

SCRA MAINSTREAMING REPORT

PROGRESS REPORT MARCH 2020



Ensuring positive futures for
children and young people in Scotland



SCOTTISH
CHILDREN'S REPORTER
ADMINISTRATION

Foreword – Principal Reporter/Chief Executive Officer, Neil Hunter

I am delighted to introduce SCRA's Equalities Mainstreaming Report, covering 1 April 2019 to 31 March 2020 on how we have mainstreamed equality, diversity and inclusion across the organisation.

Our mission is to protect and support Scotland's children and young people, making high quality decisions, upholding their rights and working collaboratively as compassionate, inclusive corporate parents to enable the most positive and personalised experience of the Children's Hearings System.

Our role as Corporate Parents is very important to us, and at the heart of our approach is inclusivity, transparency and participation. Our Mainstreaming Report 2019/20 reinforces our approach to putting inclusion and diversity at the heart of who we are as an organisation to create a better SCRA. Going forward, this will support SCRA's ambition to become a diverse and socially inclusive employer of choice and deliver a service that meets the individual and unique needs and rights of each child, young person and their families.

Delivering high quality decisions for Scotland's children and young people, is our core function and as an inclusive organisation, we benefit greatly from the creativity and talents of all our people. In living our values, equality, diversity and inclusion must continue to be embedded in our day to day practice, so we do not think of it in isolation, but as an integral part of what we do. We have worked hard over this past year to ensure that equality, diversity and inclusion is reflected as a cross cutting theme in each of our key corporate strategies and distilled into the individual locality planning process and roles.

I recognise that there is still a way to go to becoming fully inclusive in terms of our culture, practice and services. We have made significant progress over the course of the past three years towards fulfilling all our equality outcomes that were established in 2017. We recognise that we can do more to ensure we are representative of the communities we serve. Increasing representation of applicants who are disabled and from a minority ethnic background is addressed in our refreshed recruitment and selection approach.

We will also continue to improve the quality of our service by ensuring we focus on the individual needs of every child, young person and their family. We will provide information to children, young people and their families in ways which meet their needs and preferences, using a variety of participation channels offering options and choices to let people know in advance of attending Children's Hearing what is available.

We also have work to do to nurture a culture of inclusion where we can all be ourselves and where it is safe to challenge constructively. Great things happen when we work together and in collaborating with our Inclusion Ambassadors and wider staff group we are more likely to create success and fulfilment for all of us.

This report reflects our dedication to fulfilling our responsibilities to our staff and to Scotland's children, young people and their families. It details the progress we have made over the past year since we published a report in March 2019.

Neil Hunter
PR/CEO

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1. Introduction

SCRA is fully committed to the vision, values and ethos of the Equality Act 2010 and to fulfilling the three elements of the **general** equality duty as defined in the Act.

1. Elimination of unlawful discrimination, harassment and victimisation
2. Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not
3. Fostering good relations between people who share a protected characteristic and those who do not.

The protected characteristics are:-

- Age
- Disability
- Gender reassignment
- Pregnancy, maternity and breastfeeding
- Race
- Religion and belief
- Sex
- Sexual orientation
- Marriage/civil partnership, but only in respect of the requirement to have due regards to the need to eliminate discrimination

SCRA's approach is to go beyond the compliance obligations and to develop an inclusive ethos within the organisation based on fairness, equality, cultural diversity, dignity and respect. SCRA recognises care experience as a "tenth protected characteristic" and we continue to review our practice, policies and processes to reflect this.

This report:-

- Builds on our Mainstreaming Reports of 2017, 2018 and 2019 and provides an overview of key achievements and mainstreaming progress made within the SCRA since their publication.
- Provides detail of our progress in relation to our 2017 Equality Outcomes and our work with our staff, partners and the children, young people and their families whom we serve.

2. About Us

The Children's Reporter sits at the heart of the Children's Hearings System, providing continuity as the single point of referral for all agencies with concerns about a child or young person who may be at risk of harm.

Children's Reporters routinely deal with and makes critical decisions on the lives of children and young people facing adversity and trauma such as physical and emotional neglect, domestic abuse, parental substance use, mental health concerns and the physical and sexual abuse of children and young people.

Our core role centres on:

- Receiving referrals for children/young people who may be at risk.
- Ensuring that other public agencies carry out enquiries and assessments into children/young people's circumstances so we can make informed decisions about children/young people referred to us.
- Making decisions on whether to refer a child/young person to a Children's Hearing if they need compulsory measures of supervision.
- Drafting the grounds for the Hearing.
- Arranging for Hearings to take place when we decide that compulsory measures of supervision are warranted and where there is sufficient evidence to prove the grounds.
- Ensuring fair process takes place within the Hearing, including the rights of those in attendance being met.
- We also have a key role in establishing grounds of referral in court, where these are contested, and in defending decisions of Children's Hearings which are subject to appeal.

Our Vision: Children and young people will be listened to, protected and supported to realise a positive future where they are safe, valued and respected.

Our Mission: We protect and support Scotland's children and young people, by making high quality decisions, upholding their rights and working collaboratively as compassionate, inclusive corporate parents to enable the most positive and personalised experience of the Children's Hearings System.

Our Values: Our values are the shared motivations, beliefs and behaviours that underpin all that we do.

3. Why Equality, Diversity, Inclusion Matters

Creating an equal, diverse and inclusive SCRA will help us better serve children, young people and their families in Scotland, uncover new ways of doing things and keep our people engaged and motivated to do their best work.

What does being inclusive mean for everyone in SCRA?

- An environment where we can all be ourselves.
- Working with talented people from a wide range of backgrounds.
- An environment where we can all perform to the best of our abilities.
- Working in a supportive and flexible environment led by inclusive and effective leaders.
- A culture where we can raise ideas and challenge one another in a respectful way to arrive at the best decisions.
- A place where we understand and respect each other's differences.

Being inclusive not only makes SCRA a great place to work. It ensures that we are delivering the best possible service to children and their families that is equally accessible to all and meets their individual needs and rights.

3.1 Our Aspirations

SCRA aspires to be a leader in terms of our behaviours and attitudes to equality, diversity and inclusion.

3.2 Our Commitment

SCRA is committed to eliminating discrimination and encouraging diversity amongst our workforce and throughout our organisation at large. We oppose all forms of unlawful and unfair discrimination. Our aim is that SCRA embraces, acknowledges and is representative of all sections of society; promoting equality and respect for all so that everyone is able to achieve their potential. SCRA is committed to promoting the practice of equality, diversity and inclusion in all its services, operations and dealings with employees, children, young people and their families and all partner agencies. SCRA aims to ensure that it employs and deploys a workforce that is diverse and equipped with the right mix of skills and experience to deliver a quality service to children and young people.

4. Mainstreaming Equality, Diversity and Inclusion

Mainstreaming is a specific requirement for public bodies in relation to implementing the Equality Duty. In simple terms, it means integrating equality into the day to day working of the organisations, considering equality as part of everything we do. Mainstreaming the equality duty has a number of benefits including:

- Equality becomes part of the structures, behaviours and culture of the organisation
- SCRA knows, and can demonstrate, how in carrying out its functions it is promoting equality
- Mainstreaming equality contributes to continuous improvement and better performance

In Scotland, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (and subsequent updates) (“the Regulations”) impose **specific** duties to:-

4.1 Specific Duties in Relation to Mainstreaming Equality

In Scotland, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (and subsequent updates) are designed to help public authorities like the SCRA meet the general duty.

The specific duties require SCRA to report every two years on mainstreaming the equality duty and the progress against achieving SCRA’s equality outcomes. SCRA’s Equality Mainstreaming Report must include:

- Information on our progress made to make the general equality duty integral to the exercise of SCRA’s functions.
- An annual breakdown of employment monitoring information under the duty to gather and use employee information.
- Details of the progress made in gathering and using employment monitoring information to perform the general equality duty.
- Information on the gender composition of SCRA’s Board of Management, and the steps taken or planned towards ensuring diversity in relation to the protected characteristics of SCRA’s board members.

4.2 Our reporting history under the Specific Duties

We published our first Mainstreaming Report in April 2013, which included our equality outcomes. Subsequent reports were published in 2015 and in April 2017. SCRA published a second set of equality outcomes to achieve by April 2021, and reported on our work to progress achievement of equality outcomes and mainstreaming equalities. Full information about the development of our Equality

Outcomes 2017 – 2021 is in our April 2017 Equality Outcomes, Progress and Mainstreaming Report.

We published a revised Equalities and Inclusion Strategy and Outcomes 2018-2021 in May 2018 to reflect the broader scope of our work, however our equality outcomes remain unchanged. In March 2019 we reported on our work to progress achievement of the equality outcomes in our SCRA Equality Outcomes and Mainstream Report. This report provides a final update on our equality outcomes 2017-2021.

We highlight how we continue to hard wire equality into and across our day to day activities and provides an update on how we gather and use our workforce equality data.

4.3 Progress to achieve our Equality Outcomes 2017-2021

The equality outcomes we set in April 2017 were based on evidence and were finalised in consultation with our Equalities Network and our Executive Management Team and Board members. Whilst we published a revised Equalities Strategy in 2018, our equality outcomes remain unchanged and applied to all relevant protected characteristics.

Our equality outcomes 2017-2021 were:

1. We have a better understanding of the needs and experiences of children, young people and families.
2. All children, young people and families can engage with our services with ease and confidence.
3. We have a culture where staff feel more knowledgeable, engaged, supported and valued.
4. We have a workforce that is more representative of the Scottish population.

We created an action plan of 24 key milestones to be achieved by the end of March 2021. Progress against our equality outcomes to date has been good and outcomes are completed.

More detailed information about these and other activities is provided in Appendix 2.

A key challenge for the future is the ongoing reporting and embedding of completed activity so that it continues to have a positive impact on our people and to the children, young people and their families who we serve. We will do this through revisions to the locality planning process to ensure progress continues to be reported and tracked by managers.

4.4 Key achievements from 1 April 2019

We have carried out a number of activities to promote awareness of the responsibilities as outlined above to ensure SCRA is mainstreaming equality.

5. Leadership, Governance and Business Planning

The progress we have made as an organisation since 1 April 2019 through leadership, governance and business planning is noted below:-

5.1 SCRA's Equalities Network

SCRA's Equalities Network (a sub group of our Executive Management Team) is chaired by the Board Chair and during the reporting period the Equalities Network met 7 times to monitor, record progress and discuss work to mainstream equality across the organisation.

5.2 SCRA Inclusion Ambassadors

SCRA benefits from a group of Inclusion Ambassadors – dedicated front line staff from across Scotland who volunteer to support their colleagues and promote equality, diversity and inclusion across our day to day activities.

In May 2019, the Equalities Network and Inclusion Ambassadors attended a development day to reflect on progress made, identify areas of good practice and consult on the draft Equality Outcomes for 2020-2023. Following consultation with our ambassadors, their nomenclature was changed from Equalities Ambassadors to Inclusion Ambassadors to reflect our commitment to embedding inclusivity in all that we do.

5.3 Corporate Parents and Care Experience

We continue to embed equality, diversity and inclusion as a theme across our corporate parenting duties and our corporate planning process. We are developing a corporate objective for all business areas relating to delivering the public sector equality duty and specifically mainstreaming our equality outcomes.

SCRA recognises equality for children and young people who have experience of the care system as the "tenth protected characteristic." For the second year running, we hosted a fund raising coffee morning in Glasgow to raise awareness of equality for those with experience of care and supported the Who Cares? Scotland Christmas campaign. Staff donated many gifts and vouchers all of which were made into age appropriate Christmas sacks for those attending on Christmas day. Several of our staff including our PR/CEO also attended the second Who Cares? Scotland Lifetime of Love Rally supporting the demand for love to be shown to people in care.

5.4 Policies and Procedures

We have a comprehensive package of policies and guidance that promote mainstream equality and inclusion across the organisation. An audit process ensures that policies

are continuously up to date to reflect current legislation, inclusive language and best practice. We are committed to providing an inclusive workplace where our people feel valued and cared for regardless of their age, religion or belief, race, disability, marital status, pregnancy, maternity and breastfeeding, sexual orientation, gender identity, care identity or socio economic background.

On International Transgender Day of Remembrance, we launched our Transgender policy which outlines the support available to anyone going through the process of transition, as well as information on managing the process at work. Guidance documents were also published for both managers and staff who were considering, were in the process of or had transitioned to help navigate the process at work.

To mark Anti-Bullying Week, we published our revised Dignity at Work Policy. The policy aims to support and sustain a positive working environment for all staff, free from any form of inappropriate or unacceptable behaviour, make it clear that discrimination and harassment are unacceptable and everyone in SCRA has a role to play in creating a thriving environment, free from discrimination and harassment.

Susan Deery, SCRA's Head of Human Resources said: "SCRA is committed to creating and maintaining a safe, welcoming, inclusive and diverse workplace, which nurtures a healthy environment and culture of mutual respect and consideration, enabling all staff to thrive without fear of harassment, discrimination, bullying, sexual violence, abuse, coercive behaviour, sexual harassment or related misconduct. The updated policy reflects best practice and relevant legislation."

To support the updated policy, a mandatory e-learning course on bullying and harassment was made available to be completed by all staff by the end of 2020.

During the reporting period we revised our Recruitment and Selection Policy by refreshing our approach and processes to encourage greater diversity and inclusivity.

5.5 Integrated Equality and Human Rights Impact Assessments.

SCRA has a statutory duty to assess the equality impact of applying its policies, practices, systems and processes. SCRA interprets this duty widely to include the full range of SCRA's policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services - essentially everything we do.

We welcome Equality Impact Assessment as a way to meet our statutory duties, improve our service delivery and create an inclusive working environment for our staff.

During the reporting period, we integrated our equality impact assessments with the protection of human rights and the promotion and safeguarding of the rights of children and young people and launched a new impact assessment process and supporting guidance. By assessing equality and human rights impact including the consideration of children's rights and the socio economic duty, we proactively consider the needs of the children, young people and their families whom we serve, our staff

and our stakeholders, identify potential steps to advance equality and foster good relations, and ensure that we do not discriminate unlawfully.

Our Executive Management Team received training on the new approach. We also established a new Equality Review Group to promote and encourage a consistent and high quality approach and provide quality assurance to the use of Equality and Human Rights Impact Assessments across the work of SCRA.

5.6 Fairer Scotland Duty

The socio-economic duty” was included as provision in the Equality Act 2010 and implemented by the Scottish Government on 1 April 2018. The duty, which is now known as the “Fairer Scotland Duty”, is one of a number of duties placed on the public sector to tackle socio economic disadvantage, child poverty, equality of opportunity and equality of outcome. The duty requires relevant public authorities to do more to tackle inequalities of outcome caused by socio economic disadvantage by ensuring their strategic decision making takes account of those experiencing it.

Our new integrated Equality and Human Rights approach incorporates consideration of socio economic factors and demonstrates our commitment to tackling inequalities and protecting human rights.

5.7 Wellbeing

SCRA has a strategic aim to develop effective, confident and resilient staff through promoting high standards of health and wellbeing for all.

We recognise that any of us could go through a period where we struggle. By choosing to be open about mental health, we are encouraging our people to become part of a movement that’s changing the conversation around mental health and ensuring that no one is made to feel isolated or alone for having a mental health problem. We want everyone who works here to feel they can be open about their mental health, and ask for support if they need it. The Health and Wellbeing Group, has established a working group to achieve the

Mental Health at Work Commitment and Standards. The Commitment provides a framework for employers who recognise the importance of promoting staff wellbeing. This framework sets out six clear standards based on what best practice has shown is needed to make a difference and better equip employers to create an environment where employees can thrive. The six standards are:

- Prioritise mental health in the workplace by developing and delivering a systematic programme of activity.
- Proactively ensure that work design and organisational culture drive positive mental health outcomes.
- Promote an open culture around mental health.
- Increase organisational confidence and capability.
- Provide mental health tools and support.
- Increase transparency and accountability through internal and external reporting.

SCRA's Health and Wellbeing Group meets regularly throughout the year to plan opportunities for staff to participate in activities to improve their health and wellbeing. The group comprises staff from across a range of roles and localities to ensure that initiatives are widely promoted throughout the organisation. A quarterly e-zine has had great reviews within interesting articles and promotional materials.

Wellbeing is a standing agenda item for all locality meetings and will be embedded in our new Operational Strategy and locality planning approach. This will ensure that wellbeing becomes part of our everyday conversation in one to one meetings, team meetings and corporate governance to create an open and supportive organisational culture.

One of the first tools to be delivered to staff, and which fall from our work on recognising and understanding secondary trauma, will be the implementation of a new individual Wellness Action Plan. These are individually agreed plans between a member of staff and their line manager that considers what both parties need to consider so that the member of staff can stay well at work. These will be reviewed in supervision and will move with the employee if they transfer to new roles within SCRA.

The implementation of trained Mindfulness Champions and Mental Health First Aiders has received positive feedback from those staff who have had the opportunity to attend sessions or use the experience and knowledge of our Mental Health First Aiders and from those who deliver these supports to our workforce. We, therefore, intend to increase the numbers of trained employees over the next twelve months to ensure that there is more ready access for staff across all offices and Localities.

Following the training of managers on secondary trauma and trauma awareness, this will be rolled out to all staff in our second tranche of trauma awareness training. This will highlight that SCRA staff involved in children or young people's casework will often be witness to, or read or hear stories of traumatic events that have happened to children, young people and their families that they work with. This may make them vicariously vulnerable to trauma. The training will provide them with information and tools to recognise and manage this.

We will develop an annual training plan for 2020/21 that will highlight the mandatory and optional training available to all staff. In 2020/21 this is likely to include Trauma Informed Training, How to Hold a Meaningful Conversation (the keystone to good supervision and support). Mindfulness and Mental Health First Aid training as well as accessing our broad range of e-learning modules that are available to all staff.

We will also encourage staff to accurately record their personal development requirements on the e-hr system which will form the basis of future learning plans that will meet the specific needs of the workforce.

5.8 The Fair work Agreement

SCRA is committed to implementing the Fair Work agreement confirming the application of Fair Work principles across Civil Service bodies in the Scottish Administration.

SCRA is recognised as an accredited living wage employer, respects the right of UNISON to engage in legal industrial action and employs Modern Apprentices. We promote flexible working wherever possible and our wellbeing approach underlines our commitment to all staff achieving a good working life.

5.9 Employee Engagement and Employee Networks

In December 2019, SCRA was awarded the LGBT Charter Accreditation. Working together with dedicated staff from LGBT Youth Scotland, the programme enabled us to proactively include lesbian, gay, bisexual and transgender people in every aspect of our work, protecting our staff and providing a high quality service to people accessing our services. We undertook training and reviewed our policies, practice and recourses to make sure we were being as inclusive as we could be. Being awarded the Charter enables us to send a positive message, with confidence, that SCRA is a champion of lesbian, gay, bisexual and transgender inclusion where employees, and anyone accessing our service will be safe, supported and included.

During the reporting period, our Inclusion Ambassadors supported Purple Friday by hosting fund raising coffee mornings across several localities and showing our support on social media. National Coming Out Day was also supported and we published an information sheet on our staff intranet providing information about the day to our people.

In October 2019, SCRA backed the national campaign Show Racism the Red Card. The campaign is the UK's largest anti-racism educational charity and Friday 4 October is its national day to stamp out racism. SCRA's Executive Management signed the pledge to end racism and stand up, speak out and challenge hatred and prejudice. To mark Black History Month, staff in our South East locality created a display in the Edinburgh office and this featured in the autumn edition of our staff e-zine.

SCRA has been working with the charity Atlas (previously called Reach for Autism) to make our services, communications and facilities better for children and young people with autism. In August we launched a new short film on our external website aimed at helping young people with autism attending Children's Hearings. We created autism-friendly sensory kits for children and young people with autism and a variety of sensory difficulties which are now available in all of our hearing centres. We re-launched our guidance for staff 'Arranging a Hearing – Autism Guide' and developed sensory gardens in our Stirling and Falkirk hearing Centres.

In partnership with UNISON, SCRA staff in Glasgow, Edinburgh and Aberdeen, attended an Autism Spectrum Disorders awareness course. The sessions were delivered by Love Learning Scotland and enabled our staff to have greater confidence in working with and understanding children with Autism.

SCRA has recently reviewed its suite of complaints materials for children and young people. The Participation Group, along with one of our Modern Apprentices, reviewed the current materials and today has launched a new suite of materials on our website.

5.10 Employee Experience Survey

Our annual staff survey provides a key metric of employees' views on what it is like to work for the organisation, covering such diverse topics as communication, learning and development, managing change and our organisational objectives. This year we included questions on equality, diversity and inclusion, which provided essential evidence in support of initiatives under the strategic plan as well as improvements to the support offered to staff.

In May 2019, we consulted with staff to ensure SCRA is providing the appropriate supports to LGBT staff. The results were considered by our LGBT Inclusion Ambassadors and helped inform our approach to embed a more inclusive environment within the organisation.

5.11 Carers

SCRA is committed to helping our people have a good working life. We recognise the links between home and work and the part we all play in ensuring that we create an environment where our people can do their best work whilst managing their caring responsibilities.

We supported National Carers Week in June 2019 to celebrate and recognise the vital contribution made by carers in our organisation. Our Principal Reporter/ CEO and another member of staff shared their personal experience of being carers within SCRA and our Inclusion Ambassadors published a briefing sheet and information about SCRA's policies and initiatives to support staff who have caring responsibilities.

5.12 Disability Confident Employer

In 2016, SCRA became a Disability Confident Employer, which was further reaccredited in 2019. The Disability Confident Employment Scheme is a government scheme designed to encourage employers to recruit and retain disabled people and those with health conditions. Our staff have attended Disability Confident events to promote the work undertaken to achieve the accreditation and to support and encourage other local employers to undertake the same journey. SCRA's Disability Sub Group published a briefing sheet on reasonable adjustments and case studies of two colleagues detailing their personal experience of disability and how the organisation supported them in the workplace. SCRA is now aiming to become a Disability Confident Leader to promote this work further.

5.13 Our Property Approach

Details of the Hearing centres owned or leased by us are published in our external website for children and their families to access in advance of their planned visit to our hearing centre and other SCRA buildings. We are continually looking at our estate to

see where any adaptation or changes are needed in order to improve accessibility for staff and children and their families who attend children's hearings.

As part of our corporate parenting duties and our ongoing commitment to improving Hearing rooms for children and young people, we continue to roll out a Hearing room improvement programme to upgrade facilities for children and young people attending hearings. During the reporting period and with the invaluable contribution of Hearings-experienced children and young people, a variety of rooms have been upgraded to a more participative style in our hearing suites in Dundee, Arbroath and Aberdeen.

5.14 Equalities Monitoring Campaign

In November 2019, we launched our second data monitoring campaign providing information about the purpose and value of disclosing their personal and sensitive data whilst reassuring staff that it is optional and anonymous. Currently, we monitor all protected characteristics except care experience for all staff and applicants. Age, sex, marriage/civil partnership, pregnancy/maternity, religion/belief and ethnicity are established with data available. Robust and accurate equality evidence, properly understood and analysed, is at the root of effective compliance with the general equality duty. The campaign resulted in an increase in reporting across race (1.4%) and marriage and civil partnership (3.2%).

5.15 Learning and Development

We have continued to raise awareness of the public sector equality duty through our staff intranet, our National Reporter in-house e-zine and Team Briefs issued by our Principal Reporter/Chief Executive Officer. All staff have access to a diversity calendar and guidance and materials to promote and raise awareness around religion or faith, disability, lesbian, gay, bisexual or transgender, gender equality and other protected characteristics.

5.16 Women into Leadership Network

Our Women into Leadership Network continues to support and encourage women across all localities and in all roles by inspiring and enabling them to take on and seek opportunities for development, maximise their potential, foster valuable connections, and facilitate success through personal and professional growth. During the reporting period the network met twice. Inspiring external speakers shared their journey into and through leadership and in December 2019, Network members participated in an interactive workshop entitled "Five tools to becoming an unstoppable resilient leader." Feedback from the sessions has been unanimously very positive with one staff member describing an event as "life altering."

We also provide opportunities for staff to attend Women into Leadership events across Scotland. The opportunity to network in such a positive and supportive environment is of major benefit to those attending.

5.17 Monitoring Legislation and Good Practice

We continue to monitor changes in legislation, and good practice in other organisations to ensure our processes and policies keep pace with developments.

5.18 Professional Memberships

SCRA submitted evidence as part of the Stonewall workplace equality index and will continue to work towards improving our score and ranking.

5.19 Employers Network for Equality and Inclusion

SCRA renewed membership of the Employers Network for Equality & Inclusion (Enei). Being a member has allowed us access to their many workplace guides which we have used when developing our own equality, diversity and human rights policies, and in developing the role and remit of our staff networks and equalities ambassadors. Our Inclusion and Diversity Manager participates in regular member events and has delivered presentations on SCRA's approach to recognising equality for children, young people and adults with experience of care.

5.20 Non-Departmental Public Bodies (NDPB) Equality Forum

We continue to participate in the NDPB Equality Forum, a collaboration of Scottish public sector bodies who each have a responsibility for responding to the Public Sector Equality Duties. The forum draws expertise and resources from a range of partners to influence and support the development and implementation of policy and practice on equality, diversity and inclusion in Scotland.

5.21 Scottish Government British Sign Language-led Advisory Group

We were invited to join a BSL-led justice advisory group to provide expertise and guidance to justice agencies. The group will play a key role in developing and delivering a programme of improvements to help the justice agencies better meet the needs of BSL users.

6. Next steps – SCRA’s Equality Outcomes 2020-2023

Our Equality Outcomes 2020-2023 have been developed in consultation with the Executive Management Team, Equalities Network Inclusion Ambassadors, UNISON, our partners and wider staff group and equality groups. We also launched a public consultation exercise and considered and reflected all responses in our outcomes.

In discussion and agreement with the Scottish Government, we are holding off publishing our Corporate Plan for 2020/23 and all related strategies until we have assessed the impact on plans of the current pandemic. We are looking to have this work completed by end April and will be able to publish our Corporate Plan, Business Plan and Equalities Outcomes at that point. If required, to ensure compliance with legislation, we can provide the outcomes that are to be published, on request.



SCAN THIS 

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published March 2020