



Making Progress: Equality Annual Report

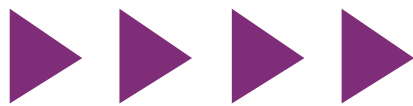


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SCOTTISH EXECUTIVE

Making it work together



Making Progress: Equality Annual Report



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MINISTERIAL FOREWORD

No one should be denied opportunities because of the colour of their skin, their disability, their gender or sexual orientation, their age or religion. This principle underpins all that we do in the Scottish Executive. Our pursuit of social justice has at its heart the elimination of discrimination and inequality.

As this report shows we have been working hard to put this principle into practice across the Executive. We can show real progress in promoting equality of opportunity.

Making Progress: Equality Annual Report, charts these advances since we published our *Equality Strategy* just over two years ago. It highlights how we have worked in partnership directly with people from a wide range of communities who have experience and knowledge of discrimination and inequality in all its many guises. We have endeavoured to work towards our goal of a fair and just Scotland through policies and initiatives which make a real and practical difference. This report demonstrates how we have 'mainstreamed' equality in crucial policy areas.

I recognise, however, that there is still some way to go and I will continue to press for action across the Executive maintaining the momentum we have already generated. A smart, successful Scotland cannot be secured until we all have an equal chance to succeed. It is not only government departments and agencies who are responsible for pursuing this goal, but a shared responsibility for all individuals and organisations in Scotland.

A handwritten signature in black ink that reads "Margaret Curran". The signature is written in a cursive style.

Margaret Curran MSP
MINISTER FOR SOCIAL JUSTICE

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Executive Summary

The Scottish Executive's Equality Strategy entitled *Working together for Equality* was published in November 2000. This report, *Making Progress*, charts the progress which the Scottish Executive, working with the Scottish Parliament, the statutory equality bodies and many other organisations and individuals, is making with the Equality Strategy. It complements the preliminary report published in November 2001.

Significant advances have been made in equal opportunities through legislation introduced through the Scottish Parliament.

For example, we have:

- Made promotion of equality a national priority in education and put a duty on education authorities to say how they will improve equal opportunities.
- Put a duty on Scottish Ministers, local authorities and social landlords to encourage equal opportunities and comply with equality legislation in providing housing and related services.
- Put a duty on the Scottish Commission for Regulation of Care and Scottish Social Services Council to encourage equal opportunities and comply with equality legislation when carrying out their functions.
- Established a statutory committee to advise on transport needs of disabled people.
- Increased protection for those experiencing domestic abuse.
- Recognised rights for same sex couples in cases of adults with incapacity.
- Improved procedures in sexual offence cases, e.g. protecting rape victims from being cross-examined by the accused.
- Put a duty on local authorities to offer eligible disabled people direct payments.
- Repealed section 2a of Local Government Act 1986 thus removing constraints to the discussion of sexual orientation in schools.

Every department of the Scottish Executive has taken action since 2000 to improve the position of equality groups in Scotland.

Major work has been done in the following areas:

- **Education and Employment**

For example, we have made free pre-school places available for every 3 and 4 year old in Scotland whose parents wish this and produced anti-racism and anti-bullying materials for schools.

- **Health and Community Care**

For example, we have established a Disability Steering Group to improve access to health services for people with disabilities; and introduced free personal care for older people.

- **Crime and Justice**

For example, we have radically increased the provision and support for those experiencing domestic abuse and piloted new ways of delivering quality legal information and advice to asylum seekers and other vulnerable groups.

- **Social Justice**

For example, we have given 10,000 pensioners free central heating and 140,000 people free insulation under the Warm Deal Scheme, and as part of the work on child poverty, invested £24 million to provide childcare to help lone parents get into further and higher education.

- **Sport and Culture**

For example, we have introduced measures to tackle sectarianism in football and increased access to museums, galleries and libraries including £1.9 million to abolish charges to main collections in the National Museums of Scotland.

- **Transport**

For example, we have introduced free off-peak local bus travel for pensioners and disabled people and established a Mobility and Access Committee for Scotland to advise on the transport needs of disabled people.

The Executive has also made progress in mainstreaming equality by:

- Improving data, information and research.
- Increasing consultation and dialogue with equality groups (particularly with disability groups to prepare for European Year of disabled People 2003).
- Raising awareness on equality through specific campaigns such as anti-racism campaign under the banner of 'One Scotland: Many Cultures'.
- Developing the processes to help mainstreaming in policy and spending plans.
- Providing funding and support to improve the provision of translating, interpreting and communication support services.
- As an employer, making good progress towards meeting challenging targets for increasing the numbers of those groups which are currently under-represented in the Scottish Executive workforce.
- Working to increase the diversity of appointees to public bodies.

Conclusion

This report indicates the breadth of the work which is being undertaken across the Executive to tackle inequality and discrimination. It demonstrates the commitment of the Scottish Executive to making a real difference to the lives of people who experience prejudice, exclusion, unfairness and injustice. It shows that with effort and conviction, progress can be made.

However, we have signalled very clearly that we still have much to do. We are not complacent. We will pursue our equality work with enthusiasm. We are determined to implement the strategy we adopted in November 2000 and to deliver change. We want a Scotland which values its different communities, fosters respect for diversity, challenges prejudice and discrimination and heralds justice and equality.

SECTION ONE

Introduction

We know that it will take a long time to remedy the inequalities and injustices experienced by many in our society. However, we have a responsibility to do what we can now to make a difference and to make real improvements in people's life experiences in the long term. The Equality Strategy entitled *Working Together for Equality* published in November 2000 sets out how we intend to do this.

This report, *Making Progress*, charts the progress which the Scottish Executive is making with the Equality Strategy. It complements the preliminary report published in November 2001.

Working in Partnership

There have been significant advances on equality across a range of policy areas. Progress would not have been possible without the work of the statutory and representative equality bodies, the input from many organisations with an interest in equality and the efforts of committed individuals. It would have been less effective without the positive engagement of the Scottish Parliament and its Equal Opportunities Committee.

The Scottish Executive has worked closely with a wide range of external bodies over the last two years. In particular we have welcomed the establishment of the Equality Co-ordinating Group (ECG) the membership of which is the Equal Opportunities Commission, Disability Rights Commission, Commission for Racial Equality, Equality Network, Scottish Interfaith Council and Age Concern. Officials from CoSLA, the Parliament's Equal Opportunities Committee and the Scottish Executive attend the meetings. The ECG has been instrumental in providing a strategic approach to a number of key equality issues not least the current consultation around the new equality machinery. It has helped the co-ordination of equality work in Scotland and has been able to provide useful input to the development of policy, legislation and guidance.

Throughout the report there are references to collaborative working and examples of partnership working. We value this approach and will continue to work in this way in the future. Finding the solutions and making a difference is not just a matter for the Executive. Equality is everyone's responsibility.

"Many of those, past and present, who have made Scotland what it is today, have not had a fair share in all it has to offer. But now we have the chance to change this. The struggle for equality and justice is vital for Scotland's future and the STUC is proud to play its part."

Bill Speirs, General Secretary, Scottish Trades Union Congress

Devolution and Equal Opportunities

As part of the devolution settlement, the Scotland Act 1998, kept the power to legislate on equal opportunities with the UK Parliament. However, the Scotland Act made two important exceptions to this. It gave powers to the Scottish Parliament to encourage equal opportunities and to place duties on Scottish and cross-border public bodies to have due regard to existing equal opportunities legislation in their work in devolved areas. Most public policy affecting the daily lives of people in Scotland is devolved. For example, the Scottish Parliament can legislate on housing, education, transport, local government, economic development, justice and health.

The definition of equal opportunities in the Scotland Act is very wide. The Scottish Parliament and the Scottish Executive therefore have scope to improve the opportunities for a wide range of interests.

'Equal opportunities' means the prevention, elimination or regulation of discrimination between persons on grounds of sex or marital status, on racial grounds, or on grounds of disability, age, sexual orientation, language or social origin, or of other personal attributes, including beliefs or opinions, such as religious beliefs or political opinions.

Scottish Parliament and Equal Opportunities

The Scottish Parliament, as a key principle, recognises the need to promote equal opportunities for all in its operation and its appointments. This commitment to equal opportunities underpins the work of the Parliament.

Under the Parliament's Standing Orders all legislation proposed by the Executive must be accompanied by a statement of its impact on equal opportunities.

The Scottish Parliament set up the Equal Opportunities Committee as one of its mandatory standing committees. The Committee has undertaken a range of important investigations and provides continuous scrutiny of the Executive and Parliament's activities on equality.

Ministers and officials have appeared frequently before the EO Committee to give evidence on equality matters.

Scottish Executive and Equal Opportunities

In *Making it work Together: A Programme for Government*, published in September 1999, the Executive stated its commitment to promoting equality for all. In December 1999 the Minister for Communities, Wendy Alexander MSP, published an Equality Statement and the Parliament debated equality for the first time on 2 December 1999. The Executive undertook a number of early initiatives on equality:

- Designated equality a key cross cutting issue and established an Equality Unit in 1999 to take forward the Executive's equality work.
- Strengthened the Equal Opportunities and Diversity Unit in personnel to improve the role of the Scottish Executive as an employer.
- Made Equality part of the portfolio of the Cabinet Minister for Communities (later to become Minister for Social Justice).
- Established the Stephen Lawrence Steering Group and the Race Equality Advisory Forum, in late 1999 to advise on a race equality strategy and the actions necessary to implement the recommendations of the Macpherson Report.

Following the debate in Parliament on equality, the Executive undertook an extensive consultation during 2000 on the development of an Equality Strategy. A report of the consultation was published in June 2000; further grassroots consultation with equality groups were undertaken in summer 2000 and the Equality Strategy was published and debated in November 2000.

The Equality Strategy

The Executive published its Equality Strategy entitled *Working Together for Equality* on 6 November 2000. The Strategy outlines how the Executive plans to change the way it works to ensure better service provision and greater equality of opportunity. It provides a framework for work on all the equality areas in particular, race, gender, disability, age, sexual orientation and religion.

In seeking to secure its vision of an open, just and inclusive Scotland, the Executive outlined seven aims:

- To integrate equality into the Executive's work – in policy and programme development, legislation, spending plans, service design and delivery.

- To develop policies and programmes which address inequalities and exclusion arising from discrimination.
- To promote the Equality Strategy widely to all key public, private and voluntary sector bodies.
- To promote the inclusion of under-represented groups in policy-making, decision-making and public appointments.
- To foster greater understanding of and respect for Scotland's different communities.
- To educate and raise awareness about discrimination and the need for it to be challenged.
- To build and promote the Executive as an organisation that is effective, open and accessible, which broadly reflects the communities it serves and is committed to equality of opportunity.

At the centre of the strategy is the integration of equality into all aspects of the Executive's work. This approach, which is called 'mainstreaming', demands that policymakers and those delivering services take account of and reflect the diverse needs of the population. Policymakers need to know about the inequalities and difficulties faced by different communities and groups. They need to assess how policies and programmes might impact on these groups. They need to take action where the impact is adverse. In this way it will be possible to make a real difference to the lives of those currently suffering discrimination and inequality.

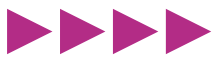
Whilst we acknowledge that there is much to be done, we have achieved a considerable amount in the two years since the adoption of the Equality Strategy. Equality is no longer an issue on the margins of debate. There is growing recognition that significant numbers in our communities face difficulties or barriers on account of their gender, race, disability, age, sexual orientation or religion. Now equality issues are much more prominent on the political agenda and there is a greater understanding amongst decision makers of the need for change.



In the following sections of this report we set out in greater detail how we have:

- Improved equal opportunities through legislation.
- Taken action in key policy areas to reduce inequality and tackle discrimination.
- Improved the information and data available on equality groups.
- Improved dialogue and consultation with equality groups.
- Made improvements in diversity of public appointments.
- Made progress in meeting the targets to improve the diversity of the Scottish Executive workforce.

Whilst this report is concerned with the developments in Scotland, we acknowledge the context provided by UK and European legislation. The development of the European legislative framework on equal opportunities is changing the complexion of UK equality legislation. The UK Government is consulting on the introduction of legislation to offer protection in employment and training on the grounds of sexual orientation, religion and age. The first two to be introduced in 2003 and the latter by 2006. In addition, the Government is consulting on the structure that should be developed to support this new legislation. In particular there is debate about the creation of a single equality commission. The Scottish Executive is working to ensure that whatever machinery is developed it is properly resourced and structured to operate in the devolved context and engage effectively with the Scottish Parliament, Scottish Executive and Scottish institutions, including the proposed Scottish Human Rights Commission.



SECTION TWO

Progressing the Equality Strategy: Making a difference through legislation

Significant advances have been made in equal opportunities through legislation introduced through the Scottish Parliament. We have:

- Made promotion of equality a national priority in education.
- Put a duty on education authorities to say how they will improve equal opportunities.
- Put school and nursery managements under a duty to identify how they will improve access for and communication with disabled children.
- Put a duty on Scottish Ministers, local authorities and social landlords to encourage equal opportunities and comply with equality legislation in providing housing and related services.
- Increased mortgage rights for co-habitees and same sex couples.
- Put a duty on the Scottish Commission for Regulation of Care and Scottish Social Services Council to encourage equal opportunities and comply with equality legislation when carrying out their functions.
- Established a statutory committee to advise on transport needs of disabled people.
- Increased protection for those experiencing domestic abuse.
- Recognised rights for same sex couples in cases of adults with incapacity.
- Improved procedures in sexual offence cases e.g. protecting rape victims from being cross-examined by the accused.
- Put a duty on local authorities to offer eligible disabled people direct payments.
- Repealed section 2a of Local Government Act 1986 thus removing constraints to the discussion of sexual orientation in schools.

(For an outline of the Acts of Parliament where equality provisions have been included see Annex B.)

Many people have played a role in increasing the prominence of equal opportunities in recent Scottish legislation. The Executive has sought to consult widely and to engage directly with representative and equality organisations to discuss equality aspects to legislation.

Civic groups have input to the legislative process. The Parliament and its committees have scrutinised legislation and sought amendments where they deemed improvements were necessary.

The Executive and the Parliament's Equal Opportunities Committee held a joint seminar in 2002 to share understanding about the approach to mainstreaming in policy and legislation.

SECTION THREE

Progressing the Equality Strategy: Action for Change

Every department of the Scottish Executive has taken action since 2000 to improve the position of equality groups in Scotland. The Preliminary Report on the Equality Strategy (November 2001) contained a detailed round up of action which had been taken or was underway at that time. Closing the Opportunity Gap: Scottish Budget for 2003-2006 and the Scottish Budget Equality Statement attached as Annex A to this report provide further information about actions that have been taken and will be taken in the next three years to help the most disadvantaged people in Scotland. More detailed information on what the Executive is doing on race equality is contained in the Executive's response to the Race Equality Advisory Forum report published in October 2001 and the Executive's Race Equality Scheme published in November 2002.

To give an indication of the range of activities undertaken a selection are listed below.

Education and Employment

Being able to get a job is a vital part of closing the opportunity gap. However for many there are still barriers to getting employment and inequalities experienced in employment. For example, people with a disability or from a minority ethnic community are more likely to experience unemployment.

32% of disabled people of working age were in work in 2001 compared to 79% of non-disabled people.

Women are amongst the lowest paid workers and are concentrated in the lowest paid occupations such as cleaning, catering, clerical work and caring services.

The hourly pay gap between men and women in Scotland in 2001 was 17%. This figure increases significantly for older workers and women working in part-time or in particular industries.

The ability to access skills training and education are key to future employment. Disabled people are less likely to be qualified.

54% of disabled people of working age have no qualifications in contrast to 11% of non-disabled people.

The availability of affordable childcare is a key issue in the participation of women in the labour market and in education and training. If we want people to be able to reach their full potential and for Scotland to have fullest access to the talent that is available then removing the barriers to employment and childcare is critical.

Some of the barriers are experienced early in the education process and the Executive is working to ensure that children and young people have the fullest opportunities in school.

That is why the Executive has:

- Made free pre-school places available for every 3 and 4 year old in Scotland whose parents wish this.
- Invested significantly to widen access to further and higher education, particularly to those from disadvantaged groups. Over 65,000 new further education places have been created since 1998-99.
- Provided over £16 million per year to local authorities to enable them to meet local childcare needs.
- Provided £6 million per annum for the childcare needs of further education students, targeted support for those facing greatest financial hardship including lone parents.



- Provided additional funding to strengthen colleges' ability to offer English Language courses for asylum seekers and others.
- Provided £22.6 million to help disabled young people to move into further education, training and employment. Put in place a range of projects to promote inclusiveness including the development of the BRITE centre which provides training for further education staff in the use of assistive technologies.
- Provided £36 million to improve services for people with learning disabilities and established, with an additional £1.5 million, a Scottish consortium on Learning disability.
- Produced anti-racism and anti-bullying materials for schools.
- Promoted equal opportunities in the training of teachers.

Health and Community Care

Health should not depend on where you live, your income or your background. Access to health should also be equal irrespective of race, gender, disability, age, sexual orientation or religion. The Executive recognises that there are still significant inequalities in access to health and particular problems for different groups in our communities.

That is why the Scottish Executive has:

- Adopted a patient and public focused approach to health.
- Undertaken a stocktake of minority ethnic health policies across Scotland and issued 'Fair for All: Working Towards Culturally-Competent Services'. This guidance is designed to promote a more culturally competent National Health Service (NHS).
- Established a resource centre for ethnic minority health in April 2002 with a budget of £1.1 million. The Health department has also established a Women and Children's Unit and an Older People's Unit to ensure that these interests are reflected in health policy and in other areas of policy across the Executive.
- Established a Disability Steering Group to improve access to health services for people with disabilities and to raise awareness of disability issues among NHSScotland staff.
- Carried out research about the views of older people about their recent experiences of the NHS under the auspices of the Chief Medical Officer's Expert Group on Healthcare of Older People.
- Introduced free personal care for older people.
- Taken action, including high profile advertising, to tackle teenage smoking particularly amongst young girls and pregnant women.
- Promoted breast-feeding and healthy eating.
- Supported projects to work on sexual health including teenage pregnancy and work with Lesbian, Gay, Bisexual and Transgender (LGBT) communities.
- Increased the support to carers.

"The new LGBT Health Project funded by the Executive will allow barriers to good health for LGBT people to be identified and addressed."

Tim Hopkins Equality Network

Crime and Justice

No one wants to live in fear and be the victim of crime. Yet some in our communities experience assault and violence, harassment and victimisation because of the colour of their skin, their religion, their disability, their gender, their sexual orientation and their age. Action is being taken to reduce the burden of crime on these communities, to work to increase confidence in the system of Scottish justice and to support the victims of crime.

We have:

- Improved the prosecution policy on racist crime and the Crown Office is now pursuing a range of measures to improve race equality.
- Developed a systematic approach to tackling racist crime and the Scottish Police Service is working to increase the diversity of its recruitment.

Police recorded racist incidents

2001/02 – 3115 1999/00 – 1986

2000/01 – 2626 1998/99 – 1153

The Executive is concerned at the increase in the number of racist incidents. Authorities have always recognised that a significant number of incidents went unreported and the increase in reported incidents could indicate a growing confidence in the police and the system. However, the Executive is not complacent. Evidence collected as part of the anti-racism campaign indicates the extent of racism in Scotland today and the need for action.

- Made £1 million available to improve security at mosques, synagogues, Hindu and Sikh temples and other places of minority ethnic worship in Scotland.
- Convened a cross-party working group to consider the case for new legislation to counter religious hatred and other measures to counter sectarianism and religious bigotry.
- Radically increased the provision and support for those experiencing domestic abuse. Through award-winning advertising the Executive has dramatically changed the climate in which domestic abuse is being tackled.

1 in 5 women in Scotland experience domestic abuse in their lifetime.

- Piloted new ways of delivering quality legal information and advice to asylum seekers and other vulnerable groups.

“The Scottish Inter Faith Council is encouraged by the fact that the Equality Unit recognises that a Scotland of many cultures is also a Scotland of many faiths. Up until now very little effort has gone into integrating religious communities into civic processes. Through its support for the work of the Scottish Inter Faith Council the Executive has shown its appreciation of diversity but also its recognition of an underlying common civic identity and the need for all to work together in pursuit of the common good of Scotland”.

Isabel Smyth, Secretary of Scottish Inter Faith Council

Social Justice

Social Justice underpins the whole range of Executive policies and it encapsulates the Executive’s determination to address issues of poverty and deprivation, alongside issues of discrimination and inequality. There are groups within Scottish society that experience exclusion on the grounds of their race or religion, gender, disability, age or sexual orientation. “Some of these groups such as women as lone parents and single pensioners, minority ethnic families (including refugees, asylum seekers and gypsies/travellers) and disabled people form a disproportionate number of those living in poverty in Scotland. Although there are few data available about LGBT people, there is evidence to show that they may also be vulnerable to poverty.” But social exclusion is not just about poverty. ‘It also relates to the impact of discriminatory attitudes and practices on the status, influence, well-being and safety of individuals and groups with consequent effects upon their opportunities to learn, earn and lead a full life with dignity.’¹

¹ From Paper to Scottish Social Inclusion Network Equalities Mainstreaming Working Group by Dr Fiona McKay – August 2002)

That is why the Executive is pursuing a range of actions to further equalities as part of the programme on social justice. In addition to all that is described elsewhere in this report, we have:

- Supported minority ethnic communities through funding of the Black and Minority Ethnic Infrastructure in Scotland (BEMIS), Ethnic Minority Grant Scheme, Positive Action in Housing, and the two race thematic Social Inclusion Partnerships – Fife Race Awareness and Equality (FRAE Fife) and Glasgow Anti-Racist Alliance (GARA).
- Given 10,000 pensioners free central heating and 140,000 people free insulation under the Warm Deal Scheme.
- As part of the work on child poverty, invested £24 million to provide childcare to help lone parents get into further and higher education.
- Improved equal opportunities in the provision of housing.

Sport and Culture

Sport and culture are important for our wellbeing and our social interaction. Making sure that the benefits can be realised by all in our communities is part of the Scottish Executive's strategy in both sport and culture. This is important because sport and culture can provide opportunities for those marginalised in society and can be an important means of self-improvement and community engagement.

We have increased equality in provision in the following ways:

- Taken measures to improve the numbers of women and girls, disabled people and those from minority ethnic communities who participate in sport.
- Introduced measures to tackle sectarianism in football.
- Increased access to museums, galleries and libraries including £1.9 million to abolish charges to main collections in the National Museums of Scotland.
- **sportscotland** has established an Ethics Group and is promoting equality in its work.



Transport

Transport can have an effect on many areas of life including work, family and social life. Personal freedom can be enhanced through better access to effective and usable transport and different groups in the community may have different transport needs. Older people, and disabled people in particular, face many barriers to using public transport.

The Executive has:

- Introduced free off-peak local bus travel for pensioners and disabled people.
- Established a Mobility and Access Committee for Scotland to advise on the transport needs of disabled people.
- Produced guidance for policymakers on the specific gender considerations to be taken into account when developing transport policy.

Women, particularly older women, have less access to cars and are more likely to rely on public transport, particularly buses. Women in Scotland are constrained in their use of public transport by a range of barriers. These relate to security and comfort, physical access, timing and routes, cost, information and lack of specific consultation. Disabled women, those on low incomes, lone parents and women in rural areas can face specific difficulties.



SECTION FOUR

Progressing the Equality Strategy: Making a Difference through the Way we Work

Mainstreaming Equality

Mainstreaming equality is a long-term process. Change will not be achieved overnight. In phase 1 (2000-2002) of the Equality Strategy we concentrated on improving data and information, increasing consultation and dialogue with equality groups, raising awareness on equality and developing the processes to help mainstreaming in policy and spending plans. We have made considerable progress in the two years since the Strategy was adopted.

Update on commitments in the Equality Strategy:

| Action | Completion date | Outcome | Progress |
|--|-----------------------------------|--|---|
| Commission a study comparing the equality proofing of legislation in other governments | Study completed by December 200 | Input to guidance on equality proofing legislation | Achieved. Study completed and report published in April 2002 |
| Undertake action research project on equality proofing of legislation | Research completed by summer 2001 | Contribution to proposed Executive guidance on equality proofing legislation | In light of study decided to combine this work with policy appraisal. Superseded by work on Housing and Education legislation |
| Develop equality input to training and identify support for bill teams | Completed summer 2001 | Equality support for bill teams | Achieved. Resource pack provided and input to training for bill teams. Under further development |
| Update guidance on policy appraisal and circulate throughout Executive | Completed by spring 2001 | Mainstreaming tool for departments | Initial guidance circulated but under review as mainstreaming work proceeds |
| Develop mechanisms for equality impact assessment of budgets and spending plans | Pilot phase by winter 2002 | Systems and tools for equality impact assessment of budgets and spending plans | This work is making steady progress . See details in Equality statement |
| Pilot mainstreaming work in Housing and Education (Schools) | Pilot winter 2002 | Development of effective system/processes for mainstreaming | First phase of work completed |
| Develop and deliver generic equality/diversity training | First phase: autumn 2001 | All senior and middle management receive initial training | Achieved. 850 managers received diversity training |
| Identify equality contacts across the Executive | Completed by April 2001 | Establish Executive Network | Achieved |
| Departments to carry out initial equality screening | Completed by April 2001 | Baseline equality information | Achieved. Information collated for preliminary report |
| Departments to carry out equality audit | Completed by April 2002 | Baseline equality information | Adjusted focus and timing to cover race equality audit as required by RRAA |

| Action | Completion date | Outcome | Progress |
|--|---------------------------------|--|--|
| Departments to contribute Executive equality report to parliament | By April 2001 and then annually | Equality report to parliament | Achieved but changed publication time to November 2001 (one year after publication of strategy) |
| Equal Opportunities objectives to be incorporated into departmental business plans | Introduce from April 2001 | Encourage mainstreaming and monitoring | Directions on equality given in Business planning guidance for 2001-02. Current plans to indicate measures to close the opportunity gap (including equality) |

Housing and Education (Pilot Areas)

The Scottish Executive has focused its mainstreaming approach in two areas of Executive policy – housing and school education.

Housing

The Housing work began in September 2000 during the final stages of the consultation on the Housing Bill. Officials in housing and the Equality Unit worked closely together and with external equality bodies and organisations. An equality audit of the consultation on the Housing bill was undertaken and detailed discussions held to determine the best way to ensure that equality issues were addressed in the legislation. This partnership was successful. Equality bodies contributed actively and with strong Ministerial support and parliamentary intervention, the legislation incorporated a number of specific references to equality. The Act put a duty on Scottish Ministers (including Communities Scotland) and local authorities to encourage equal opportunities in their housing functions. The Act also included the introduction of broader definitions of family, a number of provisions relating to disability and strengthening of provisions to tackle racial harassment.



“The Disability Rights Commission welcomes the attention to and the strides made within Education and Housing as these areas are of major importance to disabled people. It is good to see equalities being taken forward at the heart of Government”.

Bob Benson, Director Disability Rights Commission Scotland

The lessons learnt in phase I will be incorporated into the guidance on mainstreaming equality into policy making. The increased sensitivity to equality issues has led to the Housing division considering in some detail how it will take forward the mainstreaming of equality in its future work programme.

Phase II will involve a short-term secondment to take forward the range of equalities issues across the Executive’s work on housing. As we indicated in our response to the Race Equality Advisory Forum (REAF) report ‘Committing to Race Equality’ published in 2002, this work will complement the equality work which is already in hand. The Executive is providing funding towards an Equal Opportunities Good Practice Award for housing providers run by CIH. The first award was made in March 2002.

Communities Scotland which became an agency of the Executive in November 2001 will be striving to ensure that race equality is addressed across all functions and activities. It has a Race Equality Policy supported by regional action plans.

Action has been taken to support a black and minority ethnic-led housing association and a further £5 million made available for minority ethnic communities in housing which is below the Tolerable Standard.

The proportion of properties owned and managed by Registered Social Landlords which are let to minority ethnic households will be monitored.

Education

The Schools Group is the second of the two areas of the Scottish Executive to provide a focus for mainstreaming equality. The work in this pilot is at an early stage.

The Schools Group has designated two officials with responsibility for providing a focus on equality work. These officials have worked closely with the Equality Unit.

The following developments have taken place since the launch of the Equality Strategy.

Legislation

- **Some key equality provisions were incorporated into the Standards in Scotland's Schools Act** providing a strong context to promote equal opportunities.
- Parliament passed the **Education (Disability Strategies and Pupils' Educational Records) (Scotland) Act 2002**.
- The Executive has published for consultation the **draft Education (Additional Support for Learning) (Scotland) Bill**. The draft Bill aims to update the system for providing additional support for children who require it.

Teacher Education

Equality is reflected in the new benchmark standards for initial teacher education introduced in autumn 2001. These require courses that will enable students to:

- Demonstrate an understanding of the principles of equality and social justice and of the need for anti-discriminatory practices.
- Value and demonstrate a commitment to social justice and inclusion and
- Demonstrate that they value and promote fairness and justice and adopt anti-discriminatory practices in respect of gender, sexual orientation, race, disability, age, religion and culture.

Anti-racism education

- The Scottish Executive is supporting work on anti-racism education in the curriculum. **The Executive funded a project** aimed at providing staff in pre-schools, special schools, primary and secondary schools with materials **to support more effective delivery of anti-racism education**. This material took the form of a CD-ROM entitled 'Educating for Race Equality – a Toolkit for Scottish Teachers', which was launched on 3 December 2002. Further materials are being produced for schools to link in with the Executive's anti-racism campaign – 'One Scotland: Many Cultures' (www.onescotland.com)
- **The Executive has increased its funding for the Centre for Education for Racial Equality in Scotland (CERES)**. CERES liaises with education authorities and schools to assist with formulating, developing and refining policies for multicultural and anti-racist education.
- The Scottish Executive provided £45,000 in 2001 to support the development of the Equal Futures project being run by Children in Scotland in conjunction with the Commission for Racial Equality.

Equal Futures aims to raise awareness of race equality issues with schoolchildren and young people. The project engaged local authorities and schools in activities around race equality and culminated in a highly successful conference on race equality in November 2001 involving over 300 children from across Scotland. A further conference was held in 2002. Following the success of the conference and as part of the Executive's One Scotland: Many cultures campaign, **the Executive is providing £150,000 funding over two years to the 'Equal Futures' project.**

Gypsies/Travellers

- **The Scottish Executive funds the Scottish Traveller Education Programme (STEP)** which works with government and other relevant bodies in support of policy development for the inclusion of the needs of Gypsies and Travellers.
- The Scottish Executive commissioned STEP to produce, in conjunction with Learning and Teaching Scotland, guidance for local authorities and schools on inclusive education approaches for Gypsies and Travellers, set within the context of interrupted learning.

Refugees

- **The Scottish Executive has funded CERES and the ABN (Anti-bullying Network) to produce a resource for schools that focuses on helping them to share good practice in addressing issues relating to asylum seeker and refugee children, such as bullying.** This resource was launched in January 2002. This comes in addition to the ongoing support provided to schools by the anti-bullying network.

Disability

- One of national priorities for education is to promote equality and enable every child to benefit from education. This is particularly targeted at pupils with disabilities and special educational needs.
- Education providers must prepare accessibility strategies to improve access to education for children with disabilities. This is required by the Education (Disability Strategies and Pupils' Records) (Scotland) Act 2002.
- Executive is supporting the Minority Ethnic Learning Disabilities Initiative to develop a resource pack for parents and families of minority ethnic children with special needs and a training resource pack for professionals working with minority ethnic children.

Improving Dialogue: Improving Policy – Consultation with Equality Groups

To mainstream effectively, policy makers need to understand the needs of different groups of people and the impact of policy proposals on these groups. This information will come from a variety of sources including consultation and dialogue with the equality groups and communities.

The Scottish Executive organised several 'grassroots' consultative events in summer 2000. Feedback from these events helped the **Executive produce its guidance on consultation with equality groups.** The publication entitled Good Practice Guidance – Consultation with Equalities Groups is designed to assist policy makers within the Executive to adopt good practice when consulting with equality groups.

In the preliminary report we outlined the Executive's proposals to develop consultative mechanisms with the range of equality interests. Since then there have been a number of developments:

Update on commitments in the Equality Strategy

| Action | Completion date | Outcome | Progress |
|--|-----------------|---|--|
| Publish proposals on consultative mechanisms | By summer 2001 | Equality groups will have a fuller and more effective involvement in policy development | Achieved. Proposals published in preliminary report. Work ongoing to improve consultation and dialogue |

Consultation with Women

Women's Forum

The Women in Scotland Consultative Forum was set up in 1997 as a national event at which representatives of women's organisations across Scotland could meet and discuss policy concerns with the Minister and policy makers. The Executive has been reviewing the Forum and has experimented throughout the year with different events for women. Following earlier suggestions by Forum members, **the Executive has concentrated on local initiatives.**

The Executive worked with women's organisations in Fife during 2001-02 to develop a local consultation project. **A project worker was funded to work with local organisations, groups and women from across Fife to establish their concerns and priorities. A consultative event was held in Fife on 9 March 2002.** A report has been produced and this has assisted the Executive in its broader work.

A series of local consultative events were held during 2002. These combined information on how to input to the Parliament and to the Executive with a focus on a topical issue. A consultation on the National Debate on Education was held with women from ethnic minority communities in Glasgow on 17 July. An event was held in Aberdeen on Equal Pay and Employment on 12 September. A further event on issues for rural women was held in Castle Douglas on 18 September. The consultation on women and poverty which was postponed from September will take place in March 2003 in Glasgow.

Valuable as the local initiatives have been, the Executive recognises that there needs to be a more strategic focus to the consultative work with women. **The Executive is therefore continuing the review of the Forum and will consider proposals in early 2003.**

Database

Engender and Glasgow Women's Library have reviewed the Women in Scotland Consultative Forum database of women's organisations.

Women's fund

The Executive made a £150,000 grant to the Women's Fund for Scotland to assist women's organisations in local areas in both provision for local women and capacity building. A range of groups has been assisted across Scotland.

Receptions

The First Minister hosted two receptions for women at Bute House during 2002. A reception for women in communities was held in March 2002 as part of the International Women's Day celebrations. A reception to mark the 75th anniversary of the STUC Women's conference was held in November 2002.

Throughout the period the Executive has benefited from good working relationships with many women's organisations and those working on gender issues. In particular the Executive records its thanks to the STUC Women's Committee, Engender, Fair Play and the Equal Opportunities Commission for advice, guidance and the occasional prodding. It was pleased to work with ENACT and to have participated in events organised by organisations such as the Soroptimists.



Consultation with Disabled People

Many disabled people do not have a voice and policy makers need to understand the perspectives of disabled people as well as providers and advocates of services for disabled people. **The Scottish Executive is providing development funding to two disability-led organisations**, Inclusion Scotland and Scottish Disability Equality Forum.

The Executive is keen to engage with the full range of disability organisations. The engagement with disability organisations through the Mobility and Access Committee on transport and the Disability Steering Group on access to health services has been extremely helpful. One particular strand of the work in the Health Department is focused on improving how the NHS communicates with people with disabilities and how people with disabilities communicate with the NHS.

The collaboration with disability organisations has been strengthened during the preparations for 2003 – European Year of Disabled People. EYDP is providing a very welcome focus on disability issues. The Scottish Executive is working with all the major organisations in the disability sector, COSLA, SCVO and the STUC to provide a distinctly Scottish programme of activity. The Scottish steering group has met regularly during the latter part of 2002. Scotland is also represented on the UK National Co-ordinating Committee for the EYDP.

We hope that the activities undertaken in 2003 will have an impact beyond the end of the year. We want to see activities undertaken during the year which will have a lasting effect on the lives of disabled people. We want to see the basis laid for disabled people to participate in decision making and to help shape future policy.

Consultation with Children and Young People

Scottish Ministers have made a commitment to consult widely with young people. This commitment was reflected in the Executive's Programme for Government document *Making it Work Together* and underpins the Executive's Action Programme for Youth. Under Article 12 of the UN Convention on the Rights of the Child, countries also have an obligation to consult children on matters that affect them.

The Action Programme began with the 2000 Youth Summit which brought together young people and Ministers in discussion on matters of importance to young people. In parallel with the Summit, the Scottish Executive commissioned Save the Children Scotland to produce "Re: action" a practical toolkit for policy makers and others on the mechanics of consulting with children and young people. This has recently been reprinted and is available from both Save the Children Scotland and the Executive (contact 0131 244 0992).

The Executive is supporting the CRE/CIS-led Equal Futures project mentioned earlier.

The Scottish Executive has been involved with the devolved administrations in taking forward the outcomes of the EU White Paper on Youth, most recently responding to questionnaires on participation of young people and information for young people. The Executive welcomes the publication of the White Paper and the added focus that it gives to addressing the complex issues facing young people throughout the EU. The emphasis placed on engaging with young people, promotion of active citizenship, volunteering and recognition of the youth dimension in wider policy considerations is entirely consistent with the aims of the Scottish Executive.

The Scottish Youth Parliament (SYP) is a youth-led national organisation which evolved from the Connect Youth network of local youth forums. It is an important way for young Scots to get involved. Established in July 1999 it has been supported financially in the last 2 years by a core grant of £80,000 from the Scottish Executive. Membership is open to young people aged 14-25. In the 3 years since it was established the SYP has established a concordat with the UK youth parliament;

represented Scotland at UK, European and world events; hosted a 5 Nations – UK and British Youth Council – meeting; participated in a question and answer session with Members of the Scottish Parliament and participated in youth exchanges. Its August 2002 meeting was held in the Scottish Parliament Chamber with the opening session presided over by the Rt Hon Sir David Steel, Presiding Officer of the Scottish Parliament; First Minister, Jack McConnell engaging with the SYP in a pre-Johannesburg UN World Summit session; and Cathy Jamieson, Minister for Education and Young People, closing the meeting.

Increasingly the SYP is being used as a means of consultation by policy makers at national level and also by Committees of the Scottish Parliament.

Consultation with Minority Ethnic Communities

The Race Equality Advisory Forum (REAF)

REAF was established in 1999 and made an important contribution to the work of the Scottish Executive. Chaired by the Minister for Social Justice, the Forum had the remit to advise the Scottish Executive on a race equality strategy, to provide action plans to tackle racism and institutional racism and to outline proposals for effective consultation with minority ethnic communities. It comprised 22 members from across a range of interests and communities. The Forum established four working groups on:

- Education.
- Enterprise and lifelong learning.
- Health and Social Care.
- Local government, voluntary issues, housing and social inclusion.

It conducted its work through seminars and meetings with stakeholders and a wide range of community interests. The report and action plans were published in October 2001 and provided a context for developing consultation with minority ethnic communities. The Executive responded to the Report in March 2002- Chapter 3 covered consultation. REAF's work informed the development of the Executive's Race Equality Scheme.

Race Relations (Amendment) Act 2000

The Race Relations Amendment Act has put the public sector under a duty to promote race equality. This means public bodies will be more active in the pursuance of race equality. This means public bodies will be more active in the pursuance of race equality. The Scottish Executive is no exception. We have identified in our Race Equality Scheme the actions we intend to take to improve race equality in Scotland. In terms of consultation and dialogue the Executive's Scheme included the following action points:

- We will engage with all stakeholders on the continuous improvement of our race equality scheme.
- All departments, agencies and associated departments, having determined through systematic assessment that new policies and processes will have an impact on race equality, however minor, will have to apply the Executive's published guidance on consulting with equality groups.
- All departments, agencies and associated departments that have applied the guidance will need to demonstrate to the public, the Scottish Parliament and Ministers the process for consultation they have adopted and its outcomes.
- As part of the continuous improvement of our race equality scheme we will consult periodically with all groups and communities affected by it through the application of our published guidance on consulting with equality groups.

Consultation with Lesbian, Gay, Bisexual and Transgender People

The Executive is committed to consultation with Lesbian, Gay, Bisexual and Transgender (LGBT) communities in Scotland in order to ensure that our work is informed of the issues of concern to these communities.

Two seminars for LGBT people were hosted by Ministers to help identify priorities and allow direct engagement. Consultation projects are now being funded by the Executive to develop structures and mechanisms for engagement with LGBT communities across Scotland:

- The *Your Scotland* project is being run by the Equality Network. It is developing structures to widen and improve consultation with LGBT people across Scotland, undertaking consultation with the LGBT communities, and strengthening the LGBT communities' input to policy-making.
- A complementary project, *Have Your Say*, is being taken forward through Stonewall Youth Project to engage with LGBT young people.

To inform the consultation process the Executive has funded the production of a database and directory of grassroots LGBT organisations across Scotland, and other organisations with an interest in LGBT equality. This work was carried out by Beyond Barriers.

A major research project examining the availability of data on LGBT communities and the need for further data and information is helping us to identify research priorities and informing our approach to LGBT equality work. Part of the research involved consultation with local LGBT groups across Scotland.

Consultation with Older People

The Scottish Executive is committed to working with older people to develop more responsive services appropriate to their needs and to assist older people live healthy independent lives. Many of the Executive's policies in fields as diverse as health, transport, housing, social justice, volunteering and lifelong learning directly affect the lives of older people. Following the setting up of a dedicated Older People's Unit in March 2001 the Executive is working with older people to develop and deliver an Executive-wide strategy for older people.

An Older People's Consultative Forum has been established which involves all the main older people's organisations in regular meetings with Scottish Ministers and officials. The Forum acts as a sounding board for policy and is an opportunity for all involved to put forward subjects for discussion. The papers and minutes of the meetings are made public. This supplements other ongoing work designed to ensure that the Executive has effective ways of obtaining the views of older people and securing their participation.

Other work includes:

- raising the profile of older people's issues and improving information through a twice-yearly newsletter *Agenda*.
- a website www.scotland.gov.uk/olderpeople
- the booklet *The Future's Not What It Used To Be... It's Brighter – Making the most of your 50+ opportunities*.
- Working with the Department for Work and Pensions on Scottish versions of the Pensioners' Guide and *Are You Over 50?*

Consultation with Gypsies/Travellers

The Scottish Executive acknowledges that Gypsies/Travellers face discrimination and harassment. It is committed to equal opportunities for all and wishes to work with service providers and Gypsy/Traveller communities to ensure effective service delivery. The Executive welcomed the inquiry held by the Equal Opportunities Committee and is continuing to examine how best to take forward the recommendations.

The Minister for Social Justice visited a Gypsy/Traveller council site on 4 November 2002 in Dumbarton to familiarise herself with issues facing gypsy/traveller communities.

The Scottish Executive is considering ways in which it can improve the consultation and dialogue with the gypsy/traveller communities.

The Executive conducts a twice-yearly count of Gypsies/Travellers on council sites, private sites and unauthorised encampments. **The Executive is intending to issue new guidance on unauthorised encampments.**

Consultation with Asylum Seekers and Refugees

The Scottish Executive established a short-life Scottish Refugee Integration Forum in January 2002. Its purpose was to develop, over a period of about 18 months, an action plan to enable the integration of refugees. The action plan was drawn up by a wide range of experts and was put out to consultation in autumn 2002. The draft plan was circulated widely including one-stop shops, drop in centres and colleges. The Executive ran a focused consultation with asylum seekers and refugees. The draft action plan was summarised and translated into 7 key refugee languages. It was made available in both written format and on tapes. The final action plan will be published early in 2003.

The Scottish Executive is providing funding for a project to help build sustained dialogue with asylum seekers, refugees and host communities. The project is being run by the Scottish Refugee Council and Glasgow City Council.

Consultation with Faith Groups

The First Minister meets annually with Action of Churches Together in Scotland and the Scottish Inter-Faith Council. These meetings are a key element of the Scottish Executive's policy to increase the flow of dialogue between the Scottish Executive and religious organisations.

Churches and faith groups play an important role in ensuring that the faith perspective is not missing from our policy considerations.

The Scottish Executive is funding the Scottish Interfaith Council to develop co-operation between faith communities and assist the Executive in its dialogue with them. SIFC has appointed a development worker to take this work forward.

The Scottish Executive holds a list of central offices of active churches and faith groups in Scotland. This is a helpful tool for disseminating information and making contact during consultations.

Equality and the Budget

The full Scottish Budget Equality Statement is attached in Annex A.

Making changes to policy to improve equal opportunities is only half the story. Making sure that the money goes with the policy is the other half. For some time now the Executive has been exploring ways in which it can link its work on mainstreaming equality into policy with the distribution of resources.

In 2000, the then Minister for Finance and Local Government established the Equality Proofing Budget Advisory Group to advise the Executive on how it might take this work forward. The Group met for the first time in November 2000. The members of the groups are the Scottish Women's Budget Group (formerly Engender Women's Budget Group), EOC, DRC, CRE, Equality Network and officials from the Finance Department and Equality Unit. Arthur Midwinter, the advisor to the Finance Committee sits as an observer. In future, it is hoped that a researcher from Scottish Parliament's Information Centre will be able to attend to provide liaison with the Scottish Parliament.

Activities to date have included:

- Commissioning research on the integration of equality into the budget process. This will shortly be available on the internet.
- Holding an expert seminar on mainstreaming equality and gender budgeting in October 2001. The seminar was addressed by leading academics in the field and was attended by external interests and Scottish Executive officials. It was a very successful event.
- Holding a seminar with Equal Opportunities Committee in October 2002 to develop a shared understanding on the work on equality proofing the budget.
- Establishing international contact on this area of activity. Contact was established with the Government of Canada and a case study on the Scottish Executive's work on equality and the budget was presented in December 2002 to an international conference in the autonomous region of the Basque country.

Budget Documents

A number of improvements in the presentation of information on equality and spending have taken place in the budget documents following guidance issued to departments.

- The Annual Expenditure Review in 2002 highlighted the equality work being done in housing and education.
- The Draft Budget published in October 2002 refers to equality in its introduction.
- *Closing the Opportunity Gap: Scottish Budget for 2003-2006* was published in October 2002 outlining the measures being proposed in the Scottish Budget for 2003-2006 to Close the Opportunity Gap including equality.
- An Equality Statement on the budget is being published as part of this annual equality report.

We recognise that we have a long way to go and we are working closely with the Equality Proofing Budget Advisory Group to identify the best way to proceed. Over the next few months, the Executive has agreed with the EPBAG that it will look at undertaking a gender impact assessment in housing and education and work with Health Department to investigate which tools might be best employed in the Scottish context.

Knowing the Facts: Making the Difference – Research and Data

Equalities Research

We need robust and reliable data and information if we are to have evidence to support policy making, understand the needs our diverse communities and to assess the impact of policies on them.

Update on commitments in the Equality Strategy:

| Action | Completion date | Outcome | Progress |
|---|-------------------------------------|--|--|
| Conduct survey on ethnic minorities in Scotland | Depends on outcome of scoping study | Foundation data to support policy development | Scoping study undertaken and further development work being undertaken |
| Identify and commission specific research projects to support mainstreaming of equality | Ongoing | Foundation evidence, material and case studies to support mainstreaming work | Ongoing. See section below on research |

Since the publication of the *Equality Strategy* a range of research has been conducted which has taken our work forward and assisted departments with the mainstreaming of equality.

Crosscutting research work has included:

- Good practice guidance on consultation with equality groups published in June 2002. This provides advice on how best to engage with those ‘harder to reach’ groups whose views are not routinely sought in the development of public policy.
- A literature review of translating, interpreting and communication support services published in 2002. This was designed to inform the Executive’s Translation, Interpreting and Communication Support (TICS) Services Framework Group in its work to develop a national cross-sectoral framework of standards for these services.
- Research on the international comparisons on equality proofing procedures in drafting legislation published in 2002.
- Supporting the design of a module for inclusion in the 2002 Scottish Social Attitudes Survey to assess and explore public attitudes to discrimination in Scotland. Analysis of the results will be available in 2003.

Work focused on **particular groups** has included:

- An audit of ethnic minority research literature published in 2001. This discussed key research themes, highlighted significant gaps and made recommendations for future research.
- An analysis of the first year of data from the Scottish Household Survey relating to older people in Scotland published in 2001.
- An exploration of women and men in the professions published in 2001 and the report of a conference on researching women in rural Scotland published in 2002.
- An analysis of a programme of focus groups in which the grassroots views of issues of importance to ethnic minority communities were gathered is due to be published in spring 2003.
- A research study of the impacts of the 1999 Immigration and Asylum Act on devolved services and asylum seekers in Scotland is due to be published by spring 2003.
- A study to explore the need for, and possible approaches to, the collection of data on lesbian, gay, bisexual and transgender communities in Scotland is due to report in 2003.

Work focused on **particular policy areas** has included:

- A study of family mediation services for minority ethnic families, exploring the cultural issues associated with marriage, separation and divorce in minority ethnic families was published in 2001.
- A study of minority ethnic pupil experiences of school identifying key factors relating to ethnic diversity which promote or restrict inclusion is due to report in summer 2003.
- A range of studies exploring police stop and search among white and minority ethnic young people, racist crime and victimisation, the experience of black/minority ethnic police officers as well as an analysis of the ethnic minority booster sample of the Scottish Crime Survey were published in 2002.

Studies were undertaken on transport provision for disabled people and women and transport. These assisted the development of transport policy and the production of guidance in these areas.

Research Support

The research work of the Executive on equalities has been assisted by external input from experts in the field. Following the establishment of the Women's Consultative Forum in 1998, the Executive set up the Women's Issues Research Advisory Group. This group provided a steer for the work of the consultant on women's issues who was contracted to the Executive from 1998 until 2001. The Executive is grateful for the time and effort given by the members of that group.

A dedicated Equalities Research Team was created in the Executive's Development Department in April 2002. The core remit of the Team is to develop a research evidence base to support the Equality Strategy & to promote the mainstreaming of research across Social Research in the Scottish Executive. The Equalities Research Team is also developing processes to ensure that all Social Research across the Executive considers equality perspectives in research design, data collection and analysis.

The Team also produces and disseminates the Social Inclusion Research Bulletin which provides an update on research across the Executive relating to social justice and equality issues. Bulletin No. 7 published in March 2002 focused specifically on equalities research and the latest Bulletin No. 8 was published in September 2002.

Copies of research publications highlighted above are available in electronic format and are accessible from the Scottish Executive website: www.scotland.gov.uk/socialresearch

Equality Statistics

In order to implement effective policies, to monitor the outcome of these policies and to improve service delivery, it is important that relevant and timely statistics are available. This statement holds true across the whole range of policy development and service delivery, and no more so than in the area covered by the Scottish Executive's Equality Unit.

The Equality Strategy covers a range of equality areas and five are particularly relevant for our statistical work namely, age, gender, sexual orientation, disability and ethnicity. The requirement on the statistics service is to provide detailed information for each of these areas plus analysis and interpretation of the interactions between two or more groups together with other contextual information such as geography and socio-economic issues. Work is being taken forward in all areas excluding sexual orientation, where considerable research of how appropriate and informed information could be collected is required. (See research section.)

The information collected by central government on Scotland has until recently been heavily focused on identifying what is happening at a national or large administrative area level. The information would contain some disaggregation by the equality dimensions, but the key policy interest was in aggregated figures rather than in the more detailed disaggregation by population cohorts.

Information is made available through Censuses, surveys and administrative processes. Within each of these sources there is the opportunity to collect a range of data across the equality dimensions. There are however significant constraining factors including cost, sample size, feasibility of questions, confidentiality of individual responses and technical problems such as data exchange and data sharing.

The requirements for statistical information underpinning the Equality Strategy were therefore significantly greater than the information being provided by the statistical service at the end of the 1990s. The strategy would require considerably improved disaggregation of data, a more consistent and harmonised approach to data collection and dissemination, and a clear commitment to improve the availability of data over the short, medium and long term.

In order to meet this requirement for improved statistics the Scottish Executive statistics service committed itself in the Scottish Executive Statistical Plan 2000-01 to:

“Take forward the commitments in the Equality Strategy to provide better disaggregated data on relevant groups, by exploiting data more effectively, identifying data gaps and planning how to fill them”.

In addition to this general statement there were a number of specific areas where improved equality data were required. These included:

- Social Justice Milestones: The data used to inform progress against the milestones should be disaggregated by age, gender, ethnicity and disability where appropriate and work should be taken forward to improve the availability of data across these dimensions.
- Statistical publications and outputs: Improving and increasing the availability of equality data across all its outputs.
- Equality definitions: Developing a long-term strategy for the improved collection of ethnicity, national identity and disability information. The requirements set out in the Race Relations Amendment Act clearly require the monitoring and equality proofing of policies and the statistics service has a significant role in taking forward the required work.
- Publications: Increasing the availability of data disaggregated by the equality dimensions.
- Data collection: Data collection should be developed to increase the ability to carry out high quality and fit for purpose analyses across the equality dimensions.

In taking forward these commitments the statistical service has over the last couple of years produced a number of products and put in train a range of actions that will improve the availability and quality of statistical information in the short, medium and long term. It is true to say that information on age and gender has been easier to obtain, but work has been progressed to cover the other equality dimensions. The following areas of work have benefited from increased equality information.

- Social Justice Milestones: Data have been disaggregated where data quality and availability allows across the 29 milestones.
- Statistical publications and outputs: disaggregation of data across the equality dimensions where possible has been provided in statistical publications.
- Equality definitions: The definitions around ethnicity and disability are a source of concern. The statistics service is discussing the long-term solution for the collection of ethnicity and national identity data with colleagues across central government. Data collectors, providers and users will be consulted. We are also beginning to tackle the collection of appropriate disability information.

Publications

A range of publications providing information specifically on equality groups has been produced:

- Guide to Equality Data Sources was first produced in 2001 and is updated annually.
- A set of equality fact-cards was produced in 2001.
- Statistical Profile: Men and Women was published in March 2001.
- Social Focus on Women and Men was published in March 2002.
- Scottish Household Survey: This major survey introduced in 1999 collects a variety of transport, social justice and housing information from 15,000 households per annum. This survey has provided valuable information across the equality dimensions and is frequently reviewed to ensure that the data provided increase in quality and fit for purpose.
- Scottish Neighbourhood Statistics: This is a long-term project focusing on the development and dissemination via the web of information at a local area level. The driver behind the work is the broad Social Justice agenda, of which the Equality Strategy is a key element. Data are being developed that will allow for vastly increased analysis of population cohorts and geographic areas. It is clearly a priority to ensure that where possible – allowing for confidentiality – data across the equality dimensions are developed.
- The statistics service has implemented a database for use across the SE that contains details of the range of data collection activities carried out by the SE. The collection of information across the equality dimensions is recorded.

Copies of statistics publications highlighted above are available in electronic format and are accessible from the Scottish Executive website: www.scotland.gov.uk/stats

Update on commitments in the Equality Strategy:

| Action | Completion date | Outcome | Progress |
|---|-----------------|---|--|
| Review progress on the promotion, collection and dissemination of gender disaggregated statistics | Ongoing | Better statistical information to support mainstreaming of equality | Good progress being made. See above section |
| Improve disaggregated data for equality groups | Ongoing | Better statistical information to support mainstreaming | Good progress being made. See above |
| Produce collection of gender disaggregated statistics | Spring 2001 | Useful resource for internal and external use | Achieved. Statistical profile of men and women published March 2001. A further publication, Social Focus on men and women published in March 2002 |
| Produce series of equality fact sheets | By winter 2000 | Information resource for internal and external use | Achieved. |
| Seminar for users of equality statistics | Winter 2000-01 | Determine use of statistics and assist in determining appropriate publication of data | Achieved. Seminar held in January 2001 and report published |

Communications

Improving communication and access to information and services is vital if we want to improve participation.

Translation and Interpreting

Issues around language provision and translating and interpreting services are key to ensuring access for all. The provision of translating and interpreting services is an important as it cuts across many different areas of life, from access to services and information through to sports and leisure pursuits and business advice.

The Executive convened a Group to examine the provision of translation, interpreting and communication support (TICS) across the public sector in Scotland. The TICS Group included representatives from local government, health boards, the police, the Commission for Race Equality, the Disability Rights Commission and the Scottish Refugee Council. The TICS Group undertook a major exercise in mapping out the issues and commissioning the publication of a research report by the Scottish Centre for Information on Language Teaching and Research. CILT undertook a literature review of research, policy and practice relating to translating, interpreting and communication support services across the public sector in Scotland. This was published on 12 March 2002.

The TICS Group has set the agenda for the next more active stage of TICS work, which is being taken forward by a development worker, appointed in July 2002. The Executive has agreed to provide funding of £60,000 over the next 2 years.

The development worker is undertaking a wide range of activities including the establishment of a database of translators and interpreters in Scotland; promotion of best practice by public sector bodies; and development of a training needs analysis and training strategy.

The Executive has worked closely with the Scottish Forum for Translating, Interpreting and Communication. The Forum has produced a set of Guidelines for public sector bodies. The Guidelines were published formally with support from the Executive on 12 March 2002.

<http://www.scotland.gov.uk/library5/social/sticf-00.asp>

The Scottish Refugee Integration Forum (SRIF), Chaired by the Minister for Social Justice, also looked at the provision of TICS for asylum seekers and refugees. SRIF held a focus group on TICS in summer 2002 and has included recommendations in its Draft Action Plan. The draft Plan was issued for consultation and the final paper is due to be published at the beginning of 2003.

British Sign Language and Linguistic Access Working Group

A British Sign Language and Linguistic Access Working Group was established in January 2001. The membership of the Group includes the Scottish Council on Deafness, British Deaf Association, Scottish Association of Sign Language Interpreters, the Disability Rights Commission and officials from departments across the Executive. The Working Group is looking at wider linguistic access for deaf people and those affected by deafness. It is assisting the Executive determine what needs to be done over the long-term on issues such as provision and training of BSL interpreters so that access to services, education and information can be improved.

Alternative Formats

The Scottish Executive contributed to UK Government guidance on production of materials in alternative formats published in February 2001. The Executive is considering providing further guidance on alternative formats. The Freedom of Information Act statutory guidance public bodies is being prepared with alternative formats in mind. This is being done in conjunction with the Disability Rights Commission, the RNIB, the Commission for Racial Equality and others.

Update on commitments in the Equality Strategy:

| Action | Completion date | Outcome | Progress |
|---|----------------------------------|--|---|
| Publish proposal for an Equality Communications Strategy | Autumn 2001 | Cohesion across the different elements of communications | Deferred. Work on the different aspects of communications ongoing |
| Commission a study on development of a national framework of guidance on the provision of translating and interpreting services | Outline proposals by winter 2001 | National Framework of guidance on the provision of translating and interpreting services | Completed. Research published in March 2002. Guidance published March 2002. Next phase of work underway |
| Develop guidance on access to alternative formats | Spring 2001 | Development of good and standard practice across the Executive | Contributed to UK guidance published in February 2001. Considering further guidance |
| Develop guidance for Executive on good practice in consultation with equality groups | Summer 2001 | Development of good and standard practice across the Executive to complement work on civic participation | Achieved |



SECTION FIVE

Progressing the Equality Strategy: Promoting Equal Opportunities

People can act in ways that offend or hurt, and institutions can have practices which discriminate against particular groups. These may often be unwitting or occur out of ignorance. So programmes and activities which raise awareness and promote equality and good practice are important. This is not to deny that there is blatant and intentional racism, sexism, sectarianism, ageism, homophobia and discrimination against people with disabilities which must be challenged unreservedly. It is to acknowledge that it is possible to educate and inform people so that they might change their views, attitudes and behaviours.

Update on commitments in the Equality Strategy:

| Action | Completion date | Outcome | Progress |
|---|-----------------|---|--|
| Discuss with partners proposals for raising public awareness | By summer 2001 | Outline proposals for raising public awareness | Achieved. Discussed with CRE and race equality interests development of anti-racism campaign. Launched close the gap initiative in March 2001 |
| Develop programme of public awareness activity | Over 2002-03 | Better understanding of equality | On track. Launched anti-racism campaign September 2002. Raising awareness on disability through European Year of Disabled People. Action 2 of EQUAL project on closing the pay gap |
| Discuss with partners models for the effective sharing of good practice | Spring 2002 | Better use of resources and application of good equality practice | Ongoing dialogue through Equality Co-ordinating Group |

Anti-Racism Campaign

As part of the process of raising awareness, the Scottish Executive launched its anti-racism campaign in September 2002 under the banner of 'One Scotland: Many Cultures'. The campaign has several layers to it. First, a successful high profile media campaign to raise the issue in the Scottish conscience. A five-week programme of cinema, television and radio adverts was run alongside campaign messages on billboards and buses throughout Scotland. The approach of the campaign was informed by detailed research and testing undertaken during 2001 and 2002. The media dimension to the campaign had a high impact and this will be built upon in the coming period.

Secondly, the continuation and development of sustained race equality work within the Executive and beyond as identified in the Race Equality Schemes published in November 2002.

Thirdly, the development of specific programmes of work with external bodies engaged in anti-racist work. For example, working with the Scottish Football Association and the Educational Institute of Scotland (EIS) around 'Show Racism the Red Card' campaign. Providing funding for Children in Scotland and the CRE Equal Futures project with young people and developing joint work with BEMIS and the STUC Black Workers Committee'.



The Executive has a key role in providing leadership in this sensitive area. The Executive acknowledges, however, that it must also listen to the views of those with direct experience of discrimination and racism and those with expertise in the field.

RaceActionNet

The Scottish Executive is contributing to RaceActionNet, on-line directory providing contacts, information and good practice guidance to organisations in combating racial incidents, racial harassment and racist crime.

“Equal Opportunities Commission Scotland exists to challenge discrimination and to champion equality – we know that the best way to achieve real and lasting gender equality is by working in partnership with others dedicated to the same goal. We strongly commend the Scottish Executive for their sustained effort in mainstreaming equality issues into their administrative and policy-making structures. The consultative ethos they have created with the non-governmental and grassroots sectors in Scotland makes a real difference – everyone is able to play their part in shaping the future of equality”.

The Scottish Executive support our work in a number of significant ways. They have dedicated themselves to tackling unequal pay and are key partners in the Close the Gap project. They have mainstreamed gender equality into structural budgets into key legislation such as the Standards in Schools (Scotland) Act. A robust start has been made and EOC Scotland look forward to continuing working in partnership with the Executive and making Scotland a better place in which to live and work”.

Rowena Arshad OBE, EOC Scotland Commissioner

Close the Gap Initiative

The pay gap between men and women in Scotland in 2001 was 17% and this widens for part-time workers, older workers and those working in particular sectors.



The gender pay gap in Scotland in 2001 for hourly earnings was 17%. For weekly earnings it was 24%.

The gender pay gap (hourly earnings) varies between different occupations. Some examples are given below:

| | |
|---|--|
| Clerical and secretarial 5% | Industrial plant and machine operators 25% |
| Teaching 11% | Personal and protective services 28% |
| Legal, business, financial and other professional 13% | Craft 29% |
| Corporate managers and administrators 24% | Sales 34% |

The Scottish Executive is determined to help close the gap. Whilst legislation on equal pay is reserved, the Scottish Executive can take measures to encourage equal pay and ensure that the legislation is observed.

To this end, the Scottish Executive in partnership with the Equal Opportunities Commission, Fair Play, Scottish Trade Union Congress, CBI Scotland, Scottish Chambers of Commerce, ACAS, Citizens Advice Scotland, Scottish Federation of Small Businesses, Scottish Council for Development of Industry, Scottish Low Pay Unit, Scottish Enterprise and Highlands and Island Enterprise launched the Close the Gap campaign in March 2001 to raise awareness about the pay gap between men and women in Scotland and encourage activity to close the gap.

EQUAL is a European Social Fund Community Initiative that aims to promote new ways of combating all forms of discrimination and inequalities in relation to the labour market, through transnational co-operation. One of the themes (Theme H) fits closely with the Close the Gap Initiative. It is targeted at reducing gender gaps and supporting job desegregation. The Scottish Executive in partnership with various organisations secured match funding over 3 years to the value of nearly £500,000 to take forward new initiatives to target the pay gap between men and women. The project aims to raise awareness of, and develop tools to tackle, the pay gap, by working with two main target groups – those with the responsibility and power to address the pay gap and those directly affected by it. The project covers the whole of Scotland reflecting the diversity of its core members. All Development Partnerships must also have a least one transnational partner – the Scottish partners are in Sweden and the Czech Republic.

Action 1

The first year of the project Action 1 was aimed at raising awareness amongst employers, employees, trade unions and advocacy agencies of why the pay gap exists and how to develop policies to close it. During Action 1 the first Close the Gap conference was held on 22 March 2002 in Edinburgh aimed to raise awareness of the Close the Gap Development Partnership and attract potential additional partners for Action 2. A full-time co-ordinator was appointed.

Action 2

Over the next 3 years the Close the Gap Development Partnership will carry out activities under Action 2. The Scottish Executive and EOC Scotland hosted a joint conference on 24 September in Edinburgh aimed at raising the issue in the business community and beyond. The Conference was addressed by a range of experts including Denise Kingmill CBE, author of the report A Review of Women's Employment and Pay. The conference heard keynote addresses from Margaret Curran, Minister for Social Justice, and Carwyn Jones, Minister for Open Government and Equal Opportunities in the National Assembly for Wales.



SECTION SIX

Progressing the Equality Strategy: Improving Diversity

Diversity in the Scottish Executive

As an employer, the Scottish Executive is committed to becoming a leader in diversity and equal opportunities practice in Scotland and to be an organisation which is broadly representative of the communities it serves. The Diversity Strategy 'Positive About You' was launched in November 2000. It sets challenging targets for increasing the numbers of those groups which are currently under-represented in the Scottish Executive workforce. We are making good progress in achieving our targets.

Progress of Scottish Executive against diversity targets:

| Grade | Women | | | | |
|---------|---------------|--------|--------|--------|-----------------|
| | Apr 98 | Apr 00 | Apr 01 | Jan 03 | Apr 05 (target) |
| All SCS | 15.8 | 19.4 | 21.9 | 29.1 | 30.0 |
| Band C | 25.3 | 30.2 | 32.6 | 36.5 | 43.0 |
| Band B | 36.3 | 37.7 | 41.4 | 44.3 | 48.0 |
| Band A | No target set | | | | |

| Grade | Ethnicity (4) | | | | |
|---------|---------------|--------|--------|--------|-----------------|
| | Apr 98 | Apr 00 | Apr 01 | Jan 03 | Apr 05 (target) |
| All SCS | * | * | * | * | 1.7 |
| Band C | * | * | 0.9 | 1.3 | 1.7 |
| Band B | 0.3 | 0.4 | 0.5 | 1.0 | 1.7 |
| Band A | 0.7 | 0.6 | 0.7 | 1.2 | 1.7 |

| Grade | Disability | | | | |
|---------|------------|--------|--------|--------|-----------------|
| | Apr 98 | Apr 00 | Apr 01 | Jan 03 | Apr 05 (target) |
| All SCS | * | * | * | * | 3.0 |
| Band C | 1.1 | 1.1 | 1.0 | 1.3 | 1.4 |
| Band B | 1.5 | 1.8 | 2.0 | 2.3 | 3.2 |
| Band A | 3.3 | 3.4 | 3.5 | 4.2 | 5.0 |

* Information not publicly available to preserve confidentiality

SCS Senior Civil Service

Band C Middle Managers

Band B Junior Managers

The Diversity Strategy also sets a range of key qualitative objectives to promote cultural change and we are progressing these in a number of ways.

The Executive has established a number of staff equality networks to provide support and information and to provide a sounding board for policy development. We are supporting work life balance through the extension of alternative working patterns and are reviewing the Executive's childcare provision.

The Executive is seeking to bring on, and bring in, talent from a variety of backgrounds. Our outreach work has resulted in an increase in the number of applications to the Executive from ethnic minority communities. Last summer the Executive ran its first Diversity placement scheme in which 25 students received quality, paid placements.

The Executive is also undertaking an equal pay review of its pay structure. All Executive agencies and Non-Departmental Public Bodies will be expected to have undertaken an equal pay review by April 2003.

The Executive has undertaken, amongst others, the following training initiatives:

- Diversity awareness training for approximately 850 managers and key personnel.
- Introduced a one-day course on selection interviewing for line manager based on principles of equality and fairness and incorporating a session on equal opportunities and discrimination.
- Incorporated a range of equality case-studies into the Effective Management Programme.
- Held sessions for senior staff as part of the Senior Civil Service Leadership Development programme with James Strachan, RNID and Jane Elliot, International Diversity and Equality Trainer, in January and March 2002 respectively.
- Progressively mainstreaming diversity and equality issues into corporate training programmes, e.g. People Management for Branch Heads.
- Organised a number of bespoke events for Independent Assessors, staff in CICA and colleagues in Scottish Enterprise.
- New entrants receive a session on Equal Opportunities and Diversity.

Public Appointments

Disproportionately fewer women, disabled people, minority ethnic people, and people from outwith the central belt, are appointed to public bodies. Appointees have traditionally come from a narrow range of backgrounds. The Scottish Executive is committed to ensuring that in future the membership of public bodies will more readily reflect Scottish society.

Update on commitments in the Equality Strategy:

| Action | Completion date | Outcome | Progress |
|--|-----------------|---|--|
| Publish proposals on appointments to public bodies | Winter 2000 | Development of fairer and more representative system of appointments to public bodies | Completed but later than planned due to review of public bodies |

In June 2001, the Executive published the results of its review of public bodies. This included a number of proposals aimed at widening the diversity of appointees to public bodies. The Scottish Executive's proposals for modernising the public appointments system in Scotland, including a proposal to establish a Commissioner for Public Appointments for Scotland (CPAS), were published in Public Bodies: Proposals for Change in June 2001.

The provisions for the establishment of a CPAS are contained in the Public appointments and Public Bodies etc. (Scotland) Bill which was introduced to the Scottish Parliament on 17 June 2002. The aim is to have a Scottish Commissioner before the end of 2003.

The proposed remit of the new CPAS will include:

- Monitoring compliance with the procedures for public appointments under which Ministers make appointments to public bodies.
- The appointment and training of independent assessors to appointment panels.
- Running development programmes for potential appointees.
- Also, as the previous targets for achieving greater diversity have failed to achieve lasting change, a detailed strategy for improving diversity in public appointments will be drawn up by the new Commissioner in partnership with the Executive and the Scottish Parliament.

The CPAS will report to Parliament annually on public appointments.

Progress has been made over the past two years in all three areas measured. The percentage of women appointees increased by 2% and people with minority ethnic background and disabled people comprise 2.2% and 2.1% respectively of all current appointees. However, much more needs to be done to make public appointees more representative of contemporary Scottish society.

Although the Scottish Executive understands that improvements will not necessarily be achieved overnight, we are committed to achieving results and increasing the diversity of our public appointees.

The table below provides further information about the progress that has been made since 1999 in improving the diversity of public appointees in Scotland.

| Year | 1999 (at 1/9/99) | 2000 (at 1/9/00) | 2001(at 1/12/01) | 2002 (at 1/12/02) |
|----------------------------------|------------------|------------------|-------------------------|-------------------------|
| Total no. of appointments | 1370 | 1370 | 1273 (+35 vacancies) | 1114 (+30 vacancies) |
| Men | 944 (69%) | 924 (68%) | 848 (67%) | 743 (67%) |
| Women | 426 (31%) | 446 (32%) | 390 (31%) | 371 (33%) |
| Ethnic Minority | 7 (0.5%) | 7 (0.5%) | 20 (1.7%) | 24 (2.2%) |
| Disabled | Not recorded | Not recorded | 7 (0.6%) | 23 (2.1%) |

CONCLUSION

This report indicates the breadth of the work which is being undertaken across the Executive to tackle inequality and discrimination. It demonstrates the commitment of the Scottish Executive to making a real difference to the lives of people who experience prejudice, exclusion, unfairness and injustice. It shows that with effort and conviction, progress can be made.

However, we have signalled very clearly that we still have much to do. We are not complacent. We will pursue our equality work with enthusiasm. We are determined to implement the strategy we adopted in November 2000 and to deliver change. We want a Scotland which values its different communities, fosters respect for diversity, challenges prejudice and discrimination and heralds justice and equality.

Annex A

Scottish Budget Equality Statement

Introduction

The Scottish Executive is determined to tackle poverty, injustice and inequality. It wants to see real improvements in people's lives and daily experiences. If these changes are to happen then the needs of different communities and interests need to be better reflected across the range of Executive responsibilities. The Executive is committed to mainstreaming equality in all its functions and made a public commitment in the Equality Strategy to achieving this.

The extent to which equality considerations are made in the decisions about Executive spend is an important part of the process. So the Executive undertook in the summer of 2000 to look seriously at how it could 'equality proof the budget'.

It undertook this work following meetings with the Engender Women's Budget Group, (now the Scottish Women's Budget Group). A feature of the work to date is that it has been a collaborative process between the Executive's finance department and Equality Unit and external interests and experts. International experience indicates that this is the most effective way to proceed. The Equality Proofing Budget Advisory Group was established in October 2000 to advise the Executive on mainstreaming equality into the budget process. It has helped to raise awareness and understanding, has undertaken research and has helped to deliver some significant changes in the Executive budget process and presentation.

We are at the beginning of the process and there is some way yet to travel. This Equality Statement seeks to provide an account of what has happened to date and to flag how we might proceed in the future. We intend to report progress in our Annual Report on the Equality Strategy.

"Equality proofing of the budget is essential to the effective mainstreaming of equality. Resourcing the achievement of equality has implications for all budgetary decisions and the current statement from the Executive is a critical first step in recognising the practicalities involved. In order to address opportunity gaps within Scotland's ethnic minority communities, the process will clearly need to be sustained. Key elements in this development will be disaggregated data and a means of assessing the equality impact of policy".

Mick Conboy, Acting Head, Commission for Racial Equality Scotland

Equality Proofing the Budget

Equality proofing the budget is an essential component of our work on mainstreaming equality. Ensuring that equality considerations are taken into account in developing policies is essential ground work for equality proofing the budget. This work is being taken forward in parallel and as mainstreaming develops, we will expect to see this reflected in the budget process.

The term 'equality proofing' has a specific meaning in Scotland. To provide clarity for policy makers and external interests agreement has been reached on the following definition.

'Equality proofing the Scottish budget is the mechanism for linking the mainstreaming of equality in the policy process with the appropriate distribution of resources.'

In moving towards equality proofing the budget, the Executive decided initially to focus on gender, as it is in this area that there have been most developments in other countries from which lessons can be learned. Data are more readily available for gender than other equality areas. Experience from other countries in producing a gender-proofed budget indicates that it is a process that will take a number of years. Nevertheless we are seeking to ensure steady progress year on year. We are also, where possible, trying to ensure that we address other equality areas, because of our commitment to equality more broadly.

This challenging work is being taken forward in partnership with the statutory equality bodies and other external agencies through the Equality Proofing Budget Advisory Group.

Equality Proofing Budgets Advisory Group

The Equality Proofing Budgets Advisory Group was established in October 2000. The Group has representatives from the Equal Opportunities Commission, Disability Rights Commission, Commission for Racial Equality, Equality Network and Scottish Women's Budget Group along with officials from the Finance Department and the Equality Unit. The advisor to the Finance Committee of the Parliament is an observer on the Group.

The Group has been instrumental in raising awareness and in developing understanding both within and outwith the Executive. It commissioned research to explore the role of gender impact assessment in the Scottish budget process and develop tools to aid mainstreaming equality into the budget process. The research which was independent of the Executive is now publicly available on the Executive website (www.scotland.gov.uk). The research raises a number of recommendations and the Executive is considering these. One of the recommendations is to produce an equality statement to the budget.

Building Links

The Executive has drawn on the experiences of other countries in examining what to do in the Scottish context.

Ministers and officials have established contacts with the Government of Canada and specifically Status of Women Canada, a Department located within the Privy Council Office. Canada is widely acknowledged to be at the forefront of mainstreaming gender issues into the policy-making process. Officials are also liaising with officials in the UK Treasury, the Office of the First Minister and Deputy First Minister in Northern Ireland and the National Assembly of Wales to see what lessons can be learned from their work.

The expert seminar held in October 2001 heard presentations from Sue Hemmilweit, from the Open University, and Diane Elson, from the University of Essex, who are two of the leading authorities on the issue of gender budgeting. Their input to and observations on the Scottish experience were extremely helpful in steering the work of the Equality Proofing Budget Advisory Group in the last year.

There has been interest in the Scottish experience from elsewhere in Europe. In December 2002 the Scottish Executive presented a case study on Scotland's work on equality and the budget at an international seminar on gender budgeting organised by the Basque Institute on Gender Studies.

The Executive is also keen to ensure that there is shared understanding with the Equal Opportunities Committee of the Parliament on the equality proofing budget activity. To this end the Executive held a seminar with the Committee in October 2002. This was attended by the Deputy Minister for Finance and Public Services.

Progress to date

i) Scottish Budget Documents

The Executive publishes details of the Scottish Budget as part of the annual budget cycle. The Scottish Budget documents set out the detailed spending intentions of the Executive. The annual budget cycle starts in April with the publication of the **Annual Expenditure Report**, this is followed with the publication of the **Draft Budget** in September. The final stage is the Budget Bill where the Executive lays the Bill in Parliament by mid January seeking Parliamentary authority for the budget for the following financial year. By 20 January 2003 the Executive will lay the Budget Bill for 2003-04. This three-stage process is designed so that Parliament, other interested parties and the Scottish people can play a full part in the budget process through consultation and discussion.

Consultation on the budget documents has been a key focus of our work with the Equality Proofing Budgets Advisory Group. The budget documents are the Executive's key output on the allocation of the Scottish budget and these documents link resources to delivery, with targets set to monitor our progress. Working closely with the Group we have taken forward a number of positive changes in the budget documents. These changes are set out in the sections below.

ii) Guidance

We are working with departments across the Executive to ensure equality considerations are taken into account in the development of new policies. We are working with our analytical services teams to improve the information we hold on equality areas, and more generally encouraging departments to focus targets on the outcomes and outputs they will deliver.

To complement this ongoing work we issued stage one guidance to departments to assist them in preparing their submissions for the Annual Expenditure Report published in 2002. The guidance asked all departments to comment on how they are progressing the equality agenda set out in the Executive's Equality Strategy.

We are keen to see work on equality proofing the budget develop in each year's budget documents. This guidance is the first stage of a process, along with our work on mainstreaming more generally, which will be refined and developed for future years. The section below on the Scottish Budget 2003-06 highlights some of the current and planned activities aimed at tackling inequalities.

iii) Mainstreaming and link to budget

Mainstreaming in our policy feeds through into the budget and how we allocate our resources – the two aspects of work should be seen in tandem. This link is highlighted in our budget documents with the inclusion of sections on the achievements we have made in housing and education. We have also included examples of new policies where mainstreaming is evident, action and funding directed at tackling inequalities and other work taking forward the Executive's Equality Strategy.

iii) Scottish Budget 2003-2006

Andy Kerr, Minister for Finance and Public Services, announced the results of the Scottish Spending Review – a budget for securing long-term economic growth and increasing opportunities for all – on 12 September 2002. This sets out our Spending Plans for the three years from 2003-04 to 2005-06. The outcome of the budget is detailed in "Building a Better Scotland Spending Proposals 2003-06: What the money buys".

At the start of the Spending Review process, Andy Kerr, Minister for Finance and Public Services, set out guiding principles to underpin all our decision making: linking resources to the outputs/outcomes they will deliver, assessing the benefits they deliver, and setting clear targets against which we can monitor progress. This with the Executive's five priorities – health, education, crime, transport and jobs

– and two cross-cutting priorities – closing the opportunity gap and sustainable development – set the focus of the Spending Review.

To analyse the equality impact of our spending decisions it is important that we can link the resources we spend to the results they deliver. The process we have developed for the Spending Review will help to aid the work on equality proofing and mainstreaming. This process has been welcomed by the Equality Proofing Budget Advisory Group.

Spending Review and Closing the Opportunity Gap

Across all of our priorities, our aim is to close the opportunity gap between the most disadvantaged and the average for Scotland. **Everything** we do, every policy we introduce, every decision we make will be measured against success in closing the gap, to ensure that we live in a society founded on fairness, equality and opportunity.

Closing the Opportunity Gap Objectives

| Health | Education | Crime | Transport | Jobs |
|--|-------------|---|---|---|
| To work towards a step change in life expectancy for Scots, particularly disadvantaged members of the community, including children and older people | Winter 2000 | Development of fairer and more representative system of appointments to public bodies | Completed but later than planned, due to review of public bodies proposals not published until June 2001 | Completed but later than planned. Due to review of public bodies proposals not published until June 2001 |

Scotland must be a society of strong, inclusive communities, a society where child poverty is a thing of the past, a society where everyone, young or old, whatever their circumstances, can live with dignity. We will tackle discrimination and inequality and improve the access to services of disadvantaged groups by working to mainstream equality across the Executive and the public sector.

The Spending Review process asked each portfolio for a statement on the contribution their proposals will make towards the ‘closing the opportunity gap’ objective with equality forming a key element of this. All departments were required to articulate how far they are addressing inequalities. This is a key element of equality proofing – first identifying and then addressing equality issues. This process allowed us to scrutinise proposals for impact on equality issues. As part of the Spending Review the Executive published *Closing the Opportunity Gap: Scottish Budget for 2003-2006* to complement the budget documents. This document sets out in more detail how, through the Spending Review, we will tackle poverty, build strong and safe communities and create a fair, equal Scotland where rights for all is our byword. In this equality statement we highlight some of the activity being undertaken to advance equality.

Closing the Opportunity Gap in Scotland: Equality

The 2002 Spending Review has enabled us to make major commitments in reducing inequalities. Some of the things we are doing or plan to do are:

Justice

We are

- piloting new ways of delivering quality legal information and advice to asylum seekers and other vulnerable groups.

We will

- increase the number of community disposals from 15,000 to 17,000 per year by 2006, with priority for women, young people and drug users.

As a result of the Building a Better Scotland announcements, we plan

- to make available a further £5/6/9 million for legal aid, to support wider access to justice.

Crown Office and Procurator Fiscal Services**We are**

- establishing an independent Inspectorate which will review the handling of race crime cases.

We will

- conduct a public survey, to monitor trends in public confidence in the prosecution service, commencing in 2003-04, with improvement targets to be implemented by 31 March 2004.

As a result of the Building a Better Scotland announcements, we plan

- to provide increased resources for speedier and more effective prosecutions through more frontline lawyers and better IT systems in real-time links to criminal records. This will benefit communities and individuals whose lives are affected by crime.

Education and Young People**We are**

- focusing on reducing inequalities in the national Priorities/School Improvement Framework.
- driving forward better integrated services, particularly for the most disadvantaged.
- providing extra support for children with special educational needs and disabilities.
- gathering data on ethnicity through the SotXed programme.

We will

- promote equality, inclusion and diversity and developing values and citizenship in the education system.
- reduce the gap between the average attendance level in schools serving high and low deprivation by 10% by 2006, and by another 10% by 2008.

As a result of the Building a Better Scotland announcements, we plan

- to provide £2.5/9/10.5 million for care and throughcare of looked after children, and to improve their educational attainment.

Tourism, Culture and Sport**We are**

- promoting a key priority of the National Cultural Strategy of widening access, promoting diversity and addressing equality issues.
- providing free access to all Historic Scotland sites for one weekend of the year to encourage visits by those who might otherwise feel excluded.

We will

- as part of the sport strategy for Scotland, *Sport 21*, increase the number of people with disabilities, women and young girls, people living in areas of economic and social disadvantage, rural communities and people from minority ethnic communities who participate in sport.

- increase the numbers of under-represented groups, especially children and young people, taking part in cultural and sporting activity by 5% by 2006.

As a result of the Building a Better Scotland announcements, we plan

- to increase support (£0/3.85/6.95 million) for cultural activities, with an objective to widen participation.

Health and Community Care

We are

- promoting equality of access and service delivery; the *Patient Focus and Public Involvement* Framework explicitly requires NHSScotland to provide services that respond flexibly to an individual's needs in a non-discriminatory way.
- working in partnership with the Commission for Racial Equality in a National Resource Centre for Ethnic Minority Health to support NHSScotland equip its staff to deliver a culturally competent service to individuals and family groups from ethnic minority communities.
- working with disability groups to improve access to health services for people with disabilities and to improve communication.
- working with LGBT groups to ensure that NHSScotland provides care that meets the health needs of individuals from these communities.
- ensuring children and families have equal and easy access to comprehensive and combined health that is integrated with support from other agencies.
- developing an integrated approach to health improvement focusing on the most disadvantaged groups, who are more likely to experience unhealthy lifestyle choices. and on health improvement action – promoting breastfeeding, improving children's diet and levels of activity, and by reducing smoking of parents and pregnant women.
- continuing to promote the development of older people's services, including rapid response, intensive home care and other measures designed to ensure that the most frail and vulnerable older people can be helped to live at home as independently as possible.

We will

- ensure that all social care client groups have access to effective community care services which meet their needs.

As a result of the Building a Better Scotland announcements, we plan

- to invest at least £50 million to modernise and improve GP and dental facilities, with a particular emphasis on disadvantaged areas.

Enterprise and Lifelong Learning

We are

- widening access to further education – continuing to remove barriers and ensuring that social prejudice plays no part in who benefits from further education, providing childcare for 6,000 students targeting those facing greatest financial hardship, including lone parents and providing additional funding to promote ethnic diversity through non-advanced courses, principally English language, for asylum seekers and others.
- widening access to higher education – creating additional places targeted at those from under-represented groups, funding institutions recruiting from under-represented groups, disabled students and part-time students and financial support for students with dependants, lone parents and disabled students who need specialist equipment.

We will

- increase the proportion of participants in higher education from socially and economically disadvantaged groups by 2006 while maintaining retention rates.
- increase Modern Apprenticeships to over 25,000 in employment and training by 2006, targeting under-represented groups.

As a result of the Building a Better Scotland announcements, we plan

- to provide extra funding of £3/40/78 million for further education which will enable colleges to expand their activities and continue to support those from disadvantaged groups financially and in other ways.

Social Justice**We are**

- investing resources to help lone parents get into further and higher education by providing help with childcare.
- on track to remove the need for people to sleep rough on Scotland's streets.
- implementing our Equality Strategy across all the Executive's portfolios and policy areas. We are working in partnership with the Equal Opportunities Commission, business community, trade unions and advice bodies to reduce the pay gap between men and women.
- promoting race equality through a major public awareness campaign and working in partnership with disability groups to raise public awareness on disability issues.

We will

- demonstrate that we are closing the opportunity gap for disadvantaged communities in respect of key outcomes for education, health, justice, transport, housing and jobs.

As a result of the Building a Better Scotland announcements, we plan

- to help people in deprived areas into work by providing £0/10/10 million to fund childcare as part of a package of intensive employment support. This will help us work towards our long-term target to defeat child poverty, through helping parents into employment and training.

Transport**We are**

- using Public Integrated Transport Funds to make the step change improvements so that the services people need for work, health, shopping and recreation are all available to them.
- enhancing existing concessionary fares scheme to allow free local bus travel within existing boundaries for pensioners and disabled people out with the morning peak.
- working through the Mobility and Access Committee for Scotland to improve Access to transport for disabled people.

As a result of the Building a Better Scotland announcements, we plan

- to widen access to good public transport services for the significant proportion of the Scottish population for which public transport is its main or sole mode of transport.

Environment and Rural Development

We are

- cleaning up the environment, for example, measures to improve air quality targeted on certain urban areas will help to reduce asthma and cardiovascular disease, with benefits for children and older people respectively.
- optimising the benefits from forestry for local communities through the Forestry for People Panel.

We will

- deliver better service provision to rural communities through support for around 80 new rural development projects each year, and funding for three-four joint initiatives a year with other Executive departments or agencies, by 2006.

As a result of the Building a Better Scotland announcements, we plan

- to provide an additional £1.8/4.2/4m to improve flood defences, which will protect communities from damage caused by flooding and thereby assist disadvantaged groups including those without household insurance.

Finance and Public Services

We are

- operating the European Structural Funds, which focuses explicitly on areas where communities experience economic difficulties or on equal opportunities for access to jobs.
- through the Modernising Government Fund, supporting projects aimed at improving delivery of public services and access to them for everyone; and supporting a multi-channel delivery approach to service delivery to ensure that the diverse needs of different groups – in terms of age, gender, disability, income, location – can all be adequately catered for.
- working to increase the diversity of people who apply for public appointments.

We will

- by 2006, have awarded project grants to assist 28,000 socially excluded people into employment by 2009.

As a result of the Building a Better Scotland announcements, we plan

- to increase revenue grant for local authorities to over £8 billion a year by 2005-06, to improve the quality of life in our communities and to modernise and protect services.

Administration

We are

- working to ensure the organisation is open and diverse.

We will

- increase the proportion of women in senior positions, staff from ethnic communities and staff with disabilities in the workforce.

Future Developments

A lot has been achieved over the past few years, but we recognise there is still more to do. Improvements in the budget will flow from the work being progressed on mainstreaming equality in everything we do. Our plans include:

- developing the tools to take forward equality proofing as defined above;
- improving further our budget documents highlighting progress in equality proofing;
- developing the role of the advisory group; and
- building on the links we have with others engaged in equality proofing budget work.

i) Developing the Tools – Equality Proofing

The Executive wants to develop an appropriate toolkit which fits the Scottish approach and which can be used across the Executive and possibly beyond. In this next period the Executive will be undertaking work in health and sport to test out some options for gender proofing. We intend to investigate through these pilots what tools can best be applied to the Scottish situation. Thereafter the Equality Proofing Budget Advisory Group will consider its objectives for the long term and develop its workplan with appropriate milestones.

ii) Budget Documents

We aim, through our budget documents (the Annual Expenditure Report, Draft Budget and Spending Review publications) to demonstrate the continuous improvement that we will make to equality proofing the budget. For example, by developing more outcome based targets.

iii) Equality Proofing Budgets Advisory Group

The Equality Proofing Budget Advisory Group will continue to play an important part in the process of mainstreaming equality within spending plans and the budget process. We intend to shape the composition of the Group to reflect the need to link the budget work effectively with the policy work.

iv) Developing External Links

The Executive recognises that the work on equality proofing the budget is new territory and that much of what we need to do is uncharted. It will be important to maintain links with those that have an interest both within Scotland, the UK and internationally.

We intend to enhance the links with other Government Departments so that progress and experience can be shared. We will work with the Equal Opportunities Committee, as appropriate.

Finally we expect to continue the close-working relationship with the Scottish Women's Budget Group and the equality bodies who to date have assisted and worked with the Executive to enable us to progress our budget work.

Annex B

Equality Provisions in Scottish Legislation

The following list sets out some of the key equality provisions contained in Acts of the Scottish Parliament passed in the period 2000-02.

| ACTS of the SCOTTISH PARLIAMENT (E) indicates an Executive sponsored Act, (C) Committee and (M) Member | KEY EQUALITY PROVISIONS (these are summaries in non-legal English of the key provisions in the Act; they do not replace the actual terms of the legislation) |
|--|---|
| Adults with Incapacity (Scotland) Act 2000 (E) | Recognises that a partner of a person in a same sex couple can be treated as that person's nearest relative, in the same way as a husband or wife. |
| Census (Amendment) (Scotland) Act 2000 (E) | Allows for the census to ask questions about religion, but no one can be penalised for refusing to give information about their religious belief. |
| Standards in Scotland's Schools Act 2000 (E) | Makes a number of changes to the rights of children and the duties of Education authorities including: <ul style="list-style-type: none"> • Puts a duty on each Education authority to say in its annual statement of improvement objectives how it will encourage equal opportunities and meet equal opportunity requirements • Where a child cannot go to school because that child is looking after a relative at home, the education authority must quickly make arrangements for the child to be educated at home • Where a child has been excluded from a public school, the education authority must make arrangements for him to go to another school or to be educated at home. Following legislation national priorities for education were defined. One of these is to promote equality and help every pupil benefit from education with particular regard to pupils with disabilities and special educational needs. |
| Ethical Standards in Public Life etc (Scotland) Act 2000 (E) | Repeals section 2A of the Local Government Act 1986 (the prohibition on local authorities' activities in connection with same sex relationships). This removed the constraints on issues relating to homosexuality being discussed in schools. Also puts a duty on local authorities in delivering services to children to take account of the value of stable family life in a child's development. |
| Convention Rights (Compliance) (Scotland) Act 2001(E) | Provides that defendants in criminal cases must not be deprived of the right to a fair trial by being given too low an amount to pay for their legal assistance. Repealed the law which made a homosexual act unlawful where the act takes place in private if more than two persons take part or are present. |
| Education (Graduate Endowment and Student Support) (Scotland) Act 2001 (E) | Gives the Scottish Ministers the power to exempt people on supplementary support, such as Lone Parent Grant and Disabled Students' Allowance from having to repay their Graduate Endowment. |

| | |
|---|---|
| <p>Housing (Scotland) Act 2001 (E)</p> | <p>Makes a number of changes to the law relating to the provision of housing that will be of particular benefit to the younger, older and disabled tenants including:</p> <ul style="list-style-type: none"> • Puts a duty on the Scottish Ministers, local authorities and social landlords to encourage equal opportunities and to comply with equal opportunities law in providing housing and related services. • Extends the right to be put onto the waiting list for local authority or social housing to everyone aged 16 years or older. • Provides that a local authority will not turn down a housing request from someone who does not live in that local authority's area if that person has a job in that area or wants to move there to look for a job, needs to move there to be near a relative or carer, for medical reasons, because they are a victim of stalking or harassment or because they are at risk of domestic violence. • Provides that local authorities and social landlords can take into account a person's age when allocating houses which have been adapted for people of a particular age group or when allocating houses to people receiving age-related housing support services. • Gives carers the right to take over a secured tenancy from a tenant where the carer provided care for the tenant or a member of the tenant's family as long as the carer is at least 16 years old, was living in the tenant's house and had earlier given up their own home. • Exempts from the right to buy any house which is part of a group of specially adapted houses located near special facilities for their tenants or which are occupied by tenants who get special housing support services. • Gives the Scottish Ministers the power to issue guidance to local authorities and social landlords about the types of people who have housing needs and how their needs should be met, how to minimise homelessness, how to provide and run sites for travelling people whatever their race or origin. In considering whether a local authority or social landlord have carried out their housing duties properly, the Scottish Ministers can take into account whether they followed any existing guidance. • Gives the Scottish Ministers the power to pay grants to local authorities for them to provide housing support services to allow people to continue to live in their own homes. Also gives them the power to pay grants to local authorities to provide, maintain and improves houses, to improve the immediate area around houses and to minimise homelessness. Gives local authority the power to help social landlords to provide, improve and maintain houses and to improve the area around houses. • Puts a duty on the Scottish Ministers to publish a statement, within one year, setting out what reasonably practical things they, and local authorities, will do to ensure that no-one lives in fuel poverty. • Directs local authorities in their Local Housing Strategies to assess the housing needs of people in their area, including people with special needs. |
| <p>Mortgage Rights (Scotland) Act 2001 (M)</p> | <p>Extends to co-habitees and same sex couples the same rights as husbands and wives have to apply for a court order to prevent their home, or their child's home, being sold when the mortgage on that home is in default.</p> |
| <p>Protection from Abuse (Scotland) Act 2001 (C)</p> | <p>Gives a person who has obtained an interdict to protect them from abuse to ask the court to attach a power of arrest to the interdict. Under earlier legislation only spouses or co-habitees could ask for a power of arrest to be attached to an interdict.</p> |

| | |
|--|---|
| [continued from previous page] | Also sets out the rights of an arrested person and provides that where the arrested person looks like he or she is under 16 years old, the police must let the person's parents or carer know that they have been arrested and let them see the arrested young person. |
| Regulation of Care (Scotland) Act 2001 (E) | <p>Puts a duty on the Scottish Commission for the Regulation of Care and on the Scottish Social Services Council to encourage equal opportunities and to comply with equal opportunities law in carrying out their functions.</p> <p>Also puts a duty on the Scottish Ministers, the Commission and the Local authority to comply with various principles including promoting the independence of people receiving care and offering them a choice of care services.</p> |
| Transport (Scotland) Act 2001 (E) | <p>Provides that local transport authorities should provide information about bus services including information about facilities for disabled persons.</p> <p>Also gives the Scottish Ministers the power to establish committees to consider and advise them about the transport needs of disabled persons.</p> |
| Community Care and Health (Scotland) Act 2002 (E) | <p>Puts a duty on local authorities, when assessing the needs of a disabled child, to take account of the views of the child, the child's parent, guardian or carer.</p> <p>Puts a duty on Local authorities to offer direct payments to eligible people. This will increase the availability of direct payments. (Direct payments are cash payments to disabled people to enable them to arrange and buy their own community care and children's services.)</p> |
| Education (Disability Strategies and Pupils' Educational Records) (Scotland) Act 2002 (E) | Provides for local authorities and schools to plan and implement improvements for disabled pupils to access schools and education. These improvements could include adapted furniture for wheelchair users, more handrails and ramps for pupils with mobility difficulties, textbooks in Braille or large print and computer equipment with special keyboards or magnified screens. The Act also reinstates the rights of parents in Scotland to access their children's school records. |
| Freedom of Information (Scotland) Act 2002 (E) | <p>Ensures that disabled people are not discriminated against in getting access to information. It makes provision for alternative formats. It also ensures that when deciding whether it is too difficult or expensive for a Scottish Public Authority to provide information requested under the Act, the Authority must bear in mind its duty under the Disability Discrimination Act 1995 (c.50) to make adjustments to practices, policies, procedures or physical features so that disabled people can use its services.</p> <p>Also provides that children aged 12 years old, or younger children who understand what it means to ask for information under the Act, must be allowed to ask for information under the Act in the same way as adults.</p> |
| Marriage (Scotland) Act 2002 (E) | Extends the range of places where people can have an official civil wedding ceremony from only registration offices to any place approved by the local authority. |
| Scottish Local Government (Elections) Act 2002 (E) | Gives local authorities the power to try out new ways of voting to encourage more people, or more people from a particular class, to vote at elections. |
| Sexual Offences (Procedure and Evidence) (Scotland) Act 2002 (E) | Stops victims of rape and other sexual offences being questioned by their alleged attacker and gives them better protection against irrelevant questions about their private lives. |

Annex C

Scottish Executive Publications

The Scottish Executive's Equality Strategy – Working Together for Equality (2000)

www.scotland.gov.uk/library3/social/wtem-00.asp

Preliminary Report on the Equality Strategy (2001)

www.scotland.gov.uk

Closing the Opportunity Gap: Scottish Budget for 2003-2006

www.scotland.gov.uk/socialjustice/index/htm

Race Equality Advisory Forum (REAF) report 'Committing to Race Equality'

www.scotland.gov.uk/library3/society/equality/reaf-00.asp

The Scottish Executive's response to the REAF report

www.scotland.gov.uk/library3/social/ctre-00.asp

The Scottish Executive's Race Equality Scheme

www.scotland.gov.uk/library5/society/wtre-07.asp

Good Practice Guidance – Consultation with Equalities Groups

www.scotland.gov.uk/library5/social/gpgc-00.asp

The Scottish Executive's 5-Year Diversity Strategy

www.scotland.gov.uk/library3/misc/diversity.pdf

Copies of research and statistics publications mentioned in this report are available in electronic format and are accessible from the Scottish Executive website.

For research publications:

www.scotland.gov.uk/socialresearch

For statistics publications:

www.scotland.gov.uk/stats

Annex D: Useful Contacts

The Equality Unit

The unit was set up to co-ordinate the delivery and implementation of the Equality Strategy and to develop the equality work of the Scottish Executive. Its main job is to mainstream equality and promote and extend ownership of equality issues throughout the Executive and to champion the interests of equality groups. It is a source of advice and guidance about equality issues. The Unit is in close touch with the Scotland Office and Whitehall to ensure that the views of the Scottish Ministers are fed into considerations about reserved matters relating to equal opportunities such as the current discussion about the future shape of the equality machinery.

The unit is based in Area 2F-south, Victoria Quay, Edinburgh EH6 6QQ.

Tel: 0131-244 0123

Fax: 0131-244 1824

E-mail: marion.thomson@scotland.gsi.gov.uk

www.scotland.gov.uk

The report can be viewed on the Scottish Executive website at:

www.scotland.gov.uk

Alternative formats are available from the Equality unit at the address above.

Hindi

नीचे दिये हुए पते पर स्कॉटिश एग्जिक्यूटिव इक्वालिटी यूनिट से माँग करने से यह दस्तावेज समाज की विभिन्न भाषाओं में मिल सकता है;

Punjabi

ਇਹ ਦਸਤਾਵੇਜ਼ ਘੱਟ ਗਿਣਤੀਆਂ ਦੇ ਲੋਕਾਂ ਦੀਆਂ ਭਾਸ਼ਾਵਾਂ ਵਿਚ ਵੀ ਮਿਲਦਾ ਹੈ, ਅਤੇ ਇਹ ਤੁਸੀਂ ਸਕਾਟਿਸ਼ ਐਗਜ਼ੀਕਿਊਟਿਵ ਨਾਲ ਹੇਠ ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਬਤਾ ਕਰਕੇ ਮੰਗ ਸਕਦੇ ਹੋ।

Arabic

هذه الوثيقة ستكون متوفرة بلغات الجاليات عند طلبها من وحدة المساواة في

التنفيذية الاسكتلندية على العنوان التالي:

Bengali

এই দলিলটি কমিউনিটির ভাষাগুলোতে পাওয়া যায়। স্কটিশ এক্সিকিউটিভ ইউনিট (Scottish Executive Equality Unit)-কে নিম্নের ঠিকানায় অনুরোধ জানালে এটির একটি কপি পাওয়া যাবে:

Urdu

یہ دستاویز درخواست کرنے پر کمیونٹی کی زبانوں میں دستیاب ہے۔ اس کے لئے سکاٹش ایگزیکٹو ایکواٹیٹی یونٹ سے اس پتے پر رابطہ کیجئے:

Chinese

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Gheibhear am pàipear seo ann an cànanan nam mion choimhearsnachdan le bhith a' cur fios air Aonad Co-ionannachd Luchd-Stiùiridh na h-Alba aig an t-seòladh a leanas;

Other useful contacts:

Scotland Office

Home and Social Division
1st Floor Meridian Court
5 Cadogan Street
Glasgow G2 6AT

www.scottishsecretary.gov.uk

The Women and Equality Unit

(part of the Department of Trade and
Industry)
10 Great George Street
London SW1P 3AE

www.womenandequalityunit.gov.uk

**Equal Opportunities
Commission**

St Stephen's House
279 Bath Street
Glasgow G2 4JL

www.eoc.org.uk

Commission for Racial Equality

The Tun
12 Jackson's Entry
off Holyrood Road
Edinburgh EH8 8PJ

www.cre.gov.uk

Disability Rights Commission

Riverside House
502 Gorgie Road
Edinburgh EH11 3AF

www.drc-gb.org

Equality Network

22 Forth Street
Edinburgh EH1 3LH

www.equality-network.org

Age Concern Scotland

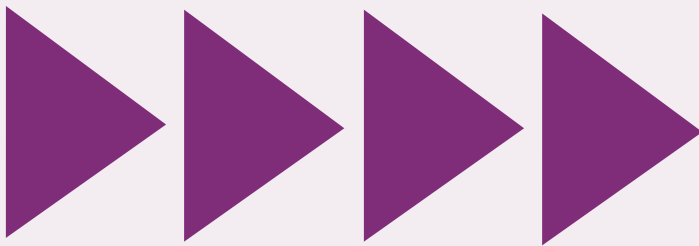
Leonard Small House
113 Rose Street
Edinburgh EH2 3DT

www.ageconcernscotland.org.uk

The Scottish Inter Faith Council

326 West Princes Street
Glasgow G4 9HA

www.scottishinterfaith.org



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