



SCOTTISH
CHILDREN'S REPORTER
ADMINISTRATION

SCRA (Scottish Children's Reporter Administration) Draft Statutory Equality, Diversity and Inclusion Outcomes 2020-2023

We have three strategic objectives to help drive our continuous improvement approach to creating an inclusive culture and practices, inclusive services for children, young people and their families and a diverse workforce.

Outcome 1: Children, young people and their families are treated fairly and with dignity and respect. They understand and are able to access our services in ways that suit their individual needs.

We recognise the particular needs and different experiences of children and young people with a range of protected characteristics.

We will deliver a person focused service that places children and young people at the centre of the Children's Hearings System, treats them as individuals and ensures that decisions made about them are based on evidence and knowledge.

We will seek to understand and address the challenges and barriers faced by people with different needs. We will find ways to provide confidence to children, young people and families that SCRA is sensitive to issues they may face when accessing our services and engaging with the Children's Hearings System.

Outcome 2: We will build an inclusive culture which values and develops our people, providing them with the tools and support they need to be skilled, confident, valued, respected and cared for to maximise their potential.

We value our staff and their contribution to ensuring an inclusive culture, practice and services. We aim to ensure that our staff's physical, emotional and mental health needs are recognised and supported in the workplace.

Outcome 3: We will actively tackle under-representation and create a workforce that better reflects the diversity of the communities we serve.

We will make our workforce more diverse through our recruitment and selection processes.

We aim to be more representative of the communities that we serve, by addressing imbalance in SCRA's gender profile for leadership roles and by focusing on certain groups that appear to be under-represented across the organisation, particularly people from a black, Asian or minority ethnic background, people who have experience of care and people with disabilities.