Race Equality Immediate Priorities Plan

Scottish Government
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Race Equality Immediate Priorities Plan

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Ministerial Foreword

Over the course of the last eighteen months, Scotland has faced a period of change, disruption and uncertainty almost unique in its history, and which it shared with the rest of the world. Responding to the COVID-19 pandemic has meant changing what "normal" looks like, whether in terms of healthcare, our economy, our jobs or schooling. For many minority ethnic people in Scotland, the COVID-19 pandemic has made clear, or worsened, existing inequalities in society. It is vital that our response tackles those inequalities and their causes head-on.

That is why in June 2020 we convened an Expert Reference Group on COVID-19 and Ethnicity, to provide us with the scrutiny, challenge and expertise that we needed to ensure that we delivered for minority ethnic Scots. Their advice and recommendations were instrumental in designing our COVID-19 response and I would like to extend my particular thanks to them for this.
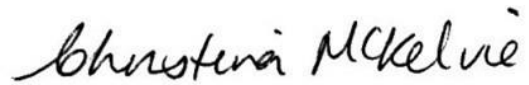
It is clear that it is not enough to simply "not be racist", in order to truly take down the structural and institutional inequalities that make minority ethnic peoples' lives worse in Scotland we need to have an actively anti-racist approach in everything we do. Anti-racism – that is, seeing racism as a structural issue – must be firmly embedded in organisational culture and practice in order to start tackling the roots of racism. In 2016, we laid out our Vision in the Race Equality Framework for Scotland. This is where we want to be. In 2017, we laid out our plan for how to implement that in 2017-21 in our Race Equality Action Plan. This report shows that we've made real progress, but it is also clear that there is more to do.

It takes time to get it right developing the meaningful, structural and strategic change that we need in order to eradicate racism. A challenge for us is how we are going to build systems and structures in Scotland that work against structural and systemic racism, and how we ensure that our policies translate to real, improved outcomes for minority ethnic people in Scotland. We recognise the need for deep and lasting change – Scotland does not and cannot claim to be free from racism. As part of anti-racist policy-making we need to build in time for capacity-building, data gathering, and engagement with those with lived experience of racism.

At the same time, we need to maintain our momentum on delivering concrete improvements for minority ethnic people in Scotland. Our Immediate Priorities Plan for Race Equality in Scotland captures the work we are undertaking across government. This work includes our recovery from the pandemic, but also includes areas as diverse as our wider Health priorities, Education, Housing, Fair Work, Poverty and Social Security. It gives us a benchmark by which to report our

progress, and is a reflection of where we are, as well as where we will be in eighteen months' time.

I'd like to thank everyone who has helped us develop this work and who is already helping us put it into practice. Our ambition for Scotland is undeniably high, and it is something that we need the help of everyone in Scotland, inside and outside government to help us achieve. Together, we can continue on our journey to eradicating racism, and making Scotland a fair and equal place for all.

Christina McKelvie MSP
Minister for Equalities and Older People

1. **Introduction**

Significant inequalities remain in many areas of life for people from minority ethnic communities. We recognise that these inequalities are systemic and deep-rooted, and that reversing them will take time and effort, as well as a Scottish Government commitment that is maintained going into the future.

Understanding racism and taking a truly anti-racist position means acknowledging the existence of formal and informal structural, institutional and cultural processes that place minority ethnic and migrant groups at a disadvantage within Scotland in relation to the majority. These structural disadvantages are experienced by groups which are defined by their migrant status as well as those which are defined by their ethnicity.

Minority ethnic individuals and groups face poorer outcomes than average; including lower employment rates, a higher risk of poverty, under-representation in public life and with racism being a lived and daily experience for many people. It is simply unacceptable for people experience disadvantages due to structural racism or discrimination on the grounds of colour, nationality, ethnicity or national origin. The rights of minority ethnic people are enshrined in Scotland's international commitments and our obligation to eliminate discrimination. All must be able to achieve equal outcomes in every area of social, economic, civic and political life.

Furthermore, the COVID-19 pandemic has clearly disproportionately affected minority ethnic communities and exposed long-standing racial inequalities. The Scottish Government's immediate priorities lie in implementing the Expert Reference Group on COVID-19 and Ethnicity's recommendations, so that minority ethnic communities have a fair and equal recovery from COVID-19 (Section 6 provides further detail).

The Scottish Government is determined to show leadership in advancing race equality, tackling racism and addressing barriers that prevent people from minority ethnic communities from realising their potential, as well as supporting them to realise their human rights.

The Race Equality Framework for Scotland (REF) 2016-30 sets out how the Scottish Government aims to progress this ambition over a 15-year period from 2016 to 2030. Further commitments were set out in section 6 of the final report of the Race Equality Action Plan (REAP) 2017-20 for a 'bridging plan' that set out:
- ongoing implementation of recommendations made by the Expert Reference Group on COVID-19 and ethnicity (ERG).
- continuation of priority areas of work already underway to address immediate issues of race equality in key policy areas, with specific targets/milestones to be achieved within this period; and
- develop a deeper understanding of how systemic racism creates racial inequality, to inform longer-term system change.

This **Immediate Priorities Plan (IPP)** meets this commitment for a plan that sets out the actions being taken by the Scottish Government. These actions cover the

ongoing work to implement [the data and systemic recommendations of the Expert Reference Group (ERG) for COVID-19 and Ethnicity, as agreed to by the Scottish Government in November 2020](#) (see Annex A). They also include continuing work on race equality across government. The objectives in full are included in Annex B.

The Scottish Government has also committed in the REAP final report to a programme of systemic change from 2023-26. This work has begun with the strategic review outlined in section 9.

The IPP covers the period until the establishment of the programme of systemic change in 2023. It will maintain delivery of the government's commitment to race equality and provide a framework to regularly monitor and report upon.

2. Review of Scottish Government Race Equality Actions

Following the conclusion of the REAP in 2021, the Scottish Government commissioned a review of our race equality initiatives since 2000. The Coalition on Racial Equality and Rights (CRER) was commissioned to conduct this review.

The conclusion of the review welcomed the Scottish Government's focus on effective, anti-racist policy-making, whilst noting that a key challenge for policy-makers was how to build systems and structures in Scotland that work against structural and systemic racism. The review found that many of Scotland's race equality policies have not always translated into tangible, improved outcomes for minority ethnic Scots. Anti-racism – that is, seeing racism as a structural issue - must be firmly embedded in organisational culture and practice in order to start tackling the roots of racism.

The Scottish Government recognises the need for deep and lasting change as part of our anti-racist policy-making, that builds in the time needed for capacity-building and data-gathering, and engagement with those with lived experience. These will be foundational principles for the strategic review and the way forward outlined in section 9.

The IPP seeks to maintain momentum by providing an interim framework that captures outcomes, enabling tracking and reporting for the anti-racist work progressing across the Scottish Government. Interim governance mechanisms and arrangements will be implemented as part of the IPP so that the work is open to scrutiny and ongoing learning is captured.

3. Immediate Priorities Plan Outline

The plan sets out the delivery of objectives drawn from the recommendations of the ERG (see section 6) and from ongoing race equality work (see section 10). These objectives will be further developed through consultation with policy leads in the Delivery Group (see Section 4). A full outline of IPP objectives is contained in Annex B.

4. Reporting and Monitoring

Clearly defined conditions for success will be agreed at the outset, and progress monitored at quarterly intervals.

We established the **Immediate Priorities Delivery Group**, which first met on 22 July, to agree and implement these priorities. The group is made up of lead policy officials from across government, with each priority being owned by one of the officials present. Following this initial meeting, policy leads have included other key objectives, in addition to those involved in the continuing implementation of the ERG recommendations.

The plan will run up to 2023, broken into quarterly periods. The Delivery Group will meet once each quarter. The aim of reporting in this way is to maintain the network of contacts across government for implementing our priorities, and to identify barriers and share learning. A final report will be produced in 2023.

The delivery group's reporting will include an appraisal of key risks and report on the developing risks from the previous quarter. Barriers to development will be highlighted at delivery group meetings for the purposes of sharing learning and facilitating development and understanding across different areas of government. Over the course of the IPP, an addition aim is to build implementation experience and learning to facilitate the wider programme of systemic change.

5. Governance

Robust external governance and oversight is a key aspect of the government's approach to race equality. An interim governance group will be established by October 2021. This group will provide oversight and accountability for:
- Delivery of the Immediate Priorities Plan
- The strategic review and subsequent work to establish the programme of systemic change (see section 9)

These arrangements will aim to provide independent oversight of the IPP and of the strategic review work. These arrangements will operate until the creation of a permanent governance body for ongoing long-term race equality work in 2022.

The IPP will conclude with a full report detailing delivery of outlined priorities against initial commitments, highlighting key learning from the period covered by the IPP.

6. The Recommendations of the Expert Reference Group

Background

Recognising the disproportionate impact that COVID-19 has had on minority ethnic people in Scotland, a fair and equal recovery from COVID-19 is central to current Scottish Government priorities. Action to tackle racism in Scotland and to improve outcomes for minority ethnic people is central to providing this recovery. As such, the recommendations of the ERG form the core of our immediate priorities on race equality and tackling racism.

In September 2020 the ERG provided the Scottish Government with two sets of recommendations to be taken forward in order to better meet the needs of minority ethnic communities that have been disproportionately affected by the COVID-19 pandemic. One set of these recommendations relate to systemic, cross-governmental issues, and the second set relate to data acquisition and handling, specifically at the intersection of ethnicity and health. The titles of these recommendations are listed below, and are reproduced in full as part of our reporting in Annex A.

Systemic Issues and Risk

COVID-19 Immediate Action
1. Emergency Sustenance Fund Payment
2. No Recourse to Public Funds
3. Test and Protect and future health measures
4. Fair work practices
5. Investment in Minority Ethnic Organisations and mental health services
6. Public Health Messaging

Short-term actions
7. Accountability - Independent Oversight Commission
8. Functions
9. Anti-Racism Actions
10. Corporate Accountability
11. National Performance Framework
12. A Measure of Racism
13. Housing and Overcrowding
14. Recovery and Remobilisation Plans, Investment Fund and Reporting
15. Employment

Changing the Cultural Landscape
16. Change the Curriculum for Excellence
17. National Museum and Statues

Improving Data and Evidence on Ethnic Inequalities in Health

Improving ethnicity coding through improved data infrastructure
1. Make ethnicity a mandatory field for health databases
2. Linkage to census
3. Develop a CHI field
4. Ethnic Group populations
5. Social care data
6. Flexibility in data collection

Improving ethnicity data collection at source
7. Co-ordinated Action
8. Primary Care Health Ethnicity Data Collection
9. Participation by Minority Ethnic People and Communities

<u>Improving Workforce Data</u>
10. Monitoring workforce data
11. NHS Workforce Data
12. Social Care Workforce Data

<u>Reporting, Accountability and Governance</u>
13. Reporting data by ethnicity
14. Reporting data by ethnicity

The Scottish Government has committed to the full implementation of these recommendations.

The IPP recognises the need to address immediate priorities in starting to tackle institutional and structural racism, and establishes a baseline to build upon. This is why this document aims to capture ongoing race equality work being conducted across the Scottish Government.

7. Health and Social Care Activity to Support Race Equality

The Covid-19 pandemic has exposed and exacerbated health inequalities in Scotland and across the world. The disproportionate harm caused by Covid-19 to Minority Ethnic groups, people living in greatest deprivation, people with obesity, diabetes and respiratory disease, has highlighted new vulnerabilities and underscored widening health inequalities. As a result, improving equality in health care has been at the heart of work for Health and Social Care directorate of the Scottish Government since the pandemic began. We recognise that supporting individuals – both patients and staff - from all backgrounds is paramount in ensuring we deliver the best care for the people of Scotland.

To support an increased focus on tackling health inequalities, and the issues that exist around equality and culture, we have established teams in Population Health, Vaccination and Health Workforce with a strategic focus on embedding equity and strengthening coherence, leadership and coordination to health equality activities across the Health directorate. These teams will also play a pivotal role in addressing challenges set for us by groups like the Expert Reference Group on Covid-19 and Ethnicity (ERG) and the Sturrock Review (2019).

There is a clear recognition that the evidence and data we have access to in relation to ethnicity is insufficient. It is critical that this is addressed to enable us to fully understand the highly complex picture that exists in relation to health inequalities, including equity of service provision, barriers that prevent people from engaging with and accessing health services, and the implications for people's health. Only by having access to this type of information, can we identify where the need for action is greatest, and take appropriate action. As such, improving both the collection and the use of ethnicity data will be a priority across the whole of Scottish Government, particularly Health & Social Care.

Our work will also focus on creating the conditions that will lead to more equitable policy design and delivery for those with protected characteristics in Scotland. This will involve supporting a more strategic approach to identifying priorities in relation to

health equality and embedding these into work being undertaken across Scottish Government and Health Boards. Central to achieving this will be considering how we can best listen, work and collaborate with those experiencing disproportionately poorer health outcomes.

For our workforce, the key to improving the experiences of our minority ethnic staff is by improving organisational cultures. Not only is poor workplace culture commonly reported as a reason for staff raising complaints against or leaving organisations, it also keeps staff from feeling confident in divulging invaluable equality data – data that is crucial to understanding the impact of the pandemic and other aspects of workplace experiences on staff. It is imperative that we collectively consider these risks and opportunities as the NHS recovers and remobilises and in light of the continuing pressures staff will face post pandemic.

Equality, diversity and inclusion are part of an organisation's culture. The pandemic and the Black Lives Matter movement have further highlighted racial, health and other inequalities, as well as a lack of diversity and inclusion, across public sector workforces. Based on the ERG's recommendations the Scottish Government is leading on cross-cutting work to drive change and deliver long-term meaningful outcomes for everyone with protected characteristics, with a particular focus on race, gender, disability, age and LGBTI. This includes establishing the new National Minority Ethnic Forum for the NHS to work with Scottish Government and Health Boards to tackle systemic racism in the workplace and improve workforce data on ethnicity. We have also made sure staff experience surveys include vital demographics questions.

There is now an opportunity to consolidate and extend this good practice and learning, by adding a culture "lens" to our work, as the NHS recovers and remobilises. For social care it is a complex picture due to the current mix of local authority, private and third sector providers, so our work to date has primarily focussed on health.

Significant work streams relating to the development of a National Care Service are currently underway, in particular to develop a social covenant to ensure the new service is designed around the needs of care users and supports the needs of care workers. There is no equivalent work in the NHS. As the work on social care develops, we should be mindful of the potential for codified discrepancies to emerge between health and social care.

Work is ongoing to develop a National Leadership Development Programme for health and social care, with a focus on compassionate leadership, and a programme to prioritise wellbeing throughout health and social care.

It is our collective responsibility across the Services and within SG to be a demonstrator and facilitator of positive working cultures in all policy areas and in our relationships with health and social care stakeholders. We in SG have just launched our new vision and values 'In the service of Scotland', which fleshes out the "how" we deliver the National Performance Framework. The values here of acting with integrity, being inclusive, innovative, collaborative and kind are important drivers for our engagement and expectations with health and social care partners.

8. **Reporting on ERG Recommendations**

Following our initial response to the recommendations of the ERG in November 2020, and a subsequent ERG meeting in which this response was discussed, officials prepared a timeline for delivery of these recommendations in December 2020, which was shared with the ERG co-chairs in late December and with the wider ERG in early January 2021.

This timeline for delivery covered action that had already been taken on recommendations by December 2020, as well as the plan for implementation at two distinct time depths:
- Short- to medium-term – action planned for January to May 2021
- Medium- to long-term – action planned for implementation following May 2021

Following further updates from policy leads, progress since December 2020 is noted in Annex A.

9. **Strategic Race Equality Work 2023 Onwards**

A 6 month strategic review is underway to consider how the government will meet its commitment to a programme of systemic change in race equality and anti-racism in Scotland 2023-26. The review includes the following issues, identified in the REAP Action Plan final report:

1. Coverage of the future programme of race equality work
2. Understanding and responding to the scale and complexity of the challenge to address systemic racism and racial inequality
3. Taking an intersectional approach
4. Oversight and accountability

The review's purpose is to scope the elements that will form the programme of systemic change; and to set out an implementation plan and timescale for establishing the programme. The scope of the review includes:
- The future arrangements for governance and accountability; to meet the ERG systemic recommendations
- How to ensure active and empowered participation of members of minority ethnic communities in the programme; and the contribution of lived experience
- Race equality data and evidence, monitoring and evaluation
- Identify what significant actions should be prioritised which will have real and direct impact on the lives of minority ethnic communities
- Integration and coherence of action on Gypsy/Travellers
- Wider and richer stakeholder engagement
- Considering the use of established models for implementing future work, such as maturity models or a theory of change, and how they may be brought in.
- A robust framework for measuring, monitoring and managing programme delivery, with outcomes explicitly linked with the REF, and the National Performance Framework
- How to operationalise an intersectional approach in the programme

- An appraisal of the resources required to implement the programme of systemic change, including consideration of the specific role of the Race Equality Team

The strategic review will report by the end of October 2021. This will include a proposed model for a permanent governance body, for agreement by ministers.

10.   **Wider Ongoing Race Equality Work**

In addition to the work ongoing to implement the ERG recommendations, we have worked with policy leads in areas across government to identify their key priorities for race equality in the coming months, including not only a fair and equal recovery from COVID-19 but also the national mission to tackle Child Poverty, as well as the commitments made by the incoming administration.

A summary of these key priorities is provided in Annex B as part of the IPP**.**

This work in addition to the implementation of the ERG Recommendations will be monitored by the Immediate Priorities Delivery Group. Specific objectives for each of the above factors reported on were agreed following the initial Delivery Group meeting on 22 July.

ANNEX A
Progress with ERG Recommendations, as of July 2021

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
Systemic Issues and Risk COVID-19 Immediate Action					
1. **Emergency Sustenance Fund Payment**	During COVID-19 BEMIS actioned emergency sustenance fund payments to ensure that Ethnic Minority families and individuals were able to access food, medicine, and other supplies regardless of their immigration status. However, the delivery of such a service by BEMIS is not sustainable. The Scottish Government should deliver an emergency sustenance fund using the existing infrastructure of state support for people and families across Scotland. This may involve using the Scottish benefits system creatively. The Scottish Government should ensure that any future COVID-19 response includes the learning and needs identified through the current programme.	We will seek to ensure action on this recommendation is reflected in our upcoming publication of the Anti-Destitution Strategy in the new year, which specifically addresses the particular circumstances faced by people who cannot access public funds.	In late 2020, we awarded a further £170,000 and in early 2021 £200,000 in funding to support those most acutely impacted minority ethnic communities in this uniquely challenging winter season. This was in addition to the £312,000 that was provided to minority ethnic families in the early weeks of the pandemic. The projects supported have supported expert organisations in offering mental health support, digital devices to enable people to stay connected with loved ones and curbing the harms of loneliness as well as frontline support to access food and medical supplies. A portion of this Fund has also supported our collective efforts to aid the vaccination programme, encourage up-take and also develop interactive resources in a variety of languages and dialects to ensure effective communication and engagement with the vaccination programme.	Equality, Inclusion & Human Rights	Completed
2. **No Recourse to Public Funds**	The No Recourse to Public Fund policy discriminates against minority ethnic communities and leaves children and families exceptionally exposed to COVID-19 social impacts: children are penalised for their parent's nationality and situation. The Scottish Government and local authorities must ensure that any local lockdowns do not differentially impact on those subject to this discriminatory policy Accepting the reserved nature of the policy, the Scottish Government should review the nature of the No Recourse to Public Fund restrictions, and determine a localised strategy within those restrictions which can navigate how they can be overcome. Currently, the gaps in statutory service provision are patched up by the voluntary sector and volunteers. This		In March 2021, the Scottish Government and COSLA published Ending Destitution Together, a strategy to improve support for people subject to NRPF living in Scotland). The strategy runs to 2024 and will be delivered through a partnership approach with the third sector, local authorities and public services, with the participation of people with lived experience. The strategy's vision is that 'No one in Scotland is forced into destitution and everyone has their human rights protected, regardless of their immigration status', and its approach is based on the principles of prevention, partnership and personalisation. The strategy sets out a pathway to support people to find a way out of destitution and includes a range of actions to achieve this covering essential needs; advice and advocacy; and inclusion. It also recognises that, because NRPF policy is reserved to the UK Parliament, there are issues impacting people living in Scotland that the Scottish	Equality, Inclusion & Human Rights	Ongoing

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
	cannot continue given the consequences of COVID-19, destitution and poor health.		Government and COSLA cannot resolve and will need to continue to raise with the UK Government.		
3. Test and Protect and Future Health Measures	There must be Minority Ethnic participation at all levels of the COVID response. It is also important to ensure that communication with individuals from minority ethnic communities by Test and Protect teams is effective and that Test and Protect teams have incorporated processes and expertise which reflect the diversity of the communities they serve and the intersectional framing of their experiences.	• Pathways Programme to submit a proposal to the Test & Protect (T&P) Steering Group for the establishment of a dedicated Customer Insights Function, by the end of December 2020. If approved, the new Function will be operational before May 2021. • Complete a qualitative study to gain feedback from users by the end of May 2021. • Partnership working with the Health and Social Care Alliance citizen panel to be established by May 2021. • Feedback loops to be developed from existing channels/sources e.g. Care Opinion and Health Board complaints data. • Planning to establish ad hoc insight sources to support design-led improvement. • All new Pathways that are commissioned by the Design Authority will be developed through the T&P Equality Impact Assessment lens.	We have appointed dedicated resource in the Testing and Contract Tracing Policy Division in the Scottish Government to coordinate tackling inequalities within Test & Protect, to focus on action and improvement, and to apply this focus intersectionally. This lead is accountable to the Deputy Director, and is in regular contact with community groups such as BEMIS to ensure quality of action and community trust. In addition, we have: • An equality and inclusion representative on the Test & Protect Design Authority. • Established the T&P Insights Group. • Reviewed guidance to ensure communities most at risk have access to testing. • Translated key documents into 7 languages, as requested by our local partners. • Developed a self-isolation factsheet and translated it into 26 languages • Translated messaging about the Self-Isolation Support Grant. This has been well-received by community groups. • Engaged with the Ethnic Minority National Resilience Network to identify where improvements can be made. • Public Health Scotland worked with the Contact Tracing programme to implement improvements, such as the use of SMS messages in other languages, moving the recording of preferred language to earlier on in the testing and protect process, improving the continuous professional development of contact tracers with respect to the importance of collecting ethnicity data to monitor engagement with the service.	Covid Public Health Directorate	Ongoing
	Further, as other health policies, such as highest risk list and vaccinations, are being developed the Scottish Government must ensure that the needs of minority ethnic communities are considered and acted upon. There is a	Not reported.	We are embedding inclusion as a key aspect of our national COVID-19 vaccination programme and future vaccination and immunisation programmes. We have embedded inclusion into the vaccinations programme by:	Vaccination Strategy & Policy Directorate	

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
	risk of undermining the broader zero COVID-19 community transmission approach if this is not done.		- Having a fortnightly National Inclusive Steering Group with membership representing minority ethnic communities. - Asking Health Board to incorporate specific actions to reach minority ethnic communities into their inclusive plans developed in spring. - Funding and targeted engagement with third and community sector organisations to support and promote vaccine uptake amongst ME communities. - Co-creating vaccination information materials with organisations such as the Scottish Refugee Council, translating them into a range of community languages, and including a QR code on each appointment invite to ensure people are able to quickly access the information in their own language.		
		- In December, information for highest risk people concerning festive bubbles along with a user survey was issued. - In January 2021, an EQIA of the QCovid Risk model will be conducted to determine the equalities impact. Vaccine information will also be mailed out.	To ensure the needs of Minority Ethnic communities on the highest risk list (formerly shielding) are considered, we: - Established a number of communications channels specifically for minority ethnic people who are at highest risk. - Write to all new additions within a week of them being added. Letters are available to be translated into any format and language needed. - Are working with The University of Edinburgh, PHS, NES Digital and NHS Digital in England on the exploration of the QCovid model developed by Oxford University. QCovid uses a range of data including age, sex, ethnicity and existing medical conditions, to estimate the risk of death or hospitalisation from COVID-19 and then presents a risk calculation. - Carried out an Equality Impact Assessment (EQIA) on the QCovid Model, following internal framing workshops with the Scottish Government's Equality & Mainstreaming colleagues, and engaged with key stakeholders which helped shape and contribute to the EQIA. - Presented a data paper on 22 June 2021 which received support from the COVID Ready Society Group. We are continuing to explore how we can collate better ethnicity data.	Population Health Directorate	

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
			• Continue to engage with people on the highest risk list to ensure their needs are met, actively ensuring respondents in our research represent people from Minority Ethnic communities. • Requested Minority Ethnic individuals to join our user insight group, and collected equality data. Our 'research participant list', increased in this period from 3,758 people to 6,429.		
	Culturally competent health promotion and disease prevention programmes, relating to issues such as the higher risk of diabetes and Cardio-Vascular Disease among South Asians, is well known but efforts to tackle it may have diminished recently and it is important that such efforts are reinvigorated. Further, the Independent Race Equality Framework Advisor had previously made a recommendation involving funding the implementation of a low cost community intervention project with the aim of bringing about lifestyle changes that would a) prevent and b) improve management, of these diseases.	• The first report on Referrals to NHS board commissioned weight management services, containing data on ethnicity, was published by Public Health Scotland in May 2021.	• A refresh of the Diabetes Improvement Plan was published in February 2021. Equality of Access to reduce the impact of deprivation, ethnicity and disadvantage on diabetes care and outcomes is one of the priorities for improvement. • We have allocated funding to three Health Boards to implement the digital type 2 diabetes prevention and education programmes provided by Oviva. These programmes are delivered by dietitians and offered in 22 different languages to meet the needs of minority ethnic groups who are at higher risk of developing type 2 diabetes.	Population Health Directorate	
		• We aim to have a final draft of the plan, and an established governance structure for its delivery by May 2021.	• The Heart Disease Action Plan (HDAP) was published in March 2021. • To deliver actions from the plan, a Risk Factor Sub Group of the National Heart Disease Task Force is to be established. • The ALLIANCE has been commissioned to support a robust lived experience structure to feed into the implementation of the HDAP, with a particular focus on inclusion of the South Asian community within that structure, due to disproportionately high risk of cardiovascular disease among this community.	Healthcare Quality & Improvement Directorate	
4. Fair Work Practices	The joint statement on fair work expectations during the transition out of lockdown and the guidance on workplace risk assessment are welcome. However, studies highlighted earlier in this paper show that discrimination and unfair practices towards minority ethnic people has taken place. The Scottish Government, NHS Scotland and other partners must demonstrate how they will ensure that fair work practices are in	Initial draft of Fair Work race equality statement to be used as a resource for employers and circulated to stakeholders for comment ahead of further drafting and final publication in February 2021.	Remobilisation plans for the NHS now include a focus for Health Boards on understanding and addressing systemic racism, in terms of staff experience, recruitment, retention and progression. This will help ensure that all staff are supported, developed and protected in an equitable way. In July we published COVID-19 Occupational Risk Assessment Guidance. Staff should be active participants in this risk assessment which uses factors including age, ethnicity, BMI in addition to underlying	Fair Work and Health Workforce	Ongoing

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
	place in health and social care settings, particularly in relation to PPE, and other workplaces.		health conditions to stratify risk. Staff and managers should then have a supportive conversation about how they can return to work safely which should be agreed by both parties. Launch of the NHS National Ethnic Minority Forum To deliver on our PfG commitments we have established an NHS National Ethnic Minority Forum (EMF) which had its first meeting on 26 April. There were over 40 attendees including Senior Leaders and staff representatives from local networks. However, going forward the Forum will be largely staff focussed with representatives from NHS Board, professional bodies and partnership organisations' race equality forums. The networks objectives are to: • Ensure recruitment practices for Sr appointments are fair and unbiased • establish a formal structure connects these networks in order to provide an effective, agile channel for workforce engagement. • link with other equality networks • identify and introduce senior cross-sector mentoring and job shadowing opportunities for ethnic minority staff • introduce a cross sector mental health support network providing practical advice and signposting ethnic minority members towards appropriate clinical support. • produce a simple guide for organisations enable more confident and mature discussions to take place about race and race equality. The next meeting was held on 12 July, where we confirmed forum membership and chair and vice chair so that work can begin being taken forward. We finalised a draft of the Fair Work race equality statement and resource , which we are circulating to internal stakeholders for comment, including policy leads where there is read across. Publication date has been postponed to ensure full review can be undertaken. We will also shortly circulate the statement to our external stakeholders, including race equality stakeholders, employers and Trade Unions. We will then amend/refine further ahead of publication inthe autumn.. Once		

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
			published we will explore how employers can make best use of it and embed it within existing resources to support employers.		
5. **Investment in Minority Ethnic Organisations and Mental Health Services**	In the event of enhanced lockdown, the Scottish Government will need to invest in NHS Scotland Mental Health provision. Further, there should be support for minority ethnic led sector organisations to provide the service required to Scotland's diverse demographics. In addition, the Scottish Government and NHS Scotland should deploy culturally competent and multi-lingual psychotherapists and counsellors as there are ethnic inequalities in accessing mental health services. For example, building on the work already done in Scotland by BEMIS, FENIKS, Saheliya, Sikh Sanjog, Amina Muslim Women Resource Centre, YCSA and others and also the internationally recognised community led partnership model involving statutory organisations, private and third sector to support mental health improvement developed by Black Thrive London. More broadly the Scottish Government should commission research to identify barriers and put in place a plan to address the unmet need and persistent ethnic inequalities in mental health care.	• By February 2021, we will have convened an expert equalities forum who will have commenced work to ensure an overall focus on reducing mental health inequalities.	**Investment** The Mental Health Transition and Recovery Plan sets out over 100 actions in response to the pandemic. It is supported by a £120 million fund announced in February. Initial funding has been issued to NHS boards for CAMHS and Psychological Therapies Services. We are in the process of allocating the remainder of the funding which will have a focus on wider support for mental health and wellbeing, including primary care and community services. **Culturally competent services** • A Mental Health Equality and Human Rights Forum has been set up. It includes BEMIS as representation on race equality amongst other key stakeholders representing diverse communities in Scotland. • The group advises on the implementation and delivery of Mental Health Policy and actions within the Transition and Recovery Plan. • We are looking at ways to improve our engagement with people who have lived experience of mental health services. • We have worked with public and third sector partners to understand language and accessibility requirements and to create and disseminate information. • We provided Summary Guidance of the Clear Your Head campaign in additional languages and formats, distributed these to Public and Third Sector Equality partners such as BEMIS, MECOPP (Minority Ethic Carers of People Project) and NHS Health Board Equality Leads. These can be found on the Stakeholder Page of the Clear Your Head website.	Directorate for Mental Health and Social Care	Ongoing
6. **Public Health Messaging**	The Scottish Government must take action to ensure the inclusivity of public health messaging around COVID-19 minority ethnic communities and migrants. This should take into account language barriers, literacy levels, cultural	• In January and February 2021, the Scottish Government will be undertaking national door drops in support of the coronavirus vaccine, use of NHS services and changes to the organ donation system. These	• Our "Roll Up Your Sleeves" COVID-19 vaccine campaign has budget allocation for media channels that support targeting Minority Ethnic communities.	Covid Public Health Directorate	Ongoing

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
	factors, religious beliefs and differential access to health-related information among diverse communities. We endorse the recent SAGE advice:

"An effective communication strategy should target capability (knowledge and skills), opportunity (societal norms and physical resources) and motivation (analytic decision making and habit). Translation is necessary, but not sufficient. Co-production and pre-testing of messaging with communities is essential for tailoring to specific cultural contexts. Local authorities need to have appropriately experienced staff or access to sources of advice so they can actively engage with ethnic communities to understand local issues and act as trusted sources of communication with the community. Messages should be tailored to reflect local realities and consider cultural norms, accessibility of services, and financial disadvantage. Messaging and engagement needs to understand that groups are not homogenous. Work needs done at a local level – it is essential to work with trusted 3rd parties in the relevant communities."

There is concern that public communication around the higher proportion of cases in minority ethnic communities' could risk creating a blame-game that would lead to negative repercussions for these groups. Anecdotal evidence suggests this has already been happening in Scotland for many groups, including the Chinese community. The Scottish Government should be clear and resolute in standing up to this danger, especially the potential exploitation of this narrative by racists and the far right. | documents will be translated into various languages and formats.
- Scottish Government will continue to involve a diverse range of individuals in focus groups for creative testing. | - We work closely with NHS 24, Public Health Scotland and third sector partners to ensure key public health information on COVID-19 is available in multiple languages and accessible formats via the NHS Inform website, which is Scotland's central repository for public health information. Key COVID content is available in 17 different languages and formats.
- COVID-19 and Self-Isolation guidance is available in multiple languages and formats and is available on gov.scot. We have worked closely with stakeholders to share this guidance with Minority Ethnic communities, and many of our stakeholders have featured this information as part of their communications.
- NHS Inform COVID helpline provides interpreter services to support conversations with people whose first language is not English. NHS Inform utilises metadata associated with all alternative language formats, which aids searching for content in these languages.
- We collaborate with ME partners and stakeholders across our COVID-19 activities. For example, we work closely with BEMIS, the national umbrella body supporting the development of the Ethnic Minorities Voluntary Sector in Scotland, on coronavirus-related public health messaging and information for parents and carers. This includes development of supporting materials and sharing of information across their main networks and membership in Scotland.
- We co-created coronavirus information with organisations to develop materials specific to Minority Ethnic communities. For example, we worked Scottish Public Health Network (ScotPHN) to create a bespoke, printed Easy Read Version of the Test and Protect Door Drop created specifically for the Gypsy/Traveller community, which was distributed by COSLA to Gypsy/Traveller sites.
- In partnership with BEMIS and the Ethnic Minority National Resilience Network (EMNRN) we have gathered feedback from Minority Ethnic organisations to shape inclusive communications, which has influenced messaging and available formats. For example, we have used the insight to create a 'Vaccine Explainer Video' which provides key facts about the COVID vaccines for | | |

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			those who may be hesitant, or for those more likely to have been exposed to myths/misinformation. This video has also been produced in British Sign Language (BSL) and in multiple community languages.		

Short-term actions

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
7. Accountability – Independent Oversight Commission	A key recommendation is to establish a more effective accountability and governance infrastructure in Scotland. Too often recommendations have been made on racism and minority ethnic "issues" that have subsequently been forgotten and not implemented. They may then be raised again by other Groups without reference to what has been asked before. This absence of institutional memory within the current system and structures is frustrating, disempowering and can be understood as a mechanism by which systemic discrimination occurs. The proposal is that a new infrastructure, building on what exists already, should embed four elements • An Observatory which brings together quantitative and qualitative data on ethnic and racial inequalities in Scotland. This should not only include epidemiological data but also cultural, historical and other socio political and economic factors. • A repository which holds historical and current evidence from arrange of different sources to maintain awareness and inform actions. • Collaboration that reflects the consensus between the Scottish Government and all other relevant stakeholders that Scotland needs to better engage with the experiences of those racialised in society.	We aim to publish the REAP final report on 12 March. The delivery of this report will inform plans for a future renewal of the REAP, which will allow for the incorporation of these recommendations fully into our further plans to work towards race equality in Scotland.	Action to meet these recommendations commenced as part of the strategic review (see above). Models of governance and oversight are being reviewed: looking at exemplars in race equality in operation in other countries; as well as selected models established in other policy areas. They will be considered alongside the model of an independent oversight commission to determine an optimal model. As a contributor to this work, we have commissioned the OECD to review approaches to race equality in a selection of countries worldwide.	Equality, Inclusion & Human Rights	Ongoing

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
	• Co-production processes led by those who are most affected by its outcomes. It is important that there is independent external oversight of the work and linked to work that is being taken forward elsewhere in Scotland. An independent Oversight Commission must be put in place consisting of representatives from minority ethnic communities, academia, third sector and other national and international experts. The Oversight Commission should provide strategic oversight to the progression of the recommendations made by the Group and also any future Race Equality Action Plans put in place by the Scottish Government. The ERG propose that options for the status, structure, remit, staffing complement and resourcing of the Oversight Commission needs to be urgently explored, including with the full co-participation of minority ethnic people and communities. This could be a statutory body in a similar vein to the Scottish Human Rights Commission or an independent body funded by the Scottish Government to complement, enhance and add momentum to the work of the Race Equality Unit, 3rd sector partners, local authorities, and other public bodies The Commission would, through a human rights based approach, ensure that its actions and evidence are informed via the co-participation of minority ethnic people and communities and help establish the infrastructure to house the recommendations which embed the four elements described in paragraph 36 above.				

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
8. Functions	The functions of the infrastructure should include: • Collect, analyse and publish government, local authority, public body ethnic, and private sector ethnic minority data and evidence • Help Directorates within Scottish Government to develop, monitor, implement and evaluate policies to reduce ethnic disparities • Provide leadership to improve the quality of Scottish Government, local authority and other public bodies in their collection, analysis and reporting of data on minority ethnic groups, as well as actions to address these inequalities • Report regularly on the impact of policies on racialised inequality in Scotland • Create an open data source which is kept updated in order to monitor and act on the impact of Scottish Government plans and expenditure on minority ethnic people and communities. • Highlight priority areas for investment to boost progress in affected communities across Scotland. • Report and share best practice As a priority the Scottish Government should conduct an inequalities audit across the Scottish Government and other public bodies functions. • Government should work with the NHS, local authorities and other public service partners to ensure that data relating to workforce and the use of public services is accurate, comprehensive, accessible, can be ethnically disaggregated and is regularly monitored and reviewed. • That work should include the investigation of any ethnic	We aim to publish the REAP final report on 12 March. The delivery of this report will inform plans for a future renewal of the REAP, which will allow for the incorporation of these recommendations fully into our further plans to work towards race equality in Scotland.	See above	Equality, Inclusion & Human Rights	

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	disparities. Where data disaggregated by ethnicity is not available, the Scottish Government must make the necessary investments or policy changes to address this. • Any Scottish infrastructure should be multi-disciplinary, seek international guidance and expertise especially in relation to understanding how systemic, structural/ institutional racism manifests and is sustained, as well as learn lessons from the experiences of the UK Racial Disparities Unit.				
9. Anti-Racism Actions	Given the new post-COVID-19 landscape and the highlighting of problems of institutional racism within the existing functions and systems of the state there needs to be a focus on racism and anti-racism actions within the strategies and plans across the Scottish Government, local authorities and public bodies. The Race Equality Action Plan is due to be renewed in 2021 and to ensure that a gap is not created as a result of the Scottish Parliamentary elections next year, planning for the renewal should start as soon as possible, with a clear focus that the actions in any revised plan will be explicitly anti-racist, with clear actions, outputs and measurable outcomes.	We aim to publish the REAP final report on 12 March. The delivery of this report will inform plans for a future renewal of the REAP, which will allow for the incorporation of these recommendations fully into our further plans to work towards race equality in Scotland.	The need for our ongoing work to focus on racism and anti-racism actions is the basis for the twin-track approach we are taking as part of this immediate priorities plan. A large part of the early strategic development work has focused upon the steps that the government has needed to take in order for any change to be substantive, measurable, structural and systemic. The result of this has produced the document of the strategic review of race equality work, informed by the work undertaken by CRER in Spring 2021).	Equality, Inclusion & Human Rights	Ongoing
10. Corporate Accountability	An anti-racist progress measure should be included in the performance objectives of all Scottish Government Directors and Chief Executives (or equivalent) of every public body in Scotland. This will help ensure that addressing systemic racism gets the leadership it requires and senior public sector managers will be accountable for actions taken.	Not reported.	Mandatory diversity and inclusion training has also begun roll-out across the Scottish Government to build foundational level of knowledge about inclusion. It includes a specific solution for senior civil servants focused on inclusive leadership in practice, shaping an organisational culture and understanding how systemic manifest operate in an organisation. In addition to this, we commissioned CRER to identify examples of anti-racist performance objectives with proposed performance measures that could be utilised by Scottish Government and public bodies across	People Development	Ongoing

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
			Scotland. CRER have been invited to present their findings to People Directorate in October. These objectives and performance measures will be set for NHS Chairs.		
11. National Performance Framework	The National Performance Framework must include analysis and narrative on disparities for minority ethnic people within all progress reporting. Work to improve the data and evidence across Scottish Government must be undertaken and where data disaggregated by ethnicity is not available, there should be the necessary resources to make the investments or policy changes to address this.	January to May 2021 • Narrative on equality characteristics (including ethnicity) will be added to appropriate indicators as and when they are updated with new data. February 2021 • Conclusion of research examining equality data collection in the public sector to improve our understanding of current practices and barriers to collection.	We take seriously the role of good quality analysis to inform work to tackle racism. Around half (19 of a theoretical 42) of the National Performance Framework outcome indicators are currently reporting an ethnicity breakdown, with work ongoing to add to that number, where data permits. As this work continues, additional narrative on the equality breakdowns (including ethnicity) for indicators is being added to the website on a rolling basis as indicators are updated. In addition, ongoing research is examining equality data collection in the public sector to improve understanding of current practice and barriers to collection. The Equality Data Improvement project (EDIP) is led by the equality analysis team. Its project board is chaired by the Chief Social Researcher and Chief Statistician and includes senior policy and analytical colleagues along with external stakeholders. The programme has a component within its project plan to analyse individual or household based NPF indicators to identify the extent to which equality breakdowns are available, and for each indicator set out a plan to either allow analysis of the existing indicator by protected characteristic or to identify an alternative means to provide evidence. We are also in the process of engaging data users of the NPF as part of our ongoing improvement work.	National Performance Framework	Ongoing The first phase of the EDIP commenced in April 2021, and comprises a series of projects led by the Scottish Government that will be undertaken over a 12 to 18 month period.
12. A Measure of Racism	The Scottish Government should explore the development of a workable measure of racism and discrimination and its impact on physical and mental health. This should be done in collaboration with leading international experts and be supported through a programme of rapid learning from the experiences internationally.	Not reported.	This recommendation is being considered as part of the strategic review.	Equality, Inclusion & Human Rights	Ongoing
13. Housing and Overcrowding	The Scottish Government must take action with local authorities to mitigate the risk of poor accommodation or overcrowding in some minority ethnic	Not reported.	We published the evidence review on the housing needs and experiences of minority ethnic groups evidence review on 29 January 2021. We also held a cross-Government discussion of the findings on 25 January	Housing and Social Justice	Ongoing

Title	Recommendation	Intended action to be taken by May 2021 (as reported at December 2020)	Progress as of July 2021	Action Owner	Status
	groups, such as migrant workers, asylum seekers and Gypsy Travellers. Housing conditions have been suggested as one of the possible explanations for the disproportionate impact of COVID-19 on BME groups. In particular, the low percentage of minority ethnic people in social housing should be looked at and addressed as set out in a recent report. The report also highlights the various housing and homeless issues facing minority ethnic groups and suggests a number of recommendations, including the need to have reliable and up-to-date data and the need to close evidence gaps and identify solutions.		2021 to enable a strategic and coherent approach across policy areas. This evidence review informed development of the equality position statement underpinning the Housing to 2040 strategy published by Government in March 2021. Housing to 2040 restates our commitment to address the housing challenges faced by minority ethnic communities by acting on what we already know, as well as improving our evidence base. In particular we commit to: • Ensuring that minority ethnic voices are heard in our work to develop a new Rented Sector Strategy • The Affordable Housing Supply Programme continues to support the needs of minority ethnic communities, including larger homes where those are needed, where local authorities identify these through their Local Housing Strategies and SHIPs. • Including specific consideration of the needs of this group in our review of the adaptations system • Taking forward further research work with people from minority ethnic groups to understand and address the barriers they face to accessing social housing. • Carrying out a review of the evidence of minority ethnic people's representation in employment in the housing sector in 2021 and supporting the sector in taking forward any resulting actions. The Scottish Social Housing Charter is to be reviewed by Scottish Ministers every 5 years. A revised Charter needs to be approved by Parliament by April 2022. We have launched a formal consultation of the Charter on 17th June. This will run until 9th September. We have also commissioned a targeted "involving all" consultation with harder to reach groups; across the range of protected characteristics, including minority ethnic tenants. We are hosting a series of virtual consultation events involving tenants, tenant and resident groups, landlord staff, Councillors, RSL Board members and other interested stakeholders from the 21st June to 15th July 2021 The Housing (Scotland) Act 2014 enables local authorities where there are exceptional cases of poor conditions in the private rented sector, to apply to the Scottish Government for further powers by having an area designated as an Enhanced Enforcement Area		

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			(EEA). Glasgow City Council subsequently applied and was granted two EEA designations in Govanhill in Glasgow. The first of these designations ended in September 2020 and a final report to Scottish Ministers from Glasgow City Council about how the powers have been used and the impact this has had is due by mid-July 2021. This report will help feed into our review of registration and regulation systems. Gypsy/Traveller Accommodation Fund As a result of work with COSLA under our shared action plan "Improving the Lives of Gypsy/Travellers", the Housing to 2040 strategy includes a commitment to make up to £20 million of funding available over five years from 2021/22 for more and better Gypsy/Traveller accommodation. This builds on the £2 million short term funding provided in 2020/21 and represents a sustained investment to support local authorities to provide more and better accommodation for Gypsy/Travellers. Alongside this, to drive improvement in the quality of sites, we are developing a Design Guide for Gypsy/Traveller sites, in conjunction with residents and local authorities.		
14. **Recovery and Remobilisation Plans, Investment Fund and Reporting**	(a) The Scottish Government should take action to ensure that COVID does not exacerbate existing racialised socio-economic inequalities, including measures to ensure that recovery and remobilisation plans do not discriminate against people from ethnic minorities.	Not reported.	**Recovery and Remobilisation** • Scottish Government has created a new Unit that will specifically focus on Health Inequalities. This includes the Fair Health Team which has an ongoing focus on socio-economic drivers of health inequalities and a Health Equalities Team expected to be fully staffed by the end of the year. • The Health Inequalities Unit will work closely with Territorial Board Planning & Performance teams to develop a more strategic approach to identifying national priorities on equality, with a particular focus on addressing ethnic health inequalities, and embedding these the work of Government and Health Boards. • Improving connections between planning, delivery, and reporting to better support the promotion of equality priorities and delivery of equality outcomes now features as part of the Territorial Board Planning and Performance divisional work plan.	Health Inequalities Unit, Territorial Board Planning & Performance	Ongoing

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			Mobilisation Recovery Group (MRG) work The ALLIANCE was commissioned to undertake community engagement work, titled 'People at the Centre' to ensure that the diverse experience and broad range of perspectives from patients and carers are fed into the work of the MRG and its members. A final report summarising the overall findings was published by The ALLIANCE on 18 February 2021. The research worked with people from minority ethnic backgrounds & communities and different faith groups and found that health inequalities have been exacerbated and population groups disproportionately impacted. Key issues raised include the compounding of structural barriers by a lack of communications in people's preferred language, the stigmatisation often encountered when accessing healthcare services, and the importance of cultural and religious sensitivity.		
	(b) The Scottish Government's response to the Advisory Group on Economic Recovery recognised the necessity of embedding an Equalities and Human Rights approach across our policy thinking and development for economic recovery and renewal. The response recognised in the need for action in areas such as employment, skills and training, job support for young people and support for those seeking work or at risk of long-term unemployment. Opportunities for minority ethnic youth must be targeted and progressed as part of contractual agreements where public bodies are spending on significant capital infrastructure projects or modern apprenticeship programmes.	Not reported	**Young Person's Guarantee** The Youth Guarantee - No-One Left Behind: Initial Report was published in September 2020. An Implementation Group made up of partners from the public sector, third sector, and private sector co-produced and published an Activity Plan setting out the initial high-level activities required to implement the Guarantee. The Scottish Government has provided funding to create around 18,000 opportunities for young people from the £60 million committed to support implementation of the Guarantee in 2020/21. A further £70 million has been committed for 2021/22.	Fair Work	Ongoing
	(c)The Scottish Government should take action to set up a Race Equality Transformational Investment Scheme. This fund should focus on the systemic change issues highlighted in this paper and use a participatory and empowerment model where ethnic minority communities are able to direct	Not reported	**Race Equality Transformational Investment Scheme** Officials from across government have come together to scope the possibility of a transformational investment scheme. Work is underway to review viable funding mechanisms including determining the scope of the Shared Prosperity Fund, the replacement for the European	Equality, Inclusion & Human Rights	Ongoing

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	funding to areas of public service that need to change during the upcoming recovery and remobilisation phases.		Structural Fund, as a potential avenue. Additional funding made available through our Youth Guarantee and No One Left Behind initiatives for 2021/22 has contributed to our recovery and remobilisation response around employment, skills and training		
15.Employment	All public bodies should develop action plans with annual progressive targets for public sector employment at all levels of seniority in relation to minority ethnic groups – workplaces must reflect the diversity of the communities they serve and also set a positive leadership example. These targets should support achievement of the existing commitment on fair representation for minority ethnic people in the Scottish Government and public bodies workforce. Appropriate levers to encourage similar actions from the private sector should also explored, including the potential to support community and activist led programmes, such as "Pull Up or Shut Up," a campaign that calls on companies to release the total number of black employees at their companies and to identify their employment levels.	• Adoption of the Minority Ethnic Recruitment Toolkit and its practical guidance in employers' recruitment processes by May 2021. • Publication and promotion of positive action journeys with the view to having more employers using positive action measures. • FWF guidance will be available online in January 2021, including good practice examples, to help employers adopt appropriate practice. Officials are working to develop a monitoring and measurement framework to gather information about the change and impact for individuals and organisations. • Initial draft of Fair Work race equality paper and circulated to stakeholders for comment (January 2021), further drafting and final publication (February 2021).	A group of public sector employers meet once a month to discuss the implementation of this recommendation. Meetings allow for knowledge and practice exchange and reflect key themes within the Minority Ethnic Recruitment Toolkit. The group is currently preparing run an engagement session with minority ethnic community stakeholders and jobseekers in late September to This is to highlight the benefits of working in the public sector and to identify and address employment barriers for ME job seekers in these organisations. Longer term, the group will discuss and agree an action plan to ensure continuous learning and improvement. We are also continuing to engage with employers on recruitment practice as part of the work following the Public Sector Leadership Summit on Race Equality in Employment. This follows the inquiry by the Equality and Human Rights Committee inquiry report into the pertinent issues preventing positive outcomes for minority ethnic people in Scotland moving into, staying in and progressing in employment. It brought together Ministers, public authority leaders and key stakeholders to support public authorities and seek from them an understanding of institutional racism and the structural barriers that may exist in their organisations, and a commitment to take forward the Committee's recommendations. The summit unveiled a joint commitment which pledges Scottish Government and public sector leaders to: take forward the Committee's recommendations, embed them in the strategic objectives of their organisation and in their performance objectives, and to make the commitment public-facing by publishing it on their websites and social media channels. The summit will be followed by workshops led by public authorities and framed around the Committee's recommendations pertaining to recruitment and retention practices, including use of the Minority Ethnic Recruitment Toolkit; and the gathering and application of ethnicity workforce data. These workshops will take	Fair Work	Ongoing

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			place in the coming months and will conclude by the end of the year. We will also look to engage with employers on recruitment, retention and progression practices as part of the development of our ethnicity pay gap strategy., The new Government commitment to develop an ethnicity pay gap strategy will support public authorities to: • evidence how different minority ethnic groups are represented in an organisation, across different pay bands; • enable employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups. Building on the Toolkit, we have commissioned work to develop and publish a guide on positive action that public authorities can take to help shape their actions to make a real impact. We are ensuring that it covers the breadth of the employability pipeline from recruitment to retention to progression. This work is being taken forward by CRER and we expect documentation to be produced by the end of this calendar year. Fair Work First guidance was published in January this year. This guidance outlines our Fair Work First approach and exemplifies the Fair Work First criteria in practice. Officials are working to develop a monitoring and measurement framework to gather information about the change and impact for individuals and organisations. In the summer we will launch a consultation on our vision to be a Fair Work nation by 2025, which will cover questions on improving workplace equality, including race equality. We have drafted the Fair Work race equality statement and resource for employers , which is out for circulation to policy leads where there is read-across. It will shortly go out to external stakeholders, including employers, trade unions and race equality stakeholders for comment. Publication will likely be in the autumn this year allowing for further drafting and to ensure a full review following contributions.		

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Changing the Cultural Landscape					
16. Change the Curriculum for Excellence	The Scottish Government should make a formal change to the school curriculum as advocated by CRER and BEMIS. The Government should amend the Curriculum for Excellence Social Studies benchmarks to include a specific experiences and outcomes measure such as: 'I understand Scotland's historical role in empire, colonialism and transatlantic slavery and how that history has manifest the present and also understand the diversity of Scottish society in the past.' There should also be the potential within the curriculum for a much wider understanding of global Black history	December 2020 • The Scottish Government will finalise the programme proposal, including governance structures. January 2021 • Ministers will meet with young Black and Minority Ethnic people (14 January) and wider stakeholder group (20 January). • We will also hold an initial meeting of the programme board group (Learning Directorate, Race Equality Team, Education Scotland, SQA and ADES) undertake analysis of evidence gathered at stakeholder meetings and establish strategies for engagement with young people and wider stakeholders for the lifetime of the programme. • February 2021 • We will continue to analyse evidence to help inform the summary document which will be developed throughout the remainder of this phase, and into the next, in collaboration with stakeholders. This will have particular emphasis on young people's participation. The stakeholder network group will also meet for the first time. March 2021 A summary document will be published containing identified actionsApril 2021 • Implementation of actions will be commenced as set out in the summary document, supported by action oriented sub groups.	As of July 2021, the Race Equality and Anti-Racism in Education Programme (REAREP) Stakeholder Network Group had met 5 times (monthly). The Stakeholder Network Group consists of key education and race equality organisations and individuals. Four of those meetings focused on the four key themes which stakeholders agreed were interlinked and of fundamental importance in order to tackle race inequality and embed anti-racism in schools: • School leadership and Professional Learning • Diversity in the Teaching Profession and Education Workforce • Curriculum Reform • Racism and racist incidents in Schools The Curriculum Reform SubGroup of the Race Equality and Anti-Racism in Education Programme has been established to consider and identify actions that will promote and embed race equality and anti-racism in the curriculum in a meaningful, effective and sustainable way, contributing to the wider programme. It met for the first time in August, co-chaired by Khadija Mohammed from University West of Scotland and Jovan Rao Ryder from Intercultural Youth Scotland and involves education practitioners, the anti-racist education sector, young people and local and central government bodies. Consideration of curriculum framework change will be one of the key roles of the SubGroup. The Group's draft vision is as follows: Scotland's schools and early learning environments will promote and embed racial equity, anti-racism and global citizenship through its systems, leadership and curriculum. All of our learners, communities and practitioners will benefit from a curriculum, culture and ethos that reflects the diversity of the school community, Scotland and the wider world. The role of Scotland and the UK in colonial history and the impact it has on the modern world will feature in teaching and learning to ensure our young people have	Equality in Education	

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			an understanding and awareness of the British Empire and colonialism, including slavery and other human rights violations, past and present.		
17. National Museums and Statues	The Scottish Government should work with the existing group co-chaired by CRER and Glasgow City Council and community members to fund a scoping study for the establishment of a national museum dedicated to illuminating Scotland's role in empire, colonialism, slavery, migration and the history of Scotland's erasure of that history. Ethnic minority people, in particular people from African and Caribbean communities, must be over represented within any such work. Further, statues have become a focus in the global moment and clarified for all that they mean, what obfuscated reality they reflect, and asks the question of what they are saying and to whom? The Scottish Government should be bold, creative and proactive, and include young and older Afro Caribbean and people of African descent in Scotland in any decision making on any future decisions on statues and other cultural artefacts.	• We understand the first meeting of the ESSM steering group will be in early January. We expect the initial meetings to be held monthly while the discussion focuses on the understanding and analysis of the existing relevant data sets. • By May 2021 – we expect the national consultation to be ongoing, and it is possible the evaluation stage may be beginning.	Since December 2020, we have continued to work with the Steering Group established focusing on Empire, Slavery and Scotland's Museums (ESSM). ESSM has continued to action plans and processes around its original membership and remit. The call for research is complete and the group has analysed the sector wide findings. Several distinct strands of work were identified as a result and thematic sub-groups were set-up to examine each more closely. The last sub-group meetings were held in June 2021, and although the project has a revised timeline with a six month extension, good progress has been made. Unforeseen challenges around identifying external contractors who felt they lacked the necessary understanding of diversity and the access to the priority communities necessary to deliver the consultation(s) has resulted in a delay – with the national consultation now planned to begin in August 2021. We expect the final recommendations of the group to be delivered in April/May 2022.	Equality, Inclusion & Human Rights	
Improving Data and Evidence on Ethnic Inequalities in Health Improving ethnicity coding through improved data infrastructure					
1. Make Ethnicity a Mandatory Field for Health Databases	This is an immediate action that should be done for one or more systems E.g. primary care databases, Scottish Morbidity Records and others. We recognise that making a field mandatory at the national level is not necessarily a panacea but in our view it is essential to improving the data in the short and longer	• Completion of mandatory requirement to core records set, primarily hospital episodes, will be nearing completion in February, and regular reporting on completeness will commence from February.	• Mandatory requirement for submission of patient ethnicity from Health Board systems to national databases is now complete for the set of Scottish Morbidity Records covering inpatients, outpatients, mental health and maternity admissions. • Quarterly data quality reports are now being published by Public Health Scotland showing a	Health Data, PHS	Complete

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	terms. It means a valid code has to be submitted for each record in Board data submissions. 'Refused' and 'Unknown' are valid codes so even if then it does not mean it is available for all patients. At present, data held by PHS does not discriminate between these two concepts and only includes a single code for 'refused'/'unknown', likely including many instances when the patient was never asked. Further work is needed to understand if it is possible to create more refined categories for unknown ethnicity, requiring an improved understanding of the source data within health boards and whether the current computer systems used by health boards allow for more detailed information to be collated.

In addition, mandatory does not mean accurate, any code will be accepted, and so data needs to be good quality and this needs data quality monitoring at local and national levels. Given the ownership of much data collection lies with NHS Boards, they should make it mandatory on local systems as well but this would need to go hand in hand with leadership and training initiatives described in the Lothian study and others as described above to ensure quality. | | full breakdown of all the ethnicity codes recorded on national databases including more refined reporting of 'refused' and 'unknown' codes.
• Ethnicity is now recorded on Intensive Care Unit (ICU) admissions data collected by the Scottish Healthcare Audits team. | | |
| 2. **Linkage to Census** | The census currently provides the most robust information on ethnicity for the population of Scotland. Data linkage to the census should be immediately pursued by the Scottish Government to monitor the equity of the COVID-19 response in relation to ethnicity. This should not only include the immediate infectious consequences of COVID-19 (such as risks of infection, hospitalisation and death), but also secondary health harms arising from the pandemic response (such as reductions in the use of appropriate healthcare for other health conditions). If a vaccination becomes available, monitoring of its uptake by | NRS will continue to review the mortality data to see whether there is added value in updating the analysis a third time. NRS will continue to support researchers through the provision of the Census 2011 data into the National Safe Haven. | The National Records of Scotland (NRS) published analyses of COVID-19-related mortality and ethnicity in 2020, and enabled Census 2011 to be accessible to accredited researchers in the National Safe Haven. We previously highlighted two research projects which are looking at socioeconomic, household and environmental risk factors, and the epidemiology of COVID-19. The necessary governance steps have been completed for these projects and data has been made available to researchers. Census data can only be used for research and statistics projects. Ordinarily, it cannot be used for operational or clinical purposes.

Data linkage to the census data to monitor the equity of Covid-19 can be done on a one off basis right now as it meets the requirement of being a research project. This | Digital Health & Care | Ongoing |

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	ethnicity should also be pursued using data linkage. Under the principle of collecting data once but making use of it many times, linkage to the census should be pursued to allow long-term monitoring and research of ethnic inequalities in health. At present, linkage is done for the purposes of a specific project and for this reason such analyses are often not conducted in a timely manner and are resource intensive. The ERG recommends the addition of an ethnicity field derived from the census is added to an appropriate population spine (such as the Community Health Index, CHI) which would be available for routine analyses without requiring approval from multiple organisations. This recommendation should be considered an important priority which could substantially improve data quality and facilitate timely and responsive analysis.		can be done through the Data and Intelligence Network (D&IN) challenge or the Covid-19 research database. Multiple research questions can be submitted as part of one study, so information on secondary health harms could also be explored alongside the equity of Covid-19 response information. This can be achieved now through the Covid-19 research database.		
3. Develop a CHI Field	Allow information to be accessible if provided to any health database only once. This will need maintenance/integration within the Community Health Index (CHI) system and a way for deciding on conflicts in classification between databases and over time. Similarly, some process for updating the information on an occasional basis will likely be necessary. The CHI is due to be substantially revised within the next 1-2 years, providing an opportunity to embed ethnicity within the system. This single change could make a major impact on the potential 7 for conducting analyses of health data by ethnicity, since this information would then be readily available within many health datasets. There would be considerable synergies if combined with recommendation 2.	• Completion of mandatory requirement to core records set, primarily hospital episodes, will be nearing completion in February, and regular reporting on completeness will commence from February.	• Ethnicity linked to CHI number will be available by the end of 2022 when the new CHI Enterprise Master Patient Index (EMPI) is scheduled to go live.	Primary Care, Health Data	Ongoing
4. Ethnic Group Populations	Monitoring of health outcomes by ethnic group should be updated regularly and	Not reported.	In order to take action on this recommendation, we have identified research that may be helpful in this kind of		Directorate

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	more frequently than the decennial census as it is difficult to monitor without up to date populations on which to base rates. This is particularly the case in Scotland with the relatively small numbers of many minority ethnic groups and also the fact that many minority ethnic groups have relatively young populations compared to White Scottish/British and so risks can be masked by generally better outcomes in younger people if looking at outcomes at an aggregate level (Note, this was case with recent PHS Ethnicity analysis where the raised risk in South Asians was only apparent after adjustment for underlying age and sex in general population). Attempts have been made previously by NRS and ONS to look at inter census estimates but appear to have stalled. A group at Leeds University have produced broad population projections for ethnic groups based on a number of assumptions (ETHPOP12). Similar work to produce inter census estimates should be taken forward by the Scottish Government and the NRS within the next six months.		data monitoring. The Data & Intelligence Network are working with partners in Research Data Scotland and NRS to create as complete a picture as possible of equality protected characteristics as possible, which will then be available for research and statistical analysis. The EAVE II project as well as this D&IN project aims to bring together an ongoing research database for these kind of questions outside of a COVID lens We are also working to improve Equality Data across the government through the Equality Data Improvement Programme (EDIP) designed to improve and strengthen data on the protected equality characteristics collected and utilised across the public sector. The first phase of this programme comprises a series of projects led by the Scottish Government that will be undertaken over an 18 month period.		for Digital Health and Care
5. Social Care Data	At present, the provision of social care is highly varied across local authorities and data is not collected in a harmonised manner to facilitate robust analysis. There are considerable efforts to improve the quality and harmonisation of data ongoing and the inclusion of ethnicity within such efforts is important. The need for social care provision that is tailored to an ethnically diverse population is likely to increase substantially in coming years, as the proportion of older people who are minority ethnic increases. The Scottish Government and local authorities must make a clear commitment to address data deficits on ethnicity within the social care system.	Not reported.	• Recognising the need for more robust ethnicity data in this area, Public Health Scotland (PHS) receive a data submission on social care from local authorities that includes ethnicity as a mandatory field. Work is ongoing to integrate this data collection with the wider social care system and to involve relevant bodies such as Local authorities, COSLA and the improvement service.	DG Health & Social Care	Ongoing

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6. Flexibility in Data Collection	The analysis of administrative data provides a number of advantages for monitoring ethnic inequalities, including the large size of datasets (which allows minority ethnic groups to be analysed) and its relative efficiency and affordability. However, administrative data will not always be appropriate and there will continue to be a need for bespoke data collection for specific purposes, including monitoring the needs of particularly vulnerable groups or when administrative data does not capture the required information. For example, migrants who have no recourse to public funds are a particularly vulnerable group and specific data collection efforts may be required to respond to their needs. Sufficient resources will need to be made available for data collection for these specific purposes. Furthermore, existing survey datasets often do not include large enough groups of minority ethnic people to allow analyses by ethnicity. Consideration should be given to the need for boosting samples of ethnic minority participants. Often there will be a strong case for collecting qualitative data to supplement the quantitative data that has been the focus of this paper.	• Completion of mandatory requirement to core records set, primarily hospital episodes, will be nearing completion in February, and regular reporting on completeness will commence from February.	• We will be providing breakdowns for equality groups in the publication of the pooled core survey questions data for 2020. Due to the pandemic this data was collected via phone rather than face to face, therefore some breakdowns may not be possible due to low sample sizes. We will be working with the Equalities Unit to make judgements on what appropriate groupings we could use if sample sizes are too low. • Work is ongoing to establish how to reduce bias in core survey response rates to ensure the data is representative of Scotland's population.	DG Health & Social Care	Ongoing
Improving ethnicity data collection at source					
7. Co-ordinated Action	A co-ordinated set of initiatives must be put in place by the Scottish Government and NHS Scotland as soon as possible building on the lessons from past successes to improve recording of ethnicity within health databases. The COVID-19 pandemic provides a clear illustration of the importance of collecting this data, so such action has a greater chance of success than in the past. These initiatives cannot be one-off projects but rather a sustained plan of action that embeds the process of	Not reported.	• Public Health Scotland set up and chaired a workshop of key stakeholder organisations in January to discuss responsibilities around ERG recommendations. Subsequently a Primary Care Short Life Working Group of key partners, including GP representation, was set up. • Further discussions are necessary to understand ownership of some actions including workforce and social care especially where relevant organisations were not involved in ERG discussions. • The Health Equalities Team was established in March 2021 and is expected to be fully staffed by the end of the year. The team will provide	DG Health & Social Care	Ongoing

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	ethnicity data collection in the culture of the NHS in Scotland.		leadership and coordination to equality activities across DG Health & Social Care going forward, with an explicit focus on leading the development of an overarching policy around health ethnicity data collection and use.		
8. **Primary Care Health Ethnicity Data Collection**	Collection of ethnicity information at the time of GP registration provides an opportunity for substantial improvements to health ethnicity data. The current level of completeness is low, so mandating ethnicity data collection within general practice must be taken forward by the Scottish Government. However, the pressures on general practice are considerable at this time, so there is a need to ensure partnership with GPs, the Royal College of General Practitioners and other primary care staff to explore how best to take this work forward.	• Completion of mandatory requirement to core records set, primarily hospital episodes, will be nearing completion in February, and regular reporting on completeness will commence from February.	• The collection of ethnicity data at the time of registration has been agreed to be implemented in principle by the British Medical Association Scotland. • Further work to develop the plan for implementation will form part of ongoing work.	Public Health Scotland, Primary Care Directorate	Ongoing
9. **Participation by Minority Ethnic People and Communities**	Minority ethnic people and communities must be at the heart of any initiatives to improve ethnicity recording and closely involved in driving forward such initiatives. Minority ethnic communities racialised by the data process need to be involved to make sure it is worthwhile and not just another tick box exercise. This will help ensure the work meets the needs of Scotland's diverse communities and also facilitate success. It should be noted that not being willing to provide ethnicity information is rare when the reason for its collection is appropriately explained. The perspectives of minority ethnic people and communities should also be brought into the data collection process to ensure greater understanding in relation to the importance of safeguarding data. Caldicott guardians should be supported to understand how racism and racialisation plays out in the systems of data collection and analysis in order to inform their responsibilities regarding the lawful and ethical processing of information. This should include	Not reported.	This cuts across all the recommendations, including systemic issues. Implementing this recommendation means ongoing engagement with key partners in ERG, BEMIS, and CRER for example, as well as involvement of individuals representing communities participating in workshops and SLWGs set up to address specific recommendations. Discussions have begun with BEMIS and CRER as to how this can be taken forward as part of the IPP. ERG co-chairs' advice has been sought for representation at workshops and SLWGs Within Health & Social Care, work to improve understanding of concerns and constraints of particular Minority Ethnic communities regarding vaccination update included: • Strengthened relationships with the African Council to better understand the needs of their communities and how best to support them through Covid. • Jambo! Radio Q&A/Interview SG National Clinical Director to discuss the Covid Concerns of those with African and Caribbean Heritage • Local partnerships have led to vaccination clinics in mosques, African churches and community	DG HSC, Equality, Inclusion & Human Rights, Public Health Directorate	Ongoing

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	awareness of the risks of both use and non-use of data.		centres, gurdwaras and venues used by the Chinese community. • Eastern European charity based in Edinburgh, Feniks, hosted a Q+A session with SG National Clinical Director for the Polish community. The session focussed on issues and concerns relating to the vaccine and the session was streamed on Facebook and Zoom and has been made available to re-watch.		
Improving Workforce Data					
10. Monitoring Workforce Data	COVID-19 has highlighted the issue of racism experienced by many of those working in the health and social care sector. While overt racism is relatively uncommon, evidence of institutional discrimination has accumulated. For example, minority ethnic groups have been more likely to report inadequate or needing to re-use personal and protective equipment. More generally and before the COVID-19 pandemic, a special series within the BMJ medical journal highlighted the systemic nature of racism within Medicine, with minority ethnic groups less likely to be promoted and occupy positions of prestige. Monitoring of the minority ethnic diversity of frontline NHS and social care staff is required urgently by NHS Scotland to be able to appropriately respond to concerns raised by employee representative bodies such as the Unison and STUC Black workers committees. In respect of COVID-19, unions identified that Black workers were disproportionately exposed to COVID risks. The experience of Black workers and others highlights both the legal duty to respond to these minority ethnic workers and also instigate transformative consultations with workers and others to respond to the experience of racialisation in our institutions and systems.	Not reported.	• The forthcoming reform of social care offers an opportunity to build in a solid and sustainable system of data recording for this sector. • Baseline work has taken place to establish the current position, the roles and responsibilities of public service organisations. • Analysis by ethnicity and other protected characteristics of responses to the 2020 Health and Social Care Staff Wellbeing Survey is underway and will be completed by autumn 2021. The analysis will also consider intersectionality. • The Survey asked 13 questions about overall well-being and staff experience of working during the COVID-19 pandemic. The survey also asked staff what was most worrying them and what was supporting them. • In total 83,656 Health and Social Care staff took part in the survey. Typically over 90% of those completing the survey opted to provide answers to the demographic questions. This is far higher than the numbers of staff who disclose ethnicity and other data to their employers. • The results of this analysis will help us provide more targeted wellbeing and other support to minority ethnic staff across health and social care. • Demographics questions, including on ethnicity, have been included in the 2021 iMatter Health and Social Care Staff Experience Continuous Improvement Model questionnaire for the first time. iMatter provides a team-based tool for measuring employee engagement levels, and putting in place an action plan to deliver improvements in Health and Social Care. The iMatter questionnaire is run annually.	Public Health Scotland (social care data) Health Workforce (NHS workforce data)	Ongoing The timescale is likely to be no less than two years based on the experience of England in its implementation of a system that would correspond to the recommendation

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	NHS Scotland and public service organisations should put in place effective and sustained systems to record ethnicity of the workforce and analyse workforce data and surveys to show the variation in experience of employment by ethnic group.		• The 2021 survey is set to run in Autumn 2021. The national report with basic demographic information will be available in January 2022. • The demographic questions will replicate the 2022 Scottish Census questions, meaning that direct comparisons of the workforce to the population can be made. • The demographic questions will replicate the 2022 Scottish Census questions, meaning that direct comparisons of the workforce to the population can be made.		
11. NHS Workforce Data	NHS Education for Scotland (NES) are responsible for collecting, analysing and publishing NHS workforce data and high level ethnicity data is published annually. NES must address data quality issues and regularly report on progress in achieving equity in relation to NHS workforce issues for minority ethnic staff. This includes information on pay, promotion and recruitment. We would expect NES to monitor the quality and completeness of the data and report regularly on any gaps within that data. We would also expect the Scottish Government to provide oversight of progress on improvement.	Not reported.	• Discussions have taken place with NES on its role in taking forward this recommendation. Health Boards also have a role as they would collate the data on pay bands and from recruitment/promotion exercises. Scottish Government would provide oversight. • A work stream will begin later in 2021 to implement this recommendation. The development and agreement of standards for data collection and presentation will take longer than the timescale allowed for within the ERG report.	Health Workforce	Ongoing
12. Social Care Workforce Data	At present, no national workforce data for social care is available for Scotland, with individual local authorities responsible for its provision. Data does not appear to be regularly collated or reported and this may mean that monitoring by ethnicity is not possible within much of Scotland due to the relatively small numbers of minority ethnic people in many individual local authorities. Given the integration of health and social care, joint work by Scottish Government and local authorities is needed to ensure that minority ethnic workers are treated equitably within social care. This may require data specifications to be included within contracting processes made between commissioners and providers, informed by nationally agreed data standards. This would allow	Not reported.	• There have been further enquiries about the collection of such data. An opportunity has arisen, with the publication of the Feeley report on social care, and the proposal for a national care service, to reform the system and incorporate an effective workforce data system. A consultation on the national care service is due to be published shortly and it is our intention to build in to the plans the means to implement the recommendation. • Further information included under Recommendation 11 (NHS Workforce Data).	Health Workforce	Ongoing The timescale is likely to be no less than two years based on the experience of England in its implementation of a system that would correspond to the

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	minority ethnic groups to be studied at a national level.				recommen dation

Reporting, Accountability and Governance

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13. Reporting Data by Ethnicity	The COVID-19 pandemic has highlighted the need for ongoing monitoring of health (and other) data by ethnicity. The lack of reporting of datasets that are available by ethnicity can serve to make ethnic inequalities in health hidden and threatens the case for maintaining data quality. It is therefore crucial that data when available and robust enough for analysis are published and disseminated to policymakers, practitioners and communities. We recommend that: • A dashboard is created by the Scottish Government to report regularly on the impact of decisions made by the public bodies on minority ethnic people and communities during the COVID-19 pandemic, this should also include data from the disruption to health and social care (second-order effects), and financial poverty (third-order effects).	Not reported.	Work is ongoing to link impact data from COVID-19 to the National Performance Framework.	Equalities data analytics	Ongoing
	Public Health Scotland must publish an annual monitoring report on ethnic group health inequalities in Scotland.	Not reported.	• Work is ongoing to link impact data from COVID-19 to the National Performance Framework. In addition, Public Health Scotland has continued to report on ethnic inequalities in risks of COVID, most recently in March 2021, including the comparison of wave 1 and wave 2 of COVID-19. In addition monthly reporting of vaccination uptake by ethnicity has commenced. • Planning is underway for an annual ethnic inequalities report in Autumn 2021, focusing on pandemic impact in the first instance. Key to implementing this are ensuring that there are strong links to other outputs such as NPF and Equality evidence finder.	Public Health Scotland	
	The National Performance Framework must include specific indicators on the		National Performance Framework	NPF	

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	impact of racialised inequalities or the impact of systemic racism on minority ethnic people to supplement the current 81 National Indicators.		There is a statutory requirement for the NPF to be reviewed within every five years, with the next review due to commence by May 2023 at the latest. [NOTE: this could commence sooner, subject to decision by Ministers] Options and timing for the NPF review are currently being considered and it will need to align within the Government's priorities e.g. on Covid recovery, and the legislative programme. The review provides the opportunity to examine improvements to the NPF including how it will need to adapt in response to the issues highlighted by the COVID-19 pandemic and subsequent developments. While staff resources are constrained, NPF team have made a bid for an SGSSS PhD intern to start a programme of work to review equality information (including ethnicity) reported within the NPF and make recommendations on how to improve NPF reporting in this area going forward.		
14. Accountability and Governance	In order to ensure that issues on racism and ethnicity are taken seriously then people within Scottish Government, the NHS, local authorities and other public sector organisations need to be accountable for taking forward this advice and recommendations with speed and commitment. Putting a measurable racism and ethnicity objective in every Scottish Government Health Director and NHS Chief Executive's performance objectives would provide some motivation and personal incentive to drive this forward. The ERG would be happy to discuss what these objectives could be.	Not reported.	**Racism and ethnicity objectives** • The Scottish Government cannot set objectives for NHS Chief Execs as these are set by NHS Chairs, in their independent scrutiny and assurance roles. • Work is underway to set an anti-racist and wider equality objective for Chairs, focussing on the visible support of Chief Execs in giving minority ethnic staff a voice, dedicated resources and time (through staff networks) to shape anti-racist policies and initiatives. • The update to Systemic Recommendation 10 (Corporate Accountability) is applicable here. CRER has been commissioned to identify examples of anti-racist performance objectives with proposed performance measures that could be utilised by Scottish Government and public bodies across Scotland and will be invited to present their findings to People Directorate in September.	Health Workforce Directorate	Ongoing
	Each public body that has duties under the Equality Act should publish its scheme of governance to ensure adequate data recording, analysis and presentation of information to demonstrate their commitment to		**Public bodies** Although the 2010 Act is largely reserved, Scottish Ministers have supplemented the general duty by placing detailed requirements on Scottish public authorities through the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (as	?	Ongoing

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	monitoring and tackling inequalities. Public bodies should do this in the interests of access, experience and outcome for services to minority ethnic groups that it provides, providing specific analysis of conditions of interest such as COVID-19, and the fair employment of staff by ethnic group using agreed indicators. In line with the reporting recommendation in relation to the National Performance Framework above, actions taken to improve indicators contained within the National Performance Framework should be publicly reported, with designated Scottish Government leads for responding to each indicator.		amended). These Regulations apply to listed authorities with twenty or more employees and include two elements for reporting on staff (including in regard to ethnicity). The first element is a general duty on each listed public authority to annually gather and use information on the composition of its employees, as well as on their recruitment, development and retention, all broken down by relevant protected characteristic. This information is published every second year. In addition, every four years, public authorities must publish a policy on equal pay among its employees, including between staff who fall into a minority racial group and those who do not. At the same time authorities must publish information on occupational segregation among its employees, including the concentration in particular grades and particular occupations of staff who fall into a minority racial group and staff who do not. The Scottish Government published its own ethnicity pay gap figure as part of its 2021 Equality Outcomes Mainstreaming Report The SNP manifesto contained a commitment to extension of pay gap reporting, therefore we will expand the duties within the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 that require a listed public authority to publish gender pay gap information to disability and ethnicity reporting and ensure these are included within Equal Pay Statements. The Scottish Government is progressing a review of the operation of the PSED in Scotland and published in March 2021 a stage one report which set out learning from the experience of seeking to discharge the equality duty during the COVID-19 pandemic. Stage two of the review will include further stakeholder engagement and consultation with a view to progressing the areas of focus identified in the stage one report in order to improve the operation of the PSED in Scotland. This further engagement will ensure that we can learn from practice and compliance with the existing regulations on data and reporting and will help to inform how we can apply the proposed new duties on ethnicity and disability pay gap reporting.		

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			NPF indicators Policy/Analytical leads for each NPF indicator already exist within the Scottish Government, with the National Performance Framework Unit acting to facilitate communication with indicator leads on enquiries into NPF indicators. The Equality Data Improvement project (EDIP) is led by the equality analysis team. It is supported by a project board established by the Scottish Government and chaired by the Chief Social Researcher and Chief Statistician, A page outlining changes and updates to the indicators within the National Performance Framework has been added to the NPF website, and will be reporting on changes to NPF indicators going forward.		

Summary	Action Owner	Key milestones/objectives and dates
Publication of the Long-term Scottish Government Race Equality Strategy, to run from 2023 onwards	Equality, Inclusion & Human Rights	Currently underway is a long-term strategic review of race equality, to run from September 2021 to February 2022, which will establish gaps in current race equality strategy and identify key areas for development, including governance, reporting and monitoring arrangements, as well as focus areas for effective and meaningful structural change. This work will build on the review of race equality policy undertaken by CRER in the Spring of 2021. In April 2022, the results of our strategic review, and our planned way forward, addressing gaps in current race equality policy and strategy, will undergo consultation with key stakeholders and those with lived experience. This consultation will shape our strategy going forward. Objectives, milestones and outcomes will be developed in summer 2022 and will be established by August, along with monitoring, evaluation and learning practices, as well as governance and oversight both internal and external. This will form the basis for our next multi-year plan. Outcomes should be measurable and provide improved conditions for minority ethnic Scots over the period of the plan. This multi-year plan, once approved, will begin in February/March 2023.
New Human Rights Bill	Equality, Inclusion & Human Rights	In the coming year, we will consult on a new Human Rights Bill. This Bill will be part of taking forward the 30 bold recommendations from the National Taskforce for Human Rights Leadership. The Human Rights Bill will set out for the first time, and in the one place, the wide range of internationally recognised human rights belonging to everyone in Scotland. It will give effect to these human rights, as far as possible within devolved competence, and strengthen domestic legal protections by making them enforceable in Scots law. This will include the incorporation of the Convention on the Elimination of All Forms of Racial Discrimination.
Fair Work Programme Board and Systemic Recommendation 15 - Employment	Fair Work	As part of our work to address ongoing objectives from the Race Equality Action Plan 2017/21, as well as the recommendations from the ERG, we are improving data sources and access mechanisms for minority ethnic employment data. This autumn, we will publish our Fair Work race equality statement and resource for employers, outlining how employers can address race inequality through fair work. We will run a Fair Work Vision consultation, focusing on Scotland becoming a "Fair Work Nation". The consultation will seek views on barriers to Fair Work and changes in the labour market in the context of COVID, EU Exit, demographic change, automation. This consultation is vital to improving our vision and policy, and will run September – November 2021. Our Vision will be published in early 2022 By the end of the year, we will have facilitated public authority-led workshops to address how we deliver the Equalities and Human Rights Committee's recommendations in their report into race equality in employment. We will also have created an initial guide to positive action for employers to use. In December 2021, we will have evaluated the Minority Ethnic Recruitment Toolkit to see how effective it has been, and by next spring, , we will have developed an ethnicity pay gap strategy.. A suite of Equalities training will be delivered to School Coordinators focusing on race, gender and disability. The training is designed to provide tools to better support young people facing additional barriers to entering the workplace. The training will begin roll out by the end of 2021. We will also launch a Workplace Equality Fund (WEF) to run from 2021-2024. The fund involves collaborative projects between private business and charities/third sector organisations to reduce labour market barriers for certain priority groups. One of the priority groups the fund supports is minority ethnic workers. Key indicators of success: • Feedback from public authorities will be sought on the challenges to honouring the recommendations from the Equalities and Human Rights Committee's report on race equality in employment and any support or further work required.

Summary	Action Owner	Key milestones/objectives and dates
		• Evidence of a greater number of public sector employers honouring the joint commitment, including publishing it on their websites, and improving/introducing policies to tackle race inequality in the workplace. • More employers incorporating use of positive action to increase diversity of their workplace. • Clear vision of priorities for Fair Work Nation to 2025 and beyond. Route map, resources for employers. • A longer term objective would be to see the ethnicity pay gap reducing over time and the improvement of EPG reporting by employers across all sectors. • Feedback from key stakeholders on how to support and encourage employers to implement fair work practices, including ensuring greater diversity and inclusion. Skills Recognition Scotland (SRS) Pilot Project The development of the SRS process represents an opportunity to embed the processes nationally in a way that supports internationally qualified workers to enter into and progress in employment for which they are trained and providing a better chance to overcome under-employment and unemployment; and equally supports employers recruit from a more diverse pool of labour, bringing extensive benefits to their organisation including greater innovation, new ideas and also addressing current or emerging skills needs. The SRS Project Team working with Scottish Government and stakeholder groups, will develop a plan to ensure the SRS process is ready to be embedded into the skills system in 2022/23. This will involve: • Achieving greater employer buy-in from sectors experiencing a labour shortage • Agreeing the future organisational positioning and progress the necessary enabling grant or procurement processes • Developing and implementing a clear, concise marketing and communications plan We recently worked in partnership with Social Security to recruit 9 FSS Participants via the GFIE route (5 Glasgow, 4 Dundee) We will gather data to see if any of the participants are from Under-represented Groups. The Apprenticeship Equality Action Plan came to an end in March 2021. Officials are having discussions with Skills Development Scotland to consider what will replace this moving forward. While objectives/targets have not yet been agreed it is expected that Race equality will be an area covered by the plan.
Delivery of the Race Equality and Anti-Racism in Education Programme	Equality in Education	1. Curriculum Reform • A stakeholder group has been established to identify and pursue priorities related to the aspects of the programme related to the curriculum, including a review of Scotland's Curriculum in relation to race equality and anti-racism. • Education Scotland have published a resource to support practitioners in promoting race equality and embedding anti-racist education in schools. 2. Diversity in the teaching profession and education workforce • A new national post will be created, to provide focused leadership at a strategic level, to ensure stakeholders are progressing work on diversifying Scotland's teaching profession, at all levels. • The 2nd Annual Data report on Diversity in the Teaching Profession will be published. It will build on the first publication by seeking to improve the quality and quantity of data to help inform future actions. • The stakeholder group recently established to take forward this workstream will continue to take forward actions set out in Professor Rowena Arshad's March 2021 publication of Teaching in a Diverse Scotland – 3 Years On. 3. Racism and Racist Bullying in Schools

Summary	Action Owner	Key milestones/objectives and dates
		• We will work with the newly established stakeholder group - which includes RespectMe and Intercultural Youth Scotland – and which is focusing on this workstream, to strengthen resources and approaches to prevent and respond to racist incidents and racist bullying in schools. 4. School Leadership and Professional Learning • A review of current Education Scotland professional learning programmes to embed race equality and provide more opportunities for practitioners and school leaders to build their racial literacy and commit to anti-racism. • Publication of 3 independent professional learning activities on the Education Scotland professional learning website: "Becoming an anti-racist educator;" "Talking about racism: steps to improve racial dialogue in education;" and "Racial trauma: consequences of racism on mental wellbeing. • Bringing together School Leadership and Professional Learning workstream members to discuss different options for the design and delivery of a new professional learning programme on building racial literacy to be piloted this academic year. • Scottish Learning Festival workshop on "A Whole-School Approach to Race Equality and Anti-Racist Education" covering the launch of the Education Scotland Principles of Race Equality resource with a race equality curriculum map and a series of webinars for school practitioners on decolonising the curriculum. • Publication of an Anti-Racist Club guide for young people and teachers with the launch of a Scottish Anti-Racist Clubs Network including monthly opportunities for professional learning responding to needs and areas for development within the network.
Publication and implementation of the Child Poverty Delivery Plan, starting in March 2022, in particular action taken on the priority group "minority ethnic families".	Action on Child Poverty	We will work closely with our partners, experts by experience and with children and young people themselves in order to prepare our next Tackling Child Poverty Delivery Plan. We will build upon the action taken to date and upon the strong evidence base established, guided by the recommendations and challenge offered by the Poverty and Inequality Commission. The Plan, to be published in March 2022 and covering the period 2022-26, will set out the range of action to be taken across government to deliver further progress toward our ambition to eradicate child poverty in Scotland.
Implementation of actions to support the recently published Equality Outcomes document and commitments within Equality Strategy for Social Security Scotland.	Social Security Scotland	We will review progress and report on Social Security Scotland's equality outcomes and strategy this year. Our report will be available early December 2021. A focus for us in the report has been improving our understanding and use of intersectionality in data analysis, decision-making and service delivery, along with recruitment, and support for a diverse workforce.
Develop a new hate crime strategy which will contribute towards building more inclusive and resilient communities and support implementation of the Hate Crime and Public Order (Scotland) Act 2021.	Connected Communities	We will work with our partners and stakeholders to develop and identify outcomes for a new hate crime strategy. This new Hate Crime Strategy will be published in 2022 and will set out priorities to build upon and enhance efforts to tackle hate crime and prejudice in Scotland, and will include implementation of the Hate Crime Act. As part of this, we will work with Police Scotland and stakeholders to develop data and evidence on hate crime, with workshops to begin in 2021. We will also work with stakeholders to develop a marketing campaign to coincide with the commencement of the Hate Crime and Public Order (Scotland) Act 2021.

Summary	Action Owner	Key milestones/objectives and dates
Continued support and delivery of the John Smith Centre's Leadership Programme	Participation and Representation	The first ever cohort of the Minority Ethnic Leadership Programme involving 50 minority ethnic young people are currently undergoing interviews and matching processes with a view to starting their interns in September 2021 for 9 months. The Scottish Government with the John Smith Centre are reviewing on an ongoing basis the full programme from the design of it as well as the impact it will have and how we utilise our learning from this year's programme in any future agreed programme.

Health & Social Care Overarching Response to ERG recommendations,
 	
Data Recommendation 5 – **Social Care Data**
 	
Data Recommendation 7 - **Co-ordinated Action**
 	
Data Recommendation 9 -**Participation by Minority Ethnic People and Communities**
 	
Data Recommendation 12 – **Social Care Workforce Data**
	DG Health and Social Care	• By winter 2021, we will establish a Health & Social Care Race Equality Oversight and Implementation Group to support delivery of ERG recommendations / IPP commitments.
		
		• Key functions of the Oversight and Implementation Group are expected to include:
		  a) further develop work plans in relation to the above mentioned commitments and identify where short life working groups or task and finish groups are needed to deliver on key areas;
		  b) ensure accountability and robust processes to monitor progress, outcomes and impact;
		  c) achieve coherence, coordination and effective delivery of recommendations as well as initiatives to improve ethnicity data collection and use within Health & Social Care;
		  d) enabling a more joined-up, collaborative approach across work strands;
		  e) identify data required for policy and delivery organisations to improve services and outcomes for Minority Ethnic groups and inform the development of an overarching policy around ethnicity data collection and use in Health & Social Care;
		  f) recognise the impact of racism and racialisation on health and unequal outcomes; involve and draw on the expertise of people who understand how racism and racialisation functions within data and systems so that our plans and actions do not contribute to systemic issues we are working to address;
		  g) focus on improving racial literacy across Health & Social Care.
		
		• Work plans with clear deliverables and accompanying governance processes will be provided to the Race Equality IPP Delivery Group by January 2022.
		
		• The Oversight and Implementation group will produce quarterly progress reports for Ministers and the Health and Social Care Management Board. Papers and minutes will also be published (most likely on the Scottish Government website).
		
		• We will be building on the work done through the Inclusive Vaccination Programme to develop an inclusive communications framework and proposal for Health & Social Care. We will establish a Short Life Working Group to develop guidelines and recommendations by January 2022.

Systemic Recommendation 2 – **No Recourse to Public Funds**	Connected Communities	Delivery of a number of the actions in **Ending Destitution Together** has already begun. The Scottish Government and COSLA are currently developing the delivery and governance model for the strategy. This will be subject to agreement by the Cabinet Secretary and the COSLA Spokesperson. We are continuing to liaise with policy areas to obtain a full outline of planned progress

Summary	Action Owner	Key milestones/objectives and dates
Systemic Recommendation 3 – **Test and Protect and Future Health Measures**	DG HSC	**a. Ensure communication with individuals from Minority Ethnic communities by Test and Protect is effective.** Our overarching key aim across every pathway for Test and Protect is to ensure it is an accessible, available, high quality system for all - particularly Minority Ethnic communities. This will be one of the key equality focuses for as long as Test and Protect operates. To do so, we will do the following: • Develop a listening exercise to gather quick intelligence from health boards, local authorities, volunteers and third sector stakeholders, regarding the barriers Minority Ethnic communities and others are facing with Test and Protect, particularly in the new 'Beyond Level 0' stage of the pandemic. • In the longer term, we will carry out research to explore the user-experience of the Test and Protect system, focusing on the engagement and barriers to disadvantaged groups. This work is still being developed, but would look to actively recruit those from Minority Ethnic communities to understand their perspectives and experiences. • Focus on Minority Ethnic communities with continually high cases through the Enduring Transmission Working Group. • Monitor outbreaks in Minority Ethnic communities and continually review ethnicity data across testing, contact tracing and self-isolation support to analyse uptake and cases. • All of our communications, including our contact tracing scripts, will continue to have a focus on Minority Ethnic communities in terms of accessibility, translation and cultural awareness. • We will monitor the impact of any changes to the Test and Protect on Minority Ethnic communities to ensure they are not disproportionately impacted, and to ensure communities are supported by the end-to-end Test and Protect service to comply with requests to self-isolate. We expect to make significant progress in the work above by the end of 2021, though it will continue to be a focus into 2022. **b. Ensure the needs of minority ethnic communities are considered on vaccination.** We will further embed an inclusive and equitable approach to vaccination throughout current and all future vaccination programmes building on learning from existing programmes and the Covid-19 vaccination programme. The Vaccination Programme Equality Impact Assessment will be published by autumn 2021. We will commence the collection of ethnicity data through vaccination programmes from Autumn/Winter 2021 onwards with appropriate data protection and information governance. Ethnicity data will be collected for people using the vaccination registration/booking digital or non-digital (helpline) system or at vaccination appointments. A published privacy agreement will inform the public what data is being collected and the reason. We will enhance existing relationships with minority ethnic communities, and stakeholder engagement with vaccination programmes by continuing to work with the National Vaccination Inclusive Steering Group and building further on existing relationships with minority ethnic communities through regular, responsive and direct engagement. Membership of the National Vaccine Inclusion Steering Group includes minority ethnic communities (represented on the group by representatives from the SG Expert Reference Group on COVID and Ethnicity, BEMIS (the national umbrella body supporting the development of the Ethnic Minorities Voluntary Sector in Scotland), The African Council, Scottish Refugee Council; Members of SG Faith and Belief stakeholder group; Feniks Polish Charity and others. SG will continue to chair fortnightly National Vaccine Inclusive Steering Group meetings, and agree actions and delivery timescales at each meeting.

Summary	Action Owner	Key milestones/objectives and dates
		The Autumn/Winter 2021/22 vaccination programme for flu and potentially Covid-19 booster has a dedicated inclusion work stream embedding EQIA and other recommendations throughout the programme. Vaccination informed consent material will be available in main community languages by end September 2021. Work to promote equality and reduce inequalities in population groups that would experience barriers to take-up the vaccine will continue. Health Boards will be expected to develop local Health Inequality Impact Assessments by end September 2021. **c. Ensure the needs of Minority Ethnic communities on the highest risk list (formerly shielding) are considered** The deployment of evidence-based model QCovid, whether that is through its integration with a clinical or public facing tool, or through its deployment at a population level for Scotland (i.e. Scotland's adult population), will take into account ethnic group in the risk calculation. In providing access to this model, we are helping individuals, and the clinicians that support them, to understand the impact of ethnicity on their personal risk from Covid-19 and consider the protective steps they can take. Work is underway to commission a delivery partner for the clinical or public facing tool. Specific timeframes are yet to be confirmed although it is hoped the tools will be deployed by the end of 2021 or in early 2022. We also continue to engage with people on the highest risk list to ensure their needs are met, and continue actively ensuring respondents in this research represent people from Minority Ethnic Communities. We will continue to communicate with those on the highest risk list through established communications channels specifically for this group: letters from the Chief Medical Officer, an SMS text messaging service and dedicated pages at www.mygov.scot/shielding. We will continue to work closely with News, Social Media and Marketing to leverage additional communications channels to ensure we reach people on the highest risk list. We will continue to maintain an accurate and up to date 'highest risk list'. Public Health Scotland, who manage the list, make weekly updates to add and remove recipients. We will continue to write to all new additions within a week of them being added. We will continue to offer translation of letters into any format and language needed. On each occasion, we produce 60 different variants of the letters, translated into 'Easy Read', large print, BSL, alongside several languages such as Urdu, Cantonese and Mandarin. **d. Reinvigorate efforts on health promotion and disease prevention of diabetes for people from minority ethnic communities.** Work will be taken forward with the aim of developing an implementation plan and associated milestones by the end of 2021 that will focus on culturally competent health promotion and disease prevention programmes for minority ethnic groups known to be most at risk in relation to diabetes. **e. Reinvigorate efforts on health promotion and disease prevention of Cardio-Vascular Disease (CVD) for people from minority ethnic communities.** We will establish a lived experience group and network by autumn 2021, ensuring representation from minority ethnic communities (especially South Asian and Black Caribbean individuals who are disproportionately at risk of developing heart disease, as highlighted in our EQIA findings). The Scottish Cardiac Audit Programme will consider the feasibility of collecting and reporting on performance of cardiac services broken down by ethnicity in order to identify areas for improvement. Engagement will take place throughout 2021/22 to define the scope of the programme, with delivery underway in 2022/23.
Systemic Recommendation 4 – **Fair Work Practices**	Fair work and Employment	We will be focussing on increasing the numbers of minority ethnic staff in senior and executive team roles through our Leadership and Talent Management Programmes. In tandem, we are building a broad coalition of leaders at all levels across health and social care as senior allies, with reducing workforce inequalities as a core common purpose. To that end, we are working with organisations at Scotland and UK-wide level that

Summary	Action Owner	Key milestones/objectives and dates
		are already doing work in this area, such as the British Medical Association and the Royal Colleges. We will also establish a national race equality network bringing together the Chairs of minority ethnic staff networks, equality and diversity leads and other key stakeholders. The national network will provide oversight and co-produce an action plan to tackle systemic racism in the health and social care workforce. We have asked Health and Social Care Partnerships to establish more minority ethnic staff networks, as a priority. A toolkit has been co-produced to help new and existing networks have a voice and influence to drive change. The toolkit makes clear, that staff networks need clear governance and lines of accountability, to empower them in their work.
Systemic Recommendation 5 - **Investment in Minority Ethnic Organisations and Mental Health Services**	DG HSC	**a. Invest in NHS Scotland Mental Health provision and support for minority ethnic led sector organisations to provide the service required to support Scotland's diverse demographics.** Our NHS Recovery Plan lays out our plan for the recovery of NHS services over the next 5 years. Our Mental Health Transition and Recovery Plan, supported by a £120 million Recovery and Renewal Fund, aims to transform services, with a renewed focus on prevention and early intervention. The Recovery and Renewal fund will: • Improve community Child and Adolescent Mental Health Services (CAMHS). We will do this by implementing the CAMHS services specification, increasing access to CAMHS services from 18 to 25, and clearing waiting lists in both CAMHS and Psychological therapies by March 23. • Invest in Primary Care. By 2026, every GP Practice will have access to a mental health and wellbeing service, creating 1,000 additional dedicated staff who can help grow community mental health resilience and help direct social prescribing. Funding will start to be issued by end of 2021. • Invest in digital service capacity. Over the next year, we will begin work on an expanded Digital Mental Health Programme, building on the substantial progress already made. This will include continued scaling up of new digital treatments and therapies, ensuring these are also accessible in rural areas, increasing the ability to self-refer to some Computerised Cognitive Behaviour Therapy treatments and establishing a Mental Health Innovation Hub to encourage the development and evaluation of technologies focused on the identified needs of the population. 2021/22 Health Board allocations of 34.1 million will be used to deliver better services for everyone investing in CAMHS, digital services and Primary Care. We will introduce a Communities Mental Health and Wellbeing Fund for adults. Focusing on prevention and early intervention, the Fund will support small grass roots groups and organisations to deliver community activities clearly focused on improving mental health and wellbeing. It will have a particular focus on addressing inequalities exacerbated by the pandemic and meeting the needs of the most at risk groups locally. This includes activity to promote the mental health and wellbeing of people from a Minority Ethnic background. We will agree guidance and funding criteria for local partnerships informed by consultation with the Mental Health Equality and Human Rights Forum by the end of September 2021. We will also work with local partnerships through network and support meetings to facilitate reporting on equalities by end of March 2022. We intend to invest an additional £200,000 to fund MECOPP and Progress in Dialogue to provide mental health and wellbeing support for Children and Young people from Gypsy Traveller Communities. This will enable them to provide an intermediary service ensuring that children and young people from Gypsy Traveller communities can access services. The service will work towards tackling hate crime, stigma and discrimination that exacerbate poor mental health outcomes. Milestones will be agreed prior to issuing a grant letter to the funded organisation.

Summary	Action Owner	Key milestones/objectives and dates
		b. Scottish Government and NHS Scotland should deploy culturally competent and multi-lingual psychotherapists and counsellors as there are ethnic inequalities in accessing mental health services (build on work already done and follow models such as Black Thrive London). We will consider workforce diversity and related training needs as part of our work to develop a mental health workforce plan in the first half of this parliament. We will consult relevant groups as the Plan is developed. We will give consideration to how to advance the Expert Reference Group recommendation and the Race Equality Framework outcomes, through our work on the Mental Health Strategy review and refresh in 2022. We will review our mental health commitments against the Race Equality Framework outcomes to see if these contribute to it, and engage with stakeholders in our Equality and Human Rights Forum and those with lived experience to consult on what specific actions need to be taken to ensure we are meeting those outcomes. We will include these considerations in our review and refresh of the mental health strategy. We will host a dedicated Forum meeting to review progress against the Race Equality Framework and subsequent race commitments by January 2022. This feedback, and subsequent actions taken forward, will flow into the revision and refresh of our MH commitments and the MH Strategy in 2022. We will develop and launch a website to support mental wellbeing, which will be for the whole population with a specific focus on people from disadvantaged backgrounds, including Minority Ethnic communities (these groups are proportionally less likely to use traditional health websites such as NHS inform). NHS Inform have been commissioned to develop the website and are working on the development of a procurement platform. We will work with ME organisations to advise on the content of resources and to help with the production of materials throughout the process, starting in summer 2021. We will work with the Perinatal Mental Health Equalities Subgroup to ensure that an equalities focussed approach is prominent in the work of the Perinatal and Infant Mental Health Programme Board. A joint meeting between the Perinatal and Infant Mental Health Equalities and Workforce/Sustainability Subgroups will be held in autumn 2021. By summer 2021 the Equalities sub group will be consulted with on the actions within the Perinatal and Infant Mental Health Programme Board's 2021/22 Delivery Plan. In summer 2022 the Equalities Subgroup will review the 2021/22 Delivery Plan. **c. Commission research to identify barriers and put in place a plan to address the unmet need and persistent ethnic inequalities in mental health care.** As part of the Scottish Government's Equality Data Improvement Programme, government analysts have committed to assessing equality evidence (including ethnicity/race) across the health and social care portfolio and to developing an action plan to improve equality data. By end-December 2021 Health and Social Care Analysis will scope out requirements for initial research on mental health and ethnicity, with the aim of getting work underway in 2022.
Systemic Recommendation 6 – **Public Health Messaging**	DG HSC	We will be building on the work done through the Inclusive Vaccination Programme to develop an inclusive communications framework and proposal for Health & Social Care. We will establish a Short Life Working Group to develop guidelines and recommendations by January 2022.
Systemic Recommendation 7 - **Accountability – Independent**	Equality, Inclusion & Human Rights	The strategic review will appraise the range of models and set out a proposition on future governance and oversight by the end of October, for ministerial agreement. The proposition will also outline a delivery plan and timescale for implementation of the model in 2022. This model, resulting from the strategic review, will be used to develop our long-term race equality strategy, to begin in 2023 (see **Action 1,** above)

Summary	Action Owner	Key milestones/objectives and dates
Oversight Commission Systemic Recommendation 8 - **Functions**		As part of this work, an external oversight board will be established, embedded in the structure of ongoing race equality work. This board will also participate in a race equality audit of current work to identify gaps and areas for future focus.
Systemic Recommendation 9 – **Anti-Racism Actions**	Equality, Inclusion & Human Rights	Going forward, the strategic review will focus on how to implement structural, systemic changes to Scottish Government practices and policies in order to produce anti-racist actions. This ongoing work will be overseen and audited by the above oversight commission, to be established as part of this IPP work. Actions in the long-term race equality work to take place from 2023 onwards will have been assessed by the external oversight board, as well as other stakeholders, as being anti-racist, and focused on tackling racism directly.
Systemic Recommendation 10 – **Corporate Accountability**	People Directorate	We will implement Key Performance Indicators for SCS staff on anti-racism by Dec 2022, and they will be evaluated on their effectiveness in 2023. CRER have been invited to present the findings of their commissioned report (see update in Annex A) to the Scottish Government's People Directorate in September 2021.
Systemic Recommendation 11 – **National Performance Framework**	National Performance Framework	19 NPF outcome indicators currently report an ethnicity breakdown, out of a possible (theoretical) total of 42. We will raise this number over the next few weeks and months as additional data is provided. Before June 2023, the NPF will be reviewed, with a view to improving reporting on disparities for minority ethnic people within the NPF. In addition, ongoing research is examining equality data collection in the public sector to improve understanding of current practice and barriers to collection. The Equality Data Improvement project (EDIP) is led by the equality analysis team. Its project board is chaired by the Chief Social Researcher and Chief Statistician and includes senior policy and analytical colleagues along with external stakeholders. The programme has a component within its project plan to analyse individual or household based NPF indicators to identify the extent to which equality breakdowns are available, and for each indicator set out a plan to either allow analysis of the existing indicator by protected characteristic or to identify an alternative means to provide evidence. We are also in the process of engaging data users of the NPF as part of our ongoing improvement work.
Systemic Recommendation 12 – **A measure of racism**	Equality, Inclusion & Human Rights	As the IPP is taken forward, the Race Equality Team will propose research undertaken as to how a workable measure of racism can be constructed. This research will form part of our wider strategic review (See IPP priority 1, above) and form a part of our design work for the new multi-year programme of work to begin in 2023. Research will be conducted during the lifetime of the IPP and a decision made as to whether a measure for racism is workable and serves the needs of minority ethnic Scots. If useful, this can be incorporated into ongoing race equality work in 2023.
Systemic Recommendation 13 – **Housing and Overcrowding**	Housing and Social Justice	We will provide funding for Gypsy/Traveller accommodation through our £20m Gypsy/Traveller Accommodation Fund**.** Funding will initially be focused on a number of demonstration projects that can establish examples of model sites and inform a Site Design Guide. Initial proposals have been submitted by Local Authorities. Recommendations on allocations for 202-21-22 and 22-23 are expected in Autumn 2021. In parallel, we will continue to deliver the other accommodation actions under the Gypsy/Traveller Action Plan; to understand the accommodation needs and preferences of Gypsy/Travellers to inform future provision and making sure that the planning system works better for Gypsy/Traveller communities. Delivery of the review of the Social Housing Charter and progressing the Rented Sector Strategy as set out above will be our strategic focus areas for addressing the housing needs of minority ethnic groups in 2021 and early 2022. The Social Housing Charter consultation – including the "involving all" targeted approaches – took place in June and July 2021.

Summary	Action Owner	Key milestones/objectives and dates
		A tenant involvement process to inform scope of the Rented Sector Strategy will be undertaken in Summer 2021 (timetable to be confirmed with Ministers) leading into a consultation towards the end of 2021. The tenant involvement process will include targeted engagement seeking to understand the views, experiences and housing needs of people from minority ethnic groups. Work on the review of housing adaptations systems is underway and is expected to completed by the end of 2021. The review will make recommendations on planning, efficiency and resourcing. As part of this work we will engage with stakeholders and use lived experience to identify the concerns and barriers minority ethnic older and disabled people have when seeking housing adaptations and to seek views on solutions to increase access
Systemic Recommendation 14 - **Recovery and Remobilisation Plans, Investment Fund and Reporting**	Race Equality Policy Development – (b) and (c) (a) is owned by Health Equalities Team, DG HSC	**a. NHS remobilisation and recovery plans: Work with Health Boards to address ethnic health inequalities** By winter 2021 we will have agreed equality priorities for Health Boards for inclusion in their three year plans, aligning with the NHS Recovery Plan. This is likely to include an expectation that there will be improved collection and use of ethnicity data. Progress, outcomes and impact will be monitored via the Health & Social Care Race Equality Oversight and Implementation Group (as referenced in the H&SC 'overarching response'). **b. Embedding an equalities and human rights approach across policy thinking and development for economic recovery and renewal Mainstreaming equality, human rights and race equality** A strategy for mainstreaming equality and human rights is under development and the Equality team is in close contact with the Mainstreaming Equality team as we seek to align collective narrative. Engagement with equality and human rights advocacy groups and public bodies (including those specific to health sector) are being taken forward over summer/autumn. CRER and the ALLIANCE are part of an external reference group for the strategy. The Race Equality team is scoping out a long-term anti-racist and race equality strategy for Scotland. **Young Person's Guarantee** We are working with partners to deliver on commitments set out in our Equality Action Plan. The Implementation Group Equalities Sub Group, whose membership includes Intercultural Youth Scotland, is supporting the implementation of the Equality Action Plan. The Guarantee will also be aligned to the Fair Work Action Plan, Race Equality Framework & Action Plan, Disability Employment Action Plan, Gender Pay Gap Action Plan and Future Skills Action Plan. We are working on producing a detailed Measurement and Evaluation Framework for the Young Person's Guarantee. As part of this process we are developing a set of Key Performance Indicators that will help us understand the cumulative impact of the Guarantee. These were finalised in July 2021 and can be found in the progress report published at the end of July here: Young Person's Guarantee - implementation: progress report - gov.scot (www.gov.scot) **c. Race Equality Transformational Investment Scheme** Work is continuing to scope where other potential streams might be available to fund this scheme. Additional funding made through our Youth Guarantee and No One Left Behind initiatives for 2021/22 has contributed to our recovery and remobilisation response around employment, skills and training.
Systemic Recommendation 16 – **Change the Curriculum for Excellence**	Equality in Education	Officials will continue to support the work of the Race Equality and Anti-Racism Education Programme (REAREP) Programme Board, Stakeholder Network Group and associated sub groups as they develop their work plans and create actions and recommendations. Scottish Government Ministers have met members of the Stakeholder Network Group, including young people engaged in the process to set out their commitment to embedding race equality and anti-racism in schools and the wider education system.

Summary	Action Owner	Key milestones/objectives and dates
		Officials are in the process of procuring the services of an organisation to establish a REAREP 'children and young people's shadow group', consisting solely of children and young people, in order that they can have their voices heard as part of this programme and be able to influence change. This has been a clear ask of stakeholders who wish to see young people regularly engaged as part of this work. A methodology for evaluation has been considered and progressed at the August discussions for the Stakeholder Network Group, using the expertise of our Education Analytical Services. The Curriculum Reform SubGroup will consider as part of its remit whether the curriculum framework needs changed to explicitly include the teaching and learning of Scotland's historical role in empire, colonialism and transatlantic slavery and how that history is manifest in the present, in addition to any wider changes required to fully recognise the importance of race equality and anti-racism. Curriculum Reform Specific milestones include: • The establishment of the Curriculum Reform SubGroup in August 2021, to identify and pursue priorities related to the aspects of the programme related to the curriculum, including a review of Scotland's Curriculum in relation to race equality and anti-racism. • At the end of August 2021, Education Scotland published a resource to support practitioners in promoting race equality and anti-racist education in schools.
Systemic Recommendation 17 - **National Museums and Statues**	Historic Environment Scotland	The steering group on Empire, Slavery and Scotland's Museums will conduct a public consultation of their work, and will publish a report detailing recommendations on how Scotland's role in empire, colonialism and slavery can best be incorporated into our Museums and other history education.
Data Recommendation 2 – **Linkage to Census** Data Recommendation 4 – **Ethnic group Populations** Data Recommendation 6 – **Flexibility in Data Collection**	Directorate for Digital Health and Care	It is not legally possible for an ethnicity field derived from the census to be added directly to CHI, because census data is only available for research only. We would not be able to differentiate between operation/medical use (not allowed) vs research and statistical purposes (this is allowed). However, as data from the census is allowed to be used for research, the Data & Intelligence Network are working with partners in Research Data Scotland and NRS to create as complete a picture as possible of equality protected characteristics as possible, which will then be available for research and statistical analysis. The EAVE II project as well as this D&IN project aims to bring together an ongoing research database for these kind of questions outside of a COVID lens. Officials with responsibility for topics such as vaccine uptake or secondary health harms can commission research via this route. We are also working to improve Equality Data across the government through the Equality Data Improvement Programme (EDIP) designed to improve and strengthen data on the protected equality characteristics collected and utilised across the public sector. The first phase of this programme comprises a series of projects led by the Scottish Government that will be undertaken over an 18 month period.
Data Recommendation 3 - **Develop a CHI field**	DG HSC	Next steps and milestones to effectively embed ethnicity to ensure that it links with the CHI system will be agreed by the Health & Social Care Race Equality Oversight and Implementation Group or relevant subgroup.
Data Recommendation 8 -**Primary Care Health Ethnicity Data Collection**	DG HSC	Scottish Government and Public Health Scotland will lead on work to propose, and seek to implement, a system of ethnicity recording in primary medical care, starting with GP registration. A detailed (draft) proposal will be in place by end-December 2021. Implementation is planned by Quarter 1 2023, in line with the roll-out of the new CHI system, thereby ensuring that information is available across NHS systems and not confined to primary care.

Summary	Action Owner	Key milestones/objectives and dates
Data Recommendation 10 - **Monitoring Workforce Data**	Health Workforce	Analysis of responses to the 2020 Health and Social Care Staff Wellbeing Survey, by ethnicity and other protected characteristics, is underway and will be completed by autumn 2021. The analysis will also consider intersectionality. The results of this analysis will help us consider if more targeted wellbeing and other support to minority ethnic staff across health and social care is needed. Demographic questions, including on ethnicity have been included in the 2021 iMatter Health and Social Care Staff Experience Continuous Improvement Model questionnaire for the first time. iMatter provides a team-based tool for measuring employee engagement levels. The iMatter questionnaire is run annually. The questions in iMatter are mapped around the NHS Scotland Staff Governance commitments, namely that staff should be: • Well informed • Appropriately trained and developed • Involved in decisions • Treated fairly and consistently, with dignity and respect, in an environment where diversity is valued • Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community The 2021 survey is set to run in autumn 2021. The national report with a demographic breakdown will be available early 2022. Following this an analysis of the responses, by ethnicity, other protected characteristics and intersectionality will be carried out. This will allow Health Boards to put action plans in place to deliver improvements, specifically, for minority ethnic and staff with other protected characteristics, for the first time. The demographic questions will replicate the 2022 Scottish Census questions, meaning that direct comparisons of the workforce to the population can be made.
Data Recommendation 11 – **NHS Workforce Data**	Health Workforce	At present, for ethnicity and other protected characteristics, the granularity is limited to age and sex. In line with the ERG recommendations, we will work with NHS Education Scotland (NES) and with Health Boards to ensure that data on pay, promotion and recruitment is recorded in a standardised way, so it can be published. This will show what variances there are in the employment experience of staff with protected characteristics and what action Health Boards need to take to deliver better outcomes for these staff. A working group to take forward this recommendation will be established by end 2021.
Data Recommendation 13 – **Reporting Data by Ethnicity** 13a - A dashboard is created by the Scottish Government to report regularly on the impact of decisions made by the public bodies on minority ethnic people and communities during the COVID-19 pandemic, this should also include data from the disruption to health and social care		The Scottish Government, in conjunction with key stakeholders, have established an Equality Data Improvement Programme (EDIP) Equality Data Improvement Programme Project Board: terms of reference - gov.scot (www.gov.scot) which is designed to improve and strengthen data on the protected equality characteristics collected and utilised across the public sector. The first phase of this programme comprises a series of projects led by the Scottish Government that will be undertaken over an 18 month period. A key part of the improvement of our data in later stages is the accessibility of this data for minority ethnic people in Scotland. As part of this programme, and as part of the wider strategic work ongoing to establish new, long-term race equality work, we will investigate how best this data can be published and accessed. This includes the long-term effects of the COVID-19 pandemic.

Summary	Action Owner	Key milestones/objectives and dates
(second-order effects), and financial poverty (third-order effects).		
Data Recommendation 13 – **Reporting Data by Ethnicity** 13b - Public Health Scotland must publish an annual monitoring report on ethnic group health inequalities in Scotland.	Public Health Scotland	PHS aims to increase the reporting of ethnicity within statistics publications and other analytical outputs and dashboards, in line with the improvements in data quality and availability. PHS also aim to instigate a process of more regular reporting on ethnic health inequalities with links to other government outputs such as the National Performance Framework (NPF) and the Equality Evidence Finder. Planning is underway for a further reporting of ethnic inequalities before the end of 2021, focusing on the continuing impact of the pandemic in the first instance.
Data Recommendation 13 – **Reporting Data by Ethnicity** 13c - The National Performance Framework must include specific indicators on the impact of racialised inequalities or the impact of systemic racism on minority ethnic people to supplement the current 81 National Indicators.	National Performance Framework.	There is a statutory requirement for the NPF to be reviewed within every five years, with the next review due to commence by May 2023 at the latest. Options and timing for the NPF review are currently being considered and it will need to align within the Government's priorities e.g. on COVID recovery, and the legislative programme. The review provides the opportunity to examine improvements to the NPF including how it will need to adapt in response to the issues highlighted by the COVID-19 pandemic and subsequent developments. While staff resources are constrained, NPF team have made a bid for an SGSSS PhD intern to start a programme of work to review equality information (including ethnicity) reported within the NPF and make recommendations on how to improve NPF reporting in this area going forward.
Data Recommendation 14 – **Accountability and Governance**	Health Workforce	The Scottish Government has commissioned the Coalition of Racial Equality and Rights (CRER) to identify examples of anti-racist performance objectives with proposed performance measures that could be used by public bodies. CRER will present its recommendations in September 2021. Following this, an anti-racist objective and performance measures will be agreed (based on CRERs recommendations) and set for NHS Chairs. This will include a wider equality objective, focussing on NHS Chairs, seeking assurance from NHS Chief Executives that minority ethnic and staff with other protected characteristics, have a voice, dedicated resources and time (through staff networks) to shape the policies and initiatives that affect them. Accountability and governance is provided by the Director General of Health and Social Care in her role as the Senior Sponsor of the new National Ethnic Minority Forum. The Forum brings together the chairs and members of Health Boards minority ethnic staff networks. This is significant because, for the first time it provides a mechanism for Scottish Government to hear first-hand about the issues affecting minority ethnic staff. The Forum will have a role in setting the direction of travel for Scottish Government and Health Boards on tackling systemic racism, as well as ensuring policies and initiatives are culturally competent. The Forum is currently considering its priorities for the next 18 months, under the themes of employment, workplace culture and mental health. Resources for Health Boards, flowing from the Forum's work plan, will be agreed and developed over the next 18 months.
	Public Bodies and Appointments	The Scottish Government is progressing a review of the operation of the PSED in Scotland and published in March 2021 a stage one report which set out learning from the experience of seeking to discharge the equality duty during the COVID-19 pandemic. Stage two of the review will include further stakeholder engagement and consultation on potential regulatory changes to strengthen duties on relevant public bodies, with a view to progressing the areas of focus identified in the stage one report in order to improve the operation of the PSED in Scotland. This will include

Summary	Action Owner	Key milestones/objectives and dates
		consulting on proposals to expand the existing duties on public authorities to publish information on their gender pay gap to include reporting on ethnicity and disability pay gaps.
	National Performance Framework	The Scottish Government, in conjunction with key stakeholders, have established an Equality Data Improvement Programme (EDIP) Equality Data Improvement Programme Project Board: terms of reference - gov.scot (www.gov.scot) which is designed to improve and strengthen data on the protected equality characteristics collected and utilised across the public sector. The first phase of this programme comprises a series of projects led by the Scottish Government that will be undertaken over an 18 month period. The EDIP will consider quantitative and qualitative data, including from surveys and admin sources, in relation to the nine protected characteristics and intersectionalities. It aims to understand barriers to equality data collection; to understand how to increase response levels; and to develop good practice guidance and case study examples. The programme will also include actions that will make progress in data development in priority areas. It will aim to link into, showcase and learn from data development that is already underway across the Scottish Government, such as the 'Data & Intelligence Network Core Data on Equality Protected Characteristics' project, which aims to develop as complete a picture of the protected characteristics across the Scottish population as possible using existing administrative and census data. A page outlining changes and updates to the indicators within the National Performance Framework has been added to the NPF website, and will be reporting on changes to NPF indicators going forward.

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