Capacity Building Programme.

The Action Plan also commits us to evaluating the current Business Support contract for Third Sector Organisations. This research is ongoing and includes examining how equality groups, including ethnic minorities, have accessed and experienced the service. The outcomes of this research will inform the procurement of the successor Business Support contract.

## **Social Enterprise Census**

The 2017 Social Enterprise Census, published in September 2017, included questions relating to the participation of the full range of equality groups in social enterprise, including those from ethnic minorities. This Census showed that 3% of salaried social enterprise leaders/managers are from minority ethnic communities (compared to 4% of the population, and 2% of SME leaders). 3% of social enterprises have Directors or Trustees from an ethnic minority group, and in 2% of social enterprises, more than half of the Directors/ Trustees are from an ethnic minority group.

The Census will be repeated every two years and will continue to collect this data to allow us to track the participation of those from ethnic minorities in social enterprise over time.

### **Scottish Government Graduate Development Programme (GDP) 2017 recruitment**

The GDP 2017 recruitment exercise was designed to improve the diversity in our internal talent pipeline. A range of activities, not least early engagement with minority ethnic networks and organisations, and ongoing work to promote the campaign, led to 11.7% of all applicants identifying as minority ethnic.

Work to reduce barriers in the selection process led to a 100% acceptance rate and the recruitment of a cohort that broadly represents Scottish society in terms of gender, sexual orientation, race and ethnicity and other diversity characteristics.

This is an improvement on the 2015 process and a significant step in understanding how we reach and support people of all backgrounds to enable equal opportunity of employment and contribution to public services.

### **Scottish Government Core Staff Diversity**

In March 2016 we started to proactively publish SG Core staff diversity information, to increase visibility of our diversity and track the progress we are making.

In October 2017 the Scottish Government hosted its first ever Race Conference.

### **ESOL Provision**

Welcoming Our Learners, Scotland's ESOL Strategy 2015-2020, provides the strategic direction to ensure we continue to support high quality learning and teaching of English language in Scotland. Additional funding of £1.45m continues in 2017-18 and is allocated to Community Planning Partnerships to support the provision of ESOL across Scotland.

As part of its response to the refugee crisis and the resettlement of Syrian refugees, the Scottish Government provided £85,885 for the Sharing Lives, Sharing Languages English language community learning pilot. This was a peer education approach to English language learning, which aimed to complement formal ESOL classes and bring together refugees and the local community.

We are working with partner organisations through the Refugee Integration Forum and New Scots working groups to explore what more we can do on the recognition of overseas qualifications, including commissioning a short project to review and update the recommendations of the 2010 'Scoping Study on Support Mechanisms for the Recognition of Skills, Learning and Qualifications of Migrant Workers and Refugees' within the current context.

# Case Study

## MBIKUDI NATURALLY POWERFULL

With social enterprise support from CEMVO Scotland Mbikudi was set up in March 2016 by Hermine Makangu to manufacture and sell natural organic and vegan hair care and beauty products mainly for women from the African communities. This project is not only about hair care but also awareness of total mind and body health.



African women use chemical products to straighten and alter hair texture which is a painful and damaging process carried out on girls as young as 4 years old. Women are bombarded with media images of so called perfection that is impossible for them to strive for and this affects their confidence and self-esteem. This has consequences in their everyday interactions and in some cases it stops some women from leaving the house, they become isolated and feel they can't contribute to society.

Mbikudi also has a cycling project that teaches women how to cycle, offering them the opportunity to be more independent, meet people, be more active and get fit and healthy. Profits from the business will be reinvested to provide the confidence and skill building workshops and cycling lessons.

The philosophy behind Mbikudi is to raise women's awareness about better care for their hair and their health, as well as learning new skills that can help with future training and/or employment prospects, help to build confidence and improve health and wellbeing.

Mbikudi was recently awarded a £20,000 development grant from Firstport and one of Eight Scottish social enterprises selected for this year's cohort for the Asda Social Enterprise Supplier Development Academy with a chance of supplying their products to Asda.

Mbikudi currently has 3 directors, 1 full-time employee and 1 part-time employee, 3 sessional workers, 5 regular volunteers and a number of adhoc volunteers.

### So far the project outcomes have included:

- 8 women taught how to cycle
- 50 children taught how to make jewellery from recycled materials
- 30 women have taken part in empowerment workshops
- 15 women have taken part in the upcycled jewellery making workshops
- 6 people took part in a climate change shifting normal workshop
- 30 volunteers have been involved in a number of diverse events

# 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.



**To help promote the embedding of race equality in new health and social care partnership integrated models, a Race Equality and Integration project has been funded by Scottish Government**

## **Our Voice Framework**

CEMVO was invited to join the Our Voice Framework Development & Oversight Group to help ensure that minority ethnic voices are heard and meaningfully involved in improving health and social care services. The Our Voice Citizens' Panel, recruited last year to involve members of the public in helping to shape national policy, is broadly representative of the population of Scotland including the minority ethnic population.

## **Mental Health Strategy**

Over 2015 and 2016, Scottish Government undertook extensive engagement activities leading to the development of the Mental Health Strategy. The Scottish Association for Mental Health (SAMH) and Voices of Experience (VOX) hosted events on our behalf in early 2016, and the Scottish Youth Parliament (SYP) ran an event to gather the views of young people on mental health issues. For each of these events, we asked the lead organisations to consider the diversity and representative nature of the attendees. In our work with VOX we specifically asked that 5-7 representatives per group covered diversity interests. Some of our prior discussions with VOX involved asking them to engage with BEMIS and CEMVO when finalising their attendee lists.

We carefully considered equality issues when we were compiling the Strategy, including issues relating to ethnic minorities, and the evidence we considered informed the final Strategy text.

### **Health and Social Care**

To help promote the embedding of race equality in new health and social care partnership integrated models, a Race Equality and Integration project has been funded by Scottish Government in three partnership areas via CEMVO to support partnerships to develop policies that take full account of race equality, involving minority ethnic communities. Lessons from this project will be considered to offer recommendations to all partnerships on how best to work with ethnic minority communities.

Work is in progress to build knowledge and understanding of how Health & Social Care Integration is implemented locally and the impact it has on minority ethnic communities, and to increase the understanding amongst minority ethnic groups about the Self Directed Support process.

### **Diversity of Scotland's Health Workforce**

Boards collect and publish data on the ethnicity of their workforce as part of their mainstreaming reporting. All Boards carried out an analysis of occupational segregation by race, which will provide improved intelligence on the distribution of staff from different ethnic backgrounds across the workforce. The occupational segregation analysis was published on 30 April 2017. Boards also publish annual equality staff monitoring data as part of their workforce plans.

Additionally, the Modern Apprenticeship Network in NHSScotland has been working with BEMIS on ways to improve the attraction of young people from minority ethnic communities to MAs in NHSScotland. Enhancing the attractiveness of NHS careers for young people from minority ethnic backgrounds and increasing recruitment from within this cohort has been made a strategic priority for current and forthcoming youth employment activity. A new Careers website has been developed to improve attraction to the range of NHS careers.

## Housing inequalities

In June 2016, the Scottish Housing Regulator (SHR) published the outcome of its thematic inquiry on equality. The report's emphasis was on ethnicity and highlighted the importance of all landlords collecting, assessing, and reporting equality information. In September 2016, SHR also published the outcome of a further thematic inquiry highlighting the importance of social landlords being open and accessible about their services and decision-making. The report looks at how social landlords ensure that tenants and other service users can communicate with them and get the information they need about their landlord's services. The inquiry also considered landlords' awareness of potential translation and language barriers, and the support they provided to their tenants and other service users to overcome them. Both reports share positive practice and make recommendations for landlords on how and where improvements could be made.

In November 2016 SHR published a new poster for Gypsy/Travellers who use sites provided by social landlords. The poster aims to raise awareness of the standards landlords are expected to deliver against the Scottish Social Housing Charter, such

as how quickly and how well repairs are dealt with, the amount of rent people are expected to pay, how the landlord should communicate, and how the landlord is performing. The poster follows the Regulator's national thematic inquiry report published in November 2015 which highlighted the need for landlords to improve services to Gypsy/Travellers. The Regulator has worked directly with Gypsy/Travellers on its National Panel of Tenants and Service Users to develop the poster. Panel members' feedback has been included and they welcomed the poster as a positive way to raise awareness.

As part of the Scottish Government's review of the Scottish Social Housing Charter an "Involving All" consultation programme was carried out to assess its impacts with tenants who might normally be excluded or find it difficult to get involved.

The consultation included sessions with minority ethnic tenants to inform the Charter review. The revised Charter came into effect on 1 April 2017 and strengthened the Equality outcome in the Charter by making it clear that this outcome should be reflected across all of a social landlords activities.



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