SCRA EQUALITY OUTCOMES

OUTCOME 1: PRACTICE

We will put the needs of service users at the heart of delivering our work so that we are responsive to all the children and their families whom we serve.

Key Outcomes

1. All users of SCRA's services are treated equally and with dignity and respect.

2. The core aspect of Reporter decision making will be consistent for all children, including those with protected characteristics.

Key Measures

1. National survey of children and families to gather baseline and review information on SCRA services. Target set for 100% of service users state they were treated with dignity and respect at their Hearing centre.

2. Equality and diversity awareness to be included in core Reporter training.

SCOTTISH CHILDREN'S REPORTER ADMINISTRATION

OUTCOME 2: PEOPLE

Create a more inclusive workplace that promotes equality of opportunity for all staff through continuous employee engagement and workforce development.

Key Outcomes

1. Managers are equipped to manage diversity and support individuals to reach their full potential.

2. All staff are treated equally and given the same opportunities for advancement regardless of any protected characteristics.

Key Measures

1(a) Three year rolling programme of equality and diversity training in place, 100% take up with managers prioritised.

1(b) An increase in the number of Personal Development Plans completed at Annual Appraisal.

2. Increase in the percentage of those who feel they are treated fairly and equally irrespective of their backgrounds as recorded in the staff survey.

SCOTTISH
CHILDREN'S REPORTER
ADMINISTRATION

OUTCOME 3: POLICIES

We promote equality in all that we do and ensure that all SCRA policies and procedures are free of any unintended bias.

Key Outcome

1. Finalise a framework for conducting equality impact assessments (EIA) across the organisation.

Key Measure

1. Record the number of EIAs conducted and publish the results of our assessment on any policy or practice subsequently applied.